

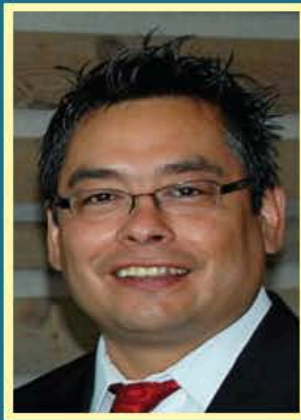
LEXÉY'EM

September 2009 ISSUE



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Assembly of First Nations
New Staff
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Pow Wow**



Chief Shane Gottfriedson

I would like to welcome all the students back to school as education is the key to any success for our people. I would like to offer encouragement to all the students to challenge yourselves and to set your goals for the year. Start thinking about your future and career path and what will help lead you in the right direction.

Weyt-kp,

As the fall time came fast for all of us and the smoke in the valley cleared, it reminded all of us the state of our global conditions we now face. The mountain pine beetle added to the fuel in our forests as it was an extremely dry summer. The number of lightning strikes created many fires in our area which put many of our people in Paul Lake area on fire alert. It reminded me of the devastation of the strawberry hill fire that cost our community a lot of our resources. I'm thankful and grateful for our fire fighters who work hard to protect our lands with their hard work and dedication, thank-you!

Some of the highlights which I want to reflect upon is that our 30th Annual Kamloopa Powwow was a huge success considering it was extremely hot. Another outstanding job was done by the Kamloopa Powwow committee. I hope the community enjoyed our celebration and witnessed the world champion drum group Bear Creek (our host drum) as well as Sage Hills, made our sacred circle electric.

We had many visiting Chiefs and councillors honor us with their presence. As well as our honored guest all the way from the Yukon, elder and war veteran Tom Eagle and his wife Muriel Eagle who helped the people with opening convocation.

The Lieutenant Governor Stevan and wife Gwen Point shared a powerful healing song from the Stolo Nation which was definitely moving and memorable.

We had a great turn out of dancers and some fierce competition as many of the dancers from different nations danced

hard. It was good to see our young dancers participate, from tiny tots to our elders.

Great thanks go out for the hard work that the Shuswap Indian Band exhibited while hosting this year's Shuswap gathering in Invermere, BC. Next year the KIB will be hosting the Shuswap gathering marking the 100th year of the Sr. Wilfred Laurier Memorial. We are still in need of volunteers to make this gathering in our community a success.

I would also like to congratulate Hank Royals KIB women's fastball team for another successful 3rd place finish at the Native Canadians Fastball championships. I would like to extend a congratulations to Cam Rose Gottfriedson for being all star 1st base, this achievement is pretty cool.

KIB summer youth beautification was another great job done by our kids and we should all be very proud of the hard work they did in our community.

The Ahousat canoe journey was awesome I want to thank JR Camille and Salvina Holcomb personally for their time on this as it took a huge commitment and patience in their work representing Tk'emlups and pulling for our people. Also thanks to our relatives of Ahousat Paul Robinson and family, leadership chief council of John Frank, councillor Keith Atleo, hereditary chiefs for sharing their canoe and all the Elders and people for sharing their culture.

Our KIB youth representatives. You made us proud with how you represented us, especially when the Ahousat signs went up marking their territory and you all helped. It was historic.

Many things have happened as, of course, our election is now moved up a month to November. Mail-in nominations are due by October 14th. This will include mail in ballots by way of motion at a general assembly by the people.

The governance committee is working hard to set terms of reference for leadership as well; any input is welcomed.

I have been working extremely hard on three files externally.

1. As Health governance co-chair for Union of BC Indian chiefs I have been looking towards a better health care system for our people as we have been cut to minimum services which is unacceptable. Healthy communities mean better infrastructure, housing, mental health support, drug and alcohol strategies, and human resources including education. Capital dollars are needed to run successful services to retain quality staff who can provide good service to our people; and build our communities internal institutions for our own services for our people. When I look at what we have in our area we take it for granted, there are many First Nations who are remote and don't have access to these service we have. That's why we are pushing for these types of facilities. For most communities travel distance is an issue. Doctors and specialists are a grave concern for many communities and our people deserve fair treatment.

I would also like to speak on the recent outbreak of the H1N1 virus. We need to be very careful within our families. If anyone feels ill or exhibits any symptoms of the H1N1 virus (fever, coughing, headaches, muscle or joint pain, sore throat, chills, fatigue, runny nose, diarrhea and

vomiting (in some cases)) please see our nurse at Q'wemtsin Health Society or your family doctor immediately. Our communities, especially the isolated communities are more susceptible to this deadly virus given the generally low standards of infrastructure, access to clean water and limited supply of immunization.

I have been working closely with Dr. Evan Adams and our committee as well as with our National Chief as he peruses pressures on our federal government for a national pandemic strategy to deal with the H1N1 virus.

Non-insured health benefits – There is a concern mounting in our community in the gap between health benefits that are funded by the federal government and the actual cost of receiving health care. As we know particularly in our community and other communities the strenuous expenses such as travel, alternative care and support services are a challenge. We are committed to put our children first. As a First Nation governance council we are looking at creating our own First Nation health authorities to be our service providers. Furthermore we will not accept the same health transfers as are currently on the table. It is unacceptable, and our goal is to create enough capital and financial support in our communities to benefit a better health care system for our people. We are not interested in offloading the government's responsibility.

2. **Gaming** is another committee I chair for Chiefs of BC which looks at sharing in gaming revenue. We are the only province in Canada that doesn't get a piece of the pie, we are working hard with a task group to see that these revenues are shared with all First Nations in the province.

3. **Economic development:** working with national level still building relationships with industry and government in tough economic times. The recognition legislation came in with so many questions it got put to rest and I thank our members who attended the special meeting we hosted expressing your concerns. As we continue to fight for our title and rights in respect to our own land claim. We are preparing for a legal battle with Canada over the Douglas Reserve claim. We have also filed a writ against Weyerhaeuser for transfer of licenses

within our traditional territory and are adamant about a rights based approach to lack of consultation and accommodation to our interest. We mean business, government is now put on notice we have never ceded or consented and will protect our interests over our lands.

We also have a new National Chief, Shawn Atleo which was a long, exciting election as we now have a National chief from BC; I offer congratulations and wish him success in his new position.

I also want to thank former National Chief Phil Fontaine for his hard work and commitment for your leadership and dedication for our people. Phil has been a great leader for us in helping push the IRSS and many other files to help our people. We wish you success in your future endeavors. I know you will be successful, all the best.

As many of you know I will be seeking to become the next Regional Chief of BC. The election will be on October 1st in Vancouver, BC. I want to thank everyone for their encouragement and support. My platform is about honoring our ancestors and putting our people first. Healthy people make healthy communities and healthy communities grow. Strategic partnerships help the economic development in our communities and help to close gaps and build bridges that benefit our people. We are inspiring unity building our Nation hood by honoring and celebrating. Supporting each other is the key to creating opportunities for our children.

I feel the main job of the Regional Chief is to advocate for the 203 First Nation communities in British Columbia and to support the work of the National Chief in order to address the BC First Nation issues.

