

# LEXÉY'EM

March 2010 ISSUE



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Chief and Council updates

First Nations Blazers Night

Olympic Torch Relay

Strategic Planning

TIB Men's Club Family Fun Day



## Chief Shane Gottfriedson

*As I enter my 4th term in leadership as Chief, I'm incredibly grateful for the support of the people, for the confidence you have bestowed in me and my colleagues to advance all of Tk'emlúps Indian Bands (TIB) social and economic rights and interest.*

I would like to open by welcoming our newly elected and returning council for this term as they all bring good positive energy to the table.

2009 was a great year for the Tk'emlúps Indian Band (TIB) and I am very proud of the way that our Senior Executive team and all of our employees adapted and challenged themselves to adjust to the changing needs of our organization. There were a few important changes to the Senior Executive Team throughout the duration of the past few months. We welcomed a new Finance Controller, Andrina Benazic who has settled into her position here and is doing a fantastic job. And following the recent unforeseen departure of our Service Delivery Manager John Sargent we have had George Aulin step into place as the Chief Executive Officer. With some minor reconstruction we are hoping to be operating more effectively and efficiently throughout this year.

I am pleased to report very significant progress during the 2009 year. Some of the Key highlights of last year include but are not limited to:

1. TIB/New Gold Agreement
2. Aboriginal Day Celebration
3. Tk'emlúps Car Wash Grand Opening
4. Tk'emlúps Family Picnic at Schiedam Flats
5. 30th Annual Pow Wow
6. Truth & Reconciliation Event
7. Hosted a Health & Wellness Fair
8. Hosted a Delegation Changping China
9. TIB Chief & Council Elections 2009

On the last day before our Christmas closure of 2009 we gained a key acquisition with Northern Trailer. On December 18th, 2009 we signed a lease agreement that

will greatly benefit the band and has laid the groundwork for many years ahead. This was an exceptional way to end the 2009 year.

The Olympic torch graced our community this year and history was made in our very own arbour. I would like to thank Korah Dewalt for representing our community as our torch bearer and the membership for coming out to show your support. The torch relay being in our community was a symbol of good faith and respect that VANOC showed to our people. We openly welcomed the torch on a beautiful morning in our most sacred circle, the Arbor with a great turnout. Special thanks' to Kelly O'Grady, Karra Farch and Joanne Bucknell for making the event so successful. As the flame was lit VANOC managed to give our people the inspiration to preserve through the internal flame.

I have to admit I do have mixed emotions on the 2010 Olympics in Vancouver. I have never felt so proud to see the world being welcomed into the Traditional Territory of the Four Host First Nations. What a spectacular moment for all of First Nations in Canada. I hold my hands up to the partnership of VANOC and Four Host First Nations. As the opening ceremonies unfolded to see our dancers welcome the people to the land of the Coast Salish was historic for us all. Congratulations to all the dancers who participated and shared our culture with the world. And a big congratulation to TIB's very own Brandon Daniels who was one of the dancers featured in the opening ceremonies.

On the flip-side I hope Canada took note of what VANOC managed to do bringing recognition to First Nations honouring our full participation in welcoming the world to our territory. As our Government still fails shamefully so in hiding behind its legal rhetoric in recognition of First

Nations people in building a more meaningful relationship, towards certainty.

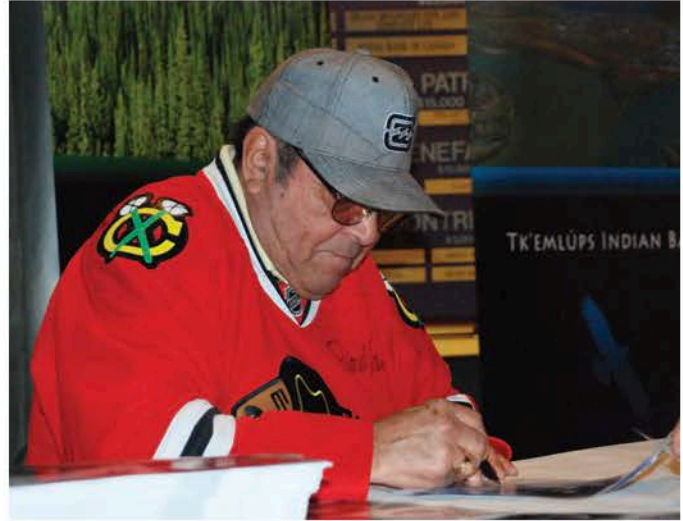
I will be continuing to monitor the cost of the Olympics as our programs and services to all citizens of Canada suffers. Education is lacking and schools are closing in our district along with no more funding towards our Simon Fraser University (SFU) causing it to close in 2011. Health services are continuing to diminish, looking at off loading responsibility towards health care of non insured benefits. They are forcing our health professionals to do more with less.

The government has instituted the new HST tax, without a clear consultation of the impacts on families. We all have a great deal to be concerned about and what the real cost of the 2010 Olympics will do to the future of our people. Though we will celebrate the victories of the athletes in Canada many first Nations will still live in Poverty while billions of dollars invested in the 2010 Olympic games and Canada still will not look at building a better Canada with us in mind.

The real positive spirit and competitive excitement is sure to bring us positive memories for the 2010 Olympics. As our spirits rise within our territories across Canada, we need to look at our citizens need from a community level, building wellness into our families. As we do this we need to look at building upon our strengths within our community because if we rely on Canada for anything, we will not succeed. To champion our way of life is to look at independence through good governance, financial planning and strategic thinking. Building a legacy of certainty through meaningful decision making processes that benefit our peoples wishes as we move forward.



Chief Shane and National Chief Shawn A-In-Chut Atleo at the First Nations night Blazers game.



Former NHL player Freddie Sasakamoose signing autographs at the FN night with the Kamloops Blazers.

