

**Year End Board Report
April 1, 2021 – March 31, 2022
June 30, 2022 - AGM**

We acknowledge that we live, volunteer, work, and play within the ancestral, traditional and unceded territories of the Nak'azdli Whut'en, Tl'azt'en Nation and Binche Whut'en peoples. We express our gratitude to the Elders who teach us to journey towards good health, respect for the land, and for each other. This year's Cultural Wellness Workshop led by Len Pierre, April 18, 2021 reminded us about Reconciliation and Indigenous Cultural Safety and Humility; that we need to be mindful of weaving Indigenous resilience, resistance, and resurgence into our trauma informed practice.

Last year our AGM, was on July 8th, 2021 and due to the pandemic, we still were not able to gather. Again, this year we remain a small group but look forward to the 2023 AGM where we can invite the community to attend in person, with a guest speaker.

COVID continues to play a roll within the community. The clinic and hospital continue to be regulated by protocols of safety.

This year we have seen a transition of physicians within the Fort St. James Health Centre. The entire team has built a robust care model. This model has created a foundation and structure that has paved the way for full integration with the Northern Health interprofessional team and First Nation Health partners within all our communities. Together and in partnership, the team's focus is to improve the health of our communities as a collective.

Dr Anthon Meyers has retired, Pieter and Marli VanZyl have left the community to move to the Kelowna area. These three physicians over the last eight years have helped us mold the Fort St. James Community practice which has set us on a good path for the future.

Dr. Boris Gimbarzevsky has also left the practice.

Kim Law has joined the team as a Nurse Practitioner.

Dr Gab Krahn, Dr Gretchen Synman, Dr Fritz Steyn, Dr. Christine Igbinosa, Dr Osas Igbinosa all remain full time and we continue to look for physicians to fill the three vacant positions.

Dr. Paul Stent remains on locum.

Additionally, to their practice, Dr. Steyn is the lead for the hospital, Dr. O. Igbinosa is the Medical Director of the Fort St. James Medical Clinic, and Dr. Synman is the MSA lead.

Dr. Marli VanZyl continues to support us through Virtual Care.

Some of the larger projects we have seen are:

Budget – MOU/Contract

We are happy to report that this year we have a signed budget agreement for three years, ending 2023-2024. These confirmed budgets will support the Society by giving our staff a competitive wage and benefits which in return helps us retain our excellent staff.

In November we also signed a new contract with Northern Health for July 15, 2021 to March 31, 2024. This contract lays out clearly the clinic work that needs to be provided by the Society, our relationship and expectations.

During our last year's financial review, we requested that our auditor break out the finances into three categories: Society work, Clinic work, and our CRA account. This now shows a clear path for each stream.

Recruitment of Health Care Workers

The Society has reached out to all the major businesses within the community to ask for help. Who do you know? Who are you hiring? Who do they know?

1. Northern Health Recruitment Committee

The Society sits on the Northern Health Recruitment Committee which meets once a month. We are working collectively to support potential new health care workers to move to our community. The Society is taking the lead to promote Fort St. James and region. This nursing challenge is not just Fort St. James but British Columbia wide.

2. Community Recruitment Fund

In October the Society made a large push to solicit funds to support a community recruitment fund. These funds will support visits and incentives to our community by Health Care workers that are interested in relocating.

Along with grant writing, Dr. Pieter VanZyl did a marathon run from Fort St. James to Tl'azt'en to raise funds for the initiative. Approximately \$20,000 was raised.

The Board has formulated a Recruitment and Retention Policy around these funds.

3. Physicians

Two Practice Ready Assessment Candidates (2) have chosen Fort St James after their interviews with our doctors. We should see these two physicians arrive March 2023.

Northern Health has recently assigned physician recruiter Sheilagh Wilson to our clinic. We have worked with Sheilagh in the past when we hired Pieter and Marli. To date we have brought one physician into the community to showcase Fort St. James and he is currently doing a locum at the clinic.

4. International Nurses

Kathy, our Executive Director has been supporting international nurses to connect with "health match". This is a long process but could support nurses for the new hospital. This is from a "friend that knows a friend" outreach.

5. Post-Secondary Schools

Dr. Gretchen Snyman has taken a lead to speak to as many post secondary institutions as she can that support nursing programs.

6. E-Book Recruitment Tool

This nurse recruitment E-Book is about Fort St. James and should be ready in June. We are hoping to circulate this Fort St. James book as an incentive to call our community to find out what positions are available.

Care Model Review

With funding through QTC4BC we hosted three workshops:

The first, March 4th was a “Preliminary Care Model Service Review” and will be held in the community of Tache. A small group representing each community was invited to this first workshop.

The second workshop was held in the community of Fort St. James, April 8th. This was a larger group which will include those who participated in the preliminary care model service review along with the other health care team members. About 70 community members participated.

The group was asked to review the list of services and gaps previously identified then rank the gaps in services and place them in priority order. This work guides the Society’s Strategic Plan.

