

LEXÉY'EM

SEPTEMBER 2008 ISSUE



in this issue... New Budget for 2008-09
Economic Development
Douglas Reserve Initiative
Residential School Apology
Strategic Initiatives





Chief Shane Gottfriedson

WEYKTP RESPECTED ELDERS AND MEMBERSHIP

First my apologies for the length of time since our last Lex'yem; the administration department acknowledges that our communications position has been vacant for too long.

The past seven months have been a very busy time for my office and I hope that this report captures the broad strokes that will have the most impact on our Membership.

Operational Budget

The recently approved operations budget contemplates adequate financing of the long term strategic initiatives that will support sustainable economic development.

However, that is not to say that the social development of our Membership was discounted. In order to strike a solid balance between the two, Council collaborated with Department Heads working as a team to develop the type of planning that provides for a successful future.

Below are some budget highlights:

- \$250,000 to initiate the addition-to-reserve process of Spi7ullucw Ranch.
- \$220,000 to fund a professional architect position for the developmental design of a new professional building. This allocation is in direct response from the direction received by membership at a General Band Meeting to move forward on this project. Understandably, the existing buildings are no longer adequate to conduct our business with our membership, our staff or our external partners. The heating and electrical bill for the current buildings is approximately \$650,000 per year, and is no longer an intelligent use of KIB funds. Moreover, now that we have expanded to more than 200 staff members, operational challenges continue as staff members are spread out the complex as office space permits, or does not as the case is most often. A \$34M organization such as the Kamloops Indian Band requires an efficient workspace.
- \$400,000 increase in wages to reflect our appreciation of our staff's commitment to our organization. This is the second step in our overall Human Resource Plan.
- \$500,000 for the expansion of Tkemlups Gas Station to include a coffee shop and car wash. This expansion is expected to create up to 25 full-time and part-time jobs for our people.
- \$500,000 for maintenance of the Arbor and Powwow grounds that stand as a monument to our traditions and culture. It is important that it continues to be a point of pride for our community.
- \$40,000 to the 29th Annual Kamloopa Pow-

Wow for another successful celebration of our culture. Again the PowWow drew huge crowds, dancers, singers and spectators from all over the world including a group of Indigenous people from Papa New Guinea and many guests from as far as England and China. I want to thank the Powwow committee and all of the workers for another outstanding job; your dedication made for a great weekend.

Also, as many of you know, the New Eagle was unveiled in the Opening Ceremonies in honor of our people who suffered from Indian Residential Schools.

We were honored to have our National Chief Phil Fontaine, BC Regional Chief Shawn Atleo, respected Elder Barney Williams, and Honorable Governor General Judge Steven Point as witnesses to our ceremony. As well other respected Chiefs and Council members participated as a part of our celebrations for our Men's 50+ and over Special in honor of our Indian School Survivors.

What an awesome 29th year!

- \$30,000 for the Canadian Fastball championships hosted by the Hanks Royals Ladies fastball team.

I would like to thank the committee for all of their hard work on this event.

We hosted 4 tournaments on the same weekend as the Kamloopa Powwow. As the tournament itself was a tremendous show of skill and sportsmanship of softball that will have people talking about for a long time. Participants included 'A' Division Champions, Siska Rebels from Alberta, 'B' Divisions Champions, Braves from Winnipeg. Legends McKay United from Manitoba as well as the Women's Northern Lights from Manitoba.

The host team, Kamloops Indian Band Hanks Royals played hard and finished third; way to go girls you represented us with a great showing!

We had a total of 64 teams from all over Western Canada. Thank-you again to all of our sponsors who made this event such a

success; in particular, thanks go out to the City of Kamloops Recreation Department for their exceptional support.

Also, applause to the hard working Maintenance Department of the Kamloops Indian Band for the renovations at Tye Park where \$28,000 was invested for upgrades. Please think about all that effort and respect the park.

We were also honored to have the world's best goalie from the Montreal Canadians, Carey Price from Anaheim Lake, throw out the first pitch, along with former Vancouver Canuck, Gino Odjick the Miniwacki Mauler. The two fine gentlemen were welcomed by all of the various tribes by a thunderous ovation at both the softball tournament and the Powwow. They signed many autographs for the kids and people with such professionalism and grace, proving again what great role models each are for our children.

Thanks again guys for giving our young people the time out of your busy schedule, it was an honor to host you.

Chad Gottfriedson and Dawn McGrath you where both awesome, especially you Chad for the long hours you put in over the weekend spectacular it was a lot of fun.

Now let's go for the 2014 Indigenous Games as our next goal in sports development for our kids.

That is what I have my sights on after attending the 2008 Games in Cowichan. I believe we can take this on if we work cooperatively with the Tournament Capital of Canada; the City of Kamloops has all of the perfect venues.

So just to let everyone know that's my next project.

- \$100,000 new playgrounds; \$50 000 for the George Campbell subdivision playground and \$50,000 for Tye Park.
- \$53,000 for our summer student camp and reservation clean-up project hosted by the Education Department.

I want to personally thank every student for the hard work as well as the staff: great job everyone.

- \$17,600 for Elders home inspections; investing in our Elders safety.
- \$50,000 initially allocated for Elder homes renovations.
- \$100,000 for full-time carpenter and collection officer positions to be added to the KIB Housing Department.
- \$275,000 for KIB security to be increased to 24 hours 7 days a week and conducted everywhere on-reserve. Another example of job creation serving an existing need on-reserve.
- \$400,000 in professional development for our staff as part of our aggressive human resources plan targeting succession training and increasing the number of KIB band members in executive positions.
- \$100 000 toward the Waste Water Project which is a little behind schedule. Stantec is providing the design of a SBR system which should be complete by this fall. The McCleaney Group is designing the lift stations, pipe mains and should also be complete this fall.

We are still seeking the support of the CP holders who have not finalized their agreements. Likely, the questions on everyone's mind is, "How much is it going to cost, when will it be started, when will it be completed and how will we pay for it?"

To address these concerns we will be holding again a series of workshops detailing the capitol investment into infrastructure for our Reservation. We are also working on our waste water bylaw which we plan to introduce at the same time for your consideration.

Economic Development

It is of my opinion that the long term economic investment in infrastructure, socially, economically and environmentally, is long overdue.

Understandably this is a very big commitment but one that will open opportunities not only for Kamloops Indian Bands Land Development Corporations (KIBDC), but to individual band member land development opportunities.

