



LEXÉY'EM

December 2010 ISSUE



Happy Holidays Issue





Chief Shane Gottfriedson

May the grace of the mighty Creator be with you all during the holidays. May this season bring love, peace and endurance to you all!

Wey'tkp,

As winter has finally come I hope that everyone has all they need for the changing seasons. As we reflect back on 2010 I want to say that it has been challenging, rewarding and extremely exciting on many different fronts. The most challenging issue that we face is always to try and maintain open and positive communications with you, our membership and partners looking after both socio and economic interests of our organization. We are always open to new and innovative ideas on how to improve better communications with each other.

A rewarding aspect of this quarter is that there have been job creations within our organization on many projects. It has been great to see many of our members helping out our community in the winter works program. The service that they provide to our community with the many hands, provides organizational operations with much needed support.

One of the most rewarding things this quarter was attending the Gabor Mate Workshop in Harrison Hot Springs with our membership, talking about health & wellness. This conference was hosted by Qwemstein Health Society, Whispering Pines, Skeetchestn and Tk'emlúps Indian Band. Doctor Gabor Mate will be back in Kamloops in February 2011 and I hope to see more of our membership come out and participate in this important conference talking about wellness. Some of the highlights of the conference that we learned was about caring for oneself. If you can't care for yourself then you are unable to care for anyone else. There are patterns that make people ill and when we don't express ourselves, we will get sick. People don't get sick by accident. Our immune systems attack our body which causes illness. The independent core ridings of your body and hormones have a lot to do with our emotions. The patterns and functions that we carry within our emotions affects our immune systems and triggers thoughts to your brain which connects to our emotions throughout the body and send chemical messages through modules by our blood stream manufacturing messages. We get sick when we think of negativity and unhealthy things. The conference was very educational talking about wellness from many aspects, health, family and most importantly our children and how we communicate within our social structure, creating a better process providing balance and healthy communications and thoughts.

We had an all staff meeting on October 26, 2010 talking about organizational teamwork and efficiencies. We brought in guest speaker Tewanee Joseph who spoke about his experience as a CEO of the Four Host Nations 2010 Olympics. He spoke about the power of teamwork and the enormous challenge that they faced in ensuring First Nations participation was a big part of the 2010 Olympics.

Today the TIB is facing change in another phase of economic development with our infrastructure development and the Chief Louis developments. We will need streamlined efficiencies and service delivery for our membership and potential and existing partners as we advance our social and economic interests. As an organization I know what's important to create success; it's better communication, more efficient service delivery and respectful working relationships from the leadership, administration, our people and partners. Our community has grown so fast in a short period of time that the growing pains have made this exciting as we move forward implementing our strategic initiatives towards developing to be one of the leading first nations organizations in all of Canada. On behalf of our leadership and staff I want to thank everyone for their patience and understanding as we continue to grow as a team. We are motivated personally, socially and structurally to continue to advance our interests as a governing body. Hard work pays off and our goal is to continue to work together as a team to make greater things happen for our community.

A personal motivation from Steven Wright "Hard work pays off in the future, laziness pays of now".

Our community has experienced a tremendous loss with the passing of John Jules, long time Tk'emlúps Indian Band employee. John had a dynamic presence that characterized his leadership style. He influenced many people by empowering them with his knowledge and trusting, believing and supporting individual uniqueness and helping to develop their strengths. John Jules stood by his beliefs and values in the preservation of the Secwepemc language, history, culture, respect for the elders, plants and plant use, and was a strong, proud Secwepemc man.

He was a traditional knowledge keeper, a keeper of the flame, a sundancer, an eagle whistle carrier, a coyote whistle carrier, sweatlodge keeper, eagle feather carrier. John presided over repatriation ceremonies for over 400 of our ancestors. He was committed to creating a sense of belonging; and a place that our people can be proud of. John was the architect of the Pow Wow Arbor which remains the sacred gathering place for our people.

John believed that in the community, the honor of one is the honor of all and the pain of one is the pain of all. John worked to strengthen the revitalization of his people's traditional and customary way of life into all aspects of the community. He honored the inter connectedness of all things and all forms of life.

He focused on the big picture and getting the business done. Dealing with conflict head on so at the end of the day we focused on relationships and results. John would say "Just takin' care of business, Just lead, Just lead." In due time we will hear his infectious laugh again, he was a role model for Secwepemc citizenship.