**Aboriginal Hockey night with the Blazers at Interior Savings Center (ISC)** was also a night of great success. It was a showcase of partnership through sports between the Kamloops Blazers, Tk'emlúps Indian Band and local businesses. The Kamloops Blazers skated to a victory over the Portland Winter hawks.

We brought back Freddie Sasakamoose, a First Nation that played in the NHL with the Chicago Black Hawks, hailing from Sandy Lake Saskatchewan. We honoured Freddie with a centre ice ceremony where we raised our flag in the rafters at in the ISC. What a proud and spectacular moment for all of us as the 600+ Tk'emlúps members witnessed the moment with our National Chief also present at centre ice as a witness.

Tk'emlúps initiation kids, tiny tots played at the 1st intermission in front of 4800 fans. Our visiting 12 Chiefs from the Shuswap Nation and other Nations were invited down to ice level to cheer the kids on.

As Freddie Saskamoose signed autographs the line up seemed to go all the way around Interior Savings Centre. Freddie was very patient as he signed everyone's pictures and chatted it up with every fan while doing photo ops. What a true professional.

Sage hills singers provided the 2nd period entertainment by drumming a

song as Versal and Grey Cloud Camille danced to entertain the people. Way to go everyone.

The trade show booth was a huge success as the wheel of fortune gave many of our local friends an opportunity to learn more about business opportunities here at TIB such as partnerships through leasing or investments.

I would say the event could not have happened without Dave Chyzowski the marketing manager of the Kamloops Blazers. The cup of coffee we shared turning an idea into a reality and partnership through sports.

As we look at planning for next year we are always open to new ideas and we are looking at bringing the Stanley Cup in for a day in the life of the Tk'emlúps Indian Band.

A huge thank you Freddie for bringing our people together at the game and for the laughter and old stories you shared with our elders over a meal before you left.

Tk'emlúps Sports Clubs will be hosting our First All Native Jr. BC championships hockey tournament during April 16 -18, 2010 at Valley view and Brock arenas. So if your kids haven't been signed up to one of Tk'emlúps Jr. Coyotes 5 teams, sign them up through Karra Farch at 250.828.9711 or via email: kfarch@kib.ca

We will also be looking for volunteers for the event from security to first aid, coaches, managers and fundraisers.

Let's get behind our kids and bring our community spirit back through pride in sports.

As I listened to Freddie talk about the old times and the friendships that were created through sports, I want to continue building new relationships for our kids this way.

Our kids will also be going to Merritt, March 10 -14 for a tournament please get hold of Karra Farch if your child isn't on a team yet. We need Tk'emlúps children from initiation to midget and we do have 4 teams going so far.

As I reflected on this past winter and the lack of snow it makes me worry about the state of our water sheds. The impacts of our traditional ways will be affected from fishing and berry picking areas to our hunting grounds and most importantly our forests and range lands.

As we continue to develop our lands economically according to our land use plan we must now continue to plan in a way that looks after all our long term interests over our lands. Looking at sustainability and stewardship as keepers of the processes our ancestors have passed on to us.

## Chief Shane Gottfriedson Continued...

Let's make no mistake as the next step not only with stewardship but protection of our title and rights. As many of our membership know we have filed a Writ against Canada to fight for our Land. In the Statement of Claim, filed December 17, 2009, the Tk'emlúps are asking the Court to declare that crown lands within the claim area are lawfully reserve lands belonging to the Tk'emlúps.

They are not asking the court to return privately held lands within the Douglas Reserve but instead are asking for a declaration that Canada and the Province have a duty to make reasonable efforts to acquire those lands for the Tk'emlúps from willing sellers. The Tk'emlúps also seek damages from the Crown for the loss of these lands.

TIB has always sought a negotiated strategy, but today the government still fails to recognize our ties to our land. The government has left us no alternative but to settle this matter before the courts and so we have engaged our legal council of Ratcliff & Company.

As I'm always reminded by the motion put before the membership at a General Assembly by Clarence Jules Sr. and Guy Gottfriedson supported by the people to do whatever it takes to fight for our title. As we have had many meetings looking at strategy and I thank the membership who took the time to meet with us in our community engagement sessions sharing their thoughts.

Now is the time and the moment of truth as we continue to advance our court case as many of our past leaders have brought us to this day and supported by the people.

Weyco Transfer of Forest Licenses (TFL 35) legal battle is also in the hand of legal council. As we have made every effort through KDSN to look at a win-win situation for everyone through very patient talks with all parties, Government and 3rd party interest. We are still open for more meaningful engagement sessions with an open mind.

Our interests need to be looked after from four key areas

1. Resource management
2. Shared decision making
3. Resource Revenue Sharing
4. Partnerships

As we continue to advance our way of livelihood we have to maintain our long term interests over governing based on our Aboriginal Title and Rights approach just like all our past leaders have done.

We held our annual strategic planning session from January 11th – 15th, 2010. Our key strategic priorities for this year are:

**1. OUR PEOPLE** – To enhance community and member well-being from a social, economic, educational & physical perspective.

**2. LAWS & JURISDICTION** – To create strong and effective governance.

**3. LAND** – To restore protect and preserve our culture while asserting and advancing our lands, titles and rights within our traditional territory.

**4. RESOURCES** – To demonstrate fiscal responsibility to maximize our financial resources in support of current operations/business operations & future growth.

**5. INSTITUTION** – To create operational excellence and create a positive corporate culture driving the success of our business.

To help ensure we deliver our priorities we have embarked upon a new transformational portfolio holder's arrangement. In order to ensure equality of access and delivery services there are now 3 holders of each portfolio; a primary, a secondary and a backup. I am a primary of the following portfolios for the 2009 – 2012 term:

1. **Knucwentecw-kt (social development/ community wellness)**
2. **Public relations and external affairs**

As we continue to drive our business

forward, maintaining our fundamental commitment to the TIB membership remains our top priority.