We have come a long way in economic development over the past 40 years and must continue to plan well into the future.

Furthermore we are creating partners in joint ventures with government, industry and other tribes that will prove beneficial to our membership. Examples include recent mining agreements, forestry agreements; ministry highways land exchanged 15 acres, access from Tobiano plus cash as well as Big Horn Sheep fence along Mt. Paul and TransCanada highway.

With regard to the Rayleigh properties, KIB successfully negotiated 99 acres; 20 acres for a future RV Park on North Thompson River front, 30 acres for a future log sort yard next to Tolko as well as 44 acres off West-side road for future land holdings.

Douglas Reserve Claim

The Douglas Reserve Claim was again denied the federal government and without a reasonable or justifiable cause.

I'm not surprised by this decision, after all it is the government who is the judge, the jury, and decision makers; the system appears to be flawed and unjust.

We are exploring all our legal options and will give a detailed report at the September 17 General Band Meeting.

Linda Thomas has been added to our staff as the Land Claims coordinator; we welcome Linda's legal background and know that she will be an asset to our negotiating team. The current members of the negotiating team include CRM Department Head, John Jules, Councilor Harry Paul and Chief Shane Gottfriedson.

The negotiating team will be focused on the Douglas Reserve Land Claim asserting the traditional title and right for the Secwepemc people.

I request the unified support of all the members to stand with us as we fight for reclamations of what was wrong fully taken from us, our land.

Who will stand up with our team?

Who will walk with us when we need to stand tall?

Who will be our voice when we need the word spread?

I trust all of you would do so as I'm committed under my oath of office to fight to our title and right which includes our fight for our land.

PLEASE JOIN US on September 15, 2008 for a ceremony to be held in the centre of our land atop Mt. Lolo. Everyone is welcome to attend.

Start time is 2pm with a horseback ride beginning at 6am from Indian Point. We are calling all riders to ride with the Chief on this historical ride through our land.

2010 SHUSWAP GATHERING

The Kamloops Indian Band plans on serving as host to the 2010 Shuswap gathering marking the 100 year anniversary of the signing of the Sir Wilfred Memorial, which was signed as you all know right here in Tkemlups territory.

So I would like to start planning for this event immediately and calling on all members who wish to get involved to start a planning committee this fall.

This is truly a community affair as the gatherings I have witness, over my term as Chief take a great deal of planning, effort to open and feed the people of the Secwemc Nation.

We need help this past year was held in Canada Lake I was in attendance for all three days and had a blast visiting all the people. They did a spectacular job as hosts and were honored to be able to Dance in their new Arbor and be a part of the blessing ceremony. If you ever get a chance in your travels stop by and check it out a nice community project, pretty cool good to see communities investing in their culture. Great job Chief Mike Archie and Council members and community good to see everyone working together at the gathering.

I want to thank Whitney Manuel and Denny Thomas for representing our community good to see our young people taking an interest in the Nations greatest gathering good-one.

cont'd on page 11 ►



David Manuel - Councillor

I would like to thank all the staff of Knucwentwewc for all their hard work and dedication to the Kamloops Indian Band membership.

Skelep School of Excellence

We now have a full School Board

Chair person
David Manuel

Two KIB Elders
Delores Jules and Anne Doucette

Two KIB Staff Members
Diana Jules and George Casimir

Two KIB Community Members
Linda Thomas and Rochelle Leonard

Two Professional/ Technical Advisors
Renee Spence & Kim Jensen

Thanks go to Bernie Charlie, Tom Koester, John Jules and Salvina Holcomb for all their work sitting on the board in the past.

I would like to also thank all the students, parents, support staff, teachers, principal Ruth Laurie for making this school year a great success.

The three key issues for Skelep School

- * Having more KIB members go to the School
- * Having more parent involvement at School
- * Reciprocal tuition.

Justice

Justice Committee meeting is once per month.

Justice Community Watch Program is starting up.

We need your support if you are interested. For more information please contact:

Edith Fortier at 250-571-1021.

Tkek Yeel Stem Camp

Diana Jules and George Casimir have done great job getting all the schedule and camp ready for the summer time events. This year Camp coordinator/Cook is Deana Nicholson and Camp Counselors Jamin Casimir, Daylin Swanson and Justin Adolph.

Tkek Yeel Stem Summer Camp Schedule:

July 14-18	8-10 years old
July 21-25	11-14 years old
July 28-Aug 1	8-10 years old
August 4-8	11-14 years old
August 11-15	8-10 years old



Youth Beautification Project

This year there is a youth Beautification project going during the summer months thanks to the leadership and vision of Chief Shane Gottfriedson and Diana Jules. The two youth Beautification Project supervisors are Colten Jules and Harrison Brennan. In the Crew we have 14 KIB youth working this summer.

For more information on the Tkek Yeel Stem Summer Camp or youth Beautification project please call Diana Jules at 250-828-9721.

Membership Committee has started having meetings and working on a questionnaire that will be send out to all Band members asking for feed back on what will our membership code look like. It is very important that the questionnaire be full out and drop off or send back to the band office. Barb Morin Government Relations Coordinator and Donald MacIntyre Barrister & Solicitor, DGM Law Corp, Legal Counsel are also working with us.

For more information please contact Don Seymour at 250-828-9712.

Q'wemtsin Health Society

Doctor Wilson is at the centre every Thursday for Band members.

Please contact 250-314-6732 for appointments.

Full Circle Youth Centre Trailer at the Play ground just off of Kamloopa Way.

- Summer hours are 10:00 am to 5:00 pm
 - Youth Workers
 - Winter Swan Casimir, Boyd Gottfriedson, Andrew Ned, Jazmine Seymour
- Please call 250-314-1798 for more information.

Elders

Two elders, John Leonard and Evelyn Camille went to the elders gathering in Prince Rupert.

Sixteen elders are signed up to go to Las Vegas in the fall.

For more information contact Denise Thomas at: 250 828-9814

NEW DRUG & ALCOHOL COUNCILOR

Misty Casimir in Social Development

Narcotics Anonymous (N.A.) meeting on Tuesday night,
Alcoholics Anonymous (A.A.) meeting on Thursday night

Both meeting start at 8 pm to 9 pm.

