

LEXÉY'EM

June 2010 ISSUE



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Chief Shane Gottfriedson

In what has clearly been the most challenging global economic environment we have ever faced, the Tk'emlúps Indian Band (TIB) continues to advance in all facets and deliver solid results. We remain focused on the needs of membership.

Grand Chiefs, Chiefs, Respected Elders, brothers and sisters,

We have some exciting projects that are happening through strategic planning. As many of you know my portfolio consists of social development and I am amazed at the wide range of services and programs that we provide through this department.

I am also very encouraged to see the great turnout for the Sun Run training and would like to offer my congratulations to all of our team members that participated and completed their fitness goals by dedicating themselves to a healthier life style. Hopefully next year we will see more people involved in the Sun Run, but let's not wait until then to take a personal fitness challenge for a healthier lifestyle as we have spring upon us and perfect weather for outdoor activities, whether it's hiking, biking, walking, family time or gym time. Be committed to changing old patterns and building new healthier lifestyles with fitness. So for any of your recreation and fitness needs please feel free to contact Anne Keith and Denise Thomas.

Just a friendly reminder that summer camp will be opening and to make sure that you get your children pre-registered. The summer camp offers our young people truly and educational experience out on our land strengthening friendships not only with their friends and relatives but by building a relationship with the land.

I want to thank all of the community members that attended my Traditional Feast and Give Away on April 24, 2010. It has been many years since this has been

done and I wanted to bring back an old tradition of giving thanks back to the people for the honour to be your Chief. The ceremony was one that we prayed for our land, our people, our families, our unborn and also the homeless, the sick, the incarcerated, our elders and giving thanks for the many things that the creator is giving all of us, the gift of laughter, love, happiness, life and forgiveness.

I would like to personally welcome Vicki Manuel back to the TIB team as our newly appointed Chief Operating Officer. I have no doubts that she will prove to be an excellent leader in this position and surpass our expectations.

Douglas Reserve Claim

The TIB Cultural Resource Management (CRM) department is continuing their work with Ratcliff & Company Lawyers and we have been waiting anxiously for Canada to file a statement of defence with respect to our DRI claim. Keith Phillips, lawyer with the Attorney General's Department for British Columbia, has advised that they have completed work on their Statement of Defence, but it must go through channels of approval in the Attorney General's Department. He estimates it should be ready for delivery in mid-May. Melody Robens-Paradise, lawyer with the Department of Justice for Canada, has also advised that they have completed their final draft of the Statement of Defence, but it must go through Department of Justice's channels of approval. She estimates this should be completed by the end of May.

Our law firm is continuing to assemble research documents as part of the legal process for our land claim. Ratcliff &

Company Lawyers are searching for "Oral History Information from Tk'emlups Indian Band Members". Members who may have useful knowledge of oral histories, by which we mean stories of Tk'emlups legends, past practices, events, customs or traditions that have been transmitted to them by other Tk'emlups members. "Oral histories" may relate to information or events from the distant past, including pre-contact, or the recent past prior to the teller's lifetime (and likely prior to the lifetime of any current Tk'emlups members). It is important that these individuals be able to provide information supporting the reliability of their oral histories.

Shuswap Gathering

As we look at welcoming 17 other tribes from our Secwépemc Nation we now have a dedicated team hired to bring this event and our ideas to reality. Our logo is complete but we are still in great need for volunteers to help out and organize a successful 100th year gathering of our declaration that was signed in 1910, known to the non-first nations as the 1910 Sir Wilfred Laurier Memorial. As your chief and devoted committee member, specific involvement is very in depth and therefore we are seeking to call upon our people to help our gathering be successful. The event is scheduled to occur from July 23 – 25, 2010. Please make sure to attend the Opening Ceremonies & Feast from 5:00 – 7:00pm on July 23, 2010 and register by July 5, 2010.

Please contact:

Christine Thompson/Tronson for further information or to volunteer.
Phone# 250-828-9700

Membership

I have been chairing the membership committee and I want to thank all of the membership who have been providing us the guidance with their input towards Tk'emlúps membership code. We are currently in draft #22 of the policy. We are looking forward to the May 25th, 2010 GBM where Sharon McIvor is our guest speaker on Bill C-31 and the impacts that our community will face with the new legislation that will face our community. In Feb, 2009, Bill C-8, An Act respecting family homes situated on First Nation reserves in regards to matrimonial interests, rights to structures and land situated on those reserves re-introduced into the House of Commons again. There is a previous AFN resolution rejecting Bill-C8 which was formerly Bill C-47. Bill C-8 is detrimental to First Nations government because it does not respect traditional and cultural property rights guaranteed under section 35 of the Constitution Act. It is my recommendation that we pass the former resolution again in its entirety that denounces Bill C-8. We look forward to developing the TIB membership code that is owned by our people. If you have any feedback please feel free to share your concerns with Barb Morin or myself.

Wills & Estates

INAC has passed a new departmental policy on Section 50 of the Indian Act. Specifically I am referring to Part 4 of Chapter 11 of INAC's Descendent Estates Procedures which states and defines jurisdiction and has parameters as who is considered an "ordinarily resident on reserve". There was a lack of consultation with the Tk'emlúps Indian Band on the administration of the Wills and Estates Policy. We don't believe that appropriate constitutional jurisdiction was in place with the creation of these guidelines.

As a government our rights are paramount where we have never seated or surrendered any of our title or rights within our territory and we feel these decisions can create serious problems for our people. We have procedures in place to look after our own band member's rights and best interests and will continue to follow these procedures. We will be hosting a series of workshops.

We are shooting for one monthly because of the seriousness and importance of having a Will.

Waste Water Treatment Project (WWTP)

I am happily reporting that the day has finally come where the deadlines and start of the WWTP project is moving forward and glad to say that by March 2011 we will project to have phase one of our project completed. We have a commitment from the federal government in the amount of 8.8 million dollars in order to proceed with phase one of our project. The TIB is committing roughly 2.1 million towards our share of the project. This is an extremely exciting project that I believe will create increased land & economic opportunities not only for TIB developments but of course for our membership. I would like to extend my appreciation to all of the engineers and of course our council for supporting this project as truly our requirements have been challenging working with the government on such a huge project. I am extremely excited about the potential of our future. Infrastructure is the foundation towards building sustainability towards community development.

Health

Since 2003 I have been actively involved in health discussions from the leadership level and I want to say that it has been a very challenging and educational process to be involved in. When we look at the current status of the health care needs for our people we are clearly underfunded which creates so many challenges towards health determinates as you my people know. The biggest challenge within the interior is building the trust within our nation's leadership to advance the needs and our position for a better health care system for our people. As we all know the non-insured health benefits are an issue for all of us. Only people that can afford these services by paying get these benefits. We are shooting to change that so that everyone's needs are taken care of.

The four key challenges are human resources, capital, infrastructure and partnerships. When we look at our community needs we have to get into a

systems thinking approach about expectations in our community in relationship to health service that is accessible for our people, changing our dynamics and turning the conditions around. We need to work hard to change how are people are cared for. We are looking at building new relationships with the federal and provincial governments in partnering with our health authority for shared decision making, management and capital to build a health care institution and provide services for our people that are facing issues in access to services. One of our biggest challenges is our uniqueness amongst the 7 Nations of the interior. With non-treaty independent and treaty bands we are one of the largest regions in British Columbia.

So after many meetings discussing the first nations health plan going back from 2006 to 2010 there have been a lot of small steps that have been made. The biggest step that has been established in health governance was the motion to dismantle and re-build a new structure that is driven by nations and regions giving the power back to the grass roots level towards a structure of acknowledgment, respect and recognition for an individual nation approach towards a health care system in governance and partnership. The interior nations are committed to working with each other and with other BC first nations to develop a collective approach to addressing our health service needs.

I would like to take a moment to recognize a great achievement by some youth of the TIB membership. On May 14, 2010 BDC announced the winners of the 2010 E-Spirit National Aboriginal Youth Business Plan Competition. E-Spirit is aimed at Aboriginal students in grades 10 to 12, E-Spirit is an Internet-based business plan competition that features 16 weeks of interactive business planning resources, including online mentorship. The Gold Award was presented to South Kamloops Secondary School in Kamloops, British Columbia. The students are Jordann Hazelwood and Hillary McLean, coached by Mary Jean Paluck, for a full story see page

Clarence Jules 3rd also took home a prestigious award for his Environmental Awareness project. I am so extremely

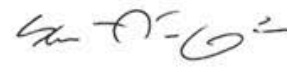
proud of these achievements and can't wait to see what these driven aspiring youth accomplish next. Keep up the great work!

As we move further into fiscal 2010, the economy is starting to show early signs of recovery in certain industries and markets, and we will remain focused on

our objectives so that we can continue to generate value for our membership while ensuring that we are well-positioned to take advantage of new growth opportunities.

I look forward to seeing many of your faces out enjoying the early signs of summer with your families!