Thanks
Chief Shane Gottfriedson

Chief's August & September Schedule	
AUGUST	SEPTEMBER
POW WOW	
POW WOW	
	Vacation for Regional Campaign
	Vacation for Regional Campaign
	Vacation for Regional Campaign
	Vacation for Regional Campaign
Interior Health Meeting, C&C Chambers	Vacation for Regional Campaign
	Vacation for Regional Campaign
	Vacation for Regional Campaign
Ahousht Canoe Journey	Vacation for Regional Campaign
Tripartite Governance Committee Meeting	Vacation for Regional Campaign
Tripartite Governance Committee Meeting	Vacation for Regional Campaign
FNS Chief Neg. Meeting, North Vancouver	Vacation for Regional Campaign
FNS Chief Neg. Meeting, North Vancouver	Vacation for Regional Campaign
Ahousht Canoe Journey	Vacation for Regional Campaign
Ahousht Canoe Journey	
First Nations Interim Health Governance Committee, North	UBCIC 40th Anniversary Celebration, Harrison Hot Springs
First Nations Interim Health Governance Committee, North	
Ahousht Canoe Journey	
Ahousht Canoe Journey	
	Strategic Planning, C&C Chambers
	FNS Meeting, North Vancouver
	FNS Meeting, North Vancouver
All Chiefs' Assembly on Recognition and Reconciliation	FNS Meeting, North Vancouver
All Chiefs' Assembly on Recognition and Reconciliation	
All Chiefs' Assembly on Recognition and Reconciliation	
All Chiefs' Assembly on Recognition and Reconciliation	
	BCAFN 6th Annual General Meeting, North Vancouver



Councillor Fred Seymour

Well it's that time again, as summer winds down and the chill of fall weather is in the air. Hoping you all had a good summer and ready for the fall and winter as it will be here and gone.

Weyt-kp

Here is a list of meetings and events that I had attended since my last Lex'yem report and the ongoing projects with the Planning & Engineering Department:

WASTEWATER PROJECT – The Pre-design and design was done on the Wastewater Plant building by Stantec Consulting Ltd. The pumps and pipes Pre-Design & Design Report is very near completion and it is been done by McElhanney Consulting Services Ltd.

With these two reports being submitted to INAC for their approval and their commitment of funding from INAC for this multi-million dollar project. It will not only be huge for KIB, but also for the C.P. Holders to develop their properties. The future development of the Charlie Wah lands by the CN Junction extending to Rayleigh boundary, as there was a Designation Vote on these Lands.

With this major undertaking by the Band there will be employment opportunities to the members.

The duration of the Project from start to finish will take approximately 18 months. So with that being said, there will be in-

formation or an Open House to show the membership where the pipes will be laid. Also, there are amendments being made to our Sewer Bylaw and our Development Cost Charge (D.C.C.) Bylaw. These two documents, will look after the best interests of KIB, but also for all developers and C.P. holders, if they so desire to develop their Lands.

For more detailed information on this project phone me at (250) 828-9820. Meetings are numerous as we have our regular C & C Tuesday meetings with other capital projects within KIB. We have made submission to INAC for a 2nd Reservoir, as we have maxed out what we have on the existing reservoir. With that being said, that slows down any future development. As it creates a liability with the City of Kamloops Fire Department and our Agreement, as we wait to hear back from INAC on our submission within the next year and half.

Also, we made a submission to INAC to extend our existing subdivision at George Campbell Way, and are waiting to hear back from them.

With the new guidelines in place from INAC, we are allowed three Capital Project submissions per year. Again, for more detailed information on

these projects, give me a phone call.

The Maintenance Department have been busy since the last Report with on-going internal and external contracts and making time for members, clean up & what have you.

The Water Treatment Department is continuing to upgrade their Certification & Diplomas. Again, a job well done as it is a huge responsibility you guys undertake. Again, if any of the membership want a tour of the plant do not be afraid to phone and arrangements will be made.

The Landscapers: As the season winds down and work comes to an end for this year; hats off to you for a job well done and will see you next season. Take care, as we can only get better.

With that being said, you all have yourselves a good autumn and winter & stay in the best health. Look after yourselves and your families. Until next time. Yours in friendship.

Fred Seymour



Chief Shane Gottfriedson and Councillor Fred Seymour during a meeting with visitors.



Councillor Kevin Jules

I hope everyone has enjoyed the hot summer that we had this year.

The car wash is now open. There were some minor technical details to work out of the system. One thing that was noticed was the floor was very slippery when wet. Some of the patrons looked like they were on ice while they worked on the vehicles. Since the grand opening the car wash has been quiet. This is due to the good weather that we are enjoying.

The gas station is promoting the car wash with incentives to use coupons provided to customers. Once the coffee shop is open it too will compliment the business in the area.

The Ranch is getting a business plan done this fall to address long term goals for the ranch. Highest and best use of the resources of the land will be a part of the plan. There is a lot of potential for the Ranch. But what ever the plan calls for it will have a cost to it. **A return on investment will be a big part of the plan.**

NOTE: If you are interested in purchasing **BEEF** contact Guy Gotfriedson at the SpiyuZullucw Ranch.

The Forestry Corp has achieved Forest Stewardship Certification. This is a certification that is recognized by the environmentalist. Marketing advantages are realized by our lumber purchasers. Domtar was very happy that the Band achieved the certification that they use when selling their products in the pulp industry. Thanks again to the Forestry Corp crew Jim McGrath and Barry Bennett. Other duties they have been involved in include communal fishery, fencing and a silvicultural course.

Neil Leonard has been very busy keeping track of files on his desk. He has a heavy work load. Items include dealing with his staff and dividing up the work load of each worker in this newly formed business development dept. The band adopted a new process of dealing with the many opportunities that present themselves. Economic Development looks at the proposal and then goes over the material with the Finance Dept before the Finance committee and Chief and Council make any decisions regarding the opportunity.

They deal with existing businesses and of course any new opportunities that present themselves. Presently there are 36 files on Neil's desk and more files seem to pop up almost everyday.

During strategic planning this time around two new positions were requested for the Ec Dev unit. One is an office coordinator and a second Ec Dev officer. This will help with the workload. Neil and I toured the Ranch with a consultant from the wine industry. There is a possibility to develop a winery similar

to any found in the Okanagan region. But a more in depth study needs to be conducted beforehand. The study will address any risks in starting up a vineyard and winery. Weather and land are considered when trying to determine if an area is suitable for such a venture. The return on investment will be at least five years on a vineyard as the plant takes three years to bear fruit.

I traveled to China in June with TRU world. I met with investors from Chengdu, a city in the Sichuan Province. This meeting took place in Beijing a long ways from Chengdu. The investors are

interested in renewable energy projects. Robert Corman is presently working towards finalizing the proposals. One is a gasification project involving agricultural materials. The other is a wind farm located off the reserve.

We are still trying to get a recycling program on the reserve. A location for a reload center was determined. The old Husky site and two adjacent parcels would be ideal for the reload center. This is where material is baled and shipped off to customers in the Pacific Northwest.

The material will come from two sources, the Eco Depot and the collection bins. The Eco Depot is where material collected from homes and businesses get sorted then shipped to the reload center. The collection bins are where people take material for drop off. When full, the bins are taken to the reload center. This will reduce the amount of material taken to the landfill site. The program will allow us to take better care of our land and fulfill obligations to lease holders at Sun Rivers.