For more information please contact
Misty Casimir 250-828-9704



Evelyn Camille - Councillor

Weytk-p cwecwyt ren kweselqtn

First, my sincere condolences to the family of Lorraine Billy of Bonaparte; Lorraine will be greatly missed by all who knew this true Elder within our Secwepemc Nation.

Land, Leasing and Taxation

The land, leasing and taxation department is doing well; we have great staff in the office. There were a few little glitches with the change of management plan but I believe things will work out for the best and make for a better organization.

Several meetings were held with concerned parties to discuss mill rates, budget, serving agreements, property tax summaries and tax laws. The budget breakdown is based on a tax rate system similar to the municipal type and is divided into seven tax regions. Those are: Mount Paul Industrial Park, Sun Rivers, KIB General, Paul Lake, Silver Sage, G&M Leonard Estates, 7-Mile. A large portion of this revenue is transferred to the Band's general revenue and goes towards servicing agreements and local improvements.

First Nations Tax Commission came into effect April 1, 2006. The purpose of the commission is to ensure the integrity of the system of First Nation's real property taxation. I am not an expert in this area. The best is to call Freda at land, leasing and taxation for information.

General Band Meeting

I was very disappointed at having no quorum at the General Band Meeting held recently. There were a lot of important issues to be discussed. Special recognition to those members who did show up; unfortunately we were only able to have an informational meeting. If you care for your community please take the time to attend general band meetings. You can make a difference!

Ongoing Projects

We deal all the time with ongoing projects which include: 7-Mile subdivision sub-lease and lease agreements; Section 60 amendments; CLC and MPIP designation amendments including residential and strategic planning for river frontage; Mt. Lolo ATR; conceptual plans for CLC and the review

of CLC lands as there are interested parties wanting to partner with us for new developments.

Good news to report - Spiyu7ullucw Ranch is all paid for. ATR process is in the works.

Health

Health Canada and TRU are doing research on First Nations' Perspective Dementia. They are working with elders from a number of communities. This is a very important project for the health and betterment of our community and members. Thanks to the elders who signed up to assist in the project. There is a questionnaire being mailed out and it would help the project if you would take the time to fill it out. If you have any questions about it call me at my office.

Education

Congratulations to all graduates of 2008. You have worked hard to be where you are and never give up. You have taken a small step to a better future for yourself, your family and your community. Stay strong. To the younger students, I hope everyone had a good report card to bring home. Have a safe and happy vacation.

Environment

There seems to be a lot of concerns about environmental and contamination sites on our Reserve. If we can all do our part and help with clean up we will have a safe environment for now and for future generations.

Residential School Apology

This is very much on my mind. Those of you who witnessed this historic event may have some mixed feelings. The apology was long overdue and, for many too late. Let us not forget them. A suggestion has been made that an everlasting flame be constructed in their honor and in recognition of all those who attended these schools.

The apology may have reopened memories for many; please don't forget the National Helpline: 1-800-721-0066. National Survivors' Support Line: 1-866-925-4419 (24 hours, 7 days a week).

At this time I would also like to recognize Kukwpi7 Shane for having the compassion to be with his people at their time of need. Although Shane was supposed to be in Vancouver with other chiefs, he stayed to be with us. He made me feel so proud. He was the only chief there and I recognized him on the floor. Shane also supported the survivors and their families at the gathering at CLC.

A band council resolution has gone to Assembly of First Nations in support of "day scholars" being recognized in the CEP. That is still in progress and will not be forgotten.

A band council resolution has gone to Assembly of First Nations in support of day scholars to be recognized in the C.E.P. That is still in progress and not forgotten.

CONGRATULATIONS to ALL the graduates of 08. You have worked hard to be where you are at and never give up, you have only taken a small step to a better future for yourself, your family and your community, Stay strong.

KIB DECEASED BAND MEMBERS

James Cyril COOPER (Jules)

DOD February 23, 2008

Allan Douglas Lampreau

DOD March 1, 2008

Frederick Baptiste

DOD March 25, 2008

Douglas Edward Jensen

DOD August 10, 2008



Harry Paul Jr. - Councillor

Weytkp Everyone

First thing I would like to start off by saying is that my condolences go out to the families who lost a loved one this year.

I would also like to say congratulations to the families who had been blessed with a new arrival. I and my family would wish you all the best. For those who had planned to be married this year I wish you all the best for your future and may you grow old together.

I would like to thank the Little Fawn Nursery for their copies of the Nels Mitchell songs and the history of Place Names, and the Language and Curriculum resource books, and thanks to my Aunt Mona Jules who was hired on to develop the CDs.

C&C Plans for 2008

This will be the year on having better things to come for the T'Kemplups Indian Band.

There has been a growing need to be more progressive in this term and to see more results.

Here are just some of things that are happening:

- Work on the Pow-Wow Arbor
- Work at the Ball Park grounds
- Work on the play grounds
- A new higher fence built along the Mt Paul/ Yellowhead Highway for the Big Horn Sheep Fence.
- Upgrades to the Tkek-Yeel Stem camp grounds.
- A zero tolerance of the D&A abuse on the rental housing units of the TIB.
- An apology to all the Indian Residential School survivors from the Prime Minister which was broadcasted around Canada.

Strat Planning

- From the meetings with C&C and the Departments of TIB. A two day meeting happened at the Mt Paul Center and from that all departments gave a copy of their presentation on what each would like to see done. Then from that the C&C broke down the list to five top goals for 2008-2009.

D.R.I.

There have been ongoing regular scheduled committee meetings that happen every 2 or 3 months I would like to thank the members of the committee who come to all the meetings, and to the department.

A letter was sent to Jacques Seigrist, SCW requesting an update on claim, specifically on claims such as TIB's that are over \$150 M. He said the process is still within DIANA and the AFN and PMO are still having

ongoing talks regarding the process of Bill C-30, which has passed its 2nd reading and is currently on its 3rd in parliament, then it will go on to the Senate for approval. He said there will be a letter going out within the next couple of months regarding the progress of the new bill.

Spiyu7ullucw we know that's been paid off. We first got wind Lloyd Creek was for sale in 2005 for 4-5 million dollars. At that time we couldn't do anything at that moment because we were still paying off Spiyu7ullucw. Now that that's paid off there's direction from membership to look at a land acquisition within the Douglas Reserve. If there's a sale going on we have to look at it. Just because we're looking at it, if we're going to buy it is up to the membership. We are gathering the information because membership told us to do it. The questions we're asked is how much this was going to be and where these things lie just in relation to size of the properties. It's 800 acres of deed property (fee simple) that he owns outright. There are 17,000 acres that he holds in lease and permit under range (that's less than fee simple but it is still tenure that is alienated). There's a wood lot that is 16,000 acres under license and permit somewhat akin to a tree farm license.