We will maintain a focus on achieving the best for our community despite the changing and uncertain economic climate. As the economy continues to change and our business evolves, it is important that we have a workforce and style of leadership that can leverage opportunities and adapt quickly to changing circumstances.

As we look at planning for next year we are always open to new ideas and we are looking at bringing the Stanley Cup in for a day in the life of the Tk'emlúps Indian Band.

I believe we have created a powerful engine here at TIB that is able to successfully drive future development. We will continue to economically develop and maximize the value of our property while progressing vigorously defending our title and rights.

We seem to be heading into an early spring this year. The river has thawed and is flowing and there are signs of new growth all around us. Spring is a season of new beginnings. It evokes thoughts of renewal and hope for a better future. Like the eagles we have to move our wings to soar like an eagle. Spread your wings this year, fly with no fear, be all that you know you are and can be. Make it happen!

Kukwstemc,

CHIEF Shane Gottfriedson



A group shot of those involved in the signing of a 25 year lease agreement with Northern Trailer.



Sage Hills performs, as well as Grey Cloud Camille (left) on ice at the First Nations hockey night with the Kamloops Blazers. Other dancer was Versal Camille not seen here in the photo.



A group of TIB Sk'elep School students and Skeetchestn students along with Warren Fortier and Janet Denault performed a dance at the City of Kamloops Torch Relay celebration as well as at the opening ceremonies of the World Masters championships. Way to represent the community, everyone is very proud.



Torchbearer Korah DeWalt holds up the Olympic Torch, as Chief Shane fans the torch during the ceremony held at the Tk'emlups arbor on January 28, 2010



Sk'elep School students Kiana Lampreau, Julia Porter, Jill Casimir and Paige Hannah after their performance at the Olympic Torch Ceremony, The girls put in many hours of practice and did an amazing job.



## Councillor Fred Seymour

*Hope you all had a wonderful time at Christmas with your families and stroll into 2010 with a few promises, resolutions, some may have been broken & some were kept like health, happiness, etc.*

Weytk'p

I would like to congratulate all the parents that brought a bundle of joy to their families this year. This made their parents very proud, a new member to the Band.

Also, condolences out to the families that have lost a loved one, our prayers & thoughts are with you at this time of need.

Top priority is still the Wastewater Project in the Planning & Engineering Department. On January 8, 2010, Council did support the project and signed off on the Project Brief that was sent down to INAC.

That was the construction of 10,186 meters of sewage pipe and 2 lift stations which would direct sewage to the City of Kamloops sewage treatment facility. As this would be Phase 1 of the Project. Phase 2 will be collection of Phase 1 & 2 of the Industrial Park, also taking in the George Campbell sub-division.

It was the Phase I approach that Council opted out of as the Band did not have sufficient funds to cover the total project costs in its entirety. It would have run in the neighborhood of \$20 million dollars and would have strapped the Band for approximately \$1 million per year for the next 20 Years. But there is a strategy that we are looking at for future Phases down the road so that we can finish off the Project in its entirety.

### **For Phase 1 of the project the costs breakdown as follows:**

**Project Cost Sharing:** (Canada Economic Action Plan )

**INAC cost sharing A-Base and (CEAP )**

@ \$9,183,283.00

**Kamloops Indian Band cost share**

@ \$1,500,000.00

**TOTAL \$10,683,283.00**

This is the biggest undertaking that KIB has taken on. As the key players for KIB & INAC, the engineering outfit have been meeting & consulting one another on timeframe and schedules as this Project due date is March 2011.

The KIB team consists of Chief Shane Gottfriedson, Councillor Fred Seymour, Councillor George Casimir, and the rest of Council along with Frank Gelinis and Ernie Kurtz.

INAC team includes Chuck Strahl, Minister of Indian Affairs and Northern Development; Jeff Loucks, Regional Director General; Brent Baron P. Eng., District Engineer; and Pardeep Sidhu, Funding Service Officer.

McElhanny Consulting: David Kneeshaw. P. Eng. Branch Manager

We still have to finish off the Sewer By-law/ ACC & DCC costs and amend the existing Sewer Agreement with the City of Kamloops. There will be an information workshop held for both the KIB Membership and the Mount Paul Industrial Park Leaseholders to keep everyone updated on the progress of the Project.

It was a long time coming from the past leadership to today's leaderships due diligence, never give up on your vision as it will benefit the economy of KIB and the KIB Membership.

Pardon the pun it is so close to fruition, I can smell it. It is so exciting and we will keep all informed of the project as it proceeds.

### **Other Projects on the move:**

- Comprehensive Community Plan
- George Campbell Sub-division Extension
- 2nd Water Reservoir
- Chief Louis Landing Development
- Housing Sub-division

The list goes on and the priorities are in the works for each of the KIB Capital Projects and the INAC Capital Projects that we have outlined and are working on.

The Council did go into a Strategic Planning session for 1 week in January, along with Senior Managers, Department Heads who also, took part in these sessions. I thought it was very productive sessions, but that is only my opinion.

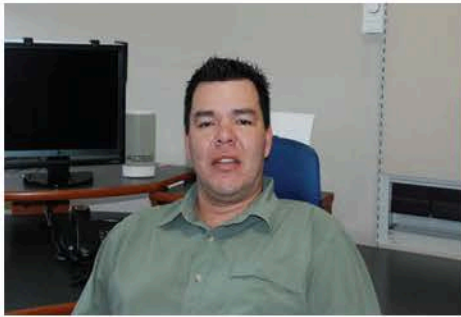
I will leave my report at that. For more information on any of the Projects give me a call at (250) 828-9820. Or, just give me call to B.S., or better drop in.