Kukwstemc,



CHIEF Shane Gottfriedson

Chief's Schedule - March, April, May

	MARCH	APRIL	MAY
1	Venture Kamloops Board Meeting		Q'wemtsin Health Society Board Retreat @ Harrison Hot Springs
2	Indigenous Child at the Center Forum - North Vancouver, BC		
3	Indigenous Child at the Center Forum - North Vancouver, BC		
4	Grand Opening of the Chief Louis Center Community Kitchen		
5		2015 Canada Winter Games Board Meeting	
6		KEG Conference @ Kamloops Convention Center	
7		KEG Conference @ Kamloops Convention Center & SNTC Chiefs Meeting	
8		NewGold Tour, KIBDC Strategic Planning & 2011 Western Canadian Games Board Meeting	
9		Chiefs Working Group Meeting	
10			CIM Mining Conference, Vancouver, BC
11	Youth Merrit Hockey Tournament		CIM Mining Conference & FNIHGC, Vancouver, BC
12	Youth Merrit Hockey Tournament	Sewer Meeting with INAC, Adams Lake Division Strategic Planning, 2015 Canada Winter Games Meeting & Kamloops Homelessness Action Plan Forum	Q'wemtsin Health Society Board Meeting
13	Youth Merrit Hockey Tournament	Meeting with Trimac Transport	First Nation Health Council Interior Region Governance Session, Kamloops Convention Center
14	Youth Merrit Hockey Tournament	SDC Board of Directors Meeting in Chehalis BC	
15		SDC Board of Directors Meeting in Chehalis BC	
16			
17	UBCIC Chiefs Council - Vancouver, BC	Sustainability Forum	2015 Canada Winter Games Board Meeting
18	UBCIC Chiefs Council - Vancouver, BC		
19		2015 Canada Winter Games Board Meeting	A Mock Car Crash (Driver Impairments) & SSN Dinner Meeting
20		Mines Meeting/Presentation & Sweat in Williams Lake, BC	All Chiefs Assembly, North Vancouver
21			Ch'nook Graduation Ceremonies, Vancouver, BC
22	TIB Strategic Planning		
23	TIB Strategic Planning	Western Protection Alliance & NewGold Meeting	
24		Chiefs Traditional Giveaway @ Sk'elep School	
25	City of Kamloops Meeting & SEDCO Meeting		
26	BCAMTA, KIBDC & MPC Meetings		
27		Secwépmc Museum - Tour for International Students	
28			
29		Q'wemtsin Health Society Board Retreat @ Harrison Hot Springs	
30		Q'wemtsin Health Society Board Retreat @ Harrison Hot Springs	
31			

Tk'emlups 1st Annual Little NHL tournament a big success

The first annual Tk'emlups Cup All-Native Little NHL Hockey Tournament hosted by the Tk'emlups te Secwepemc (TteS) and its Recreation department was a huge success. The tournament played host to teams from all over B.C. and Alberta and as far north as the Yukon.

"It was a great tournament, this is the first of many tournaments we will be hosting, we want to make this an annual event," said Chief Shane Gottfriedson, who along with a strong group of volunteers organized the entire event.

"Hockey provides good work ethic, sportsmanship, and team play which are all good values to instill at a young age; TIB feels that by supporting our youth through sports and recreation we create action and pride among the First Nations community," he said

The tournament saw five different divisions battle it out in a round robin style of play, from the youngest initiation division all the way up to a midget division.

Tk'emlups teams were extremely successful with four out of five teams reaching the championship games.

Results:

Initiation:	1st place – Merritt (6)	2nd place – Williams Lake (3)
Atom:	1st place – Whitehorse (4)	2nd place – Tk'emlups (2)
Peeewe:	1st place – Tk'emlups (5)	nd place – Williams Lake (0)
Bantam:	1st place – Tk'emlups (9)	2nd place—Prince George (3)
Midget:	1st place – Merritt (8)	2nd place – Tk'emlups (6)

Overall the weekend saw a lot of talented athletes take the ice and was a great showcase for local hockey players of all-ages.

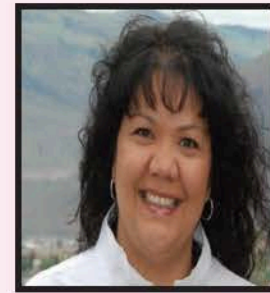
We would like to thank all of our sponsors and volunteers – TteS Chief and Council, Recreation Dept, the City of Kamloops, Frontier First Aid, Judy Van Horlick for scheduling, Chris Hartley chief of officials, the Suns soccer team and Hank Royals women's basketball team and most of all the parents for all their support.

"The tournament saw friendships, memories and relationships made that will last a lifetime," he said.



NEW at TteS ~

Welcome back Vicki Manuel as the new TteS Chief Operating Officer (C.O.O). Everyone is very excited to have Vicki back with the organization.



Vicki is a former Councillor who served two terms with the Band Council. She will be a very valuable asset to helping the organization run more smoothly and continually improve.

Important to Note:

Carrie Leonard is now the new Administration Office Manager
Carrie can now be reached at carrie.leonard@kib.ca

Maureen Frank is currently replacing Carrie Leonard as the backfill for the C&C Executive Secretary position - please send Council submissions and other related requests to Maureen Frank at executivesecretary@kib.ca from now on.



Other additions to TteS Staff:

Linda Thomas - Cultural Resource Management Dept. Head
Jim Nastrom - Planning and Engineering Dept. Head
Christine Thompson-Tronson - Shuswap Gathering Coordinator
Cary Morin - Housing Coordinator
Pat Lentowicz - Business Development Office Assistant
Joanne Mosterd - CRM Data and Inventory Analyst
Robin Gottfriedson and James Casimir - Tk'emlups Petroleum
Ashlene Ranahan and Dwayne Paradise - Forestry Tech
Brian Tronson - Sage Brush Downs Maintenance



Councillor Fred Seymour

Spring is upon us and with the river leveling as low as they were it took a couple of weeks before they get where they should have been to get both the North ARDA & East Irrigation up and running.

Hope you have a productive hay season and have all planted big gardens, so in the end you can reap your rewards and the produce that help you next winter.

If you don't have your garden areas rototilled already, give the Maintenance Department a call at (250) 851-6748 and put your name on the schedule.

The following Projects currently coming up are:

- The Heffley Camp
- Powwow Arbor makeover
- Church Interior and Exterior Renovations

That is just to name a few and if you are interested in any of them, give me a call at (250) 828-9820. As they will be posted for all to have a fair shot at any one of them.

The Sewer Project is still moving forward, it is going to Tender as we speak. The ground breaking will start around June 15, 2010. At this time I would like to congratulate all involved in this huge undertaking, as it is just the start and we will have until March 31, 2011 to have this part of the Project completed. After that Phase 2 should come right after the completion of Phase 1.

I will end it at that. Yours in friendship,

Fred Seymour



Councillor George Casimir

I have been working on numerous projects for the Band in the area of Economic Development, my primary portfolio as well as my secondary which is Planning and Engineering and as Councilors have a number of shared duties and responsibilities for committees and Boards as well.

I have taken one trip to Toronto for an Aboriginal Business Forum and Trade show and to Vancouver to meet with McCarthy Tetrualt and MaCalhany Engineers in regards to the wastewater project. I try to balance my time and focus on just a few projects at a time as a person can become overwhelmed very quickly. I have also taken two sick days in the past few months but otherwise have been available for meetings, phone calls, membership and to my colleagues on Council. I will try my best to keep my report short as possible so I will focus on my priority list only.

Ranch – Since the election last November and deciding on the portfolios this has been a very challenging project with numerous dynamics that strained the business issues and the human resource issues. I first started with what I could work with immediately which was the business as that is my responsibility to all our people to ensure that our assets are taken care of. I worked with the ec dev department and Andevco to develop a business plan that focuses on increasing hay production and sales, reduce cattle numbers because of the fact that even on the best run ranches the average loss per head is at least \$100. We currently have a non use permit where we will award fencing contracts and work on our range use plan for when we move towards full ranching and a cattle herd by 2014-15. We need to put time and money towards equipment, water resources such as dams, pipes and pivots. We will be doing all this at no cost to the Band as we passed a breakeven budget which is the first one since we have taken over. We hope to take the opportunity to focus on tendering contracts. However, a ranch cannot operate on a personnel policy developed for an office, that just makes no sense. I am hoping that the HR issues will be settled with all previous employees so that we can move forward. I will be looking for ideas on how to do this

in a fair and quick manner so I hope to have discussions with our band members effected by this issue.

Mt Paul Center – Again we have to look at an overall plan to be developed to make this work for our community without financial losses. We have established long term agreements with Northern Trailer which will provide the revenue and time necessary to do this planning. We need to determine if the current corporate structure works for the specific use or if we need to change it to be a more of a development land management company instead of a leasing structure. We need to proceed if approved by membership on the gaming opportunities, relocate RV park and re-zone for more high end retail, protect and capitalize on the green spaces such as rugby field, how to take into consideration of the surrounding areas, needs of our band members and our upcoming wastewater line.