Take care



Councillor Kevin Jules lends a helping hand by cooking hot dogs at the grand opening of the Tk'emlups Car Wash.



Councillor David Manuel

Thanks to everyone who helped make this past summer a success. Good luck to the students who are heading back to school

New Playground Equipment at George Campbell park and Tyee park.

I would like to thank Sandra Seymour, Colleen and Dan Mclean and Ed Jensen for getting everyone and everything in place so that all the many wonderful Tk'emlups volunteers could help out and get the work done. I am very proud of all the work that took place to build the new playground for our children and families.

and will have a huge impact within the KIB community.

30th Kamloopa Pow Wow

I am so proud of the community members that came out to support this year's Pow Wow. With all the hard work and long hours from everyone we were able to have hosted the best pow wow this year. Seeing all the dancers and drum groups from all over the place tells me

BC; since my Great uncle George Manuel was the National Chief. It was history in the making. Yes it was a very long night with lots of voting taking place over 20 hours of working together. This is a new start for BC First Nations within Canada.

Shuswap Gathering 2009

The Shuswap Gathering was hosted by the Shuswap Indian Band in Invermere BC in July 2009. It was great to see so many of our elders and families from KIB that went down to support the Shuswap Gathering. The Kamloops Indian Band will be hosting this event next summer 2010. I was very honoured to be asked from Chief Shane to accept The Shuswap Eagle Staff from Chief Paul Sam of Shuswap Indian Band. Councillor Evelyn Camille and I, along with many others from Kamloops Indian band accept hosting next year's Shuswap Gathering. It will be the 100 year memorial to Sir Wilfrid Laurier which is a historic document that outlines the Aboriginal lands and rights issues as they affected First Nations in BC.



The new playground at Tyee Park. It was a real team effort, thanks to all the volunteers.

Welcome to the team.

I would like to welcome Amanda Big Sorrel Horse as the new Post Secondary Coordinator within the KIB Education Department. We also have a new In-Home Support Worker within Social Development, Ed Kasperski, and Qwemtsin Health Society has a new Health Director, Colleen LeBourdais.

There are also two new full time jobs, one is a Recreation Coordinator working in the Social Development Department and the second job is a Secwepemc Community Language Coordinator working in the KIB Education Department. I feel that both these positions are long overdue

that we are doing something right. Because it was the 30th year for hosting the Kamloopa Pow Wow there will be a new CD that will be coming out later this year. So please check this very special CD out.

New National Chief

Assembly of First Nations elections were held in Calgary, Alberta in July 2009. I was able to watch and learn just how strong we are as BC First Nations. We were able to stay together and support Chief Shawn Atleo who is now our New National Chief. For the first time in 40 years, we as BC First Nations are able to say that we have a National Chief from



Councillor Dave Manuel and Chief Shane Gottfriedson at the Shuswap Gathering Pow wow in Invermere

Sk'elep School of Excellence

Sk'elep School board governing members have committed funding in our



Gr.7 graduates from Skelep School 2009

2009/10 school budget to administer the following Strategic plan priority Shuswap Culture Program, Shuswap Language culture curriculum development and Shuswap Language mentoring program \$85,000. Resource Teacher \$12,000. Restitution program \$2,000. Physical Education Program \$25,000. Counselling \$40,000. Early Intervention Program \$15,000. Learning Assistance Program \$20,000. Literacy/Library Program \$12,000. The funding by both the federal and provincial government is provided upon compliance within the criterion established by each government. Sk'elep School is also obligated to participate in the Independent Schools External Evaluation which is a comprehensive exercise that examines the school's program, facilities, curriculum, operations and teacher certification to ensure that the school meets all basic statutory requirements.

The Board of Governors of Sk'elep school of Excellence would like to welcome the eight new staff for 2009/10. Chris Kempling is Assistant Principal/Learning Assistance, Jana McKerral is grade one teacher, Lauren Hayden is grade two teacher, Sheila MacKenzie is grade three/four teacher, Floyd Dick and Tony La Rue Shuswap Language Mentee, Tracy Noble is the Physical Education/ Tech Teacher, Tara Ettinger is School Counsellor. All together there are 24 people working at Sk'elep School of Excellence. This year's first Recognition assembly is on September 24th, 2009 at Skelep School Gym. Everyone is welcome to come out and support the Students at Sk'elep school of Excellence.

Beautification Team

I would like to thank the following people for all there good work this summer of 2009. Bruce Thomas, Coordinator (August), Fredrick JR Camille, Coordinator (July)

Alicia Leonard, Female Supervisor, Chris Mitchell, male Supervisor, Andrew Ned, assistant supervisor, Jaimin Casimir, assistant Supervisor, Harrison Brennan assistant supervisor (July) and Kirt Paul First Aid Attendant. Team Members for the full summer were Christina Jules, Augustus Jules, Riley Moses, Dailyn Swanson, Stanley Peters, Craig George. Team members for half the summer In group A there was Cole Jules, Austen Big Sorrel Horse, Jacob Jensen, Kent Jules, Natika Shore, Madison Brunet, Kelsey Jules, and Kasey Draney. In Group B there was Sharene Ned, Whitney Manuel, Mikayla Manuel, Evan Casimir, Skye Thomas, Storm Moody, Alec Thomas, and Peyton Jensen.

Tkek Yeel Stem Summer Camp

At this years Camp we had over 120 youth over six weeks take part in the events at the Summer Camp. I would like to thank the following people for doing outstanding work in keeping the Children safe during the summer camp up at Tkek Yeel Stem. The Camp Coordinators were **Lisa Freezie, Shawn Bottle and Lacey Camille**. The Camp Councillors were **Jesse Price, Sidney Marchand, Versale Camille and Dailyn Swanson**. The Camp Cook was **Terry Soltys**.

Membership committee

I would like to thank all the people who are working so hard at getting this Membership code done. We are 2/3 of the way in getting the first draft done. Yes this work is slow, but at the same time we are doing the very best we can as a committee. I would like to share a letter we received from the government of Canada on the date of August 28, 2009. **The letter goes like this:** I am writing with respect to the April 6, 2009 decision of the court of appeal of British Columbia in the matter of Sharon McIvor v. Canada. The Court of Appeal ruled that certain registration provisions of the Indian Act are unconstitutional as they violate the equality provision of the Charter of Rights and Freedoms. The Court suspended its judgment for 12 months, to April 6, 2010, to give the government of Canada time to amend the Indian act.

Upon Careful consideration and review of the decision the Government of Canada has decided to proceed with the necessary legislative amendment. Throughout the late summer and early fall, Indian and Northern Affairs Canada officials will be meeting with National Aboriginal Organizations and holding engagement sessions across the country. A discussion paper as well as other information regarding the government of Canada's proposal to respond to the ruling in the McIvor case can be found at www.ainc-inac.gc.ca This letter was signed off by Minister Chuck Strahl of Indian Affairs.