New Gold is already signed. We are talking about an implementation process. Most of this is geared towards education and training. A lot of the other items going on, and the KDSN will be talking about with the corporate entities that's basically going to take care of itself but the sooner we get to signing off the agreement between us to develop a corporate entity the sooner you can start to develop a contract flow through. We have been talking between the Province, New Gold and ourselves to develop a training and education program. We've got them to open it up to courses. I told them to go back to whoever they need to talk to about this and start that discussion.

We've entered into a servicing agreement to Tranquille on the Lake. We are re-negotiating an archaeological impact process that Tobiano got on the ground and removed

a portion of an archaeological site, so we need to look at mitigation, replacement and rehabilitation.

A final point to make is that it's not just a matter of buying a ranch here and there, there's lot out there within the Douglas Reserve. Looking at buying another ranch is just the tip of the iceberg. We need to start considering what is actually out there and think very strategically about it. Identification of large land holdings makes it easier to develop a compensation package. There are also a lot of other items.

The consideration within Hyas, Heffley, and all other smaller communities has to be factored in at some point. They're a land based community that impacts on our ability to govern. One of the things in the future we're going to have to consider and negotiate Provincial and Federal besides all of these other things are Governmental Jurisdiction models and taxation models.

Political Strategy:

Searched for all documents relating to New Gold Inc. – New Afton and created timeline and binders for KDSN negotiations team. Sent a binder to Paul Miller, Boughton Law Corp. (Nov. /07)

City of Kamloops Presentation with Barb; prepared presentation, packages and coordinated with City – Nov. 27/07

Wrote thank you letters for Simpcw, Xat-sull, Canin Lake Band and Neskonlith.

NU-Gold Negotiations

- The K.D.S.N – Kamloops Division Shuswap Nation.
- This has the Chiefs and Councils from the Kamloops Indian Band and the Skeetcheston Indian Band and has the Negotiating team.
- A Protocol Resources Agreement has been signed off between the two bands at the 2007 Kamloopa POW-WOW.
- A Plan was done and is now being developed.
- Meetings have been happening with all Ministries.

- Letters to all Secwepemc Bands asking for support was sent out with good response back from all.
- Letters of support from the S.N.T.C and the B.C. AFN and the AFN.
- An Accord has been signed off at a ceremony in the CLC Office for 2008.
- A retainer to have Boughton & Co. was signed off by the two chiefs.
- More Education Training classes on Mining has been happening with the two bands.
- Hiring for jobs has been ongoing with a strict policy to be followed.
- With the new Division there have been meetings with different companies who would like to come on and sign on with the two bands to do future Business opportunities in all types of training.

Afton Negotiations

- A meet and greet was done in 2007 and waited until the Nu-Gold was signed before coming to sit with down us.
- A with the technical team has been happening and a tour of the lands that are now in the drilling process.

Raleigh Agreement

- What is needed to happen now is a call to a developer to bring in a few quotes on what the design plan will look like and a cost attached.
- Follow-up on what is needed next from all the parties involved from each of their lists to do.

A.T.R-Additions to Reserve Process

- From the DRI meetings a team approach has been given to work all the departments to see the process of the Mt. Lolo to be completed as soon as possible. INAC needs a few more tasks to get completed.
- Meetings with all Ministries of the Province of B.C. attended Open House which the CRM hosted and John facilitated the event.
- The C&C put some funds into this newly created budget to get started on the Harper Ranch for 2008-2009.

Elders Calendar

- The DRI Researcher, April Thomas has made a new calendar for the 2008 year and the theme was the war veterans.

D.R.I. Video

Persis will be finishing with the new draft made for the 2008 year and copies will be given to the C&C and then a list of how many more is needed to give out to membership.



KAMLOOPS BAND 2008 SALMON HARVEST PLAN

Purpose:

This salmon harvest plan has been prepared to guide First Nation's salmon fishing in the traditional territories of the Kamloops Band. The following conditions have been approved by the Kamloops Band Chief and Council and will be used to manage fishing activities under this plan.

Fishing Areas

Fishing will be permitted in all watercourses within the traditional territories of the Kamloops Band. For this year, the Kamloops Band considers the following areas to contain the preferred salmon stocks for harvest:

- South Thompson River • North Thompson River • Kamloops Lake

An estimation of the Kamloops Band's community fish requirements for this year the total forecasted salmon stock numbers returning to the Kamloops Band's preferred fishing areas.

Historic and recent escapement trends.

Recent trends in fishing catch and effort.

After the salmon fishing season is complete, the harvest targets will be used in comparison with reported catch statistics to better plan for future Kamloops Band fishing activities.

Intertribal fisheries treaty

This was a signed agreement with all the Chiefs in B.C.

Meetings have been happening all around the BC Territory. There has been lots of political support, and now there is a technical team developed to get a handle on what is the tasks to do.

Big Horn Sheep Hunt

This year has been busy with Barry Bennett going to Salt Lake City to showcase a display on the sheep that the TIB has to offer. The cost of the 2008 year bid was 60-70 k in Canadian funds.

There have been several meetings happening with all parties on the sheep crossing over and getting hit on the Yellowhead #5 Highway. A plan to build a new fence will start soon in the late summer and contracts will be given out to take out the old fence and replace it with a new higher one.



Transit Agreement

To date there have been meetings between the City of Kamloops Transit Planner and with the Farwest Coach bussing Ralph Vanderheid and the Sun Rivers and the TIB Departments. I would like to thank everyone who has been on board with attending meetings and sharing info and now a letter was drafted to send out to all the membership on Reserve and to everyone at the Mt Paul Industrial Park and to the Trailer Parks and to the tenants at Sun Rivers. A survey was drafted and was asked to complete and drop off at the three locations and they were the TIB Office, the LL/T Office and the Sun Rivers Office.

A meeting is scheduled to go over all the survey data that is being developed and to provide a copy to the City Transit Planner and to the Farwest Coach and if the numbers show on how many then more discussions will take place. A 3rd party agreement is being looked at by the lawyer of the Band and a copy given to the parties and go over them.

cont'd on page 15 ►



Vicki Manuel - Councillor

From my family (Vicki, Ashley, Alecia and Jada) to yours...we wish you a safe and happy summer.