The UNOFFICIAL results of the Tk'emlúps Indian Band membership code:

Question No. 1 - Approve draft TteS Membership Code

No 122

Yes 109

Question No. 2 – Disallow new membership to a person with a criminal conviction for an offence set out in the proposed Appendix "F:"

No 65

Yes 154

There has been a tremendous amount of work put into this from the membership committee. 37 committee meetings, 3 public workshops and 1 General Assembly have occurred in 2010. Today we still don't have a membership code and a motion was passed at the November 23, 2010 General Band Meeting directing a Special Assembly be held to specifically deal with membership code to dialog with our people whether the code was passed or defeated. So we look forward to a good turnout and a productive discussion with you our membership on your input on our membership code.

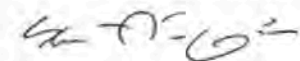
Don't forget to stop by the TIB Administration office on December 17, 2010 for the open house from 11:00 am – 2:00 pm. We would love to see your faces and socialize before we retire to our families for the holiday break.

With the incoming cold I extend you all warm wishes for the approaching holiday season. Remember that the holidays are a time for rejuvenation and offer the opportunity to strengthen the bonds with family and friends that may have been forgotten during the hustle and bustle of the year behind.

I look forward to the challenges that 2011 will bring and can't wait to see what growth and advancements we achieve in the coming year.

May the grace of the mighty Creator be with you all during the holidays. May this season bring love, peace and endurance to you all!

Sincerely,
TK'EMLÚPS INDIAN BAND



CHIEF Shane Gottfriedson



Chief Shane Gottfriedson's Community Engagements

	SEPTEMBER	OCTOBER	NOVEMBER
1	SDC BOD Meeting, Sasquatch Crossing	TNRD, SSN Meeting & Elders Luncheon	Motorola Empower You Road Show, Las Vegas
2	SDC BOD Meeting, Sasquatch Crossing		Motorola Empower You Road Show, Las Vegas
3	Vacation Day		Motorola Empower You Road Show, Las Vegas
4		World Indigenous Business Forum, New York	Child & Famil Wellness & SSN Joint Council Meeting
5		World Indigenous Business Forum, New York	CEO Interviews & Elders Luncheon
6	Labor Day Holiday	World Indigenous Business Forum, New York	Samson Celebration Pow Wow, Hobbema, AB
7	Chief & Council	World Indigenous Business Forum, New York	Gabor Mate Workshop, Harrison Hot Springs
8	Strategic Planning	Chief & Council	Gabor Mate Workshop, Harrison Hot Springs
9	Strategic Planning		2015 Canada Games Kamloops Bid Committee Presentation Reheral
10	FNIHGC, Shannon Lake		Gabor Mate Workshop, Harrison Hot Springs
11		Thanksgiving Holiday	Remembrance Day
12		Chief & Council	Extraordinary Joint Council Meeting (SSN)
13	DRI Meeting	100th Year Anniversary of Thaltan Declaration, Deese Lake	
14	Chief & Council	100th Year Anniversary of Thaltan Declaration, Deese Lake	
15	UBCIC, Vancouver, BC	100th Year Anniversary of Thaltan Declaration, Deese Lake	Vacation Day
16	UBCIC, Vancouver, BC	100th Year Anniversary of Thaltan Declaration, Deese Lake	Vacation Day
17	UBCIC, Vancouver, BC	100th Year Anniversary of Thaltan Declaration, Deese Lake	Meeting with Filterbox & OKIB Health Meeting
18		100th Year Anniversary of Thaltan Declaration, Deese Lake	Navagata, Perigee, SEI & SSN Meeting
19		100th Year Anniversary of Thaltan Declaration, Deese Lake	BC Hydro Meeting
20	BC AMTA Meeting, Vancouver		Advanced Poll surrounding the adoption of the proposed membership code
21	Chief & Council & Membership Meeting	John Jules Funeral	
22	TIB/MOT & Membership Meeting	FNHC & Gaming Meeting, Victoria	Strategic Relationship Building Meeting & Dinner w/ Thyssen Mining
23	KIBDC Meeting & GBM		Chief & Council & GBM
24	SFU Convocation Ceremonies		TIB/MOT Meeting & Kinder Morgan & WOBILO Meeting
25	Membership Meeting	Social Development Meeting	First Nations Court, New West Minister Community to Community Meeting w/ City of Kamloops
26		All Staff Meeting & Chief & Council	Regular Poll surrounding the adoption of the proposed membership code & Santa Claus Parade
27	Day Scholar Meeting	TFL35 & DRI Litigation Meeting & Meeting w/ Mayor Milobar	
28	Meeting with Chief of Police	Dental Benefits Meeting, Homelessness Action Plan Meeting	
29	SEDCO BOD Meeting	FNHGIC Meeting, Westbank	SD & SEDCO Meeting & Quarterly Meeting w/ Bob Gallagher
30	FNS Child & Family Wellness, Vancouver		Chief & Council & SNTC Chief's meeting, Vancouver
31			