Yours in Friendship

Fred Seymour



Chief and Council giving hi-fives to Sk'elep School students during a visit by B.C.'s First Nations snowboard team



## Councillor George Casimir

*To the Membership, it has been an eventful time since the New Year going over the business of the Band and reviewing what has been done and what needs to be done.*

I am grateful for the portfolios I have chosen as they reflect areas of interests and strengths for me. Economic Development, Planning and Education are all areas that go hand in hand. We need the infrastructure and planning to develop business and the education to fill all required positions. When properly planned we should have the opportunities for our membership in areas of trades, technologies, retail and management. We will need to diversify our skill sets as we further develop and manage our own businesses and lands.

We have a lot of existing strengths that we can build on but also need to remember to take care of what we have now before we move too far ahead. We have a new business that has yet to go to membership to go over final costs, projections and management plan. We have an existing designation that needs to be reviewed and amended to meet plans of TIB and potential developers. We are reviewing MPC as a corporation and its use to see if it fits into the future plans for both the business and administrative needs of that area.

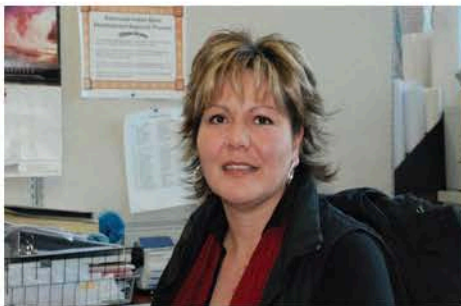
As we all know there is a lot of work to be done at our Ranch, I am working with a number of people to try to sort things out up there. We all know the importance of managing our own lands within our traditional territory and especially now as we have filed our writ within the court system. There is room to fulfill this area both as a business and as well a social vehicle to provide meaningful employment for our community. I am hoping to find solutions here and address to our people sooner than later.

Council will also be going through a number of policy improvements to ensure community is involved in the approval process for new development. We will be hosting community information sessions in regards to wastewater as we will need to spend INAC contributions within 12 months. All planning will be completed by the end of February and shovel needs to be in the ground by spring. Great news as we move forward to start this long awaited and needed project.

Council worked with education to host

and explore training opportunities for a number of the upcoming projects. We need to be ready to fulfill the employment demands and have a number of career fairs and employment workshops to do so. It has been difficult dealing with some of the issues we are facing in certain areas but I am sure we will, as always, persevere and move forward. I look forward to seeing as many of our membership at our next Band meeting on March 25th @ 5 pm.

If you have any questions of me please feel free to call me @ the office 250-828-9702/cell 250-571-4293 or my email is gcasimir@kib.ca.



## Councillor Rosanne Casimir

*I am so pleased with the first three months and am looking forward to working hard for our community during my 3 year tenure.*

Weyt-kt xwexwéyep.  
I am so pleased with the first three months and am looking forward to working hard for our community during my 3 year tenure. I bring enthusiasm, honesty, and respect to all of our Tkemlups Band Members and look forward to working with you and for you with absolute professionalism and truly want to be part of a working environment that works

together to create action and pride. The last three months brought on a huge learning curve for me, such as getting re-acquainted with Tk'emlups Indian Band's daily activities, organizational structure, new staff, new and amended policies and working policies, and learning the Boards and Committees that I will be personally and actively participating on.

### Boards and Committees:

KIBDC – Kamloops Indian Band Development Corporation ( MPC and Ranch), FN Association of Lands Management, FN Tax Commission, FN Alliance 4 Lands Management, Douglas Reserve Initiative Board, SSN Joint Committee, Secondary Chair for Housing Committee, Policy Development

### Meetings attended:

Chief and Council – every Tuesday, Strategic Planning – C&C, CEO, CFO, and Sr. Management; KIBDC Meetings; Finance Meetings; Portfolio Meetings; Meetings with Fiscal Realities regarding the approved Waste Water Project; Quinn Developments- review presentations and tour of the Mosaic; Benchlands, and Riverbend Senior's Community of projects they have and are working on. DRI meetings with C&C, and Community Announcement. Meetings in Ottawa – AFN and in regards to our DRI we met with Senator St. Jermaine; Tanya Swarin reviewing the overall report on the functions and functionality of TIB; Ministry of Transportation- discussions on Section 35's and planned working groups to deal with outstanding transactions and to work with INAC; Meeting with RBC; Assembly at Skelep; Housing meeting regarding the social development aspect of uncollectable arrears

### Exciting occasions, milestones to be a part of and witness:

Meeting Senator St Jermaine at the Senate; Meeting Scott Silver a former silver medalist now working with RBC and having lunch with him as well as the F/N snowboard team from West-bank. Filing of the Writ in regards to our DRI; Strategic planning with Skeechestn for SSN our community's joint venture; First Nations Hockey Night with the Blazers and meeting a former FN NHL hockey player; Olympic Torch Relay in our Pow Wow Arbour; Signing of the Northern Trailer lease deal at the Mount Paul Centre; Resolution with KXA, now a KIBDC entity with respectful and positive relationship to surge forward; The proposed Tk'emlups Sewer Project underway and scoped to a phasing process that will be addressed in accordance to TIB's strategic goals, short term and long term



Councillors Fred Seymour, George Casimir, Dolan Paul, Jeanette Jules, Chief Shane Gottfriedson, and Councillor Rosanne Casimir with Olympic silver medalist Scott Silver and B.C.'s First Nations snowboard team members.

### Planned Training Initiatives for the upcoming Year within my primary portfolio:

Participating in four (4) workshops with FNA4LM, FN Tax Administrators Association Conference held annually; Quarterly meetings with INAC; Leadership training for Women in Leadership; Negotiation Skill Development; A Housing in house workshop "The Housing Policy says..."

### Areas within my portfolio that I will be actively participating in:

Outstanding section 35 issues – there are four of them and they include Heffley and Lower Heffley, Pinatan/Pritchard, Westsyde and TRU. The real challenge is with INAC and if they agree with the appraisals, completion of the appraisals and the transfers which will be land for land, which will be fee simple and or crown.