Housing

A. Strategic Goals: Up-Date

1. Housing Policy:

The Housing Policy went through the 1st, reading at C & C on July 15th, 2008 and the 2nd reading at C & C on July 22nd, 2008. The 3rd and final reading of the Housing Policy will not take place until the middle of September 2008, so that membership may have one more look at the policy with all added recommendations and amendments. On September 9th, 2008 at 5:30 pm in the CLC, the Housing Department will be hosting a dinner and second workshop/consultation with membership on the Policy. We encourage you to attend this very important meeting.

2. Housing Arrears Solution (Collection of Arrears)

The Housing Department and the Human Resources Department are in the process of designing a job description to hire a "Housing Collections Officer" that will specifically address Housing Arrears only. This should be implemented in September 2008.

3. Flat Rates/Minimal Monthly Rents (Strategic Goal Accomplished)

The Housing and Finance Department had conducted an analysis of flat rates/minimal monthly rents for phases 4-13 with the assistance of BDO Dunwoody LLP Chartered Accountants and Advisors.

Five options for applying flat rates were analyzed, each with separate advantages and disadvantages.

The factors addressed in the five options were:

- Age of the home, costs not controlled by the residences (ie: insurance, septic, fire protection, etc), the size of the home, simplicity of flat rates plan and compliance with CMHC operating Agreement.

Successful Option:

- Out of the five options, it was recommended by BDO Dunwoody to go with OPTION #5. Application of one rate based on number flat rate per unit plus an amount based on number of bedrooms, varying by phase:

Motion to Approve Minimal Monthly Rents

- On June 17th, 2008 Chief and Council passed a motion to accept the minimal monthly rates for phases 4-13.
- The minimal monthly rents that go down will be implemented on August 1st, 2008 and the minimal monthly rents that will go up in cost will be implemented October 1st, 2008.

4. Housing Maintenance Plan

Elders Homes

- C & C allocated monies from General Revenue to have all Elders Homes Inspected. The Housing Department is working on compiling a list of Elders, what past work was completed on their home, if they had RRAP, HESI or NORHA funding, and if they ever received replacement reserves money.

- In addition, a bid will be put out to tender for a certified inspector to come and do all of the unit inspections of elders home.
- Housing would also like to address at this time immediate and future handicap and access issues for elders.
- The housing department is also looking at getting a project manager as per the KIB contract policy to carry out this important project.

Replacement Reserves

- With the assistance of housing staff and finance department, a thorough analysis of past use of replacement reserves is being drafted. This analysis will assist the housing in providing options on how to fairly and ethically distribute replacement reserves money to each home in each phase once the mortgage has been paid out

5. Housing Allocation Plan

Housing portfolio head has been meeting with Canada Mortgage and Housing (CMHC) on the First Nations Homeownership Strategy (FNHS). This is a program designed to support achievement of FN homeownership related goals by improving access to capital, investment readiness, improving management processes, financial accountability and explaining homeownership options. A formal commitment to on going capacity building with the objective of enabling more individually owned homes for First Nations.

Future meetings will be set up with Housing, Lands, Planning and Engineering to address future land designations and or infrastructure needs for housing allotments.

B. Housing Staffing Issues

Staffing shortages within housing has been an on-going issue. Below is housing staff currently and future.

Service Delivery Manger

- John Sargent (Boss of Housing Manager)

Housing Manager

- Vacant but being filled in by Evelina Porter
- Housing Manager is the Boss of Housing Staff

Housing Coordinator

- Evelina Porter (Term position)

Administrative Assistant - Joyce Fraser

NORHA Coordinator - Fiona Bouche

Housing Assistant - Flora Joe

Journeyman Carpenter

- interview August 5th, 2008

Carpenter Laborer

- interview August 5th, 2008

Housing Collections Officer

- job description being established

Inspector of Elders Homes

- Bid being drafted as per contract policy

C. Staff Training

Recently Evelina Porter and Joyce Fraser have completed Malaspina University-College Centre for Continued Studies 70 hour "Introduction to Housing Management". Congratulations! These courses are designed to assist our housing staff in offering better housing services to our community members.

D. 12 Housing Units

Unfortunately, these 12 housing units which were originally intended to be completed in

December 2007 and then extended to be completed in May 2008 are still having problems with moisture in the units.

- Typically, their should only be 9-12% moisture in a unit before any flooring can be laid, the 12 units had up to 48% moisture which caused a delay in laying the flooring.
- Any flooring company will not lay floor until the moisture is down to 9% because the flooring will buckle, ripple and cause huge damage.
- Dehumidifiers have been placed in the units and excess moisture taken out.
- The housing department and administration are investigating the cause of the huge amount of moisture with professionals.
- The housing department would like to extend their apologies to selected tenants on the delay in moving in, but want to make sure all moisture is gone so that no future mold problems occur.

E. First Time Infrastructure

When a band member builds their own home using a ministerial guarantee, in the past the band would provide up to \$5000 dollars towards their infrastructure. This amount had not been reviewed for a vast number of years and recently the infrastructure fund has gone up to \$15,000 per individual building their own home to coincide with today's rising cost of infrastructure. One way the band is encouraging band members to become homeowners via a ministerial guarantee.

Housing has been a growing and evolving department. Great things are happening in housing from the updated filing system, on-going of staff training, elder's inspection to be coordinated, various job postings and the First Nations Homeownership Strategy Initiative. 2008/2009 looks to be a promising and productive year in the housing department. If you have any suggestions on improved customer services for band membership as it pertains to the housing department we would welcome your input.

*In Friendship,
Councillor Vicki W. Manuel*

Chief Shane Gottfriedson REPORT cont'd...

ASSEMBLY OF FIRST NATIONS, Quebec City

As a participant, I moved two important resolutions for our people;

1. On the issue of proposed real matrimony property rights legislation, I outright rejected the legislation since it does not work for our people and appears to be in direct conflict of our traditional title and rights.
2. On the issue of Indian residential day school compensation understanding that they were left out of government's common claim experience. On June 11, 2008, Prime Minister Stephen Harper apologizes to all Residential School survivors in a very moving speech. The apology was broadcast in the chapel of our Residential School; it was a very emotional and moving experience.

I want to thank the people who shared their experience and stories with us on that day.