Chief Shane in New York with director and creator of movies such as Avatar and the Titanic, James Cameron.



Chief Shane in New York with friends at the conference.



Chief Shane in New York with the President of Ecuador Rafael Correa.



Chief Shane in Chilliwack at their First Nations Hockey night.



Chief Shane with Rosanne Casimir looking great in their halloween costumes!



Singing Christmas carols with the Chief at the Santa Clause parade on November 27th!



Councillor Fred Seymour

Hope you all will have a safe and wonderful time during this festive season. A Happy New Year to all the elders, membership, and staff.

Weytk'p,

Hope you all will have a safe and wonderful time during this festive season. A Happy New Year to all the elders, membership, and staff.

The Wastewater Project which is progressing smoothly is approximately 70% complete as of November 30, 2010, and it will be completed by March 31, 2011, as scheduled.

The K.I.B. will be connecting a new water main distribution line from Sarcee Street East to Highway 5 North which will provide potable water to nearby residences

A section of the BC hydro distribution service had to be upgraded to the G.C.W. subdivision and Mt. Paul Industrial Park to provide the required electrical power to the various liftstations along the route.

The East Shuswap Irrigation Project will be ready for the spring of 2011. This should make for big community improvements.

The KIB Gas Bar expansion is underway due to the successful operations by the staff and to ensure it can provide the required services to its customers.

The Comprehensive Community Plan is coming together very nicely. Look forward to seeing Ed Jensen, Project Manager, continuing to meet with the community members throughout this process to ensure that it reflects the wishes of the membership.

I will leave my Report at that and for more information on any of the Projects please give me a call at (250) 828-9820.

Yours In Friendship





Councillor George Casimir

Best Wishes to everyone and a Very Merry Christmas!



Weykt,

Here we are one year after the election, four band meetings later and numerous initiatives being worked on currently for our community by the council, management, staff, community and committee members. We all know and hear how important it is to have participation by everyone of TIB in shaping our future, our lands, our developments and most important our membership.

We have had many drafts of the membership code and without something approved, as already demonstrated by the Federal Government in the past few years, we have lost the authority in this area. Whether you are opposed or in favor to the wording of the code, I hope you came out to vote and I respect opinions on how it was written, for or against. I know that we cannot and will not remove any member off the membership list, but we can, as a community. At least we have a say on who we allow onto our list as a new member. I also respect the fact that this is an issue that brings up many emotions and opinions that we hold near and dear to our hearts so whatever the outcome, we look forward to continued work in this area prior to decisions being made for us in Ottawa and without our input.

In this Lexey'em prior to the break, I would like to share my thoughts on another issue being raised at our GBM's which is the per capita. We have been advancing financially over the past few decades thanks to well thought out decisions and initiatives made by current and past leaders and community members. We are well on our way to being self sustainable and with our dependence on INAC being only 21% of our overall revenue we are clearly advancing in this area. Having the finance department present at the last GBM we can see that money is reaching our membership through opportunities in health, recreation, elder care, education, employment and affordable distributions, to name a few, but the list does go on.

We have committed to another distribution of \$100 dollars for X-mas bonus but even at that it is a cost to general revenue of over \$100,000 to do so. We are slowly coming to a point where revenues will increase as we advance further with solid business decisions in development in areas where membership has given approval. We are currently installing the wastewater to compliment all the other infrastructure services and we are fast approaching a time when all our development processes are formalized and we will see designated areas of our community generate substantially more revenue for our people. As I am always the optimist, I see our next decade bringing in the new businesses, developments and opportunities to satisfy all our financial needs and more.