Acquisitions to Reserve (ATR), Freda, MoT, (Ministry of Transportation) and myself will be working together to devise an action plan with specific tasks to work towards resolving the outstanding Section 35 issues and we will be taking to INAC.

### Personal Wellness Initiatives I am effectively working on:

Incorporating more physical activity to my daily schedule, healthier eating habits, have joined the Biggest Loser with Vanessa Holte on Wednesdays; Community wise I have jumped on Qwemstin's Community Garden Project they have initiated and am volunteering where needed; Started a Secwépemc Language course, I will be learning basics of our language and not for credit purposes

I have been actively learning all the process that Lands Leasing and Taxation Department is accountable for and the Bylaws, GST Laws, and the Section 53 and Section 60 entails, and the

importance of working within those laws according to INAC's responsibility and ours as TIB. Areas of concern from INAC and our auditors include issues surrounding the GST on self administered leases. I would strongly recommend that all locatees who have not had their leases registered to contact the Lands Department to determine the steps required and how much you would have to benefit by doing so. In addition, to that I would like to say that we are all working and striving daily to enhance opportunities through self-determinations and economic independence and that by working together valuing all our stakeholders we will progressively increase opportunities and successes by building on all of our strengths.

Kukwstsétsemc  
Councillor Rosanne Casimir





## Councillor Jeanette Jules

*These past few months of being on council has been exciting and very rewarding for me getting into the nuts and bolts of our whole organization.*

Weyk-pt everyone,

**December** - AFN meeting in Ottawa which was on Specific Claims/Treaties.  
**January 11-15** TIB Strategic Planning  
**January 13** – First Nations Blazers Night, this was well attended by the community  
**January 18-20** Mining Round-Up in Vancouver also met with lawyers-Ratcliff & Co., Sarah Hansen, Caroline Finley, Western Protection Alliance, and INAC

### Cultural Resource Management

CRM advocates for the protection, preservation and sustainable management, planning and development and use of our Cultural (heritage, customary use, archeological activity sites) Natural (forest, non-timber, wildlife, and fish) Resources within our traditional territory. We need to ensure the inclusion of our Secwepemc Cultural Worldviews and Lifestyles.

I have had to learn a lot of acronyms for forestry, and mining (should have listened more to my brothers when they were talking about their work). Good thing I have a good understanding of archeology, anthropology, range, justice system and especially our Douglas (Tk'emlúps Timicw)/Sprout Reserve, traditions, culture, language, and customs.

John Jules has left his position with TIB as the DH for CRM to take on the role as the CEO with Stk'emlúps te Secwepemc Nation (S.S.N.) and the Department Head posting for CRM should be up by the time you receive this edition. I'd like to say a huge Kukwstemc for all of the hard work and dedication John gave to our community and sharing of the knowledge of our traditions, culture, language, songs, ceremonies, history all of who we are as Secwepemc. Also in giving a better understanding to our staff and everyone who has come into our community.

**Land Claims** – Douglas Reserve Initiative  
 As everyone is now aware we filed a writ/claim in British Columbia Supreme Court for our Douglas (Tk'emlúps Timicw) Reserve which were set apart for us by Governor James Douglas in 1862. The Statement of Claim was filed on December 17, 2009. We are waiting for responses back. We will be having regularly scheduled monthly DRI meetings for updates for C&C and all TIB departments.



The Douglas (Tk'emlúps Timicw) Reserve that was staked out extended approximately 8 miles north from the confluence of the North and South Thompson Rivers, about 15 miles east from the confluence, and back to the mountains in both cases.

Stk'emlúps te Secwepemc Nation (S.S.N.) Stk'emlúps te Secwepemc, the Kamloops Division of the Secwepemc Nation, consists of two communities Tk'emlúps and Skeetchestn Indian Bands that have joint aboriginal interests and title and rights to our traditional territory signed a Memorandum of Understanding (MOU) for the conservation, negotiations, and management of resources on our territory.

"The Stk'emlúps te Secwepemc Nation has held the Traditional Territory since time immemorial. It is an area running approximately from, in the north, the headwaters of the Bonaparte Lake to the area of Stump Lake to the Highland Valley, in the south, from the area of Lions Head, in the east, to Wallachin, in the west encompassing all the mountains, alpine and the meadows, riverine val-

leys and interior plateau area within the Southern Secwepemc Territories of what is now British Columbia". (Taken from the Resource Sharing Protocol between TIB & SIB) .

As a part of my portfolio I sit on the SSN Executive along with Kukpi7 Shane Gottfriedson and Secondary Councillor Dolan Paul which meet monthly. All of Council from both communities has joint quarterly meetings and we have two community meetings scheduled for this year. We have been working on - (Tree Forest License) TFL-35 Transfer and Renewal  
 - Finalizing the New Gold (NG) Agreement and other ongoing issues  
 - Western Protection Alliance (security at NG)  
 - Lawyer, Caroline Findley - Blake, Cassels, & Graydon LLP on the development of the structure, policies, terms of reference, human resource policy.  
 - Negotiations with provincial ministries i.e.: mines, forestry, tourism, environment etc.  
 - Protocol agreements with other Secwepemc Bands and First Nations  
 - Strategic Planning with both Councils January 28 & 29, 2010  
 - February 2 meeting with British Columbia Aboriginal Mine Training Association (BCMTA) this is where we will get all of our training for membership.

### Justice

Had a meet and greet with Staff Sergeant Bill Malanson and Justice Worker Edith Fortier on December 11, 2009, also met RCMP officers that were on duty. We spoke of the "Community Wellness Plan" that C&C are wanting implemented throughout our community. In order to address the violence, family violence, trafficking, addictions, child welfare and any other issues all of us need to be committed to ensuring that we start to build a happier and healthier place for all of us to be safe and secure.