I felt so much emotion and pain and a friendly reminder to always be committed to my responsibilities as your Chief through good and bad.

Condolences To The Jensen Family

When one hurts we all do. Please accept my condolences to the Jensen's for the loss of Dugans Jensen Senior, a true Kamloops Indian Band character, a father, brother Grandpa, relative, and a friend to many. "High Country" forever and always remember "Suck Back City". There is so much to tell all of you. I appreciate your continued support and many phone calls and visits.

Children And Families

Along with Chief Wayne Christen from the Shuswap Nation Tribal Council, I have been invited to lobby for our child and family service rights in working with Secwempec Child and Family Services to equalize funding to deliver adequate services for our people.

I attended the Child at the Centre forum in Vancouver where the First Nations Leadership Council and about 100 chiefs from all over the province discussed a regionalized approach. The SNTC Council of Chief's, KIB leadership and technical staff do not support the regionalized approach.

The approach we want to move forward with is one that is designed by our Secwepmc Nation traditions and cultures where our own laws can service our children and family needs, not one which is driven by a non-native administration.

The statistics prove that child and family service is failing provincially.

It does not work and never will. We need a government-to-government approach where we control the process in looking after our children and family needs. For the voices who cannot be heard for the families that need the support.

Summer Student Program

The summer student program that a idea I had turned into action in partnership with Education and summer students. How the team work approach does work and are community does benefit.

Empowering and involving our youth to take pride and ownership in our reserve. They have benefited by making some back to school money or buying a treasured gift they have longed wished they could have had.

Also most importantly giving them the responsibility to manage their own money which is very important I believe all our young people should have because it is something we will always have to do. So the program, I believe was a huge success and hope to have more of our young people work for us again next summer on some other community enhancement projects that benefit all of us. So if you have a idea please write to myself with your idea and we will put it into action because "With Action We Create Pride.

KUKSTEMC

I hope everyone gets their winter supplies; wishing you safe fishing and happy hunting. As summer 2008 is over fall is upon us good luck to all the returning students, try hard in school and remember to be committed to do what it takes to have what you want.

*With respect,
Chief Shane Gottfriedson*



Connie Leonard - Councillor

Primary Portfolio Shared Services Report:

Firstly - I would like to thank our team. We have a great team that works together to provide leadership and implementation strategies to promote good decision making processes for effective governance and management of our Band. We have worked together to identify the needs and to follow-up with effective planning and implementation solutions to meet the needs of the Department and the Band as a whole. Our goal is strive to create a high quality administrative management system. The following points are aimed at reporting on our progress to see that vision become a reality.

Advisory Structure:

Significant improvement changes in the overall administrative structure have been made to support more effective and efficient business development and administrative management.

We have utilized our expertise from our auditors, our legal, our business partners, and our staff to consider our obligations to come up with the structure that should serve the band well. After much input, consideration, and deliberation Council unanimously supported the creation of two separate positions Business Development Manager and Service Delivery Manager to provide some oversight management and support as well as additional guidance to Council to support the Bands' growing needs.

These positions along with our Director of Finance, our Human Resource Manager, our Department Heads, and our other related field experts will be called in as needed to serve as advisors to Chief and Council. This model will provide for a more comprehensive approach to considering the potential impacts to the organization and Band overall. This advisory approach will promote and assist leadership in making more responsible decisions on behalf of membership. We also continue to build on improved and timely reporting systems to support the needs of the organization as well.

Capacity Building:

HR Strategic Plan:

The human resource strategic plan has five key goals which are:

- Professional Development: to provide practical training opportunities in house.
- Occupational Health & Safety: to ensure workplace safety and wellness.
- Planning & Policy Building: to create fair and efficient practices and procedures.
- Mentoring Program (Band Member): to advance membership employment capacity.
- Preferred Employer: to ensure employee retention and recruitment for KIB.

Each goal is further defined by specific objectives and strategies. A plan with the best of intentions is just a plan. We need to set our sights on our preferred future and make a real commitment to action and change. Funds have been allocated to the above noted initiatives to make them a reality. To assist with the cost of the initiatives we have been aggressive in seeking out external funding sources and educational partners to assist in the resource needs of the program(s).

The factors or conditions essential to the success of this plan include: support from the employees, commitment and leadership from managers, supervisors, Human Resource professionals, and the Chief and Council of the Kamloops Indian Band.

External Fund Sourcing:

We have also been providing leadership and direction to encourage applications for external funds to support our organizational needs while reducing the potential drain on Band funds. We are making good progress. Recently we sent out three proposals to INAC for Professional & Institutional Development funding the three proposals total a funding request for \$139,350.00 for the following:

1. **I-Compass implementation:** file pro and meeting management system with action tracking.
2. **Basic Governance:** completion of Financial By-Law, Conflict of Interest Code and Code of Ethics.
3. **Human Resources:** organizational review for positioning manpower for efficiency and effectiveness.

Finance:

• **Finance Statement:** Overall the Band has really improved its strategic position in terms of finance. Our current position has increased by 45% over last year. We have held more formalized Finance meetings and along with good management, we have improved the internal controls, reporting, and analytical leadership in order to plan and manage more effectively. As a result, we have saved enough to pay off large bills and to move on some community and organizational strategic plans

which will benefit membership.

- **Finance Policy:** Enhancement plans and funding applications have been forwarded to INAC to evolve policy into a By-law is in the planning phase. Implementation is pending funding support from INAC.
- **Auditor Support:** Our new auditor has provided some very beneficial service and support. Our financial records and reporting have improved and we have drastically reduced the number of management recommendations which have

gone from a total of 117 queries down to 13 in the last audit. This is a very positive improvement indicator for the Band in terms of improved overall financial management. The current audit should be available with the annual report by the end of summer.

- **Collections information:** Since we hired a collections officer in November 2007, she, along with other support staff has collected (\$472,000) in lease rents and property taxes. This represents about

Employment Initiatives & Professional Development:

We are working in a pro-active manner to create a nation building strategy where our ultimate goal is to have all our people working together to advance our band interests. We have used step training dollars and external dollars to promote professional development initiatives. We have also started to plan and implement organizational wide and Chief and Council professional development training opportunities. To date we have sponsored project management training, understanding financial statements, Robert's Rules of Order, and minute taking standards training. We plan to have many more training opportunities for staff and membership too.