Simon Fraser University/Thompson Rivers University/Kamloops Indian Band

We had a very important meeting in July with Terry Lake, MLA, Kamloops North Thompson, Ruth Wittenberg, Assistant Deputy Minister for Advanced Education, Dr Nathan Matthew, First Nations Advisor for Thompson Rivers University, Dr Ulick Scheck, Provost & VP of Academic of Thompson Rivers University, Dr Paul Budra, Arts & Sciences of Simon Fraser University, Dr Jonathan Driver vice-president academics SFU from Kamloops Indian Band we had Chief Shane Gottfriedson, Councilors Connie Leonard and myself (Dave Manuel). In this meeting we are worked towards finding a way to support culture, language and history using the two Universities to support our KIB needs. There will be a follow-up meeting later this fall season to see what the two universities come up with as common ground.



Councillor Dave Manuel at the Royal Bank honouring one of Kamloops' Olympic Torch carriers and olympic alpine skier Anne-Marie Lefrancois, along with Royal Bank employee Tracy Antoine-Mathew



Councillor Evelyn Camille

Well folks it is that time again, my report is gong to be short and sweet. I hope everyone had a good summer, and now it is time to go back to school.

Weyt-kp Le7 enk Ren tsewe7, Lele7 ken

My most sincere condolences to the family of Greg Ignace, who fell in the river while doing what he loved... fishing, on August 19. My prayers are with you and your family.

In May the Secwepemc lost one of our most respected ELDERS Joe Michell, my prayers are with you, Annie and the rest of the family. WE will always be grateful to Joe for bringing back the language. Kukwstemc Joe.

I bet ALL the children are happy to go back to school, and the parents too. We will be waiting for any word about school closures, so please keep in touch with the Education department for any concerns, and also do not forget to fill out the Nominal Roll forms for your children. Congratulations to all the Grads of 09. May the path you choose be the right one and may you accomplish all you set your mind to.

Another successful summer student program! Good work students and hats off to the education department for pulling it off once again. A few little glitches, but I hope, that lessons were learned and a better one next year. I always love to see the students picking up their cheques, with big smile on their faces. *I try to bum a lunch, but just get a bigger smile. Spend wisely students; you know it doesn't last long.*

Post secondary review has had a few meetings and is still ongoing. If you are going to further your education, there are procedures to follow. Make sure you are in touch with the depts. C & C did kick in a few dollars to assist members to further their education.

At this time I would like to express my concern of SECWPEMCSTIN. I am so afraid that we will lose our language so all you Secwepemc please make an effort

to learn the language. Many times I get so lonesome to speak; I like it when Gary G comes in; he likes to qulstem'stut. I stand to be corrected on the spelling, losing touch on the spelling also.

Lands, Leasing and Taxation

In the taxation department all is gong well 'Notices gone out', I haven't heard of any appeals, but of course that is an administrative issue. K.X.A. is trying to avoid paying their taxes, but they were too late to appeal, so that is an ongoing issue. Workshops were held to accommodate the tax payers of any concerns. Most taxes have been paid to date. Kukwstemc L.L.T. for all your hard work so that things would run smoothly, with the taxation.

C.L.C Landing survey is complete and ready for the next procedure. A meeting was held with Urban Systems for a land use plan, after all that was said and done, there is not too much land left within the C.L.C. landing. This seems to be the prime location that businesses are looking at.

The professional building feasibility is well under way. Thanks to Ed Jensen and the planning resource group of Stantec Architects. As I understand the building will be at C.L.C. also. We have a lot of great ideas, but we have to stay within a budget. I am pushing for a real Secwepemc theme and I hope I can work with these people. If anyone has any ideas let me know, or talk to Ed, I am sure he is open to your Secweoepemcu7wi ideas.

GENERAL BAND MEETING, June 23 at Skelep School.

A great big Kukwstemc for all who attended, we actually had a quorum. The election amendments were passed by the membership. I am sure that you will get the notices for the next election, which will be coming up pretty quick. So do your duty and vote for who works best for you!

Some meetings that I have attended:

A few Membership committee and that is still on going, so any members out there who want to partake, call Barb Morin, this is very important, so let us hear your concerns.

Election committee meetings, and that got passed at a G.B.M.

In June I went to Oklahoma, to a health conference workshop at the university, as most of the elders are aware that T.R.U. has been doing research on dementia.. While I was there, I attended the Red Earth Pow Wow.

Attended Bill Zabolat's funeral.

Little Fawn Nursery, assessment was done in June and they passed with flying colors. Congratulations Janette and the staff.

I went to Choices on June 13th to support the members who were in choices that month until June 27th.

I had a FAMILY FUN gathering at my place. We had 11leknewis games, which 8 teams played off for a cash prize of, 1st place \$1000, 2nd \$800, and the 3rd place, \$500. There were bingo games and poker games. Fun was had by all...

June 30th, attended a women's health fair in Fountain Rez. I gave a talk on would you believe, **GAMBLING**. In case some of you don't know or care; I put myself on self exclusion at the casino again.

July: Took a ceremonial leave and attended the Sun Dance in Chase. Attended the A.F.N. meeting in Calgary; very exciting elections. It went on for 24 hours, but I gave up at about 4 or 5 a.m. I guess as you know Shawn Atleo from B.C. got in as National Chief. I would like to pay tribute to Phil Fontain for his **(CONT)**



Councillor Harry Paul Jr.

I would like to send my congratulations to the 2009 Graduates. I am happy to see our numbers grown this year.

Weyt-kp everyone, how's it going?

I did my biography for the TIB web page so you can see it soon at www.tkemlups.ca

My condolences go to the Ignace family for their loss.

We just finished the final strategic planning meeting with all the departments. I'm proud of what we did on this one!

For the C.R.M Dept:

Referrals are always ongoing with the teamwork approach to depts.

New staff will be coming on in the future.

Fishing has been slow this year from the 1st catch of only 15 salmon to the 2nd catch of 60. These were all given away during an elder's luncheon the T.I.B hosted with the elders from the Bonapar-

te band and the elders from Skeetchestn Band. Lots of fun was had by all.

For the Business Development Dept:

I would like to thank the C&C for making the Carwash a success!

For SSN:

The Mining and Minerals agreement was signed and will be the Bands best landmark agreement of all time. I have been at meetings with the Joint Councils at the Skeetchestn and the T'Kemlups Bands and we have been at meetings with the Ministry of Energy and Mines and Petroleum Resources. I have been sitting down discussing the revenue sharing agreement on the (n.s.r) Net Smelter Returns. This is where we the two bands start to negotiate a percentage to share with each other. If that does not work out we haggle around with each other on why it doesn't work. We

argue back and forth till someone gives in and agrees to take it back to their boss. Then we come back ready for round two on a higher % the next time. I really enjoy working with my team! We help each other out when we need it. This will be the one that we can all look back at where we were and how the future will begin.

The Transit /Handy Dart Agreement/ Elders Van:

There will be a new elders van coming with a full time driver.



EVELYN CAMILLE CONTINUED...

dedication and service to his people. Thanks Phil, you have set a path for all to follow. Now enjoy life as the Creator expects of you. May you be blessed with **PEACE** and **HARMONY** and **GOOD HEALTH**.

Several meetings were held concerning the dump site. As you may not be aware our dump site is filling up pretty fast. Still on going...

Attended a family fun day at New Gold, it was very interesting. I got to go underground where my grandson Aaron Camille works, looked at a lot of huge machinery.