I want to close this shortened report by covering a few areas of travel that has taken me away from our community and the office over the past year. I have been in Toronto working on our Tim Horton's deal, a Market Housing initiative that would greatly improve our current process; Niagara Falls to meet with new investors, met with New Credit Nation and Six Nations on their developments that have made them successful; Motorola Paid for a two day Trip to Vegas to learn about all the communications equipment and opportunities for some joint ventures in the area of communications and a data center and this was on behalf of our community and the Stk'émulpsemc Secwepemc joint Council. I have travelled to Victoria to negotiate gaming, horseracing, and the jurisdiction with the Gaming and policy enforcement branch as it relates to Mt Paul Center and the future of it. Winnipeg was the location of the AFN General assembly which I attended and a few meetings in Vancouver with INAC; conferences, trades and training to name a few.

I hope this covers a few areas of interest and as always I welcome calls for anyone who has any questions about these issues or advice that could better our community. I hope this finds everyone well and I look forward to our upcoming community meetings.

Best Wishes to everyone and a Very Merry Christmas!

All My Relations, George Casimir



Councillor Rosanne Casimir

Wishing all of you a wonderful, happy, and safe fun-filled Christmas Season, and may the Spirit of Love and Joy fill your hearts

Weykt Everyone. I bring enthusiasm, honesty, and respect to all of our Tkemlups Band Members and with absolute professionalism and part of a working environment that works together to create action and pride.

Tribute to John Jules – ***“He spoke of so many impacts, but we all can say that he had an impact on us as individuals, as a community, and as Secwepemc, and the bigger picture the nation.” In every aspect as our respected Traditional Leader, he will be remembered and forever in my heart and I will always be reminded of the spiritual connection he had with our community and the nation. He will be remembered.***

Some points of interest that I want to acknowledge:

- **Skeetchestn Indian Band** is getting ready for their upcoming elections. Wishing an awesome election to all those up for the political challenge.
- **Remembrance Day Ceremony**- What a wonderful turn out, I made the end of the ceremony as I was out of town and was travelling on my way home and was able to offer my moment of silence and commemorate the ones who have sacrificed their lives. Also in consideration, are the honourable mentions of the ones that are not mentioned and need that recognition. If you feel that there are members out there that should be mentioned please provide names and details.
- **Halloween Party**- Thank you to the Social Development Department for putting on the Halloween Party it was an excellent community event and very well attended. The community participation was outstanding, the costumes were spookkiful, the haunted house was so scary, and the fireworks were amazing! So Much Fun!
- Congratulations to all the new TIB'ers and to the new parents, and new grandparents of 2010.

Our Current Referendum – the Membership Code- There was a scare out there about how our band members were going to lose their membership with TIB if they had a criminal record. Not the situation, I hope that all of you had the opportunity to read the facts that went out to the community after the last GBM. In my opinion the Membership Code was created to ensure that we as Tkemlups were the ones deciding who will be status members within TIB and that INAC wasn't going to be the decision maker.

- The question of whether or not to include the criminal record

was the question of concern to those on the committee, so it was addressed to all the membership to have a say.

- By not voting in favour would mean that we remain within INAC's rules and regulations until we can all agree on what those terms of reference will be
- By voting in favour of the membership code meant that it would then go to Ottawa to the next step, they will be the decision makers if our new Code meets their criteria in accordance to Human Rights and Charter of Rights and they will impose criteria
- The Membership Code that is up for referendum has been reviewed by legal and does protect individuals within the Charter of Rights and Freedom and does protect the ones with status beginning with the digits of 688.....

The positive outcome is that when everyone does involve themselves they will be making well informed decisions looking out for the best interests of our future generations and our community.

SFU – The Great Portable Debate. As you may have heard, SFU will no longer be utilizing the space in CLC and will be removing their six portables. Currently, there is some advertising taking place to determine continued interest in courses. If enough interest as per SFU's requirements than there will be space found to accommodate. Whether or not there is enough interest the SFU trailers/portables will be removed from the premises early January.

Meetings attended in last three months:

- **Chief and Council** – every Tuesday
- **GBM**- Another meeting in excellent attendance, Thank you to the membership for coming out and participating. It is so important to have quorums for business and for us to hear your concerns and work together to ensure that the community is taken care of as a whole.
- **KIBDC Meetings** – actively involved meetings, part of a team that is exploring many opportunities to create new business and participate in possible business opportunities that are presented to the Board for consideration. Did tour Talasa and met with the development team, they too practice and respect the power of teamwork, action and pride.

Councillor Rosanne Casimir Continued...