## Councillor Evelyn Camille

*Weytk-p, re7s le7s cweycweyt p? Ren tsewe7, lele7 ken. Eytzell cweyit ren selkst.*

Weytk-p, re7s le7s cweycweyt p? Ren tsewe7, lele7 ken. Eytzell cweyit ren selkst.

I would at this time send my most sincere condolences to the family of Anne Gottfriedson of Tkemlupsemc, and also to the families of Ken Dennis of Adams Lake band; Ken lost the battle to cancer. Also to the families of Vera Manual and Marcel August, both of Neskonlith.

January was a very busy month of Strategic planning meetings; which hopefully was very affective to the organization. Review of the mission statement, and the vision statement and values were discussed at length and the breakdown of each and where it fits into our organization and the work plan for each department to best serve you the members.

One of the main goals is to enhance community and member well being from a social, economic, educational and physical perspective, through wellness plans, for the whole community. This is where I would like to see your input of how you want this done. I would like to see more competitive team sports for the youth, maybe a youth and elders sharing circle. But of course the most important goal is to have a **COMMUNITY CENTER**. Right?

### Housing Department - Goals

- 1. Property management plan;** that will assist the department in effectively managing the Band Housing Assets
- 2. New construction of houses;** Develop a construction plan, and establish an accountable communication strategy for this objective with a time frame.
- 3. Management software;** Purchase AIS management software program to assist the department in the overall management of the day to day activities, such as creating reports and tracking projects.
- 4. Carpenter capacity development plan;** to improve their service with the support of the department by training

and development skills of the carpenters and apprentice training programs working with H.R. to review job description and duties.

**5. Renovation of houses;** the goal here is to renovate as many homes to the satisfaction of home owners as the budget will allow.

**6. Collection of arrears;** to reduce the need for the band to subsidize the debt, which will free up more funds for future housing needs. (It is not our goal to evict band members, so if anyone is in arrears, please come and resolve it.)

**7. Uncollectible arrears;** networking with Social Dev. by creating a solution by monitoring the increasing arrears with the applicants. (in progress)

**8. Audit members rental accounts;** for accountability, which will establish fair and equitable practices for the membership.

The Housing department have been very busy trying to address the needs of the members on a daily basis and as the requests come in, being short staffed, I applaud them for the hard work that they do. With that we have made home visits when requested and when time permits. **Don't forget HOUSING COMMITTEE MEMBERS, please be active and be part of the solutions. You will be notified of scheduled dates.**

### Education

I have been very active with the School closures, concerning Ralph Bell. I have a great concern as Ralph Bell has been our school of choice for many years for our band members as well as other First Nations and was one of the first schools that taught Secwepemctsin and the culture which is still being taught today. Ralph Bell is a family oriented school where our children are safe and respected for who they are. I am very upset over the announcement that it will be closed.

**Education strategic goals in short;**  
Update human resource data base

for band members, continue training courses for summer students, working closely with New Gold to hire and train band members.

Hired a language coordinator and a truancy officer.

### C.R.M.

Stk'emlupsemc Nation strategic planning; Reviews of corporate structure by Caroline Findlay and the terms of reference for the joint council and the directors of Stk'emlupsemc Enterprises. Review of financial report and the 2010-2011 budgets.

You may already be aware will be going to court on our specific claims.

**Jan. 13th.** A very exciting Blazers game First Nation night, where we had our dancers dance on ice. First time ever and they said the don't ever want to do that again, pretty tricky but they did it!!!

**Jan. 23rd.** Attended the Mayors Gala fund raiser for arts. This was **THE** formal of the year, boy did I ever feel uncomfortable, rubbing elbows with the elite. But after a while I think we had the noisiest table.

**Jan. 28th;** I was very surprised by the great attendance of the Olympic Torch Relay when it was at the pow wow grounds at 7 a.m. Kukwstemc to all the people that helped make this a success.

As you can tell by this report I have not been doing too much out of town traveling, I am leaving that to the young people. I want to thank you for taking the time to read my report because to me it is very time consuming as I have been learning how to compute. If you have any questions or concerns please call me or drop by my office any time. Me7 wiksten

See images on next page...



### Councillor Dolan Paul

*It has been an exciting beginning to the term, I have enjoyed myself thoroughly. The first three months have just kept rolling.*

Weykt-p,

Where to start - it has been an exciting beginning to the term, I have enjoyed myself thoroughly. The first three months have just kept rolling. When I thought things were slowing down something else would pop up. There have been a number of pressing issues which have been admirably addressed by Tk'emlups staff. I want to take a minute to acknowledge staff and colleagues for effort put forth in tackling those matters, thank you, and keep up the good work!

There are some issues on the forefront concerning education: one being school district budget crunches resulting in the restructuring of schools. This could pose new challenges in preserving Secwepemc language and culture programs as two of the proposed school closures include both as a part of their curriculum. Chief and council, TIB staff and community members throughout Kamloops have held discussions and signed petitions attempting to pressure a search for alternative solutions. The decision will be announced on the 22nd of February. Also in terms of education, we may be facing some changes regarding the SFU satellite campus, SFU has announced its plan to close its doors in September. We plan to have talks with the provincial and federal government regarding these issues. Check the news section of the TIB website and the TIB Weekly for updates on that front ([www.tkemlups.ca](http://www.tkemlups.ca)).

On a more encouraging note, a recent workshop held at CLC brought together a number of parties which could assist in further training and educating community members. This was a positive beginning to what we hope will be a strong foundation of partnerships and potential growth.

If there any questions, concerns or suggestions, please feel free to contact me. I invite the opportunity to discuss what could benefit our community.

Photo's



Photo's



Photo's



Torch Relay Ceremony

Family Day at Harper Mnt.

Family Day at Harper Mnt.