One more thing, I almost forgot to men-

tion is that I was in The Big Bike ride fundraiser. Do you know what? I have **NEVER** been on a bike in my life and I am telling you I was hanging on for dear life! Man the things I do for all of you..



The entire Tkemlups team at the Big Bike Race, recipients of the honourable mention for team spirit award!!! Way to go team.

Went to the Shuswap gathering in Invermere. There were not too many people but was enjoyed by those who went. Next year Tkemlupsemc will be hosting the gathering, so let us put our heads together and have the biggest gathering ever.

August 7-9, we had a residential school

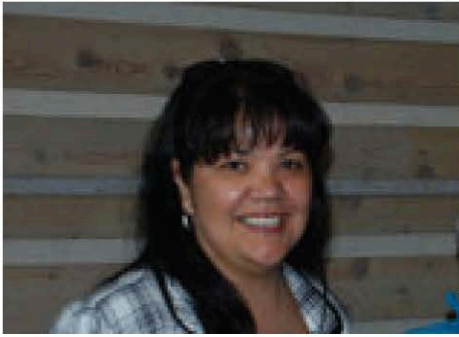
truth and reconciliation gathering at the Pow Wow arbor, which was well attended by those who were meant to be there. I was hoping that more of the membership survivors and children of survivors would have been there to assist in what is very important to all of our community in the healing process.

With the elections coming on, this might be my last report to you, but it is up to you. I want to thank all of my supporters and those who were not, for giving me this opportunity to serve you in the best possible way that I know how.

KUKSTEMC.



Chief Shane Gottfreidson and Councillors Vicki Manuel, Evelyn Camille and David Manuel having fun before the big bike race.



Councillor Vicki Manuel

I would like to thank the Housing Department for their on-going hard work, dedication, and expertise in dealing with the many many housing department issues.

A. HOUSING ARREARS: \$959,913.72

Housing Arrears is one of those subjects that nobody wants to talk about, but affects all Tk'emlups Indian Band membership in some way either directly (as a band member not paying their rent) or indirectly (a family member not paying their rent). We never want to be evicted or have one of our family members evicted, but when process has been followed administratively, and band members are not making any attempts to contact or pay back their arrears, then **EVICTION** is the final stage in a very lengthy process.

Cyndy Hansen – is the Tk'emlups Indian Band, Housing Collections Officer. Cyndy has been diligently compiling data, following a strict administrative process to collect arrears and making numerous attempts to contact band members to address the close to one million dollars TIB arrears problem.

The following are some hard facts on the TIB rental arrears problem:

- There are 190 Canada Mortgage and Housing Corporation (CMHC) accounts.
- Out of the 190 CMHC accounts, 122 are paying their rent and arrears. (That's AWESOME).
- The remaining 68 CMHC accounts are being audited, beginning legal process or are in the eviction stage.
- There is a WHOPPING \$959,913.72 in arrears owing to the band. (That is close to ONE MILLION dollars)
- Quarterly reporting dates for the collection of arrears have been set for: June 30th, September 30th, December 31st and March 31st.
- There is a fair and just policy in regards to the collection of arrears.

EVICTION PROCESS:

• A clearly defined Eviction process free from political influence has been established. The duties carried out are all administrative driven by policy

1. First Letter of Notification of Arrears sent to tenant

• On the 20th of the month, first notice sent out advising the tenant of the amount owing and asking member to come in and make arrangements for a payment plan.

2. Second Letter of Notification is sent to the tenant

• On the first of the second month, a second notice is sent out advising member of first notification and to come and make arrangements for a payment plan. The consequences are laid out if they do not respond within 7 days as stipulated in the letter.

3. Third Notification of Arrears is sent to the tenant: "Notice of Default and Demand Issued"

• If no response in 7 days, eviction process commences.

The Housing Collections Officer has gone out of her way to make many efforts to contact band members regarding their housing arrears. Any members who are unable to come in to see Cyndy can call her and she will make alternative arrangements to meet them. Cyndy can be reached at 250-828-9878. Cyndy Hansen – CO has taken training in: Arrears Management and Client Counseling to provide the best possible services to membership.

The networking of key departments with Housing grow and bond to ensure that by networking together there has been

created a well informed, organized, cost effective process for the collection of housing arrears.

B. CANADA ECONOMIC ACTION PLAN (CEAP)

I would like to thank the Housing Staff, for all their hard work in developing a successful Canada Economic Action Plan (CEAP) proposal through Canada Mortgage and Housing Corporation and INAC. This will assist in improving the Band's Section 95 housing stock.

We have experienced a minor set back, when a proposal for the Indian and Northern Affairs of Canada CEAP proposal was not approved. TIB department head Dan Rodgers and I (Portfolio councillor) will be addressing politically why our submissions were denied. TIB housing department had all of their submissions in early and met all of the criteria. Through the INAC CEAP Proposal we were hoping to accelerate our 5 year Capital Plan. This has caused delays and created frustration for the staff and band membership. However, we have developed and submitted Capital Renovation proposals for funding to support the Band's Renovation program. We will be able to achieve goals although it will take longer to achieve the same result.

• 13 homes have been approved by CMHC under the CEAP Retrofit Renovations. Currently 11 homes are being repaired which need to be completed by December 2009.

C. CMHC PHYSICAL CONDITIONING REPORTS

The CMHC Physical Condition report for the Section 95 housing units identified a number of priority repairs that were completed this building season. Ongoing repairs and maintenance will be scheduled over the next few years based on

the findings of the Physical Condition Report.

- Physical conditioning review from April 6-22 with CMHC to review one home from each phase according to our operating agreement. This review is done every five years.
- Working on the recommendations sent by CMHC to the in-house carpenters and outside contractors are working on these work orders.

D. CANDA MORTGAGE AND HOUSING CORP. (CMHC) /

MEMORANDUM OF UNDERSTANDING: (MOU)

- The strategy is a partnership between CMHC and KIB (First Nations)
- Intent of the strategy is to build capacity where required to increase the number of individually owned homes within the community.
- The expectation is that within a two year period, the strategy will have enabled or assisted members who can afford homeownership to enjoy housing benefits of home ownership
- CMHC's role: to coordinate or deliver specific capacity building homeownership tools with the key objective to increase/improve the homeownership options of KIB through the introduction of homeownership tools in the community via capacity development of Chief and Council if required, the community, staff, housing professionals and potential First Nations homeowners.
- The end objective of increasing the number of homeownerships units created in the community.
- Training could be on or related to: policy development, financial management, construction management, housing financing options, basic home maintenance, and property management.

This arrangement provides an excellent chance to further the skill set of staff and community members and develop future housing and community plans.

Training to date:

- Basic Home Maintenance workshop: Completed July 22nd, and 23rd, 2009. 11 band members attended.



Vicki and Rick Siemens, of Sun Rivers taking a break from building a playground to come take part in the aboriginal day celebrations.

E. BC HYDRO ENERGY SAVING KITS

KIB housing department signed an agreement with BC Hydro to participate in the "Aboriginal Household Energy Saving Kit Pilot Program." The objectives of the BC Hydro Energy Savings Kits are:

- Making energy efficiency more accessible to Aboriginal customers by making energy conservation products available at no cost to qualified Aboriginal customers.
 - Providing energy savings through the installation of energy efficiency measures
 - Provide energy management assistance to residential customers.
 - Increasing knowledge and awareness about energy conservation among Aboriginal customers.
 - By reducing how much energy you use every day, you can reduce how much you have to pay for heat and electricity. The tools in the kit will also increase the comfort of your home, and help reduce our overall impact on the environment.
 - There are 274 kits and to date 189 have been installed in KIB members homes
- What's in the kit?