The afternoon of the second workshop was dedicated to cultural wellness, safety, and humility education. The clinic was very fortunate to have Ben Cheung join us from Doctors of BC for the final day.

Hospital

Stuart Lake Hospital Construction Project: We have diligently supported the initial planning for the new Stuart Lake Hospital and the new Primary Care Wing. A big thank you goes out to Jamie Fraser for her attention to detail. We are looking forward to relocation with all our health care professionals in September of 2024. It is exciting to see this project reach 60-90% design completion. Graham Design Builders Earthworks will move forward in May and the Land Blessing will be, Friday May 27th.

Highschool

In December 2021 we approached the administration of the High School to see if there was an interest in providing Health Care Services directly within the High School. Having physicians, nurses or social workers provide service directly within the school. This project is starting out slow with Health Nurses going into the school to speak to students. A grant has been written to support an exam room in the high school.

Mental Health and Wellness

1. Dak’elh First Nations Primary Care Society was formed March 31, 2022.
The proposed model of care for the Fort St. James DFNPCI is a new, wraparound team based primary care wellness clinic modelled after culturally safe practices as led by the First Nations communities of Binche, Nak’azdli & Tl’azt’en. Traditional Wellness and

Mental Health is their prime focus. Funded by First Nations Health in partnership with Northern Health the project will serve all members of our community. The Fort St. James Primary Care Society is honoured to help support this initiative. The team did a site visit to Lu'ma in Vancouver April 26, 2022. Kathy Marchal and Dr O. Igbinosa attended on behalf of the Society. Our society will be able to support this project financially through an NDI Grant proposal.

2. Our initial Shared Care Initiative looks promising in the early stages. This project could support after-hour mental health and substance use patients presenting to the hospital emergency. This project is in a "pilot project" stage.
3. Through the FSJPCCC, the posting for a nurse and social worker for addictions has gone out. Those positions have now been filled and this team is now doing outreach in the community
4. Integration work needs to continue to be done so we are all supporting our communities in a comprehensive approach for Mental Health and Wellness

Three of our ongoing examples of innovation and programming are mentioned below. All three of these projects could be delivered in other small rural communities.

1. The community continues to support and fund the Spirometry program within Fort St. James, Nak'azdli and Tl'azt'en.
2. Over the last three years the society has supported a Medical Exercise program. We are currently looking for Northern Health to post and fund this position.
3. The COPD research project continues and is underway through the UHNBC and University of Waterloo. We had an initial report from Dr. Meyers in June of 2021. The final report should be out in 2022.

The Board has been working quietly "behind the scenes" to support a number of indirectly health related issues in the community. Highlights include:

1. in May 2021, the new 36-unit seniors housing project was announced. Construction will start July 2022
2. continue to work with CNC supported an ECEL program, so we could encourage additional Child Care spaces
3. we again met with CNC to encourage that they support the delivery of a Long Term Residential Care Program
4. Fort St. James Primary Care Community Collaborative: FSJPCCC – Pieter VanZyl took the lead from Anthon.
5. Northern Interior Rural Division of Family Practice (NIRD) Primary Care Network Advisory Committee
6. We are currently refreshing the governance and strategic packages of the Society
7. New Fort St. James Medical Clinic website became live.
8. We participated in the research project Climate Change and Ecosystem Distribution: CCEDA. Building on the lessons learned from the first year of the COVID-19 Pandemic to Strengthen Rural Community Health and Health Services, this study aims to explore lessons learned from rural community responses to COVID-19, specifically characteristics of rural communities that demonstrated resilience in the first year of the

pandemic and how it may be applied to other challenges and threats affecting rural health and health services.

9. Housing: we continue to have supported housing from Centerra Gold and BC Housing to support health staff that need accommodation within the community. We also have 3 private locations where we are able to house workers.

The new interim clinic working environment, Fort St. James Health Centre, our integrated work with the interprofessional teams, Indigenous health centers and Northern Health remains a good news story for our area.

I cannot thank our Board enough for your consistent attention to the community directed health care work required to support this society. Thank you to Ruby Prince as she retires from her position as Director. We welcome Jacki Marshal to the Board.

We also would like to thank our Board Membership, who has oversight of our Board. The District of Fort St. James our Mayor, Bob Motion, Regional District Bulkley Nechako "Area C" Tom Greenaway, and Nak'azdli Whut'en Chief Aileen Prince. Another thank you to Taylor Bachrach, Member of Parliament for Skeena-Bulkley Valley for checking in on us over the year.

At this time, we would also like to thank our Clinic Manager, Jamie Fraser and her staff for their ongoing commitment for caring for the community. Finally, thank you to Kathy Marchal, our Executive Director, whose creativity, wordsmithing and leadership has supported the clinic becoming what it is today.

Being kind and working respectfully together, we can continue to support filling the gaps in mental health and supporting this unique primary care model in our region.

Respectfully,

Ann McCormick
Board Chair, Fort St. James Primary Care Society