Finance Meetings- reviewing and analyzing current budgets and part of a team that analyzes the feasibility of budget constraints and recommended budget adjustments.

• **Portfolio Meetings-** determining where we are at with a variety of activities and participate in team building exercises.

• **Ministry of Transportation-** discussions on Section 35 updates, various road concerns within TIB, how to deal with increased traffic areas, safety measures to take in regards to the livestock at large on the roads and possibilities of joint ventures, expressed interest of MOT to be a member on TIB's Development Approval Board, importance of need for road mapping to improve increased traffic at various locations, and better safety accessibility for emergency response services.

• **Community to Community Meeting with the Kamloops Mayor and Council Members** – discussions surrounding community updates of TIB's sewer project and the city's progress on Softball city, information sharing on the volunteer fire department.

• **DRI update** – meetings with CRM department for update and next steps

• **Housing Policy Says Workshop that was held in CLC**

• **DAB (Development Approval Board)** – Chaired my first and last meeting. Professionals will sit on board and listed personal within TIB. Recommendations will then come to C&C.

• **MOT-** Discussions on outstanding Section 35 Lands department and MOT will be following up on processes, animals at large and where the responsibilities lie, and the result of increased traffic on East Shuswap Road and off of Hwy 5 and Mt Paul areas, also in discussions is pedestrian/cyclist safety on roads, safety access and escape routes for homeowners, businesses and emergency response vehicles throughout TIB.

Planned Training\Political Initiatives for the last three months:

• **Housing Policy Says:** Excellent facilitation and thank you to the housing Department for organizing the training, and for the CMHC representation that was there. It addressed what was good and what was needed to be considered in the policy, and how we can all make a difference in ensuring that all interests are considered and the long term impacts.\

• **Dr Gabor Mate: thank you to Q'wemstin Health for sponsoring this valuable workshop.** I brought home so many tools and the most powerful component to this facilitated workshop was how to ensure we as parents need to matter more than peers. The question is do we want our children to learn what is right and wrong from peers, or from us as parents. In addition, it is so true that yes it does take a community to raise a child.

• **Fist Nations Tax Administrator's Association meeting held in September** – heard several guest speakers from taxation to infrastructure dollars working for you, and land tenure presentations with Dr Andre Le Dressay. In this training session the most important part in my opinion was realizing the potentials – how to increase property values, increase employment, increase housing, increase First Nations revenues, increasing tax revenue, and increasing economic infrastructure. In my opinion it will be exciting to learn and share more with all of you for any future considerations.

• **Cando Conference** – It was exciting, it was the 17th Annual and all about Embracing Change. Long days included listening to several guest speakers, attending daily workshops and presentations- favourite one I attended was the Aboriginal Due Diligence Training- was given tools to determine feasibility to make informed decisions on new business within our own community that will meet our economic goals.

Most important features - There are 4 key areas for considerations: Assets, technology, cash flows, and synergy.

Knowing all these and realizing the importance of all partners and stakeholders. Other key areas that I participated in was listening to the youth panels, the trade show, tour of Six Nations of the Grand River and Mississaugas of the New Credit First Nation and visited their museum and their First Nation's gift stores.

• **Lateral Violence** – did you know that gossiping, shaming others especially in the presence of others, blaming, bloodism, isolating, sabotaging and constant putdowns are all forms of lateral violence?

All these acts are hurtful to everyone emotionally and spiritually and the impacts of these acts are devastating to us as individuals and do stretch out to the community. So next time you see unhealthy communications, controlling behaviors around you, and highly defensive people, stop and change the volume of the conversation. Reach out positively, as it will allow for choices to be made within ourselves and take our conversations and tone in a new positive direction.

So after this intense training I had a good look at myself and do firmly believe that children speak what they hear and learn what they live. I do believe that we have to start with ourselves and really look at the impacts of our words, our shared thoughts and our own actions in what that does to ourselves and to those around us. Together we can all work towards community wellness.

Report continued on next page...

Councillor Rosanne Casimir Continued...

The leasing process is always a topic that is of interest for individuals (CP Holders) looking to start a business on their property, so if you have any further questions about the business opportunity analysis process, leasing application and/or development approval process please contact: Freda Jules, Lands Administrator Tel: (250) 828-9819 or Fax: (250) 314-1539 or e-mail: fjules@kib.ca and she will direct you into the right direction to ensure your questions are answered.

What's New and Upcoming?