## Councillor Connie Leonard

*I would like to acknowledge and pay respect to our membership and staff for all of their hard work. Your positive contributions make a difference for the collective good for our community and for the generations to come.*

Weytk-tp:

First of all, I would like to express my condolences to all of those Band members that are not feeling well, have loved ones that are not well, or those that have suffered from the recent loss of a loved one. I hope that all of the strength, the caring, and the compassion of our community continues to provide you with the comforts necessary to help you heal.

Secondly, I would like to also acknowledge and provide welcome wishes to all of our new babies in our community!! I hope that you are treated with a generous amount of caring and kindness to help you grow into strong contributing members of our proud community.

Additionally, I would like to acknowledge and pay respect to our membership and staff for all of their hard work. Your positive contributions make a difference for the collective good for our community and for the generations to come.

### Councillor Activity Report:

#### Communications and Events:

2010 kicked off with the Social Committee organizing a smudge ceremony on the first day back. All staff and Chief and Council renewed their commitment to focus on service for our membership, organization, and community to create brighter futures for our people. Special



thanks to our Social Committee for organizing the ceremony; to John Jules for accepting to lead the ceremony; and to all of the staff that attended.

During January there was a number of exciting special events that took place including: the First Nations Celebration at the Blazers game, and the Olympic Torch celebration event.

The Blazer night was a huge success! TIB really showcased our Band and our great pride and spirit. Thanks to Kelley O'Grady, and members for their hard work in ensuring the event was so successful. TIB was also chosen as an Olympic torch host community and this event was also very exciting. The Fire Keeper and the Torch bearers were chosen by VANOC and our very own Evelyn Camille and Korah DeWalt took on the responsibility with great pride. It was a truly exciting day as a parent and as a community member. Thanks again all of the staff for their organization of the event.

#### Other important highlights and recent events include:

- Ongoing discussions with Sunrivers on Communications and events planning.
- Ongoing discussions with School District regarding the closure of Ralph Bell School.
- Key positions at TIB filled. Welcome to new Chief Financial Officer - Andrina Benazic, and to the New Chief Executive Officer - George Aulin. Both individuals bring with them very good experience and enthusiasm to create better service and opportunities to our membership. Please take the time to say hi and to welcome them and other new staff to our team.
- I also assisted in creating an annual Chief and Council planning calendar to assist us all in the organization to plan more effectively and to prioritize our

business. It is really amazing how quick our calendar gets booked up in a year and how important it is to pre-plan.

- Community calendar under development. The community calendar will have important dates and meetings including committee meetings, Sunrivers events, etc and will be made available soon.
- Upcoming planning and hosting of the Shuswap Gathering this year.

#### Strategic Planning:



Strategic Planning group 2010

Chief and Council and staff have been focusing on building more effective strategic plans for TIB. This year the strategic planning process is well under way and we continue to refine the process to strengthen our focus and planning capacity. I am very excited about the opportunities that have the potential to unfold for the band as we all work together to establish more effective strategic plans for the band. We can take

pride that things are getting better and that we all strive for things to be better in the future and are working together to that end.

We have set aside the evening of March 25 for a Band meeting to discuss the draft-plan with membership. This will be exciting for us all to work together and I am looking forward to membership's input into the plan prior to Chief and Council having to make decisions about the final plan and corresponding budget requirements and approvals.

We have to really have a good look at our internal and external environments weaknesses, opportunities and threats in order to have the plan be ultimately successful. Once the plan is adopted it will be our focus template to channel all of our energies towards achieving our goals.

Other areas of Chief and Council responsibilities that I am involved in include:

- The Douglas Reserve Specific Claim (DRI) February 19 was dedicated to having Chief and Council updated and key staff briefed on the claim and process and their overlapping areas of responsibility in order to fully support our claim process.
- Joint Council with SSN: Our Joint Council continues to meet quarterly to work on the goals within this traditional territory of

overlapping responsibility. The Executive committee members will have more detailed information for reporting.

• Governance and Policy development: We continue to meet with our Governance Relations Advisor, Barb Morin, to build upon our governance framework by creating and amending policies and by-laws to meet our needs. The process in general is under review so that we commit the necessary time for the vast amount of work that needs to be done

and to ensure efficiencies, fairness, and due diligence is being performed within the organization.

#### **Other Strategic planning:**

- Kamloops Indian Band Development Corporation (KIBDC) – Feb. 18 was dedicated as an all day session to build a more effective plan for our corporation and supporting those plans will be important for progress in band land development.
- RCMP Strategic planning took place on January 20 – I lobbied for more regular and effective planning sessions that focus on joint funding and capacity building.
- KIBUC – will require more discussions and future planning as we grow.
- Ranch – Ongoing meetings last audit report provides for our first surplus.
- MT. Paul Centre – Strategic planning session slated for March 18; KXA – the band negotiated a settlement agreement which returned the Sagebrush Downs property and we will be running the events this year; the Northern Trailer deal was also negotiated which includes the pre-paid sub lease for 25 years.

#### **Finance:**

As Chair of the Finance Committee I am happy to report that we are very fortunate to have such a great team in Finance. We are continually improving the standards of operation and have received very positive comments from our Auditor and our INAC Funding Service Officer.

Strategic plans are under development and rough draft includes, strengthening overall financial systems management; collaborating with internal and external departments to better manage funding opportunities; and refining process improvements to support overall growth initiatives; and policy and governance work. We will continue to refine efficiencies and control processes by strengthening our internal audits and responses. By analyzing spending and working to secure external resources, by moving forward to develop a Terms of Reference for roles and responsibilities of Finance Committee members that have direct responsibilities in managing TIB finances, and by formalizing our financial planning processes. We are also developing stronger administrative/financial policies and

procedures in order to meet our auditing and operational requirements.

We are also strengthening our relationship with our financial institution, the Royal Bank of Canada. By developing a more formal Customer Service Plan which will include information workshops available to membership, services available to the organization, and involving the Band in public relations and networking opportunities with other high profile clients. We used to be only recognized locally by the bank but now have the attention of the Regional offices as well. TIB is recognized by the RBC as one of the top 100 clients in the area and that is something we can all be proud of.

