

RECONNECTING ON OUR JOURNEY TO WELLNESS

ANNUAL REPORT 2021-2022



First Nations Health
Directors Association



RECONNECTING ON OUR JOURNEY TO WELLNESS

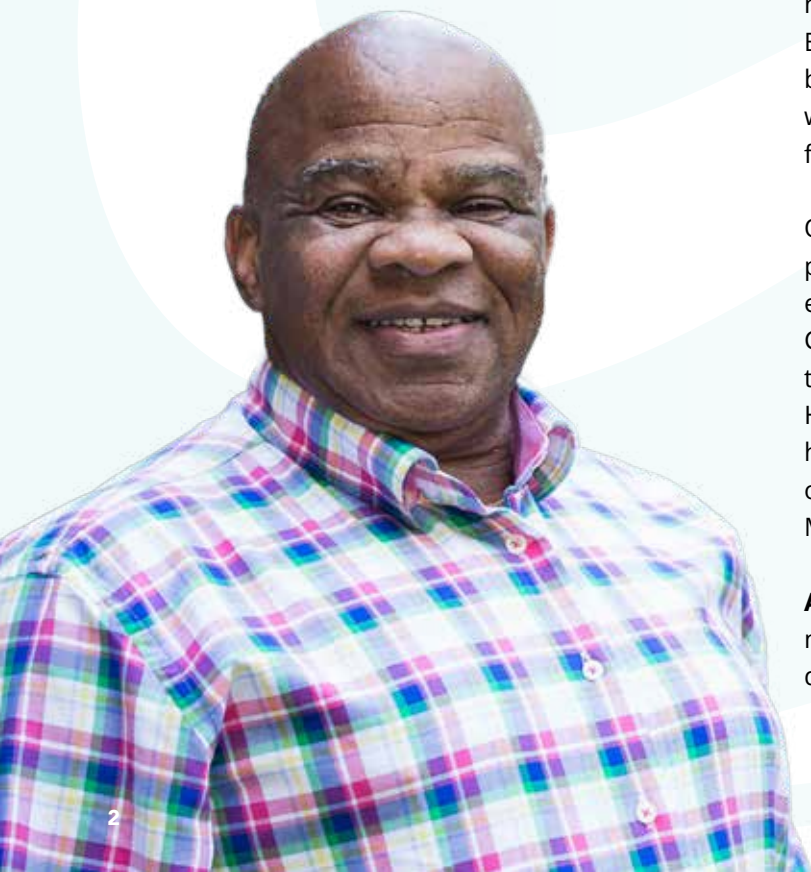
This Report shares the work of the First Nations Health Directors Association to the end of our fiscal year on March 31, 2022.

This year, Health Directors across First Nation communities in BC have remained on call for concurrent public health emergencies: the COVID-19 pandemic and the toxic drug supply and overdose crisis. What's more, the ongoing news about unmarked graves of little ones found at former Indian Residential Schools reintroduces the intergenerational trauma for our people.

The FNHDA acknowledges the loss of loved ones, Elders, youth, parents, Aunts, Uncles and Knowledge Keepers. May these individuals be remembered with love, and honoured for trying so hard to overcome their challenges. Our hearts and prayers go out to those left behind.

As always, we encourage everyone to attend to their mental health for themselves and their families and dedicate time for self-care.

FROM OUR PRESIDENT, KEITH MARSHALL



As I reflect on the year just passed and our collective future, I appreciate and honour the tenacity, energy and commitment of Health Directors. Your service is the inspiration for this year's theme – *Reconnecting on our Journey to Wellness*.

FNHDA AGM and Wellness Gathering. I'm so looking forward to our first in-person gathering in three years at our Annual General Meeting in September 2022. We'll catch up on FNHDA business while spending time at a Wellness Gathering focused on culture, tradition and honouring of each other. As your President, I see every day how Health Directors work long hours, doing what needs to be done, and not stopping to recharge. Burnout and turnover are real issues for our Members and have consequences for the health and wellness of community. Connections are the basis for our healing process as we go forward.

Once again, this year called on us to face multiple public health issues as well as severe weather events caused by climate change. Coping with COVID-19 and the toxic drug supply is part of the every day. And yet, amidst these challenges, Health Directors found ways to improve the health and wellness of their people. The pages of this Annual Report document the work of our Members in service of our shared vision.

A new standard for better health care. The new BC Cultural Safety and Humility Standard, developed jointly by the FNHA, FNHDA and the

Health Standards Organization, is a first of its kind in Canada. Designed to help organizations build a culturally safe health care environment, this achievement reflects the knowledge and experience of Health Directors as well as the critical role of our specialized technical advice in creating policies and practices that hold promise for change.

The Centre for Indigenous Health Leadership.

This year we celebrated the first graduates of the Health Director Certificate program, the inaugural offering from the newly-launched Centre for Indigenous Health Leadership (CIHL), formerly the FNHDA College. A new name and brand for the Centre was developed with feedback from Health Directors as well as learners in the program and approved by the FNHDA Executive and the newly-formed CIHL Board.

Indigenous designed and led, the Centre's programs will integrate learning from our decades of Indigenous health practice here in BC, grounded in culture, tradition and Indigenous ways of knowing.

We're proud of the work that we're doing and the work ahead. I encourage you all to be proud of what you do. We want every community member to be strong and healthy. And that's what we work towards every day.