I am learning about Property Ownership on Reserve Lands and what that means to the Band and what it means to CP holders and to the membership, so I look forward to my next report to share that information. If you are eager to learn more about this topic before I report back to you contact C.T. (Manny) Jules, Chief Commissioner at FNTC at (250) 828-9857 or check out the website www.fntc.ca.

It has taken about 5 years but Kamloops Band will be becoming Tk'emlups Indian Band we received a call that early December the process will be complete. The reason for the delay is that Ottawa was trying to establish a process for name changes.

Wishing all of you a wonderful, happy, and safe fun-filled Christmas Season, and may the Spirit of Love and Joy fill your hearts.

Kukstemc and me7 wikt1-men

Councillor Rosanne Casimir



Rosanne at the Howling Coyotes golf tournament.



Council to Council meeting between TIB and the City of Kamloop's Mayor and Council.



Mel Paul speaking at the TRU Water Treatment program graduation in October.



Todd Coles at the TRU Water Treatment program graduation, held in October.



Councillor Jeanette Jules

Have a happy holidays and spend time with your families.

CRM:

There are a lot of issues that need to be addressed in the area of protection of our Tk'emlúps Timicw - land, resources, wild-life, especially our culture. Since the last report a few new staff that have joined the department; Karen Aird - Policy Analyst, Joanne Mosterd - Resource Management Technician, and some of you may know Lynnette Hodgens - Referrals, Marie Sandy - DRI Researcher, Nacoma George - Digital Recorder, and Linda Thomas CRM/DRI Manager.

If there are more concerns with the land/range as Kirt Leonard (Kukwstemc for doing) brought up at that last GBM - trespassing, poaching, uninvited guests - people using other band members' names saying they gave them permission to go where they want to. Chief and Council would like to address these issues but we cannot if members don't bring them forward. This also assists me in my arguments that we need people patrolling and a range position.

DRI:

We have been getting regular updates and have met with the lawyers from Ratcliff and Co, on what the positions of the Province and the Federal Government have on our Title Claim. Which of course they think we don't have one, but we know better since we have been here since time immemorial and we have not forgotten what our elders have said in the Sir Wilfred Laurier Memorial Document.

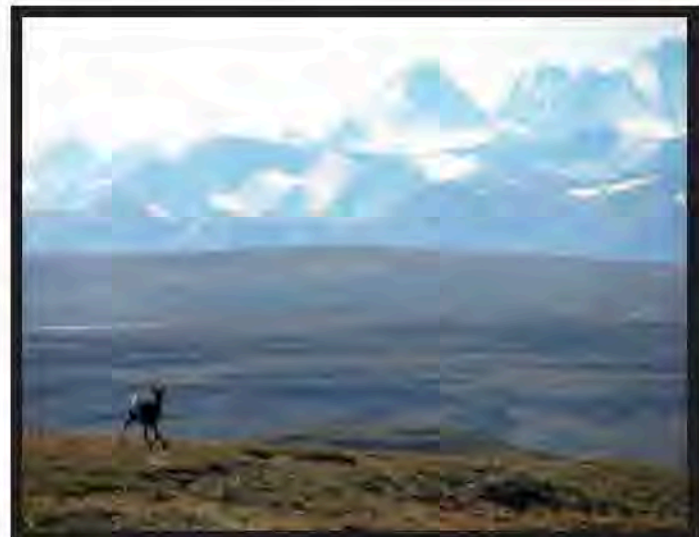
Justice:

The Community Tripartite agreement is expiring on March 31, 2011, we started the initial talks in August and September to go over this important agreement between the three bands Tk'emlúps, Skeetchestn and Whispering Pines, and the RCMP. The main people looking after this will be Councillor Darryl Draney - Skeetchestn, Councillor Vi LeBourdais - Whispering Pines, and myself. I would appreciate any input from all community members if there is any areas you feel that is not being covered off in the agreement please contact me with your input. The agreement is posted on our website at www.tkemlups.ca.

Also Staff Sargent Bill Malenson is retiring soon so he will be moving to the City Detachment - Kukwstemc for all of the work you have done for our communities and good luck in your future endeavors, Staff Sargent Wes Waters will be taking over

and will start at Tk'emlúps Rural in January 2011.