Gas Station/Car Wash/Coffee Shop

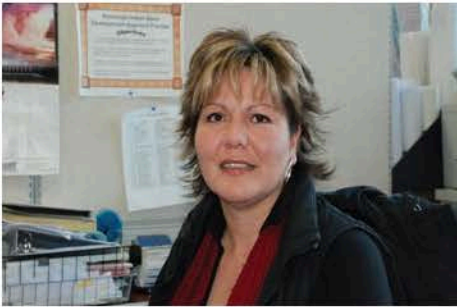
With gross sales of half a million a month and a number of Band Members employed it has been very successful. We doubled the initial projections in our first year operations, TIB payed the loan off three years ahead of schedule and made 1.7 million in the first six years of operation. Despite the success we need to look at safety issues, expansion needs and other capital improvements to continue our success. There was a decision to spend 1.6 million out of gas station revenue to build the car wash and that is why no debt was accrued to develop this business. Revenues are increasing with the traffic flows but we are still not making money and it will take years to put the investment back into our general revenue. We are looking at developing a coffee shop to help increase business for the area but are faced with a number of issues including cost, traffic flows close to our community school, risk and feasibil-

ity. It's my responsibility to present successful business proposals very seriously just as the case with the gas station, our first owned and operated retail business. Just as a thought we may have to consider another one similar developed on the north side of our community in the near future. Like anything we also need to develop an expenditure of revenues for our businesses to have them applied to areas such as education, elders, job training and our youth.

Politically we need to address issues such as membership code, business, tobacco taxation, governance policies, finance policies, land rights and what concerns me the most is the human resources policy, to name a few.

The previous GBM discussion reflects the need to listen and do what the membership want in this area. We have a ways to go to have a process in place for our people and to not only hire but train and promote within our own organization and community. With the education and skill level of our people there is no excuse not to provide opportunities when interest is shown, so I look forward to assisting as a Council member in the development and implementation of the motions passed at the previous GBM. We have numerous opportunities to explore but like a band member told me, "we need to fix what we have now before we move too far ahead." I look forward to the upcoming challenges and the debate and discussion to find the solutions to our communities needs and requests. Personally I have been helping to fundraise, participating in the community men's group and being active in various sports. If anyone has questions or concerns please call me at your convenience.

Respectfully - George Casimir



Councillor Rosanne Casimir

Spring is finally here and wishing everyone green thumb gardening and many happy family get togethers throughout the spring and summer.

Weykt-kp everyone.,

These past few months have been hectic and full of meetings. I am pleased with the first six months and am looking forward to working hard for our community for the duration of my tenure. I am enthusiastic and will always be respectful to all of our Tkemlups Band Members. We are working towards an environment that works together to create action and pride.

Meetings attended in last three months:

Chief and Council – Every Tuesday

Strategic Planning – C&C, CEO, CFO, we are awaiting to review and refine, and determine what will be accomplished within the strategic plan of the organization

KIBDC Meetings – Actively involved in the SWOT Analysis and next steps upcoming

Finance Meetings– Reviewing and approving the budgets for the organization

Portfolio Meetings – Determining where we are at with a variety of activities

Ministry of Transportation– Meetings covering Section 35 update, Freda, MoT, and myself have been working together to action and complete specific tasks to work towards resolving the outstanding Section 35 issues, North Thompson passing lane project, Waste water crossing Yellowhead Highway, and Traffic study impacts with TIB and Sun Rivers. Planned joint working groups to deal with outstanding transactions and to work with INAC –an INAC representative is here

during the third week of May to do an on-site visit of Mt Lolo to ensure that all issues have been accomplished.

Skelep School– Community Luncheon

Sewer Project – Exciting times as the final approvals and acceptance of the design submitted by McElhanney Consulting Services LTD and the BCR for the Wastewater Project officially signed off.

Housing meeting – Regarding the social development aspect of uncollectable arrears and housing policy amendments

Meeting with the Kamloops Fire Department – Covering items such as the mapping of addresses for accuracy and information for fire, medical emergencies and to include new developments as they occur. Taxation mapping for BCAA delivery of the 2009 tax roll to match city with our lands database for client links to tally service agreement. Discussions of the building code and the importance of improvements to meet for safety purposes and the importance of by-laws to be enforced. Discussions with the agreement for allocation and transfers of Raleigh and related lands with city of Kamloops and TIB in Principle.

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

Board of Director's Training – Chamber of Commerce – completed, this was identified in our SWOT Analysis in KIBDC. Part of four (4) workshops with FNA4LM, and will be attending the FN Tax Administrators Association Conference in September of 2010, and I attended the Quarterly meeting with Lands Department.

John Jules –participated in the tour group at the heritage site led by John Jules to regard the customary practice reconstruction within contemporary context. Presentation on the need for Cultural Heritage in Forestry Sensitivity.

New Gold Tour – I would have to say this was an adrenalin intense experience for myself, as I had my elf completely psyched up for the fact we were travelling to the very depth of the mine. I overcame my fears and was thankful for the question and answer period before going down under. It was not all scary, it was just a new experience and very memorable.

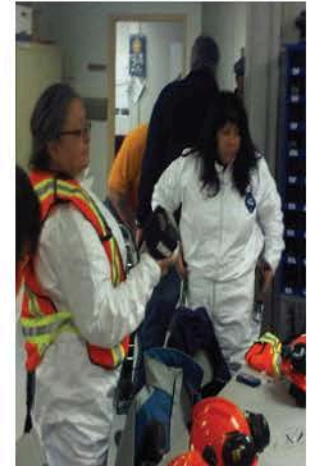
One final note I would like to add with the HST coming into affect July of 2010: Lands Department will be sending out correspondence on how the new HST will affect CP holders with Lessees and reminding them of their GST/HST obligations in the very near future.

Please drop by my office or call me anytime you require additional information, I would love the opportunity to assist you and thank you for your support, I have completed Linguistics 231 for the basics of Secwepemc,

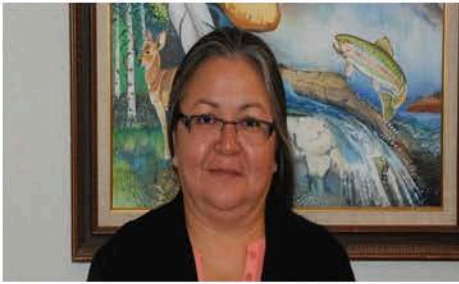
Kukstetsémc,

Councillor Rosanne Casimir

Adventures at New Gold - Afton Mine



For information on careers at New Gold check out <http://www.newgold.com/Careers/NewAfton>



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.

Primary Portfolio – Cultural Resource Management/Douglas Reserve Initiative/Justice

First of all I would like to send my condolences out to the families within our community that have lost loved ones. A great big congratulations to all of the new parents on the birth of their babies. Both of these are the beginning and the end of life; the continuation of the circle that never ends. I always pray that the Tqeltkukupi7 watch over each and every one of us that we will always receive guidance and direction for all of the decisions we need to make, that they will benefit all the membership, we need to ensure that this is always balanced each and every day.

Secondly I would like to give congratulations to all of the staff for their hard work and dedication that they give each and every day for the betterment of our community, whether it starts at the daycare all the way to administration, everyone gives a contribution to us. Once again Kukswtsetsemc.

CRM –

There have been a number of changes within the department over the last couple of months, hopefully everything will be worked out and the jobs positions will be filled and we can carry on with the all of our future endeavors.

We all need to ensure that we do everything within our power to protect the cultural, historical and sacred sites and promote our Secwepemc customs, beliefs, language and traditions. In saying this “the federal, provincial, and territorial governments are considering developing policy to access genetic resources and sharing the benefits, this will be referred to as access to benefit and sharing (ABS) sharing of traditional knowledge associated with genetic resources” (they do have a section on DNA) taken from emailed statement dated April , 2010. I did make a motion

referring to this very issue when we in the process of litigation for Kemtsin etkwé – formally known as Schiedam Flats. Nancy Turner was contracted by Mandell, Pender to do research.

The Ministry of Forests is also at this time putting a clause into all of the contracts and they are trying to force all of the Southern Secwepemc Bands to sign off on that we give up all of our rights to our “Intellectual Property Rights” and “Copy Rights” to all information gathered on the Archeological Overview Assessments and Cultural Heritage Assessments. John Jules from SSN has organized a meeting at the Chief Louis Centre for May 28th. We need to stand together and ensure that we improve upon our own process, policies, permits, monitoring, and regulatory framework. That we work with “Cultural Resource Management” departmental employee representatives from ALL of our bands. Otherwise the government will once again use their divide and conquer techniques’ holding a carrot in front of our faces for a few trinkets and steal what we have.