In wellness, Keith Marshall

“ This achievement reflects the knowledge and experience of Health Directors as well as the critical role of our specialized technical advice in creating policies and practices that hold promise for change.”

FROM OUR
EXECUTIVE DIRECTOR,
CHRISTINE STAHLER



Reflecting on this past year, I'm left with a sense of gratitude, pride and resolve. Words alone can't express the gratitude I feel for Health Directors. In the face of great uncertainty, Health Directors managed and coordinated the program response for the concurrent public health emergencies of COVID-19 and the toxic drug supply and overdose crisis. What's more, Health Directors continue to help guide communities coping with news about residential schools findings and the outcomes of extreme weather events due to climate change including heatwaves, droughts, wildfires and floods.

As COVID-19 restrictions have lifted with a gradual return to our "new normal" we are asked to be vigilant for new variants and vaccine uptake, in particular for Elders and those at increased risk. Navigating this new normal while tackling racism within our health care system will continue to test Health Directors and our communities.

As I've said before, your work has been nothing short of heroic. My wish is that you feel enormously proud of your accomplishments and contributions. Proof that not all heroes wear capes, we wish to stand up all Health Directors for their "heart work" on the front lines improving health outcomes – supporting and saving lives.

I also wish to honour the FNHDA team, whose work is underpinned by a focus on wellness and self-care as they support Members in a myriad of ways. From learning and training to policy analysis and sharing circles, we stand ready to support Health Directors in your essential and life-saving work. With planning underway for the 2022 AGM and Wellness Gathering, the FNHDA Board and staff so look forward to reconnecting and recharging together – in-person – where we'll honour and stand up each and every Health Director through building strength, capacity and confidence.

As you read through the pages of this year's Report, I hope you'll celebrate our shared achievements – which are made all the more impressive given the resolve required by your colleagues to make progress during these uncertain times. For me, the new Centre for Indigenous Health Leadership is tangible evidence of transformation borne from the vision of Health Directors. The new Cultural and Safety Humility Standard reflects the wisdom of our Members and provides partners with an evidence-based step forward to create a health care system safe for all.

I look to the future with hope and resolve as I know Health Directors will, through knowledge, resilience and cultural strength, continue to make progress in our shared journey to reclaim Indigenous health and wellness.

In wellness, Christine Stahler

“ Proof that not all heroes wear capes, we wish to stand up all Health Directors for their “heart work” on the front lines improving health outcomes—supporting and saving lives.”



**Our shared vision is for healthy,
self-determining and vibrant First Nations
children, families and communities throughout
British Columbia.**

FNHDA Mission

The FNHDA works to promote culturally strong, experienced, professionally trained First Nations Health Directors; provide technical advice on research, policy, program planning and design; and support the implementation of community Health Plans.

GOAL 1

Provide professional development, training, networking and support services for Health Directors, supporting their well-being and success in their community roles, and enabling their participation in the improvement of the broader health system.

OBJECTIVE 1.1

Increase capacity of Health Directors to develop and implement community health planning processes.

OBJECTIVE 1.2

Build the capacity of Health Directors through a training plan, a comprehensive certification-based training program and other training and learning opportunities.

OBJECTIVE 1.3

Support continuous improvement and quality in health care and health administration, including accreditation, while respecting diverse community health systems.

OBJECTIVE 1.4

Operate and improve as a hub of information, tools, supports and resources for members.

OBJECTIVE 1.5

Advance the development of an educational structure to support certification and the continuous learning of Health Directors.

GOAL 2

Support health care system transformation through effective participation of the FNHDA in the First Nations Health Governance Structure and providing quality and timely technical advice.

OBJECTIVE 2.1

Advance a transparent and inclusive process for FNHDA to contribute technical advice to internal (FNHA & FNHC) and external partners.

OBJECTIVE 2.2

Collaborate with internal and external partners to champion holistic health and wellness.

GOAL 3

Uphold high operational standards and seek to continuously improve, grow and evolve the FNHDA.

OBJECTIVE 3.1

Continuously improve effectiveness of engagement, communications, and information sharing between FNHDA and members.

OBJECTIVE 3.2

Support accountability by inviting feedback, measuring outcomes, and adjusting plans and actions in response.

OBJECTIVE 3.3

Improve administrative processes to support efficient, effective, and responsive service to FNHDA members and the Board.

With the current strategic plan expiring at the end of 2022, the FNHDA Board is engaging Health Directors on development of the next three-year Strategic Plan (2023-2026) focused on FNHDA priorities and the interests of our Members.

HIGHLIGHTS FROM 2021-22

The FNHDA Board of Directors is grateful to all Health Directors for your continued hard work and dedicated service to their communities. Health Directors are working under extraordinary uncertainty as you respond to COVID-19, the toxic drug supply and overdose crisis, along with extreme weather events of heatwaves, droughts, wildfires and floods in many communities. We know you face these challenges while also coping with anti-Indigenous racism in the healthcare system. We honour your commitment to support and hold up your communities.



Three regional representatives from each of the five health authority regions in BC are elected to the FNHDA Board of Directors. The Board ensures that the Association remains aligned with the interests of Health Directors – the Association’s Members – through implementation of the FNHDA Constitution and Bylaws, Mandate and Strategic Plan.

The Board of Directors is committed to ensuring that the Association continues to evolve into a professional, powerful organization which:

- Supports the professional development of Health Directors to build competence and excellence to advance First Nations health and wellness;
- Provides technical advice for health policies and programs that is informed by community-based health and wellness knowledge; and
- Establishes and maintains meaningful partnerships to improve First Nations health and wellness for individuals and communities.