The kit contains a number of simple, easy-to-install energy saving products including:

- Compact fluorescent light bulbs (CFLs). CFLs use up to 75% less energy than regular light bulbs. They can also last up to 10 years.
- Have a question about the safety of using or disposing CFLs? Visit our CFL tips page to watch videos and find out

more information on these energy-saving bulbs.

- Weatherstripping to put around your windows and doors to help keep out drafts. (You can find videos on draft proofing on our tips page.)
- Fridge and freezer thermometers to help you set your refrigerator and freezer at an ideal temperature where your food stays cold, but you're not wasting any extra energy.
- A low-flow showerhead that uses significantly less water than a standard showerhead.
- For a full list of the products included in the Energy

Saving Kit and how to use the products, download a copy of the Energy Saving Kit instruction manual [PDF, 2.0 Mb].

We are at the end of the timeframe for the BC Hydro Energy Saving Kits installation program, and will be finalizing the program. Be sure to contact the Housing Department if you are interested in getting one of these kits before the program is completed.

F. STAFF TRAINING

The Housing staff will continue to work in all areas of housing to provide the best service delivery possible. Staff performance reviews, development plans and cross training initiatives are in place to ensure the best service delivery possible. We thank you for your support and positive comments. Some staff have completed:

- Occupational First Aid Level 1
- KIB Joint Committee Workshops
- KIB Due Diligence Workshops
- KIB Accident Investigation Seminar
- Arrears Management
- Client Counselling

G. FALL MAINTENANCE

- Septic Cleaning: On-going: We need accurate count of tenants living in homes so that we do your tank according to the number of tenants in the home. Please call housing at 250-828-0719.
- Chimney Cleaning: On-going
- Elders winterizations of their homes

starting October 2009.

H. ELDERS RENOVATIONS

- 44 Elders homes have been inspected
- 9 elders home renovations were started, 6 have been completed.
- Working on starting another set of renovations for the elder's homes.

I. RESEARCH

• **Heat pumps:** Staff are researching the possibility of installing heat pumps into housing units. Heat pumps would decrease heating costs over the long run, cool the homes in the summer, and improve heating in the winter months. Right now research is being done on cost, efficiency, and rebates offered.

• **Appliances:** Staff have been researching and getting quotes on major housing appliances such as fridges, stoves, washers and dryers. Appliances that are energy efficient.

• **Trucks:** Staff are researching the cost to lease and/or purchase a truck for the use of the in-house carpenter and his helper. A truck is needed to transport material to and from work sites.

• **Caretaker:** Research is being started on the possibility of having a caretaker reside in one of the rental units. A Caretaker would assist with rental unit related issues, enforce the rental agreement, enforce the housing policy, deal with minor maintenance, deal with minor disturbance issues, yard maintenance, etc.

• **Storage Bins:** Staff are looking at options to address the lack of storage for tenants in rental units. Storage needed for outdoor toys, bbq's, bikes, etc.

J. MINISTERIAL GUARANTEE

• Staff have been working diligently to make the process of applying for a Ministerial Guarantee efficient and user friendly for band members by drafting check lists for band members use. We thank those band members that have been more than patient in going through the Ministerial Guarantee process and assisting the housing department in making the process user friendly, easily understood and hopefully, in the future more time efficient.

• The Housing department, Lands department and the Planning and Engineering department all play key roles, in assisting efficiently with a band members ministerial guarantee process.

INAC Individual Ownership Ministerial Guarantee Submission Checklist includes:

- Template of TWO BCR's required
- TIB Ministerial Guarantee Checklist 2009 (which includes Planning and Engineering checklist)
- Template Request for First Time Home Owners Infrastructure Grant
- Relevant Sections of the TIB Housing Policy that pertain to the Ministerial Guarantee Process
- Planning & Engineering Checklist / process



Councillors Fred Seymour, Evelyn Camille, Vicki Manuel, and Connie Leonard along with others during grand entry of the 2009 Kamloopa Pow Wow

K. THANK YOU

TIB Housing staff would like to thank tenants whom have called in and "thanked" the housing department for their repairs and maintenance that has been done to their homes. It was a pleasure to work with the membership on their homes.

Thanks to the entire department. You are all very valued employees whom with TEAM WORK WE CREATE ACTION AND PRIDE. It has been a pleasure working with you all.

From my house to yours, warm wishes.

In Friendship
Councillor Vicki W. Manuel



BC HYDRO FIRST NATIONS BUSINESS OPPORTUNITIES

BC Hydro met with several bands in the region to obtain data to build an aboriginal business directory, accessible via online database, used to match aboriginal businesses with upcoming BC Hydro contracts or other businesses for partnership opportunities.

There are hundreds of contracts awarded each year, this is a great opportunity for local businesses and contractors to take advantage of.

For more info contact BC Hydro at 1-877-461-0161.



Councillor Connie Leonard

The fall season is upon us and our future leaders are heading back to school. I hope everyone had good luck with their gardens, gathering, and fishing trips and are preparing for the season ahead.

Weyt-kp,

The price of food has really increased so we have to rely on our teachings to prepare for the season ahead while protecting our resources for future generations. We have all seen the evidence within our daily lives of rising costs and cutbacks to social services provincially, nationally and internationally. However, here at the band we are seeing good signs of financial health in spite of other trends.

During this recession period, we too have felt some of the economic impacts at the Band including losses in revenue from forestry and the ranch. However the good news is that we have been still been able to:

- o Improve our financial position
- o Invest in our community
- o Improve the quality of life and services for our people
- o Advance our business opportunities
- o Invest in planning
- o Work on improved policy and governance development
- o Make improvements to the organization as a whole by way of effective best-practice research, planning, and implementation processes.

Recent legal, negotiated, and management efforts to advance our rights and title interests are also producing better agreements and more viable business opportunities, such as the New Gold Agreement. We have also brought in more external funding sources to support our organization and we must continue to work carefully in order to support Band progress.

In order to have continued success at the band level it is imperative that we have effective management and leadership in place to continue to build on the foundations we currently have established. We must be mindful of our

strategic processes, financial planning, band operations analysis, and continued due diligence in decision making so that we avoid the risks and negative effects of poor planning and poor decision making processes.

At the end of the day the leadership of the Band must:

- o Carefully consider effective decision making processes
- o Protect our resources
- o Work to get our land and title back
- o Make sure that any financial spending/ requests make sense for the Band
- o Ensure that capital improvements are well thought out
- o Ensure that business proposals provide a solid return on investment
- o Improve the quality of life for our people by creating more jobs and educational opportunities
- o Ensure that services and benefits are distributed fairly for individuals and the collective good
- o Work to ensure that we concentrate on our intended vision, goals, and objectives
- o Use their leadership seats to be good leaders.

The good news is that as a result of hard work our Band is a leading First Nation and is currently very strong and well positioned for success. Thanks to everyone who participated in the working tables including staff, membership, leadership and partners in business for being active members of the team in order to make a difference in our community!