At the March Shuswap Nation Tribal Council Kuk7pi meetings I was asked and it was agreed by the Kuk7pi’s that I would share the “Cultural Portfolio” with Kuk7pi Judy Wilson. Kuk7pi Wilson and I met with George k communications on April 14th to develop the strategic plan for our portfolio. I also attended the Miners Bluff ceremony (just past the Montie Lake turn off) for our ancestors.

As everyone is aware of, Tk’emlúps is hosting the Shuswap Gathering this year on July 23, 24, & 25, 2010 the Sir Wilfred Laurier 100th anniversary will also be celebrated at the gathering on Saturday July 24th starting tentatively at 11:00 a.m. You can contact Christine (Tronson) Thompson if you wish to volunteer for the gathering.

Council also passed a motion on March 2 to have the Secwépmc Sundance here in Tk’emlúps for the years 2010 to 2014 which will be behind Mt. Peter near

Twicweltn. The Sundance society also has been given the blessing from our elders. The dates for this year are Tree day July 8th, dance July 9, 10, 11, and 12th.

DRI –

We are waiting for a response called a “Statement of Defense” from the Attorney Generals Department - B.C. and the Department of Justice – Canada. Our lawyers John Rich and Matt Kirchner – Ratcliff & Co. have been keeping us updated on this. We have also been having regularly scheduled monthly meetings with the other departments. One note on this is I know everyone has a busy schedule but this is a very important court case we are going through and everyone needs to make a greater effort in their attendance. On May 11 and 12th I attended along with Linda Thomas the Western Canada Aboriginal Law Forum in Vancouver. Again there was so much information given in 2 days it was hard to process but I am going to be reading over the binder and we did meet and make some good contacts. Some of the topics discussed were:

1. **Gender Discrimination and Indian Status:** Two Wrongs Don’t Make A Right – A Review of the McIvor decision and Bill C-3
2. **Consultation Updates;** Mining – The New Revenue Sharing Agreement, Treaty Rights, Energy Consultation, Administrative Tribunals, Building Our Own Source Revenue Through Property Tax, First Nations and Environmental Process
3. **Canada’s New Specific Claims Policy**
4. **Aboriginal Consultation and Accommodation in a Multi Project Setting**
5. **A Duty to Conserve:** Articulating the Crown’s Obligation to Protect Species of Significance to Aboriginal Peoples
6. **Current issues Respecting Métis Rights**
7. **Climate Change and First Nations Carbon Credit Projects Protection of Indigenous Peoples Rights**

Justice –

I knew when I took the Justice Portfolio that we have so many issues facing our people and that we have a huge over representation of first nations people within the criminal justice system. That is why I am committed along with council to our “Community Wellness Plan”.

Tk'emlúps is waiting for a meeting with the other Kukwpi7 and Tkwenem7íple7 from Skeetchestn and Whispering Pines before we revisit our tripartite agreement with the RCMP, because of each of our busy schedules we should be able to coordinate a meeting soon.

I attended the 2nd National Conference on Aboriginal Criminal Justice Post Gladue in Toronto Ontario along with Sandra Seymour – Social Development, Linda Thomas – DRI/CRM, Councillor Evelyn Camille this past April. On Friday 23 we met with Jonathan Rudin – Aboriginal Legal Services Toronto (who has said he will assist us if we choose to start the process for Gladue) and then we had the opportunity to attend Gladue Court. I was impressed and surprised at how it was run, but the successes that are achieved through this system are remarkable. Saturday 24th we were at the conference they had so many good speakers, panelists and information. I know that all of the Gladue Principals can be done here but it is going to take time and hard work. **Here is the agenda:**

1. Possibilities and Opportunities Along the Justice Continuum
 2. Gladue Before the Courts
 3. Making Gladue Work in Practice; Two Case Studies
 4. The Unique Circumstances of the Aboriginal Offender: Adoption and Foster Care
 5. Aboriginal Community Justice Program: Realizing Gladue Outside the Courts
 6. Gladue Courts: Changing The Way We Work, Changing The Way We Think
- The Justice Plan we are working on and planning to implement are;**

1. Meet to discuss further plans
2. Access funding from Corrections Canada, and Department of Justice
3. Start Gladue Reports, but before we can do this we need to identify someone with the appropriate credentials, provide training, and engage the criminal bar,

bench and probations so that they can be informed, educated and have understanding of Gladue.

Linda Thomas has contacted the appropriate people within the justice system and one of the recommendations was a letter of invitation needed to be sent. On May 5th at a Shuswap Nation Tribal Council meeting of the Secwépemc Kukwpi7's endorsed the letter of invitation to Chief Justice Thomas J. Crabtree – Office of the Chief Judge for First Nations Court to sit in Kamloops. This will provide the opportunity for our Secwépemc laws and traditions to be incorporated into the court system and also the use and benefit of Gladue reports in the sentencing of Aboriginal offenders. We also have individual bands getting letters of support sent.

On the evening of May 11th Linda and I had a dinner meeting with Pamela Shields – Aboriginal Program Service Manager – Legal Services Society on getting First Nations court in Kamloops she has said she will assist us.

Stk'emlúpsemc te Secwépemc Nation (SSN) –

TFL-35 – We have had ongoing meetings and updated from our lawyer Sarah Hansen – Miller Thompson law office. On April 30 the executives and technical staff had a video conference call with Melanie Boyce - Deputy Chief Forester and Kamloops District Forestry staff regarding our concerns. We still have a ways to go in these talks or we go to court. Secwépemc Enterprises Inc. (SEI) – we now have 3 individuals who bring a wealth of knowledge committed to being on the board. We are waiting for confirmation of attendance at the first board meeting and meet and greet with the Kukwpi7 and Tkwenem7íple7 from both communities.

BC AMTA – we had interviews and hired Leonard Jackson for the Kamloops office which just had its grand opening on Thursday May 13 which was very well attended. If you are interested in a mining career please go see Leonard in the old “AA/Boys & Girls Club” office. I'm sure he will be happy to answer any of your questions.

Western Alliance Protection signing At Skeetchestn February 22, 2010, this is for the security contract with New Gold.

On April 8 the majority of Chief and Council went on a New Gold underground tour. I thoroughly enjoyed this; I have always been interested in geology and it was great travelling into our “mother earth” instead of climbing to the tops of some of our highest mountains. Potential contracts/partners we are continually working on getting new partners and have had meeting with one trucking company and will be having another meeting with another company soon. The executive and technical staff will be taking a trip to Regina Saskatchewan and then to Calgary Alberta sometime in June.

Secondary Portfolio – Shared Services

I will give an overview on my secondary portfolio as I know Councillor Leonard will give a more detailed report. Finance - I have attended the regularly scheduled monthly meetings with Councillor Connie Leonard going over the budgets ensuring that the proper measures, internal controls, risk management and best practice's come into place. We are in the development stage for the Terms of Reference for the Finance Committee and the development of Financial Policy Manual. The end result will be a terms of reference and policy manual that will be accessible by all employees and Kukwpi7 and Tkwenem7íple7 of Tk'emlúps te Secwépemc to ensure we have a consistent process which we can then follow and an ongoing process for updating terms of reference and policies as they required. This will also ensure that proper financial governance comes into place, there have been hiccups along the way but the departmental staff is ensuring we are complying with and are reporting what needs to be done.

Administration - Carrie Leonard has been hired as the Office Administrator and Vicki Manuel as the Chief Operating Officer - COO (Lorraine Moses has been hired as the mentor to ensure success for this position), congratulations to both of these band members. Both of these positions are going to make the overall administration run a lot more smoothly.

Human Resources – There are many issues that are being dealt with in this department and council is committed to the development of a community strat-

egy of employment for our band membership. We are also committed to the continued development of all the staff.

Back-Up Portfolio– Lands, Leasing and Property Taxation

I will give an overview on my back-up portfolio as I know Councillor Rosanne Casimir will give a more detailed report.

As a council member I needed to make sure that I regularly update myself on the issues of dealing with section 53 and 60 that council has control of. Through this department we have the boards/entities we are responsible for. Some of them don't fall directly under lands but at the end of the day it all goes back to our land.

Everyone in our community needs to make sure they make their vote count and give feedback on the membership

code. We need to take jurisdiction back from INAC and allow those who are truly the descendants of Tk'emlúps te Secwépemc to either be reinstated or gain their membership back into our band. Indian and Northern Affairs Canada are making changes to the Indian Act without proper consultation from our leadership and communities. These changes are going to directly impact each and every one of us.

Bill S- 4 is the new legislation on Matrimonial Property Law is an "Act respecting family homes situated on First Nation reserves and matrimonial interests or rights in or to structures and lands situated on those reserves".

The other is "INAC Decedent Estate procedures Manuel: Section 50 of the Indian Act".

Once again, in both cases there was no

input/consultation from First Nations across Canada, especially the Tk'emlúps te Secwépemc and/or the Shuswap Nation Tribal Council.