Information sessions with the FNHDA Board and our partners have been offered to keep communities current on priorities such as:

- FNHDA College and Certificate Program
- FNHDA Strategic Plan 2023-26
- FNHDA Mental Health and Wellness Action Plan in response to Indian Residential School discoveries
- FNHDA Health Director Salary Study Update

Over the past fiscal year, the Board supported several initiatives to advance the FNHDA's Strategic Plan, with highlights described in the following pages.

FIRST NATIONS AND THE TOXIC DRUG POISONING CRISIS IN BC

Toxic Drug Supply

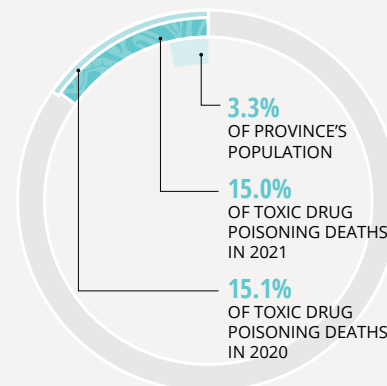
The toxic drug crisis continues to have a disproportionate effect on First Nations people in BC, taking the lives of our family members, our friends and our co-workers. The FNHDA has witnessed firsthand how Health Directors have provided vital leadership to community-driven and culturally safe approaches such as:

- Indigenous land-based healing services
- First Nations treatment and healing services
- Specialized mental health and wellness programs

FIRST NATIONS DEATHS DUE TO TOXIC DRUG POISONING, 2021

25.6% 
increase in toxic drug deaths compared
to the same period in 2020.

FIRST NATIONS PEOPLE ARE DISPROPORTIONATELY REPRESENTED IN TOXIC DRUG POISONING DEATHS



* Source: FNHA First Nations and the Toxic Drug Poisoning Crisis in BC, 2021

FIRST NATIONS AND THE COVID-19 PANDEMIC IN BC

COVID-19 Pandemic

The COVID-19 pandemic has and continues to exacerbate the many challenges faced by First Nations communities, taking a toll on our mental, emotional and spiritual health. From March 1, 2020 to April 1, 2022, First Nations families and communities have lost 258 loved ones to the pandemic.

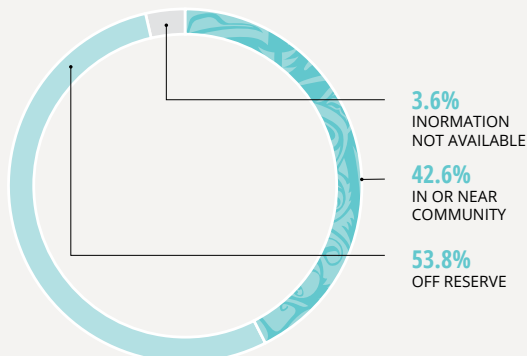
As the world entered a third year of this global pandemic, the FNHDA continued to share vital updates with Chiefs, leaders and Health Directors via regular COVID-19 Town Hall sessions. These virtual Q/A sessions covered everything from variant updates to vaccination rollout details, featuring spokespersons from our partners at the FNHA's Chief Medical Office, Chief Nursing Office and the BC Provincial Health Office – as well as time for Chiefs, leaders and Health Directors to ask questions directly.

COVID-19 CASES SINCE MARCH 1, 2020

20,847

First Nations COVID-19 cases
20,571 lab diagnosed cases
276 epi-linked cases.

Of these 20,847 cases:

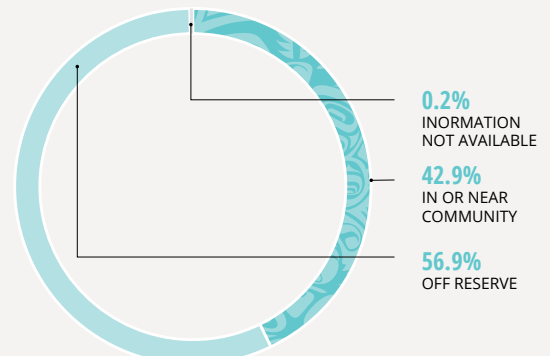


COVID-19 HOSPITALIZATIONS SINCE MARCH 1, 2020

2,371

First Nations hospitalizations due
to COVID-19

Of these 2,371 cases:



* Source: FNHA Community Situation Report

FNHDA BOARD COMMITTEES

Planning and Reporting Committee

The Planning & Reporting Committee provides advice and recommendations to the FNHDA Board on high-level strategic planning and reporting decisions as they relate to FNHDA Strategic Plan *Goal 1: Provide professional development, training, networking and support services for Health Directors, supporting their well-being and success in their community roles, and enabling their participation in the improvement of the broader health system, and Goal 3: Uphold high operational standards and seek to continuously improve, grow and evolve the FNHDA.*

Over the past year, this Committee focused its technical advice and feedback for the FNHA on program and service delivery and for the FNHC on its engagement of communities, including:

- FNHA's Five-Year Multi-Year Health Plan renewal, where the FNHDA advised on new engagement approaches to reach more community members. **(April 2021)**
- FNHA's Reporting and Evaluation Transformation Project, focused on reducing the burden of reporting for communities as well as the need to define how meaningful reporting varies among communities – and how the FNHA can help the shift towards outcome-based reporting. **(April 2021)**
- Feedback on the FNHA-FNHDA Health and Wellness Forum; the FNHDA Elder Advisor Selection Process; Transformation and Engagement Summary Report and proposed amendments to FNHDA Technical Advice Protocol (TAP) and FNHDA Engagement Plan. **(July 2021)**
- FNHA's Reporting Transformation Project specific to development of land-based healing and treatment centre evaluation frameworks. In addition, the Committee provided technical advice on gathering community feedback and suggestions for transforming FNHA reporting and evaluation structure. **(November 2021)**

Bylaws and Policy Governance Committee

The Bylaws and Policy Governance (BPG) Committee provides recommendations to the FNHDA Board on matters relating to Board governance. The work of this Committee aligns with the FNHDA Strategic Plan *Goal 3: Uphold high operational standards and seek to continuously improve, grow and evolve the FNHDA*. The Committee is responsible for reviewing governance documents and advising the FNHDA Board on any revisions required to comply with the BC Societies Act.

- The BPG Committee met during the year to provide technical advice and proposed revisions to the FNHDA Bylaws and the FNHDA Board Terms of Reference.
- The proposed revisions cover five categories including: updating membership registration; meeting attendance and participation; various Board authority updates and notices for meetings. Revisions require a two-third vote of Members at the upcoming AGM to pass.

Programs Committee

The Program Committee advances *Goal 2: Support Health Care System Transformation through effective participation in the First Nations Health Governance Structure and providing quality and timely technical advice*. This Committee provides technical advice to the FNHA and FNHC to support the continuous quality improvement and transformation of health services. Key initiatives included:

- First Nations-Led Accreditation and Quality Improvement Framework, where seven FNHDA Board Members helped guide First Nation review of quality and safety improvement in health care, addiction recovery healing services, and accompanying guidelines;
- Cultural Safety and Humility Standard to create a culturally safe environment in the health system, encourage health care providers to provide care with humility, and end Indigenous-specific racism;
- First Nations Health Benefits Medical Transportation Transformation project engagement, which includes providing technical advice on Medical Transport Policy, communications, and training; as well as the approach to the FNHA Regional Health Survey.

BOARD OF DIRECTORS WHO SERVED DURING THE YEAR

ELDER ADVISOR (OUTGOING)

Siyamex
Virginia Peters
Fraser Salish Region



ELDER ADVISOR (INCOMING)

Sulksun
Shane Pointe
Vancouver Coastal Region



INTERIOR

Shelley Lampreau
Wanda Charleyboy
(elected Feb 2022)

Lori Sellars
(elected May 2022)

Andrea LeBourdais
(stepped away Nov 2021)

Judy Maas
(stepped away April 2022)



FRASER SALISH

Janice George
Terrie Davidson
Nicole LaRock
(elected July 2021)

Elizabeth Point
(Stepped away June 2021)



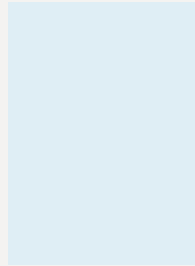
NORTHERN

Charlene Webb

Regina Thomas

(stepped away June 2022)

North East (vacant)



VANCOUVER COASTAL

Keith Marshall

Jessica Frank

(elected Dec 2021)

Rosemary
Stager-Wallace

(stepped away Nov 2021)

Coreen Paul

(stepped away June 2022)



VANCOUVER ISLAND

Jennifer Jones

(stepped away Sep 2022)

Vanessa Charlong

Kim Roberts





PARTNER COLLABORATIONS

WORKING TOGETHER TO TRANSFORM THE HEALTH SYSTEM

From primary care and anti-Indigenous racism to mental health and wellness, members of the FNHDA Board and staff are participants and contributors to a myriad of groups tackling public health issues aimed at improving outcomes for First Nations in BC.

EXTERNAL PARTNER COMMITTEES

- In Plain Sight Task team
- BC Cultural Safety and Humility Standard Working Group
- FNHA Cultural Safety and Humility Standard Development and Assessment Technical Committee
- FNHDA-FNHA Nursing Collaboration Working Group
- FNHA Accreditation Program Working Group
- BC Patient Safety and Quality Council Strategy Group
- FNHA Technical Advisory Committee on First Nations Health and Wellness Indicator Development in British Columbia Project
- Healing Our Spirit Worldwide Working Group
- First Nations Regional Health Survey Advisory Committee

Of particular note this year was FNHDA's partnership with the FNHC and FNHA on building a joint Anti-Racism, Cultural Safety and Humility Framework and Action Plan, which highlights First Nations-led regional innovation and service excellence. The Framework was announced in April 2021 after it was unanimously endorsed by the FNHDA Board.

This work, coupled with the FNHDA's participation in the *In Plain Sight* report task team, centers reconciliation between Indigenous and non-Indigenous peoples in BC and Canada as put forth by the *United Nations Declaration on the Rights of Indigenous Peoples* (UNDRIP), the provincial *Declaration on the Rights of Indigenous Peoples Act* (DRIPA), the federal Bill C-15, *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDRIPA), the *Truth and Reconciliation Commission Calls to Action*, and the *Missing and Murdered Indigenous Women and Girls Inquiry Report: Calls for Justice*.