On Thursday November 25 Kukw7pi Shane Gottfriedson and Rick Deneault, Councillor Darryl Draney and I, Staff Sargent Wes Waters - Tk'emlúps Rural Detachment, and staff Sandra Seymour - S.A. and Linda Thomas - C.R.M. attended the First Nations Court in New Westminster B.C., which sits once a month and it hears criminal and child protection matters. We along with the Shuswap Nation Tribal Council are in support to this approach of court being implemented within the Kamloops Area. Especially after going to see how it is run, quiet similar to the Gladue Court in Toronto. This type of court would eliminate the confusion that crown council and the judges have when they do bail e.g. telling a band member to leave their residence while the non-band member is allowed to stay on the reserve.



An image of the Tahltan First Nation where Councillors Jeanette, Evelyn and Chief Shane visited in October.

If you wish to transfer your court hearings to First Nations Court contact expanded duty council:

Rob Fredrickson at 1-604-825-1861.

Jeanette's report continues on page 12...

Jeanette Jule's Report Continued...

Stk'émłúpsemc te Secwépemc Nation (SSN):

A lot of things will be different for me and I'm sure a lot of other people since the passing of my Qetsk John. I cannot tell or really express how I really feel in my heart for his loss. At this time I want to personally thank everyone who came to offer support - words, assisted in any way with the funeral and ceremony, all I know is that is how I made it through. A message I would like to say is that everyone in our family is so important, so are our extended family, friends, community and nation, ever since my brother was diagnosed with gallbladder cancer we never left each other without a hug and a kiss. Telling each other how much we loved each other, as he said when he found out life's too short to hold grudges, have bad feelings - especially with your family. Don't forget to say and do this with your family members; you never know.

The Chiefs and Councils (Kukwpi7's ell Tkwenem7(ple7) from both of our communities reviewed the job description and decided on the date for posting, closing, and selection and interviews to fill this position.

TFL-35 – Janes, Freedman, Kyle Law Corporation (JFK) is handling this case for us and JFK and Ratcliff & Co will be coordinating interviews with our band members. Those members that have graciously come in to give statement/interview "Kukwstsetsemc" to all of you as your testimonies will assist us in this court case as well as our DRI court case. You as the traditional knowledge keepers of our medicinal gathering, berry picking, hunting, sacred areas etc. are the ones who will bring us forward.

Protocols' with other Bands/Nations - On October 15th I travelled to the Tahltan Nation to sign a protocol agreement and was suppose to stay until the 19th but returned after I had gone into Telegraph Creek to see the Chiefs and the people. During our flight there Evelyn and I met their oldest member who said he had waited for their 100th Anniversary Tahltan Declaration Celebration, he passed a few days after he returned to Prince Rupert. He was very small at the time of the original declaration, how many changes he must have seen throughout his lifetime.

Two workshops I would like to recommend to anyone interested is "Lateral Violence" you learn why we do this to each other, historical impacts etc, but how you can stop/change how we treat each other and "Dr. Gabor Mate" so informative... Kukwstemc to Q'wemstin for hosting this for our communities.

We are always looking for community members to perform opening/closing prayers and welcoming's at our events. Please contact me if this is something you are interested in, we will provide tobacco and sometimes small gifts to those interested. We will put your name on a list and contact you when needed.

Finally Kukwstsetsemc to everyone for coming out to our General Band Meetings.



Councillor Jeanette Jules with Chief Shane and family at the Chilliwack Bruins First Nations hockey night!!!!



Councillors Jeanette Jules and Dolan Paul with the Little Fawn children at the Salmon Run!



Councillor Evelyn Camille

Wishing all of you a very merry Christmas and a very happy and prosperous year and the BEST health to all of you.

My tribute to John Jules. 1953-2010

My brother, my friend, my advisor, who not only TALKED THE WALK, but WALKED THE TALK.

I will miss him terribly, but I will always remember the many lessons that he had shared with many of us, and not only, the Secwepemc, but with ALL the people, he wanted to educate all the nations about the proud Secwepemc Nation and building good relationships with all who came in contact with him, at home and at work. John was a knowledge keeper who was very active as KEEPER OF THE FLAME; he kept the flame burning through his knowledge of the traditions, language and culture of which he shared with all those who would listen, and by this we will truly keep his memory and his teachings going.

Most of all I will miss his laughter, when you could hear him all the way down the hall, and if you were lucky you would see him, but he was always so busy, but never busy enough to stop and see how you were doing. Kwentseneksente re kelcs re Teqelk Kukwpi7 ren qweselktn.