Closure of the Simon Fraser University Campus in Kamloops-

SFU opened its doors in 1992 and since then there have been over 400 First Nations students graduate from their programs. Councillor Dolan Paul is heading the negotiations with SFU for the closure this fall. We need to secure the Language Program, have returned all of our archaeological findings kept in the Library and research facilities.

Jeanette Jules



Councillor Evelyn Camille

I would like to congratulate all the graduates who stuck it out and YOU did it. Special mention to S.C.E.S. adult class whos grad I attended.

Weytk ren qweselktn;

It has been another very busy few months; I don't even have time to get sick, although, I did end up in the hospital once, but guess what... they could not find anything wrong with me, so I think that is good. I hope. As for my sister Irene, as many of you know, she has stomach cancer. The Drs. quit giving her chemo and she had started taking radiation treatments. As of this date she seems to be doing O.K.

She tires very easily, but isn't that part of getting old. I want to thank all of you that continue to ask about my sister and especially for the prayers. Kukwstemc. My prayers and most sincere condolences to the families of Anne Gottfriedson, especially to her children, it is so hard to lose a Mother, I could say time will heal but to me losing a mother is so hard. If you stick together as a family, it always helps. STAY STONG MY FRIENDS. Condolences and prayers to the families of Leslie Williams of Salmon Arm. Leslie will be dearly missed as he was a very

strong advocate of Secwepemctsin, even towards his last year he and his wife Lucy were working together for the promotion and sustainability of our language.

Prayers and condolences to the Leonard family for the loss of their Aunt Heather Leonard.

I regret to mention the tragic loss of my nephew Craig Saul, son of my nephew Ronnie Tomma, who at a very young age lost his life while crossing the highway on his way home

Housing portfolio;

I have found that there are many challenges in the housing dept. Many of the problems have been going on for years, so please don't expect me to do everything at once. As I promised I will do my best and with your help WE will get it done.

One of the challenges is the EVICTION NOTICES. I find that very difficult, but we have our policies and procedures that we adhere to and as part of my responsibility to look after the best interest of-- you the Tkemlupsemc. Some may not agree,

but it has to be done and I thank many of you for offering your support, especially the housing committee,

Speaking of the housing committee, we are in the process of reviewing the housing policy, so if you have your copy, please review it so that we can breeze through it at our next meeting and go on with business. By the time you get this Lexyem, we probably would have had our meeting, and for those of you that don't have a family rep, please keep this in mind, notices do go out.

Housing had a very productive meeting with Planning and Engineering. On the agenda was a new map of T.I.B. and an updated civic addresses and house numbers. Better lighting for the 6 plex, all ongoing issues. Concerns of handicap accessibly for many of the homes of the elders, which are being addressed as they come in. I would like to have more meetings with P&E and finance as many of the concerns involve many of the other departments. As the saying goe,-- With Teamwork, We Create Action and Pride.

A lot of ongoing administrative issues within the housing department
 --Concerns from members over alcohol and drug abuse and loud partying, so please if you are one of these people **PLEASE KEEP THE NOISE DOWN AND RESPECT THE NEIGHBOURS PRIVACY.** And if this continues, don't forget that we have "0" tolerance and you will be notified.

---There seems to be a lot of sewage back up this spring. The staff has been doing the best they can to deal with all the calls. If any of you have this problem, please get in touch with the department ASAP
 ---I have visited a few homes as promised and have forwarded the report to the housing department; I will try to do a few more visits.

---Working with P&E for site development and infra for a new sub division.

--- Dan and I will be looking at different house designs, and will be presented as soon as we find the best affordable, sustainable and economic design. This is still in progress.

---Elders Reno still ongoing

Housing department is still working under staffed so bear with us, with this I would like to welcome Cary Morin as our new housing coordinator. Welcome Cary, I hope that all is well that ends well. Cary seems to be catching on to procedures as quickly as we can throw it at him, and developing some of his own for a smoother running Dept' Thanks Cary.

--- We are hoping to have workshops on basic maintenance of your homes; this will prevent many issues that are arising from many individuals. We will keep you informed.

Aboriginal housing forum workshop, at Calgary. April 26 and 27th.

Some of the discussions were Governance and accountability to ensure good housing programs.

Economic development and governance; Working with Aboriginal clients- partners to achieve sustainable housing. Rental arrears, causes and some solutions. What works and doesn't work. Other topics include Housing authorities- how to make it work for First Nations. Water treatment; the little things that make a difference.

This was the first housing workshop that I have gone to, which to me was very educational. I hope to go to more so that I can learn more about housing.

Cyndy Hansen, who is the collections Officer is working tediously at updating her files. So if you are one of those that did not bring in your VERIFICATION OF INCOME, please make her job a little better by coming in to see her call her.

Education;

First of all I would like to congratulate the Education staff for the completion of the amendments of the Post Secondary Policy. It took a lot of time and dedication, thanks Dessa.

It is time for graduations once again and I would like to congratulate all the graduates who stuck it out and YOU did it. Special mention to S.C.E.S. adult class, as I did attend your ceremony, you all looked so proud and beautiful and another special to Aboriginal youth program completion, this program had students from Tk'emlups and other bands doing on the job training and many of them did get jobs where they were training. Good

work guys and gals.

Summer student programs are now in progress for anyone that is interested, please get in touch with the education department.

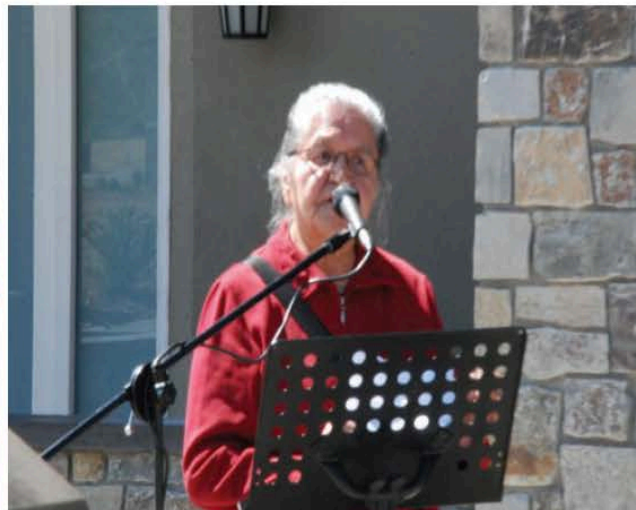
C/C meetings are now getting high tech, we now have to use LAPTOPS at the C/C meetings, whenever they can get perfected, I guess it's O.K. I still like to scribble my notes, but I am trying. A lot of good things happening, as we just took the first step for the water treatment plant. Thanks to all the staff that made this possible.

As with public relations, I still do a lot of openings and welcomings at graduations, this I love doing. The Aboriginal Operational Practice Standards and Indicators. (AOPSOI) The purpose of this meeting is redesigning the practice standards of the delegated authorities, to implement the First Nations view. And of course this being my interest for a long time, I as well as many other bands expressed their views on what is working and most of all what is NOT working, as I am NOT in favor of CHILD APPREHENSIONS, I WOULD PREFER ALTERNATIVE SOLUTIONS. If you are interested in this please call me or come in and see me anytime, as many of the parents of children who have been apprehended need all the support. Kukwstemc. Most of all I love going to the elders luncheons on the first Fridays of the month! To the Elders, don't forget, S.N. T.C. will be hosting the Elders Gathering this year, which will be held in Salmon Arm.

Once again I would like to congratulate all the graduates of 2010.



Front: Leah Fortier, Candice Harvey, Wacey Gottfriedson, Colby Boffa, Brandon Casimir, Jackie Bandura and Doug Laidlaw. Back: Jessica Dick, Seraphine Boomer, Christopher Mitchell, Andrew Ned, and Cody Greyeys.



Councillor Evelyn Camille performs a speech at the grand opening of the EQ House at Sun Rivers.



Councillor Dolan Paul

On the home front I would like to send out our congratulations to the upcoming grads. We like to invite everyone to attend the grad celebration on June 29th at the Skelep School

Weykt,

Here goes my second report which is hopefully a little more informative than then the first.

I have attended my first board meetings for a few of my committees. The first involving First Nations Education Steering Committee (F.N.E.S.C) which is a society made up of First Nations representatives from the province of BC. FNESEC works as a collective organization to facilitate First Nations support for one another in the area of education, and to communicate with both the federal and provincial governments to ensure that First Nations concerns are being addressed. It was a very informative meeting and was a good opportunity to network and discuss issues concerning other First Nation communities. First Nations language, summer opportunities as well rural community media information opportunities were a few of the topics discussed.

I have also attended a fairly new committee which is the Early Childhood Development Committee (E.C.D.C). The latest meeting I attended was the Education Jurisdiction Committee meeting held in Vancouver. This is the committee negotiating with the government to have full control over education on their land. At the last General Band Meeting the community

voted to opt out of this process. I attended this because these negotiations could affect other communities as well as our own and I feel it is important to stay informed.