The new BC Cultural Safety and Humility Standard, developed jointly by the FNHA with input from the FNHDA and the Health Standards Organization, is a resource for all BC organizations and health and social services across Canada. This new standard—a first of its kind in Canada—provides a toolkit to help organizations build a culturally safe health care environment. FNHDA President Keith Marshall serves as one of 30 health professionals from across BC on this working group.

The FNHDA, FNHC, and FNHA remain committed to championing cultural safety and humility (CSH) across the health system and to working with partners to embed CSH into health and wellness service delivery to improve health outcomes for First Nations people.



PHOTO COURTESY TIGH-NA-MARA SEASIDE SPA RESORT

*"To my community of Health Directors,
Believe in yourself and believe in each other. Sometimes we
doubt ourselves. There's so much intergenerational trauma
that gets in the way mentally and emotionally. But when you
believe in yourself, believe in the spirit, you believe in one
another. It just makes life easier."*



RESIDENTIAL SCHOOL FINDINGS

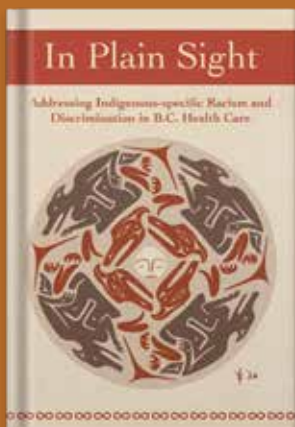
On May 28, 2021, the FNHDA released a joint statement with its governance partners at the FNHA and FNHC about the remains from 215 little ones on the site of the former Kamloops Indian Residential School. Since then, we have stood with our relations in the Tk'emlúps te Secwépemc community, and with all First Nations people in BC and across Canada.

As part of the response to the news from Kamloops that galvanized global attention, the FNHDA Board of Directors sent a letter to all Health Directors, acknowledging the trauma of the news and offering support for the emotions, memories and trauma experienced by so many. Health Directors had the difficult job of balancing their own personal feelings alongside responding to requests for support from their communities.

In the weeks after the 215 news, the FNHDA hosted a virtual support gathering for Health Directors featuring Dr. Patricia Vickers, an internationally respected leader in the field of trauma research for Indigenous peoples. Our goal was to

IN PLAIN SIGHT:

ANTI-INDIGENOUS RACISM IN BC'S HEALTH CARE SYSTEM



In November 2021, the FNHA joined with the FNHDA and the FNHC to mark the first year since publication of the In Plain Sight (IPS) report from the BC government. Since the IPS report was issued, the FNHDA has been at the forefront of the response working alongside the FNHA, FNHC and other partners on the journey to create a health system free of racism. Earlier in the fall, the BC Government announced the In Plain Sight Task Team, which includes a representative from the FNHDA Board. The work of the Task Team focuses on resolving Indigenous-specific racism in health care and making the system culturally safe for Indigenous peoples and all people in British Columbia – combining the FNHDA's longstanding vision with response to the report's recommendations.

better understand trauma and healing processes to best support Health Directors.

In June, 2021, the FNHDA Board approved a FNHDA Mental Health and Wellness Action Plan to support Health Directors during this difficult time. The FNHA also announced that they would be providing grants of \$10,000 to each First Nations community in BC to support traditional cultural healing practices and trauma responses – a resource that Health Directors helped to coordinate.

As other unmarked graves at former residential schools are confirmed, the FNHDA remains focused on supporting Health Directors to stay strong in mind, body and spirit. This work includes sharing the tools and resources in the FNHDA's **Head to Heart** campaign.



Honouring
the Land



Powering
Down



Weaving
Networks of
Support



Nurturing
Spirit

Activities include:

- Collaboration with regional health authority partners to provide close-to-home and culturally-safe public health responses to COVID-19, including vaccine clinics in and around First Nations communities with a focus on access and uptake.
- Discussions at multiple meetings such as Regional Caucus events and Town Hall sessions with First Nations to keep our work grounded in First Nations needs and priorities, as expressed by Chiefs and Health Directors.



TECHNICAL ADVICE PROTOCOL

ON THE FOREFRONT OF HEALTH AND WELLNESS TRANSFORMATION

Throughout this report, there are several examples of the FNHDA Technical Advice Protocol (TAP) being implemented provincially. Working with our governance partners at the FNHA and FNHC, as well as with many external partners and groups, the FNHDA applies our Technical Advice Protocol to advance quality health care that is culturally safe and advances our shared vision of “healthy, self-determining and vibrant BC First Nations children, families and communities.”

Medical Transportation

The FNHDA Board continued to provide technical advice to the FNHA Health Benefits team as the two partners co-developed an engagement approach for Health Directors to advance the FNHA Medical Transportation Review Project. FNHA Health Benefits has completed three phases of engagement and is developing strategies to address feedback for consideration by the FNHDA Board in summer 2022.

Engagement

On July 19, 2021 the FNHDA Planning & Reporting Committee reviewed the engagement summary from the January 2021 Board Transformation and Engagement session and the proposed amendments of the FNHDA Engagement Plan 2021-2022 and Technical Advice Protocol. On August 23, 2021 the FNHDA Board passed a motion to approve the new FNHDA Engagement Plan including the shared engagement priorities for 2021-2022 including:

- Mental Wellness: Toxic drug supply
- Traditional Wellness: Cultural Safety and Humility
- Health Benefits: Medical Transportation
- Social Determinants of Health: Anti-Indigenous Racism

In November 2021, the FNHDA Board wrote the FNHA's Chief Medical Office in support of the FNHA's proposal to document First Nations leadership during the COVID-19 pandemic. This project will capture lessons learned to help guide future pandemic responses focused on the needs of First Nations in BC. As this project continues, the FNHDA's vital partnership contributions will include documenting lessons learned on strategies and practices through story gathering and data validation.