Our Band has been invited by Infonex Inc. a leading Human Resource Training corporation to share what we are doing and to chair the 10th Annual H.R. Management for Aboriginal Communities forum based on our expertise and reputation.

Rapid growth and expansion is a reality at KIB and also a positive economic indicator that we must plan to manage effectively. In order to keep up with the demands and to be pro-active in handling what we perceive to be forthcoming demands, we have expanded where necessary to handle the workload and/or decrease expenses and we are training in areas that will support current future needs.

30% of the monies paid to KIB over a seven month period.

- INAC has notified us that new standards in government reporting requirements kick in next fiscal year. Our pre-planning has positioned us so that we are ready to implement INAC reporting guidelines. Asset inventory is one example of where we have effectively planned ahead.

Employment Initiatives:

New Positions:

- Business Development Manager
- Service Delivery Manager
- Executive Assistant – Business Delivery
- Executive Assistant – Service Delivery
- Executive Assistant – Chief
- Journeyman Carpenter
- Carpenter Labourer
- Environmental Specialist
- Human Resources Coordinator
- Occupational Health and Safety Officer
- Project Manager
- Leasing Officer
- Referral Officer
- Recording Secretary

Summer KIB Clean Up Initiative

- 4 Supervisors
(To supervise 4 individual crews)
- 28 Crew members
(4 teams with 7 members each)

Summer Student Initiative

- T'kek Yeel Stem Summer Camp Counsellor x 2 (Ed. Dept)
- T'kek Yeel Stem Summer Camp Coordinator (Ed. Dept)
- T'kek Yeel Stem Camp Cook (Ed. Dept)
- Summer Student Youth Workers x 2 (Social Dev)

KIB Shuswap Training and Employment Initiatives:

- Ranch Hand Trainee
- Museum Receptionist
- Accounting Clerk
- Recording Secretary – Trainee
- Employment Counselor
- Recreation Coordinator
- Records Management Trainee

KIB Employment Figures Update as of June 13, 2008:

	2007	2008
Band Member support Staff	102	122
Other First Nations Support Staff	54	64
Non-First Nations Support Staff	27	37

* Note: This does not include all of the summer, relief, and Step workers yet to be hired.

Thank-you to all of the staff that make a difference for our community!!

Education Advancement Partners:

We have been working with the Kamloops Foundation and have created the "Howling Coyotes" Committee which has been established to create an endowment fund. The group aims to raise funds for First Nations Scholarships and bursaries. So far we have raised over \$1000.00 – any interested volunteers please give me a call for the next event!

We are also proud of our collaborative relationship with our local SFU Campus to develop programs within our territory that aim to meet the needs and realities within our organization and territory. We have had jointly applied for and received another round of Indian Studies Support Program totaling approximately \$84,000 whereby we have identified a need in our Nation for capacity building through postsecondary training among various levels of its staff and leadership.

Particular areas of interest and need involve written English communication skills, financial management, human organization management, computer skills, and the grounding and connection of modern day administration and management skills within Secwepemc and First Nations culture, history and protocols.

The program we propose addresses these training and education needs to those that want to benefit from professional development in the workplace.

cont'd on page 14 ►

First Nations Administration and Leadership Training in Partnership with S.F.U. Kamloops and K.I.B.

Executive Summary

The objective of this program is to provide multi-level skills and training in First Nations administration and management for staff and members of the Kamloops Indian Band, also to be made available to neighboring Secwepemc communities and First Nations students in the Kamloops area. The program will be delivered through accredited university courses provided by Simon Fraser University – Kamloops, through KIB's affiliation with the university. Through its human resource department, Kamloops Indian Band, which has a membership of more than 1,000 and a growing band operation which employs more than 180 workers, has identified a growing need for capacity building among employees at all levels, including managers and department heads. Training areas that the Band has identified, and which are meaningfully provided through postsecondary training are the following areas:

- Written communications skills at various levels
- Leadership, ethics
- Financial Administration and Human Resources management
- Community Economic Development
- Computer skills and applications

- Aboriginal law
- First Nations/Secwepemc culture, history and language

Courses offered through this program will include the following disciplines: English, Business Administration, First Nations Studies, Computer Applications, Secwepemc Language and Community Economic Development. The courses offered through this project will involve three tiers or levels of training, for 45-60 participants from Kamloops Indian Band and other First Nations communities/organizations in our area:

- Basic (entry level and 1st year university level)
- Intermediate level (2nd year level)
- Advanced level (3rd/4th year university level and post-baccalaureate)

Courses involving First Nations/Secwepemc language and culture will be made available jointly to all levels of participants.

In total, this program will comprise approximately 21 credit hours of training (7 courses) throughout the year for each level, half of which will be completed during daytime working hours, with the remaining half to be completed as one evening course per semester.

Preservation of Language:

We have also applied for funds for a language retention and development through SFU. The project title is: Online Learning and Standard-setting for First Nations Language Learners through Collaboration among diverse BC First Nations languages and essentially proposes to:

- * advance common standards and outcomes of First Nations language courses for adults as delivered in diverse languages including Secwepemctsin (Shuswap) and other participating First Nations Languages through collaboration and curriculum planning/revision;
- * Continue to provide online learning materials and delivery for languages whose delivery is facilitated through SFU Kamloops and developing online support modules based on the 2007/08.

We are waiting to hear the response to the application. I would like to also thank Jeanette, her students, and staff for their work on language retention initiatives too. The language cd's are great!

Marketing: The marketing position is currently vacant and is in the initial planning phase. The following project/ initiatives have been identified: the CLC Landing, Professional Building, and the Seven-Mile Development Plan.

Events Planning & Tourism: This position supports administration by handling events planning and has been vacant.

We are eagerly waiting for it to be filled with permanent staff that will focus on our band goals. The tourism aspect falls under economic development and is currently in the development/planning stage.

Technology: Generally keeping up with repairs, maintenance, and trying to stay current with technology is a large task for an organization of this size. It is vitally important to track, manage, and store our documents in a safe way. We are aiming to have documents more user friendly for our staff, external partners, and for membership access. Some of the latest program planning and implementation includes:

- * Dragon Naturally Speaking – software verbatim is being installed and in the training development stage to support the needs of transcribing. This should also decrease the time and resources spent on transcribing.
- * I-compass: meeting management.
- * File-pro: an electronic filing system.
- * Data recovery.
- * Upgrading our server.
- * Updated web-site plans - should be running by the fall.