I also attended the BC Water and Wastewater Association conference in Whistler to network and to obtain relevant training information for the upcoming wastewater system. I attended the tours of the Wastewater and Compost facilities. ***I was wishing for nose plugs after the first ten seconds but it was a very informative tour.*** The athlete village heating system was very interesting.

On the home front I would like to send out our congratulations to the upcoming grads. We like to invite everyone to attend the celebration on June 29th at the Skelep School. The Education staff is ramping up for TIB summer student employment and is accepting applications. The deadline is June 4th.

The First Nations Education Council has also been working on the upcoming LEA with the School District. I am happy to announce that with the hard work of a number of people TIB has adjusted the funding to the post secondary students to somewhat accommodate the higher cost of living. On the negative side I am disappointed in the decision to close a couple of schools with a large number of

First Nations students. Currently at Skelep School we have thirty Tkemlups members now attending and could possibly see room for 30 more seats coming this September. With the school closures and a number of members looking for security for their children we hope we can assist in making the transition as comfortable as possible.

As I have reported in the last issue, SFU has chosen to close the satellite campus here in Kamloops but there is discussion to keep the language portion available. We will be revising the working committee and will have an update soon. There were also some allowances for summer classes so that students may attempt to finish their programs.

Training for the wastewater system is coming up and applicants will be chosen to attend TRU in September. Only one member has approached the band to be a part of this project so we encourage those interested to apply.

I would like to thank everyone for the hard work and wish all the best in the upcoming summer.

Take care

Dolan Paul



Mens Group members: Dolan Paul, Dan McLean, Ed Kasper-ski, Barry Hazelwood, Ed Jensen and George Casimir



George Casimir, Barry Hazelwood, Dan McLean and Dolan Paul showing off their big catches on their fishing trip.



Barry Hazelwood and Dolan Paul – Feelin a little sea sick???

Government Relations Updates

We (Barb Morin and Nicole Fraser) have been busy completing draft amendments and new By-laws and Policies including:

POLICIES--

- A. Housing Policy Amendments – Approved Jan. 12, 2009;
- B. Assisting with TteS Post Sec. Education Policy Amendments- Approved April 22, 2010;
- C. Assisting with TteS Recreation Policy Amendments (Draft);
- D. New - TteS Tax Receipts Policy;
- E. New - TteS Advertising and Promotion Policy (Kelley O's Draft);
- F. New - TteS C & C Terms of Reference (on hold to advance Memb. Code);

BY-LAWS--

- G. New - TteS Custom Membership Code (to be enacted through Indian Act authority s. 10) – 3rd draft by Membership Committee;
- H. TteS Business License By-law Amendments (enacted 2001 through Indian Act authority s. 82(1)(a.1) and (g);
- I. New - TteS Appeal Board By-law (2007 Draft to be possibly enacted through s. 35 of the Constitution Act, 1982 - our inherent right to self-government);
- J. New - TteS Traffic By-law (2002 Draft) (permissible under s. 81 of the Indian Act);
- K. New - TteS Disorderly Conduct and Nuisance By-law (1993 Draft) (permissible under s. 81 of the Indian Act); and,
- L. New - TteS Environment By-Law (to be possibly enacted through s. 35 of the Constitution, 1982 - our inherent right to self-government);

We sent out copies of the new TteS Graffiti By-law to the businesses located on-reserve. We completed several action items and researched several items as directed by the Committee.

We attended a workshop on Law and Policy Development facilitated by the National Centre for First Nations Governance. They are in the beginning stages of developing their workshops for the first time to bring across Canada to other First Nations.

Their pamphlet recommendations included:

1. First Nations should focus on their inherent rights in the law making area; and,
2. First Nations need to expand our jurisdiction in several areas by developing appropriate laws and policies;

We were somewhat disappointed because the workshop emphasis was solely on developing Indian Act By-laws and not on By-laws developed through our inherent rights or policy development.

TIB Mens Group Tofino Fishing Trip Continued --



Dan McLean catches a big one



Ed Kasperski and Dan Gottfriedson waiting for a bite out on the stormy waters



Councillor Connie Leonard

The following report is an update of my collective Chief and Council responsibilities as well as my Shared Services Portfolio responsibilities since the last report went out to Membership.

Weytk-tp:

Band Strategic Planning and Corporate Work:

The following is an update of some of our collective Chief and Council responsibilities. Chief and Council and staff have been working to finalize the comprehensive strategic plan. Research and planning is critical prior to moving into effective implementation. Some may ask 'Why is planning so important?'

Purpose of strategic planning is to:

1. Help to pull together the entire team to make positive change.
2. Helps to optimize performance.
3. Provides leaders with focus and a framework for improved efforts.
4. Provides guidance for day-to-day decisions.
5. Provides a means to assess progress toward a desired future.

Top 10 Keys to strategic Planning Success:

1. Strategic planning is a process and not an event.
 2. Be prepared to involve individuals beyond the planning team members.
 3. Plan the strategy so it is in sync with the budgeting process.
 4. Gather and share the information necessary to do the strategic thinking.
 5. Hold team meetings away from any place where participants are subject to interruptions.
 6. Allow sufficient time.
 7. Allocate sufficient budget dollars.
 8. Gain agreement on the roadmap for the strategic planning process.
 9. Conduct a preparation workshop for planning team members.
 10. Limit the scope of the plan.
- (Referenced from the Aboriginal Strategic Planning Guidebook; Banff Centre for Aboriginal Leadership and Management)

We need to ensure that we have enough critical information in order to make thoughtful decisions that impact our finances – especially as we consider the Sewer Project and other beneficial projects. We have also collected information from membership as well and are incorporating more positive changes for membership in terms of the Band Member Human Resource Strategy into our strategic plan. I have facilitated and produced the work on behalf of our team to get it to the strategic planning approval stage. Once the plan is adopted it will serve as our focus template so we can channel all of our energies towards achieving our goals for the term and the years ahead. Special thanks to all of our staff membership, CEO George Aulin, CFO Andrina Benazic, and Chief and Council for their leadership efforts with this work.

Effective planning is also having a good trickle-down effect with our corporate entities as we are seeing good results from the Kamloops Indian Band Development Corporation (KIBDC) and the Ranch Board as well. Other entities such as the Mt. Paul Corp; Forestry; and KIBUC; and will require more planning in the future. These are exciting times for TIB and we look forward to more progress in the future!

Hiring of the Chief Operations Officer:
A big welcome or welcome back to our very own Vicki Manuel! We are looking forward to this critical area being filled to support the oversight of the strategic plan implementation and continuing to improve operational efficiencies and to follow up on some of the needs identified in the Functional Analysis report and more!

As we grow and develop capacity to handle our gaps and needs we are undoubtedly going to have some growing pains and will need to simply and calmly

talk about issues create policies and reporting expectations and resolve them for the betterment of all. We need to quit just being critical and lean towards being more constructive and get on with the real work. We are still fine-tuning these relationships and making improvements to the organization for the band as a whole is indeed a process and not an event.

All in all though, there are far more positive benefits than not, and we need to keep things in perspective so that the transition does not become the issue instead of the goalposts!!! The challenge is to remain a team focused on our broad goals and objectives so we achieve great things. Working effectively together to create and implement plans means it is critical that we individually and collectively get all the facts and information and make informed decisions and not emotionally or politically charged decisions.

Governance Updates:

Now that we have more staff to help out in the upper levels of the organization, Chief and Council have been able to commit more time to get important governance work done. We have some serious government attempts to minimize our land and property rights and we need to focus on the meeting timelines to oppose these attempts. We need memberships help to do this by allowing us time to focus on these urgent issues that affect everyone's collective rights. We are steadily improving our governance capacity by creating more draft processes, policies, by-laws, and challenging government on funding issues, jurisdiction; rights and title; wills and estates; matrimonial real property rights, our land claim initiative, the membership code, and the SSN activities just to name a few.

In the Law and Policy Development training session facilitated by the National Centre for First Nations Governance, NCFNG recommend that "First Nations should focus on their inherent rights in the law making area; and First Nations need to expand our jurisdiction in several areas by developing appropriate laws and policies". Governance Relations Advisor, Barb Morin and her assistant Nicole Fraser have been busy creating and amending policies and by-laws to meet our needs; including the following:

- Policies
- Housing Policy Amendments
- Assisting with TteS Post Sec. Education Policy Amendments
- Assisting with TteS Recreation Policy Amendments (Draft);
- New - TteS Tax Receipts Policy;
- New - TteS Advertising and Promotion Policy (Kelly O's Draft);
- New - TteS C & C Terms of Reference (on hold to advance Membership Code) By Laws
- New - TteS Custom Membership Code
- TteS Business License By-law Amendments
- New - TteS Appeal Board By-law
- New - TteS Traffic By-law
- New - TteS Disorderly Conduct and Nuisance By-law
- New - TteS Environment By-Law
- TteS Graffiti By-law
- Matrimonial Real-Property Rights – urgent issue
- Wills and Estates-urgent issue

Other Portfolio responsibilities:

As portfolio Councillor it is my job to support and report on the progress of the identified strategic planning initiatives within my areas of responsibility. The following is an update of that progress to date.