Anti-Indigenous Racism

At the December 2021 FNHDA Quarterly Board meeting, the Board provided technical advice and feedback on the FNHA's Anti-Indigenous Racism Strategy. The Board emphasized:

- inclusion of Health Directors in client complaints about the health system;
- increasing the number of Indigenous employees in decision-making roles and as health care professionals;
- Indigenous-specific messaging and information-sharing;
- developing community-level MOUs with health centres;
- investing in communities to encourage health care professionals to work locally; and
- training for medical providers on positive Indigenous interactions through respectful relationships.



LEARNING & TRAINING

SUPPORTING HEALTH DIRECTOR PROFESSIONAL DEVELOPMENT

In a giant step forward for professional development, the FNHDA officially welcomed in April 2021 the first cohort of 24 learners into our new Health Director Certificate Program. A second cohort was welcomed in November 2021.



Centre for Indigenous Health Leadership



The FNHDA College of Indigenous Health Leadership was established in 2014 as a private post-secondary institution to provide accredited professional development and educational programs to support First Nations health leadership and service delivery.

Created through the vision of Health Directors, the FNHDA College will soon be launched with a new name, visual brand and website. The Centre for Indigenous Health Leadership's (CIHL) new name and website were developed using Health Director insights and market research to create a brand and story that reflects the vision of Health Directors for the Centre and its foundation as an Indigenous-led and operated place of learning focused on improving health for First Nations people.

The first course offering (Health Director Certificate Program) applies a bi-cultural (two-eyed seeing), practice-based model of program delivery. The course is designed to build capacity in topics like finance, health care, governance and human resources. Several learners have completed the program with several more scheduled to graduate in fall 2022.

The CIHL website (CIHL.ca) will serve as a one-stop-shop to learn about the Centre's story, apply online for upcoming courses; current learners will access courses and materials through the website as well. The next course intake with full scholarship details will be announced in fall 2022 for Health Directors who are active FNHDA members.

MEMBER SERVICES

BUILDING HEALTH DIRECTOR CAPACITY

Member Services supports Health Directors through professional development, training, mentorship initiatives and information sharing. Member Services also ensures compliance with the BC Societies Act and the FNHDA Bylaws by maintaining an accurate Member Registry, which helps track provincial Health Director recruitment and retention rates.

MENTORSHIP AND CONNECTION

The FNHDA engaged in planning and design for a new online Mentorship opportunity for Health Directors, hosted by the MentorCity platform. Along with a new Mentorship Minute blog, the MentorCity platform will enable Health Directors to easily connect with their peers through:

- one-on-one mentoring relationships;
- group mentoring and discussions; and
- a resource page where Members can access FNHDA tools, Community Wise Practices and key FNHA resources.

Regional Sharing Circles were introduced as another opportunity for Health Directors to connect with their regional peers in a safe and supportive space. Guided by the FNHDA Safe Spaces Agreement, these monthly virtual sessions offer:

- roundtable check-ins to support personal wellness;
- peer support;
- open discussion on topics raised by Health Directors;
- sharing of Wise Practices; and
- an opportunity to contribute ideas and feedback on FNHDA programs and services.

As part of its ongoing efforts to build an online social media community, the FNHDA launched a new private Facebook page as a forum for Health Directors to connect with each other and with the FNHDA in a Members-only space. Future discussion topics, such as the new strategic plan development, will be featured in this online forum.

HIGHLIGHTS FROM 2021-22

- Member Services delivered self-care wellness packages to 150 Health Directors across BC. Designed to help Health Directors stay grounded with reminders to take a moment to focus on personal wellness each day, the gifts included the FNHDA Safe Spaces Agreement and a box of Head to Heart Journey to Wellness cards featuring the newly-added Nurturing Spirit pillar.
- The Wellness Webinar series continued, with speakers sharing perspectives on such topics as health, nutrition, substance use and harm reduction and budgeting. In addition, special presentations were made by FitNation and Mindful Meditation representatives. The webinar library available via the website at FNHDA.ca enables Health Directors to revisit presentations on their own schedule.
- Updates to the FNHDA website are ongoing to ensure Health Directors have a one-stop-shop for resources, blogs, contact information and training updates.
- Training topics based on Health Director priorities continues to guide the development of the webinars and other educational opportunities offered by the FNHDA, such as the Trauma Informed Care Training delivered virtually in all five regions in October and November of 2021. Attendees were gifted a copy of Gerald Kiesman's Trauma Informed Care Manual.
- Member Services produced and distributed 122 online newsletters to inform Members about new resources, dates of Town hall sessions as well as funding grants and forums of interest. The newsletter continues to be well-read and provides updates on priority issues such as medical transportation, cultural safety and humility programs, cultural supports and the Health Director Certificate program.
- FNHA and FNHDA continued to offer ZOOM licenses to Health Directors (following the program's launch in April 2021) to support online collaborations between Health Directors and the FNHDA and FNHA as well as for general use within community.