Secondary Portfolio to Lands:

- * Tenants Meetings – with all of our Property Tax Groups.
- * Riverfront redevelopment feasibility plan underway.
- * The passing of the rates and expenditure laws.

- * Establishing plans to meet with tenants for cross-cultural purposes.
- * Upcoming Meetings with CP holders.
- * Environmental Specialist coming on board.
- * ATR Process planned and initial stages initiated.
- * Mt. Paul Beautification Plan underway.
- * Have met with legal to amend our designations to better suit band development, as well as increasing the number of years that CP holders can lease out their lands.

Other meetings (only to name a few):

- * KIBDC meetings.
- * DAB meetings.
- * Sunrivers
- * City of Kamloops
- * Developer Interests
- * Government Relations

In closing, we have worked very hard to improve and establish the bands administration to for the benefit of the band as a whole.

We have added the Governance Relations Co-ordinator position to help to develop policies and, by-laws to help govern us in a way that continues to separate business from politics.

Many studies, including the Harvard Study on Successful Band Operations suggests that band that succeed do so by establishing strong administration and working to separate business from politics while striving for

Councillor Kevin Jules REPORT cont'd...

- Tour given to a business person from China who is looking for land either in Kamloops or Vernon.
- Attended an AFN Chiefs meeting regarding economic development.
- Attended opening of Spirit Square, North Shore.
- Meet with local business man who wants to develop a big part of the old KXA race track grounds into a premium water park, hotel and possible RV site.
- I learned there is possibility of obtaining land near TRU where we would build a joint venture student housing project – a great benefit to TIB.
- At a Railway Safety Meeting at the Interior Health Unit I learned there is a great concern regarding railroad crossing by pedestrians and traffic using unsafe practices. Enforcement has been stepped up. There was discussion around foot traffic on CN Bridge between the Reserve and Riverside Park. CN may allow a walkway across the bridge but would need approval from city of Kamloops and Band Membership.

New Budget 2008-2009

- The budget rollout for the coming year shows Chief and Council are prioritizing the building of a professional building. Also in the top goals is construction of a coffee shop and car wash as part of the current gas bar expansion.

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**Councillor Connie Leonard** REPORT cont'd...

cultural match. We are continuing to advance our band with that intention. We are not perfect. Things are better though. Things can still improve. We are evolving with hard work.

With improved administration foundations, we now need to start to work in a more strategic way to assert our inherent aboriginal rights and title. Now our focus must move towards asserting and re-claiming our rights and title. There are many government attempts to reduce our rights and we have to be organized to defend them. We are in the process of engaging the National Centre for First Nations Governance to assist us in our efforts as we work to protect our interests.

Special thanks membership, staff, leadership, for teamwork and action. Special thanks to Keven Kinnee acting CEO, Department Heads, Managers, and all of our staff for their ability to work collaboratively with Counciland management to implement solutions for the betterment of the Band.

Something we can all be proud of.

*Kukestemc*  
**Connie Leonard**

**Councillor Harry Paul Jr.** REPORT cont'd...

When everything is done, The C&C would like to see a everyone come out to have a feast and celebrate this event.

The C&C will send out everyone a letter when this is done and would like to see the press come out and to have a luncheon for everyone from TIB/Mt Paul/ the two trailer parks and Sun Rivers.

**Cultural Resource Management Department**

Wetkp everyone I would like to thank the C.R.M. Department staff for hosting this open house. I would also like to thank everyone here for coming out and get a good chance to see all the displays around you and to ask any type of question which is related to this department. As a portfolio holder of the C.R.M. I get the good opportunity to learn and what each of the other departments has a good working relationship on and off on these areas related to the C.R.M.

1. Ministry of Forest and Range
2. Nu-Gold
3. Ministry of Tourism Sports and Arts.
4. Ministry of Transportation and Highways.
5. Ministry of Environments
6. Department of Fisheries and Oceans.
7. S.N.F.C- Secwepemc Nation Fisheries Commission
8. I.T.F.T-Inter Tribal Fish Treaty
9. C.N.R-C.P Railways
10. Agricultural Land Commission
11. Tk'emlups Forestry Corporation
12. Planning and Engineering
13. Land leasing and Taxation
14. The Ranch
15. Education
16. Events and Tourism Coordinator
17. The Museum
18. S.N.T.C.
19. S.T.E.P.

**Cultural Resource Management Department**

With Partnerships evolve and such of these projects are then made.

Such as:

- Archeology projects for the City, Sun Rivers
- N.R.F.L.
- Log short Yards
- Tkek Yeel Stem Camp Site

- Fishing
- Mining courses
- Big Horn Sheep Hunt
- Wild Life
- Culture
- Trades and Training Courses

**The KIB Bingo Report**

There were four bingo`s and from the results of all the TIB they didn't make any profit so we need to bring this back to the Committee and see if they want to make any suggestions.

**Meetings:**

- Ministry of Tourism, Sports & the Arts, Egon & Reggie regarding Harper Mountain, Timber Resort Act – Jan. 9/08
- Integrated Cadastral Information Society regarding online mapping system at TNRD – Jan. 11
- DRI meetings – Nov 14/07 & Feb 1 /08
- Sun Peaks Consultation – Feb 18
- Don Porter of United Petroleum Mtg - Feb 6/08
- KDSN-Feb 15/08
- DFO – Mtg in Surrey Feb 25/26/08
- Handy Dart Transit Mtg- feb 22/08
- SNTC MOFR Mtg- March 6/08
- C&C Dept Head Strat Mtg- March 13,14/08
- GBM March 26/08- C&C Strat Planning
- Open House-CRM- April 3/08
- SNTC Title & Rights Strat Planning March 3,4/08
- C&C Mtg and Tour with A&T Developers March 7/08
- KDSN Mtg March 16&18/08
- C&C Mtg
- C&C regarding possible purchase of Lloyd Creek Ranch –April 15
- KDSN –MEMPR – April 18,
- 5 Chiefs Meeting; attended and John did presentation on KIB Specific Claim.
- KDSN Tour of Afton Mines-May 8
- Integrated Land Management Bureau with Judy Steves and Rick Stoudt regarding relationship building – May 2

Well that's it for this report and I hope you enjoyed it and until next time...

*Be safe*  
**Councillor Harry Paul jr**



*"Our Community" - "Who We Are" and "What We Do"*