Secondary and back-up Portfolios:

Lands, Leasing and Property Taxation as well as Housing updates can be obtained from the Primary Portfolio Councillors. I continue to be available as requested.

Finance:

We have a new team forming and going through some growing pains. Our organizational success depends on how effective we are at working as a team to produce efficient, timely, and reliable

financial information. We have a great group of individuals and we have made some improvements but we still have room for more improvements to be sure. This year's focus is on working as a team for membership and; Strengthening overall financial systems management; Collaborating with internal and external departments to better manage funding opportunities; Refining process improvements to support overall growth initiatives; and policy and governance work.

We will continue to refine efficiencies and control processes by ensuring the team works on advancing our interests. More information was not available at this time as the regular year end audits have the staff focus at this time. Thanks to all the staff for their hard work and focus at this time.

Information Technology:

The organization has undertaken to complete a defined Information Technology ("IT") Plan to ensure the needs of the TIB and its membership continue to be met now and into the future. A third-party assessment of our existing systems was completed in March, 2010 and will form the basis for a long-term IT plan. Additionally, a review, assessment and Request for quote to analyze our copying, printing and faxing needs has resulted in rewarding a contract to a First Nations organization, Kamloops Office Systems, to provide quality equipment, management software and maintenance services to the Band at an expected overall savings of approximately \$200,000 per year. By continuing to review our IT service delivery processes, we can build a solid, secure and protected environment that will also be cost effective.

Administration:

We are finally seeing some movement in terms of advancing administrative strategic plans, action items, and higher level management and supervision within the Administration department and wish a warm welcome to the new Office Manager, Carrie Leonard, and additional thanks to the staff for their work. Some of the progress initiatives being currently managed are:

• I-Compass implementation; going paperless and going more environmentally responsible and managing our information more effectively is in the stages of meeting with technical committee with regards to the agenda development and technical difficulties; action tracking, and agenda note taking coming next.

• Space: floor plan to cluster admin and Chief and Council support more effectively and to utilize existing office space more effectively.

• Communications; efficiency analysis in progress. Telephone upgrades will be next to assist with the volume of incoming calls; review/streamlining/securing mail and faxes processes underway.

• Calendar of events; Chief and Council calendar has been produced and is applied to all work stations for easy access and bookings.

Technical upgrades; as part of the icompass and financial analysis upgrades we are in the process of finalizing the lease agreements to standardize photocopiers and printers are being removed and new technical upgrades for cost savings of approximately \$200,000. 2007 software upgrades in process to standardize and to be compatible for I-compass; telephone system review will be next to determine needs. Review of faxing systems may save thousands more as well.

• Policies and procedures; database management improvements are underway. Policies are a critical area needing more attention and as our administrative structure improves we will see great results in this area.

Human Resources:

Thanks to the HR staff for focusing on their strategic plan as well. We have a lot of work to do in this area.

Mentoring

• I have done a significant amount of work and research in order to assist with developing a mentoring program for membership and the CEO and HR have been making good progress in this area as well. I am looking forward to the long-term impacts of this worthwhile program. This program will allow Band Members with appropriate skills and education to be mentored to ensure successful placement and assist in members becoming

gainfully employed within Band.

Managing Employee Performance

- Research into Attendance Management systems taking place for organization as requested.
- Design of new staff performance evaluation underway and should be complete October 2010

Operational Improvements

- TIB Personnel Policy under review by Personnel Policy committee then will go for legal reading before being presented to C&C for reading and approval. We need to improve on some area in terms of reporting and policy development.
- Human Resource Information System (HRIS) being implemented to manage various administrative duties (applications, personnel files, performance evaluations, certificates, training, etc.) and to streamline skills inventory of staff -Data entry will occur this summer and possibly ready by September 2010.

Occupational Health & Safety

- Monthly safety committee meetings held with various staff and departments. Commendations received from WorkSafe BC to Ron Tronson and the Safety Committees for the progress over the past 10 months! Please see the excerpt from an external review letter from WorkSafe BC in regarding this program – Well Done Ron Tronson!! “From my perspective as an OSO with WorkSafeBC, I would like to commend Ron and all the people who have participated in implementing this safety program. I have seen a remarkable level of progress in the program over the past 10 months, far beyond my expectations for such an ambitious project. The commitment to the vision and goal identified in April 2009 is clearly strong and ongoing. I hope that the tremendous positive momentum will continue – from a safety professional’s perspective, this is the kind of success story we all hope to be a part of. I believe that the foundation that has been laid will continue to be a great benefit to all the members of the T’kemlups Band. Safety is a value that goes beyond the workplace – I can see this value being promoted through the committee and workers. I look forward to continuing positive interaction with

the band, and with the safety committee. Any assistance or input I can provide is at your disposal.”

Training and Development:

- Survey sent out to Management for input on training and development needs.
 - Job descriptions currently being updated throughout organization and should be completed July 2010.
 - TRU Management for Supervisors Certificate:3 modules offered for staff in February and March, with some staff taking individual modules with an opportunity to complete at a later date at TRU and 6 staff (Dan Rodgers, Ron Tronson, Ed Jensen, David Noonan, Bernice Tronson and Kai Pyper) completing all modules – well done!
 - WOW Leadership - How to Hire for Success: Fundamentals and legal requirements of hosting a hiring process ;review effective screening techniques; discuss power questions and strategies for interviewing ;and provide templates and tools for use in screening and evaluating candidates.
 - Certified Human Resource Professional (CHRP) designations for staff underway to keep current.
- Workplace Wellness: I want to thank the Social Committee for the great job they did organizing the Family bowling night. It was nice to see our staff get together and meet each other’s respective family.

Communications and Events Updates:

- Welcome to ChristineThompsonTronson Shuswap Gathering Coordinator
- Promotional materials are being developed for public relations.
- Website upgrades are ongoing
- Weekly production of the TIB weekly – upgrades to that as well
- Shuswap Gathering committee work including the Sir Wilfred Memorial celebration.
- Ongoing news stories and photographs. Thank Kelley O’Grady for all of your efforts in these areas!

Upcoming events

- June 17 -Sunrivers Deam Home Tour/ Event. Tours, snacks and prizes
- June 21 - Aboriginal Day; Fireworks
- Shuswap Gathering; Jul7 23, 24, 25
- Powwow; July 30-Aug.1

Commitment to Community Wellness:

Chief and Council vowed as a group to support Community Wellness. The following groups and projects are ones I am committed to at present:

The Food Sovereignty and Healing Garden Group:

At Quemstin Health there is a beautiful project under construction in the backyard. Special thanks to Ellen Duncan at Quemstin Health, Connie Jules and Barb Eaton(many apologies for forgetting to add Barb’s name is the last newsletter - Barb does a lot of great work too) Danielle Seymour and Fabian Plotnikoff, Arlene Solomon, Richard Jules and all of the others donating time and resources to make this project a success!!! Look forward to more updates and exciting events that you may be interested in and see the attached information on the project.

Shuswap Language lessons for Chief and Council and staff were attended and completed by myself and Barb Morin, Delyla Daniels, Mark Diffin, Roseanne Casimir, Dolan Paul, and Ron Tronson. Congratulations for completing the course and special thanks to Mona Jules and SFU for providing the great classes. More opportunities for language development are available via Louella Jules in the Ed. Dept.

Congrats and Thank-you’s to the men and women’s group and for the Sun-Runners, joggers, and walkers for building on community spirit and wellness too. Thanks again to all of the staff and membership and to Chief and Council for working hard to make positive change where it is needed too. We are a growing organization - we are not perfect – but we are getting better and we should always be motivated to continually improve.

Well that’s the highlights for the last two months and I look forward to seeing you all out for the next Band meeting! It was really encouraging to see the good turn-out; to see people working together for the common good and understanding the importance of balancing individual and collective rights for our band!

Healing Garden Update

When a group of people come together with a shared vision, things just seem to fall into place. Not of course, without a little sweat and extra dedication.

The spirit of this garden project is catching on. Yesterday, the group was presented a special gift, sent by friends at Golden Ear Farms - Beautiful ornamental corn seeds, and Calendula flowers [a beautiful healing plant]. Next, the gift of alpine strawberries, and an Echinacea plant. More herbs and tomatoes are on their way.

Soon, you will notice a new sign at Qwemtsin Health, designed by members of the garden committee. This sign will serve as a welcome to anyone interested in being part of this legacy project.

Connie Leonard



NATURAL PATH

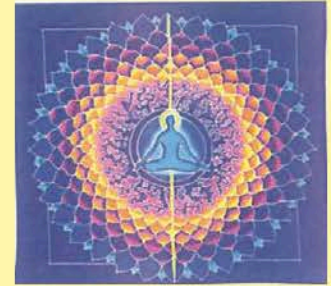
What is a Natural Path?