BY THE NUMBERS

143

Health Directors received
COVID-19 wellness check-in calls



39

new members
welcomed to the FNHDA



122

online newsletters distributed to keep
members informed of new resources



60

members virtually welcomed to the
10th Annual General Meeting



10

webinars held from
April 2021 - March 2022



ANNUAL GENERAL MEETING 2021

On September 22, 2021, the FNHDA welcomed 60 Members to our 10th Annual General Meeting (AGM)—the second AGM held virtually since the COVID-19 pandemic moved everyone into a virtual world.



The AGM featured an opening prayer from FNHDA Interim Elder Advisor Virginia Peters as well as opening songs from FNHDA Vice-President Janice George. Board elections were held prior to the AGM, with the following Board members appointed by Resolution during the AGM:

- Fraser Salish: Terrie Davidson (re-elected)
- Interior: Judy Maas (re-elected) and Andrea LeBourdais (re-elected)
- Vancouver Coastal: Keith Marshall (re-elected) and Rosemary Stager-Wallace (re-elected)

Members also voted on two special resolutions which passed:

- Special Resolution #1 to amend the FNHDA Bylaws by removing annual confirmation letters as an obligation of membership.
- Special Resolution #2 to amend the FNHDA Bylaws to allow electronic participation in Members and Directors meetings.

The AGM concluded with a prayer song by FNHDA Vice-President Janice George along with recital of the FNHDA Oath of Office which all Board Directors take annually at the conclusion of the AGM.

FINANCIAL REPORT

FOR THE FISCAL YEAR ENDED MARCH 31, 2022.

During the 2021-2022 fiscal year, the First Nations Health Authority (“FNHA”) provided funding to the First Nations Health Directors Association (“FNHDA”) to support activities as described in this report. As per the Memorandum of Understanding between the two entities, the FNHA provides financial and corporate support on an annual basis from the funding it receives from Indigenous Services Canada.

Table 1: FNHA’s Expenditures on First Nations Health Directors Activities and Operations

	2022			2021
	ANNUAL BUDGET	ACTUAL	VARIANCE FAV / (UNFAV)	
EXPENSES				
Salaries and Benefits	\$ 1,028,801	\$ 1,179,210	\$ (150,409)	\$ 929,268
Travel and Meetings	230,210	37,450	192,760	(1,253)
Honoraria	160,574	102,224	58,350	109,931
Community Meetings & Travel	327,315	30,378	296,937	(15)
Professional Fees	257,637	316,659	(59,022)	216,637
General Administrative	50,183	62,963	(12,780)	106,416
TOTAL EXPENSES	\$ 2,054,720	\$ 1,728,884	\$ 325,836	\$ 1,360,984

Details of the types of expenses included in the major expense categories in Table 1 are listed on page 40.

FNHA Audited Financial Statements

The FNHDA financial results are included in the FNHA audited financial statements. This annual report provides a summary overview of the FNHDA fiscal 2021-2022 operations that are included in the FNHA audited financial statements. Inclusion of the FNHDA financial figures in the FNHA audited statements is required due to related-party accounting requirements. Issuing separate audited financial statements of the FNHDA would require additional expenditures.

The FNHA auditors, KPMG LLP, have issued an unqualified or clean audit opinion that the *“financial statements present fairly, in all material respects, the financial position of the First Nations Health Authority.”* The audited financial statements were approved by the FNHA Board of Directors on June 23, 2022, and accepted by the Members of the FNHA at the FNHA Annual General Meeting on August 23, 2022.

FNHDA Financial Results Overview

The FNHDA financial information, which has been extracted from the FNHA audited financial statements, is presented in Table 1. The table includes actual results for the year ended March 31, 2022, with prior year comparative figures. Additionally, Table 1 provides the fiscal 2021-2022 annual budget figures and variance of actual results compared to budget. The annual budget information is not included in the audited financial statements as the statements are in the format prescribed by the *CPA Canada Handbook* section for Not-For-Profit (Part III) organizations; Table 1 has been presented in this manner for the FNHDA, as per membership request.

The net expenditures for fiscal year 2022 were \$1,728,884 (fiscal 2021: \$1,360,984). When compared to the annual budget of \$2,054,720, there was an overall favourable variance of \$325,836.

Expense Definitions

Salaries and Benefits: Includes salaries, benefits and allowances paid to the Executive Director, Directors, Advisors and Executive Administrators.

Travel and Meetings: These expenditures relate to the travel costs of both staff and FNHDA Directors, as well as the costs associated with facility rental and catering for meetings of FNHDA Directors.

Honoraria: This amount represents retainers and fees paid to FNHDA Directors for attending meetings.

Community Meetings and Travel: This includes travel, accommodation, facility rental and catering costs associated with Regional Caucus meetings and the Annual General Meeting.

Professional Fees: Professional fees include service costs associated with printing, legal services, surveys and event planning. Travel costs associated with these services are also included.

General Administrative: This includes office supplies, employee related expense, meeting and communication expenses. Unfavourable variance in General administrative expense is managed from the favourable variance in other expenditure groups.

Statement of Financial Position

Table 2 shows the FNHDA’s Statement of Financial Position. The FNHDA maintains a bank account with the Royal Bank of Canada, and the offset is a payable in an equal amount to the FNHA. The account was required under the *BC Society Act* when the FNDHA was created, and although it is not required under the new *Societies Act*, which came into effect in August 2016, the FNHDA still keeps the nominal dollar amount in the account.