We also continue to research various funding opportunities and best practices and strive to learn from others that are also leading in areas of financial management success.

#### **Administration:**

I have had ongoing involvement in strategic planning which is moving towards final stages and more updates will come. Essentially areas for improvement consideration include: Management and supervision; I-Compass implementation; storage space; communication; calendar of events; technical upgrades; policies and procedures; database; corporate work; and governance.

The Administration department has also seen some changes as we say thanks and farewell to John Sargeant and Joanne Bucknell due to personal and structural change. Special thanks to the Human Resource Manager and other staff for holding up their workload in light of the absentee positions. We will all do our best and ask for patience and understanding in the mean-time while we wait for future decisions to be made.

Managing the transition of the new structure evolving and the relationships, roles, and responsibilities of the Chief and Council, the CEO and the CFO and fine tuning policies will be an areas requiring critical attention. We all have individual and collective responsibility to conduct ourselves in way that will support our collective good and achieve our strategic goals. We will all undoubtedly



experience growing pains; the challenge is to remain team focused so we achieve great things.

I have also been involved in some discussions and lobbying INAC regarding the expiring agreement for Government Support Funding. I have written Minister of Indian Affairs, Chuck Strahl and follow-up meetings are in progress to discuss this issue.

#### **Human Resources:**

Strategic plans are under development and will be reported on soon. Training and development and mentoring; managing employee performance; compensation and rewards; operational improvements; and occupational health and safety; are areas of focus for the upcoming year.

**Professional Development** has remained an important development strategy that we have seen great outcomes evolve from previous years as the Human Resources Team has been aggressively delivering on the goal of promoting professional development in the workplace. I have received fantastic feedback from many departments about the benefits of the professional development opportunities that we have provided for capacity building. Many staff have commented on how much more empowered and productive they feel since having the training opportunities.

**Workplace Wellness:** I know we are going back a bit, but I do want to formally thank the Social Committee for the great job they did organizing the Christmas dinner and dance.

It was nice to see our community members having fun together and I look forward to the men and women's, and sun run group events as they really do build on community spirit too. Ron Tronson continues to do a great job.

Additionally important is for the organization to providing professional analysis, feedback, and follow-up of Functional Analysis report – giving 'constructive' and rationalized criticism and doing the necessary follow-up is work – but it is the responsible thing to do. There are some very good recommendations that need to be followed up on and that is

important work for our organization and community.

We are a growing organization - we are not perfect – but we are getting better and we should always be motivated to continually improve. Policies are a critical area needing more attention and as our administrative structure improves we will see great results in this area.

#### **Social development and Commitment to Community Wellness:**

Chief and Council vowed as a group to support Community Wellness. The following groups and projects are ones I am going to commit some time to support.

##### **• The Food Sovereignty Group:**

At Qwemstin Health we have a great group of individuals dedicated to empowering the community to get back to the basics of gardening for health. We used to have so many gardens in our community. If we need to teach our children the importance of growing our own healthy food. Special thanks to Ellen Duncan at Quemstin Health and to Danielle Seymour and Fabian, Arlene Solomon, Richard Jules, Dave Seymour, Connie Jules and Rosanne and Jeannette for supporting such a great cause. Our first project is the healing Garden in the back yard at Qwemstin. Look forward to more updates and exciting events that you may be interested in.

• I am also a member of the **Sun run Group** and look forward to that. If we eat healthy, drink a ton of water, live healthy, and get some exercise we'll benefit.

• The other initiative I am helping to coordinate is Shuswap Language lessons for Chief and Council and staff. We are all in classes now and it has been fantastic. Special thanks to SFU and to our instructor Mona Jules for facilitating the language classes for us.

• Special thanks to Sandra Seymour and the Social Development staff for organizing the Women's wellness retreat – You always do such a great job and I hope you are appreciated for your efforts.

#### **Secondary Portfolio Lands:**

Attend monthly portfolio update meetings as a Secondary portfolio to be briefed on ongoing Land, Leasing and Property Tax issues; discussions on implementing recommendations of the internal audit; understanding department goals and strategic plans; Environmental worker that we previously approved is really helping us to look after our band land interests.



Connie signing the 25 year lease agreement with Northern Trailer.

#### **Housing:**

Collections sub-committee work in process re housing and social development client analysis – special thanks to Cyndy Hansen for her sensitive approach on the issue.

Typically I assist with re-directing referrals for administrative hand-off and follow-up I assist as requested and available, but realistically the secondary portfolio will be more involved at this level as I am more of an emergency back-up as needed.

Thanks again to all of the staff and membership working hard to make positive change where it is needed.

Well that's the highlights for the last two months and I look forward to seeing you all out for the next Band meeting! Until next time....Me7 wiktI-men.

**Connie Leonard**

Are you curious about wild crafting?  
Do you get excited about currants and goose berries?  
Are you eager to learn how to set-up a compost station?  
Ever wonder about the healing properties of Solomon's seal?

## Join the healing garden effort at Qwemstin Health!

- Honouring community members whose legacy set the foundation for local food action
- Sharing knowledge related to traditional plant harvest and cultivation, working to inspire action for preservation
- Acting as a resource for people in their discovery of organic gardening and celebration of well-being
- Creating opportunities to learn about choices that contribute to health, methods for managing stress and for improving quality of life

Please call Ellen and get in on the action (250)314-6732

Children are born with a sense of wonder and an affinity for nature. Properly cultivated, these values can mature into ecological literacy, and eventually into sustainable patterns of living." - Zenobia Barlow



## Question??

Do you have used windows you need to get rid of?  
Mel Seymour is looking for new or used windows for his greenhouse project.  
To donate contact Mel @ (250)851-0490