Naturppathic Medecine is a comprehensive approach to preventative healthcare. Q'wemstin Health Society will be offering Natural Path to our three communities starting:

May 17th, 2010 (Every other Monday)

Time: 9:30-3:30pm

Place: Qw'emstin Health Society



If you would like to book an appointment with doctor Melissa Bradwell, please call QHS at (250)314-6732.

What will be in the Community Garden?

Various Vegetables

Vine plants

Tobacco

Herbs

Fruit Trees

Sage

Flowers

Teas

If you would like more information on the Community Garden, please contact Ellen Duncan at Q'wemstin Health Society (250)314-6732



Shaun & Vergil Lampreau, Barb Eaton, Favian & Danielle Plotnikoff

Tk'emlups Run Club 2010

The Tk'emlups run club had another successful year with 75 people signing up to complete the Honor Your Health Challenge and Sun Run In-Training program through SportMed B.C.

The team committed to one group training session per week and two training sessions per week individually. By the end of the 13 weeks, 48 people were still committed to the program and 36 people travelled to Vancouver and completed the 10km Sun Run.

Participants who crossed the finish line:

Larissa Blank 1:10:05, WinterSwan Casimir 2:10:19, Bernadette Charlie 1:27:51, Stacie Coutlee 1:16:42, Boyd Gottfriedson 49:43, Gerad Hales 47:11, Shyla Hazelwood 1:14:58, Connie Hazelwood 1:05:02, Barry Hazelwood 57:16, Greg Jaffray 2:00:22, Ed Jensen 1:00:12, Francyne Joe 2:00:13, Jerrica Joe 1:49:22, Christine Johnson 1:42:41, Kevin Jules 1:08:26, Brenda Jules 2:21:34, Kelsey Jules 3:19:30, Alicia Leonard 2:03:25, Colleen Leonard 2:03:25, Karly Lindgren 1:02:02, Dan McLean 2:03:10, Daniel McLean 1:09:09, Hillary McLean 54:23, Colleen Mosterd-McLean 2:03:28, Jo Mosterd 1:09:09, Stephanie Ostrander 1:28:16, MJ Paluck 1:53:06, Jerry Paluck 1:53:05, Sharla Paul 1:21:13, Roy Proctor 58:08, Tani Proctor 58:08, Dan Rodgers 2:32:41, Geri Rodgers 2:32:42,

Sara Sampson 1:05:12, Arianna Vallee 1:44:37, Victoria Casimir 59:01.

Congratulations to the top three times: Gerad Hales at 47:11 followed closely behind by Boyd Gottfriedson at 49:43 and Hillary McLean at 54:23.

The entire process would not have been possible without Colleen Mosterd-McLean who organized everything. The club would also not have been possible without group leaders: Jo Mosterd, Ed Jensen, Kevin Jules, Boyd Gottfriedson, Barry Hazelwood and Dan McLean who lead the participants through the program.

Two participants, Kevin Jules and Laura Saul also completed the Boogie the Bridge in Kamloops with very good times.

On behalf of the team, many thanks to our sponsors BC Ministry of Healthy Living and Sport, SportMedBC, Tk'emlups Indian Band Social Development Department and Qwemtsin Health Society.

A huge thank you to the Honour Your Health Challenge organizers Denise Lecoy, Susan Nyugen, Shannon McBurney and our SportMedBC InTraining guru Lynn Kanuka!



Daniel McLean and Colleen Mosterd-McLean



Boyd Gottfriedson and Hillary McLean, two of the three top finishers on team TIB.



Bernadette Charlie and Arianna Vallee looking psyched.



Above: The group of runners in Vancouver at the Sun Run

Left: The Run Club training group ready for their run

Tk'emlups Celebrates Earth Day by Cleaning Up



The ladies of Social Development: Misty Casimir, Tilly Hlatky, Wendy Hand, Anne Keith and Colleen Mosterd-McLean



Verna Jules and Dale Manuel with their hands full of garbage...way to go!



Dianne Morgan doing her part to help clean the neighbourhood



Joanne Mosterd and James Manuel cleaning up George Campbell Park



Delyta Daniels cleaning up down by the Powwow Arbor



Denise Thomas showing us what's in her bag



Karen Green helping out despite being freezing!



Ed Jensen doing some heavy lifting on the rez.

Tk'emlups Indian Band Members receive top student honours from TRU

Band members and employees of the TIB Water Treatment Plant Todd Coles and Mel Paul recently received top honors in the Water Treatment Technology program at Thompson Rivers University.

Both men are currently enrolled in the First Nations Water Treatment Technology program at TRU where they've been working hard to hone their skills and become experts in the industry.

"These people are the best in the field at what they do, they're real experts," said Satwinder Paul, TRU Water Treatment Program Coordinator. "Todd and Mel are great students and are highly sought-after; the Band is really lucky to have these guys working at its very own water treatment plant."

The program is only offered to those who are currently working in the water treatment area and at this time there are 14 plus First Nations students from all over B.C. enrolled in the program.

The program is broken down into four terms, Todd was the top student in the province in term two and Mel was given the top honors in term three. The top student selection is based on academic performance such as grades, attendance, and work done throughout the term.

Both men have boasted top marks and have been at the top of the class throughout the program.

"I think I have been successful because I really love what I am doing," said Coles.

The terms are spread over a two year time period and the training includes flexible hands on delivery of face to face training sessions.

Operators in this program such as Coles and Paul will not only enhance their skills necessary to operate and manage treatment facilities, but it allows them to participate in a ladderred institutional credential system through the University.

Coles said that they hope to use the knowledge they have gained in the program at TRU and use it to take part in and inform the community about things like the Water Act Modernization.

Tk'emlups Indian Band members are very excited about the work these two men have been doing and are proud of the success the men had in this program thus far.



Councillor Connie Leonard, Chief Shane Gottfriedson and Councillor Fred Seymour seen here congratulating students Todd Coles and Mel Paul at TRU. Photo by Councillor Dolan Paul



Welcome New TIB Band Members ~

- | | |
|----------------|---|
| JAN 13, 2010 | MARISSA BEVERLY ALYSIA WILSON
PARENTS DAVID WILSON/ASHLEY DUBOIS |
| FEB 25, 2010 | JYRO JONATHAN SPAHAN PETERS
PARENT RAYMOND PETERS |
| APRIL 1, 2010 | BROOKLYN AMBER LEE JOHNNY
PARENTS JENNY THOMAS/CORY JOHNNY |
| APRIL 2010 *** | KAYLEB ALEXANDER WIEBE-JULES
PARENTS COLTON JULES |
| APRIL 14, 2010 | JEBRIL KHALID LAHAMAD
JESSICA V. JULES/KHALID LAHAMAD |
| MAY 11, 2010 | KYMANI PHOENIX SEYMOUR
PARENTS JESSE AND TERESA SEYMOUR |



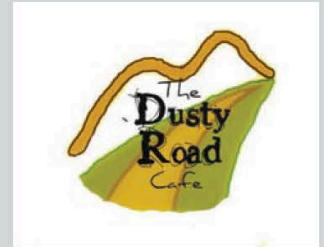
List provided by TIB membership Dept.

Tk'emlups students win GOLD in Ottawa

South Kamloops Secondary students and Tk'emlups te Secwepemc Band Members Hillary McLean and Jordann Hazelwood brought home the gold medal in the 2010 E-Spirit National Aboriginal Business Plan Competition. The big award was presented to the girls at the awards gala in Ottawa on May 13, 2010. They also received the award for best logo.

Organized by the Business Development Bank of Canada (BDC), the event attracted nearly 200 Aboriginal students from across the country and was hosted by the University of Ottawa.

The E-Spirit is a web based competition where students in grades 10-12 submit their internet-based business plan followed by in-person presentations of their business idea in Ottawa.



"On behalf of the Government of Canada, I would like to congratulate all of the participants and winners in this year's E-Spirit competition," said the Honorable Chuck Strahl, Minister of Indian Affairs and Northern Development and Federal Interlocutor for Métis and Non-Status Indians. "Our government is proud to support events such as E-Spirit, which honour and promote the accomplishments, hard-work and business savvy Aboriginal youth in Canada. You are an inspiration to us all," according to the E-Spirit Awards and Government of Canada press release.

With over 200 students and 69 teams competing, this is a huge accomplishment for the girls.

Their business was called "Dusty Road Cafe," an eco-friendly place of serenity where individuals can get in touch with their personal lives, schooling and the seven sacred teachings of their Aboriginal ancestors. "Dusty Road Cafe" will offer an assortment of specialty coffees, teas, cold drinks, desserts and foods, all while looking to preserve a small eco-footprint."

Chief and Council of the Tk'emlups Indian Band extend their congratulations to the girls for their extraordinary effort, this is an accomplishment the entire community should be proud of.



Left: Hillary McLean and Jordann Hazelwood accepting their \$2500 cheque at the Awards in Ottawa from BDC Vice President Edmee Metivier