The following sections will summarize the current status and progress of some of my working tables:

Rights and Title:

Our Douglas Reserve Committee continues to evolve our strategy in the area of rights and title (asserting land claims etc.). We have advanced funds in order

to expand our human resources and bring on experts in the field to develop an even more comprehensive strategic plan which considers the cornerstones necessary to advance our interests and rights and title within our traditional territories. I have been an active member and have also collected research, legal perspectives, and information from other leading First Nations within the province and have shared them with our team for review and consideration.

The working protocol between the KIB and the Skeetchestn Indian Band Chief and Council and staff is also active in providing overall direction and support to advancing our interests in our shared territories. We have collectively ensured that: mining development in our shared territory considers our rights, title, and interests. That our agreements and negotiations are continuing to generate revenue sharing opportunities. That we move confidently into implementation of joint management and co-decision making; and that we continue to monitor and produce other negotiated benefits such as employment opportunities, scholarships and bursaries, etc. I have been very active in trying to assist with setting up administrative structures, due diligence decision making, and policy recommendations to protect our Band's interests as well. We have approved the new positions for a Director of Operations and an Executive Assistant to advance those projects and initiatives and to reduce the work load on our TIB resources.

I am also working with our sub-committee to retrieve the millions of dollars in tax revenues that are wrongfully leaving our Band's jurisdiction and going to federal and provincial coffers. This is a serious drain from our potential revenues and we should definitely continue to advocate our band rights in this area so that this money comes back to us. I am

proposing that we form a committee of staff and interested members to ensure that we really look at all of the pros and cons, and come up with a plan that meets our needs and interests.

Other areas of rights and title include the importance of ensuring that we remain mindful of advocating for and address referrals via consultation and accommodation with external government and industry. Other current advocacy work includes addressing the lack of government support funding, addressing the government attempt to impose matrimonial real property rights, and to advocate a new relationship with the Province of BC.

It is very important that all of our leadership works towards advancing our rights, title, and interests.

Governance:

Previous team efforts from working tables that I led and was involved in produced the Education Policy and Human Resource Policy. This term I had the opportunity to meet with the Chief and Council of the Westbank Band and learned about how they advanced their self government model and about some of the key staff positions that have helped them with that work.

After doing further research into best practice models, one of the new positions that I tabled to Chief and Council was the position of the Governance Coordinator. Since then membership, leadership, various staff members, and legal consultants have worked diligently to improve and clarify the governance and service delivery policy and by-law development with the aide of this new position. This position, held by Barb Morin, has also worked on capacity development by applying for funds from STEP and the PID (Professional and Institutional Developmental Program) proposal which will bring in \$33 K in funds.

This position has also created a heightened awareness of the importance of policy and has aided in the development of policies in the following areas:

- o The Housing Policy (Housing Dept as well)
- o The Contracting Policy (P&E as well)

- o The Recreation Policy (SA Dept as well)
 - o The Custom Elections Regulations.
 - o The Emergency and Non-insured Health Benefits Policy (SA as well)
- Thank you all for taking the time to provide input, to show leadership, and to review these important documents in order to help with creating a stronger KIB government and administration.



Councillors Fred Seymour and Connie Leonard at the special General Band Meeting that played host to a panel of representatives from all the Shuswap Nation Bands.

Work in progress in this area includes the:

- o Membership Code
- o The Finance Policy (Finance and Auditor led)
- o The Rules Governing General Band Meetings
- o The Chief and Council Terms of Reference
- o The Anti-graffiti bylaw.
- o Rules regarding marriage/divorce and band member property rights
- o Joint KIB and Skeetchestn Terms of Reference for the SSN Work

This work is extremely important and helps to ensure that everyone is being treated in a fair and reasonable manner; that we separate the risks associated with things becoming too political instead of fair; and that we help to minimize potential risks and liabilities to the Band that disrupts our administration focus.

Other good governance work includes efforts in our relationship building. I have been very active in the area of relationship building. Whether it is with our elders and membership, our bank, our auditor, our consultants, our lawyers, with other bands within the nation via protocols, other First Nations leaders, or with our external partners such as the Province, INAC, federal representatives, SunRivers, SFU, TRU, and the City of Kam-

loops to name a few.

I also believe that it is important for our leadership to work towards helping the less fortunate and have been active by supporting local First Nations education. I am one of a number of founding members of the Howling Coyotes Fundraising Group. We raise awareness and funds for new scholarships and bursaries for First Nations students. Over the last year we have raised enough funds to present our first scholarship at the First Nations grad and have over \$10,000 in the foundation fund. Our group plans to present more scholarship/bursaries in the future and we are having our First Annual Fall classic fundraiser at the Mt. Paul golf course on Saturday October 3rd. We will have lots of prizes and a loonie auction so come out and have fun and donate to a good cause.

Shared Services portfolio updates:

The Shared Service portfolio, consisting of **Finance, Human Resources, Administration, and Communications and Events**, and is responsible for the overall service delivery of the Band. The staff manage their own departments and also work collaboratively to support other departments, business entities, and Chief and Council to support the vision, planning, and implementation required to improve the quality of life for our Band membership and our service delivery functions.

Band businesses: Some are new; some are doing really well; while others need to improve or change altogether. We have commissioned a better business approach report on the Ranch as we are not happy with those outcomes.



Councillor Connie Leonard handing out snacks to the elders at the 2009 Shuswap Gathering in Invermere, B.C.

Finance: Financially our band has come a long way...
TIB Operations (Does not include Social Housing and Band Businesses):

*Per annual audited financial statements

	Total Revenue	Total Expenditures	Surplus
2003	\$14.5 Million	\$13.5 Million	\$5.6 Million
2006	\$16.5 Million	\$15.1 Million	\$6.2 Million
2009	\$20.8 Million	\$18.5 Million	\$15.0 Million

Our Finance team works hard to ensure we are progressing at a rate that is on par with our growth and advancement. We have accomplished this by:

- o Planning for the future
- o Establishing more effective budgets and budget development processes
- o Ensuring monthly reports are developed for all of our entities
- o Developing read only statements for Managers and Department Heads
- o Planning for more specific and detailed financial reporting for analytical purposes
- o Ensuring that SSN business is accounted for reimbursements to the Band.
- o Performing more advanced audits and by ensuring we improve the process yet again for next year
- o Conducting quarterly review meetings and 'emergency only' meetings and by coaching a philosophy of living within budgets unless justified urgent issues arise to reduce excessive spending
- o By coaching a due diligence decision making process and by ensuring back up documentation supports the needs argument.
- o Dealing with staffing crisis and ensuring that our operations are not effected
- o Establishing a due diligence process for considering new business opportunities to limit risk
- o Initiated a budget amendment process for tracking extraordinary spending.
- o Improved reporting and analysis
- o Best practice Finance Management Policy research and external funding opportunities.
- o Revising more appropriate job descriptions within the department
- o Hired additional staff where required, i.e. a collections officer; upcoming Chief Financial Officer
- o Obtaining and recovering more INAC dollars

- o Improving controls and specifically looking at legal expenses
- o Paid off debt
- o Improved the Band's financial position
- o Encouraged managers to seek external funding opportunities
- o Lobbied government for increased support
- o Maintaining a great relationship with our financial institution and auditor for better service arrangements
- o Improved due diligence decision making process for capital projects

Administration:

In Administration we continue to advance the large scale goals of the Band Administration. We have just finished another round of strategic planning and our team has done a pretty good job in terms of improving the process of strategic planning for the organization. Thanks to everyone for your hard work!