Table 2: FNHDA Statement of Financial Position

	2022	2021
ASSETS		
CURRENT ASSETS		
Cash	\$100	\$100
	\$100	\$100
LIABILITIES		
CURRENT LIABILITIES		
Accounts Payable & Accrued Liabilities	\$100	\$100
	\$100	\$100
NET ASSETS		
Invested in Property & Equipment	-	-
Internally Restricted	-	-
Unrestricted	-	-
	\$100	\$100

Remuneration of Directors

For the 2022 fiscal year, the FNHDA paid total remuneration of \$102,224 (fiscal 2021: \$109,931) to Directors. Remuneration paid to Directors is listed in Table 3. The format of the information presented in Table 3 is similar to the corresponding disclosure published by the FNHA.

Table 3: FNHDA Remuneration of Directors

POSITION	NAME	TOTAL REMUNERATION
President	Keith Marshall	\$ 22,800
Vice President	Janice George	9,750
Secretary/Treasurer	Judy Ann Maas	13,250
Board Member	Vanessa Charlong	5,750
Board Member	Terrie Davidson	5,750
Board Member	Jennifer Louise Jones (Resigned September 6, 2022)	6,250
Board Member	Shelley Lampreau ¹	5,250
Board Member	Andrea LeBourdais ¹ (Resigned October 31, 2021)	1,500
Board Member	Coreen Reeta Paul	7,250
Board Member	Rosemary Stager-Wallace (Resigned October 19, 2021)	2,750
Board Member	Charlene Webb	4,000
Board Member	Regina Thomas	3,250
Board Member	Kim Roberts	4,000
Board Member	Wanda Charleyboy (Appointed February 11, 2022)	1,250
Board Member	Jessica Frank (Appointed December 3, 2021) ¹	1,750
Board Member	Nicole Larock (Appointed July 15, 2021)	5,000
Director CPP		2,674
TOTAL		\$102,224

¹ Paid to Band

SHARED SECRETARIAT

WORKING WITH HEALTH DIRECTORS AND
THE FNHA TO HELP IMPROVE SERVICE AND
HEALTH OUTCOMES.



Nicole (Migizikwe) Hetu / Director

Nicole has worked with the Shared Secretariat since 2013, and with the FNHA since 2010. As Director, Nicole provides executive and management support to the Shared Secretariat and the Executive Director. She also guides the FNHDA team to effectively deliver all work-plan accountabilities as per the FNHDA Strategic Plan. Nicole oversees the development and implementation of policy research and analysis and provides strategic advice to the FNHDA Board and membership related to the mandate of the FNHDA.

Nicole.Hetu@fnha.ca / 604-787-5729



Valerie Birdgeneau / Senior Advisor

Valerie has been with the Shared Secretariat since September of 2011, and with the FNHA since 2010. In her role as Senior Advisor, Valerie works closely with Nicole to provide strategic advice, guidance and support to the FNHDA Board and Members. She also develops policy research and analysis, prepares documents to support work relating to the FNHDA Strategic Plan, and supports the regional FNHDA Board election processes.

Valerie.Birdgeneau@fnha.ca / 604-693-6555



Claudia Kobetitch / Advisor

Claudia has worked with the Shared Secretariat since May 2019. In her role as Advisor, Claudia works closely with the Senior Advisor and the Director to provide coordination and policy support for FNHDA Board and Committee meetings. She also develops policy research and analyses and prepares documents to support work for the FNHDA Strategic Plan.

Claudia.Kobetitch@fnha.ca / 604-690-1403



Karen Howse / Member Services Coordinator

Karen has worked with the Shared Secretariat since October 2019. In her role as FNHDA Member Services Coordinator, she is responsible for all aspects of FNHDA membership including the acquisition, support, and retention of Members. Karen coordinates FNHDA activities related to membership inquiries/supports, membership database management, training and event logistics, and works closely with Kimberley on the regional Board election processes. Karen prepares, maintains, and coordinates FNHDA communication internally and externally, including Eblasts, SharePoint, Campaign Monitor and ZOOM account access.

Karen.Howse@fnha.ca / 778-875-6710

**Kimberley Laing / Senior Specialist, Member Services and Programs**

Kimberley has worked with the Shared Secretariat since May 2019. In her role as Senior Specialist, Member Services and Programs, Kimberley provides professional peer support services and leadership to the FNHDA and its Members. Kimberley is the staff lead for the FNHDA Mentorship Program, and works with new and existing Members to support orientation to the FNHDA and respond to Members' needs and concerns. Kimberley leads the FNHDA Board election processes with support from Karen.

Kimberley.Laing@fnha.ca / 604-202-9405

Administrative Team

The Shared Secretariat administrative team provides administrative services to both FNHDA and FNHC Members as well as to the Shared Secretariat team members. The Administrative Team coordinates logistics for all meetings, including making travel arrangements, keeping track of financial items, processing travel claims, and coordinating logistics for meetings, including shipping, meeting packages, travel arrangements, accommodations, meeting supplies, and on-site support.

SharedSecretariat@fnha.ca / 604-693-6500



Jolyn Redhead
Executive Administrator



Amber Oates
Office Manager



First Nations Health Directors Association

Sharing experience for community wellness

FIRST NATIONS HEALTH DIRECTORS ASSOCIATION

Coast Salish Territory
501 - 100 Park Royal South
West Vancouver, BC
Canada V7T 1A2

www.fnhda.ca | fnhda@fnha.ca