We have begun the implementation of our new software programs to support meetings management and filing management and we have set new goals as well.

Those goals are to:

- o Implement the Functional Analysis Recommendations to Improve the Band Office Operations.
- o Create an effective Regulatory section
- o Implement more efficient systems
- o Implement a better practice model for policy and governance planning, research, and implementation
- o Improve Communications and Telecommunications

Check out the new website at www.tkemlups.ca. Communications & Events Co-ordinator Kelley O'Grady is working on additional upgrades to the site that Business Development originally spearheaded. Kelley is also working on the Annual Report to membership, the

TIB weekly blog, corporate newsletters and day to day communication practices while also planning future events.

Currently our interim Finance Consultant and Senior Managers are also juggling corporate, legal, planning, and analysis work and we will need to address that soon as is suggested in our Functional Analysis Report! Our Interim Finance Consultant and our Auditor also agree that we have grown enough to easily justify implementing the priority positions for the Band.

The External Functional Analysis Advisor who has studied the entire organization and met with all of the staff has pointed out that hiring a CEO and a Community Development Manager is a number one priority for our Band if we are to continue to progress and look after the Band's best interests. There are real risks and costs to the band if we do not proceed with the recommendations to fill the gaps that have been produced by rapid growth and success. I will need the rest of Chief and Council's support to acknowledge this if we are to protect the best interests of the band.

Our Shared Services team has been steering the process and relative outcomes for strategic planning processes and we have been seeing very good progress in this area over the last few years. Last year we saw a number of new initiatives that were completed (40 out of 44 projects). We are particularly excited to share the positive outcomes for this year's cycle and we will announce those shortly.

This year highlights of the plan will be mailed out to all of membership and you may well receive it before this report is published. I am proud to say that we have been diligent in the last two Chief and Council terms to pay off debt, to save money, and to improve our membership quality of life and improve the operations of the band so that we are positioned for even better success.

**Everyone that has contributed to this success deserves a pat on the back....
 Way to go Team!!!!**

I have also researched and investigated the notion of and funding for creating



Councillor Connie Leonard lends a helping hand with Aboriginal Day 2009 at TIB.

a Comprehensive Community Plan in order to gather input from all of membership and have received approval from Chief and Council to proceed with the funding application. Next we will use that funding to hire a Community Planner which will help us get a survey out to membership to consider building a more consensus model approach to setting the community vision and objectives. This is not to meet the needs of one department or area but for the band as a whole.

This would entail the development of an over-arching plan for our entire community. The planning stage would collect all of our demographic numbers, our needs, and help to set priorities for band development by surveying everyone and by considering all of our data on hand. This way we create plans that match the people's needs. This will help to guide a focus that will serve our membership needs instead of best guesses by well-intended politicians. This is a thorough process but well worth the effort.

We still have other areas to improve within our department and we have set the next set of goals and objectives to address these issues in our strategic plan.

Human Resources:

Aside from routine work in the department, we have built on our HR goals and continue to do so. The team continues to advance our HR operations, and is working on updates for the personnel policy as well.

Our Occupational Health and Safety Workplace Program is in full swing and we are no longer at risk of relative issues with the WorkSafe BC Board. Ron Tran-son is a welcome addition to our staff and is doing a fantastic job.

We have set aside funds to develop a
16 Lexey'em ~ September 2009

Mentoring Program for members that have some suitability but may not have all of the education or experience so we are going to pair them up with experienced workers in specific fields where we anticipate needing more help in the future.

We are also investing in Professional Development so that we create opportunities for our staff to stay current with workplace trends and requirements and address attendance issues.

Our Social Committee is working on morale and workplace wellness and will be recognizing our long term employees. We will combine that celebration with our Christmas celebration so that we utilize our resources and funds more efficiently.

Orientation packages; we are also working on an orientation package for new employees and new Chief and council members. One of our HR team's recent accomplishment is the Functional Analysis of the Band Office as a whole:

After meeting Tanya Swaren (a Human Resource Expert) in Osoyoos and hearing of all the good work being done there I began inquiring more and encouraged our department and Chief and Council to consider her wisdom and put it to test here at KIB. Tanya, who is an expert in the field with great experience, came in and interviewed all staff and has looked for things we are doing well and things we can improve upon. This is the first time we have ever had a Functional Analysis done of our Band Office. The process is well worth it. It takes the politics out of changes that need to be done so we can move forward in a good way for the betterment of our Band as a whole.

The Functional Analysis Report points out some positives as well as some glaring harsh realities of things that need to change if we are to continue as a leading First Nation that is doing the best it can to support our people. It is hard to believe how much we have grown! The report also timelines our history and shows that it wasn't that long ago that we only had a handful of people working for the band and no businesses at all. More importantly, it is imperative that we listen to the guidance the report is offering us and get to work on the things

that we now know need to be done.

I also am the Secondary Portfolio holder to Lands, Leasing, and Taxation and stand in to cover off Councillor Evelyn Camille as required. I am sure that she will report on the goals and aspirations for her portfolio so I don't want to duplicate things. However I make sure that we are actively pursuing the Section 60 Amendments to ensure we get to the referendum to allow the band and membership to have the ability to secure long term leases up to 99 years if so desired. The Chief and Council motion is now done and we will be holding information sessions and going to a Referendum this Fall.

Other meetings (only to name a few):

- Regular Chief and Council
- Policy Development
- Finance Meetings
- Strategic Planning
- KIB Business Entities
- Kamloops Indian Band Development Corporation
- Joint Sun Rivers Administration and Chief and Council
- Cross Cultural Committee
- Howling Coyotes
- New Business/Developer Interests
- Various levels of Government Relations
- Douglas Reserve Initiative Committee
- The joint Skeetchestn and KIB Governance/Working Group
- Tax Jurisdiction movement group
- Lands, Leasing, and Taxation as available and required.

I am extremely happy with the outcomes of our strategic planning process, the functional analysis report, and our fantastic financial position. The next Annual report will be available soon.

I would like to acknowledge and pay respect to all of our hard working membership, staff, and leadership that are making a difference in our community! In the years ahead it will be more important than ever to consider the importance of working hard to ensure that: **"WITH TEAMWORK WE CREATE ACTION AND PRIDE".**

Kukestemc

Summer Photo's



Pow Wow
~2009~

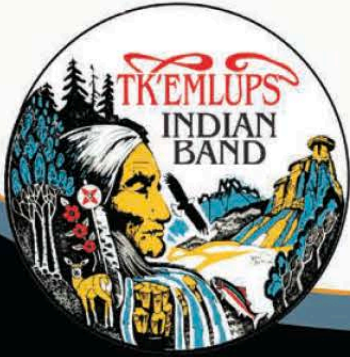


Summer Photo's



Ahousat Canoe Journey
~2009~





TK'emplups Car Wash

"WITH TEAMWORK, WE CREATE ACTION & PRIDE."



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