(Oh Great Spirit take the hand of my relative)

My most sincere condolences and prayers, to all the Jules Family.

HOUSING

The staff in housing are in the process of training for the, First Nations Market Housing Fund, which should get underway pretty quick. And workshops will be held for those who are interested.. FNMHF has been approved and looks very promising for our housing needs. So please keep in touch as info is released. For more info review HOUSING DEPT, newsletter, which by the way is very informative and has a lot of good tips in winter maintenance.

The G.B.M. motion that came to the floor concerning more financial assistance for first time home owners is being reviewed and will be resolved, as the research is underway, and having difficulty in obtaining any actual costs as many of those that have received the assistance cannot or will not provide any work orders invoices or any receipts, this project is ongoing and housing will be working together with P/E to resolve this issue. C/C is still reviewing the housing policy and an amendment to the policy is the First Time Home Owner Grant. T.I.B. provides 1st time home owner infrastructure Grant to supply the following.



Septic and sewer drain. 50 feet of water line. Meter box. Hydro hook up and gas hook up. Driveway and culvert. Housing has been meeting with. Housing has been meeting with P/E, and finance are working together to develop a process, for this grant, to be fair and equitable for all band members. We thank you for your patience. One more thing, I really would like to see this process to stay in house, though P/E dept., at least most of it anyway. This would save considerable cost to the home owner.

Congratulations to those of you that have paid up your C.M.H.C. mortgages, When one of you made your last payment, we could hear you hollering all through the offices, and I don't blame you, of course nosy ole me I had to find out what was going on, so I went out to share in your celebrations. Speaking of CELEBRATIONS, housing is working on a mortgage burning get together, as soon as the C.P. is yours, and I will have a special gift for you at that time.

A lot of ongoing issues as usual in the housing dept. but is handled as sufficiently and as quickly as possible, as many of the concerns are inherited, so I would like to recognize the staff at the housing dept. for all their hard work and dedication Kukwstemc..

In case some of you have may have noticed a bit of action (repairs) around my house, I have waited a long time for repairs, and I am finally getting some work done, I am getting the same as all the elders for repairs and anything over and above I am paying for it through myself.

EDUCATION

Education dept. is diligently working on the terms of reference for Skelep School, and hoping that, this will be a good working document for the membership.

Trades and Training

As many of you may have read the article in the Van. Sun about the Trades and Training program at T.R.U. where there are 14 F.N. students (women) are in a pilot project, sponsored by B.C. Aboriginal Miming. As my daughter Sawas stated that WOMEN IN TRADES is such a challenge but with determination they will succeed. Congratulations to all of you.

Sk'elep School well under way with 127 students enrolled, 84 off the reserve and 43 on.

Attendance always seems to be an issue, not only with Skelep, but with all our students, we do have a truancy worker, who I am sure keeps very busy. In building good relationship with the students, the school has a Win Win discipline program underway, which deals with any disruptive behaviors; I hope this works for all concerned.

The External Review Committee visited the school, Oct. 27, 28, and the 29th/10, had been appointed in accordance with section 3 of the Independent School Acts authorizes the evaluation committee to specify duties. There are procedures to the inspection and I have the report if anyone would like to review it, I will have copies in my office. But in summery; quote; It is the opinion of the External Evaluation Committee that The Sk'elep School of Excellence satisfies the requirement for Group 2 classification and recommends that this classification be granted. Congratulations to the teachers and staff of Sk'elep school.

Public Relations

Welcome and opening prayers Tri partite agreement with the R.C.M.P., Whispering Pines Indian Band and Skeetchesten. Review of the agreement and evaluation

Opening prayer for S.F.U. convocation, which was sort of sad as it may be the last one, as I understand S.F.U. may be closing. Prayers at the CANDLE LIGHT ceremony for the missing women, at Riverside Park.

Congratulations to ANNETTE THOMAS for a job well done to raise awareness for cancer and raising a lot of sqelew. Way to go Annette, you know you have my support.'

Oct. 15th, we were in Dease Lake when John passed away, but

we stayed and joined the celebrations for one day, and came right back as soon as the travel arrangements were made; this was a very, very long and sad drive as I was with Jeannette at that time.

Oct. 4th. Foster care home and fostering workshop held at C.L.C. The request came from you at a G.B.M. to learn more about fostering, but guess what? I was the only one there, very much to my disappointment; I don't know how many of you are aware how many of our children are in foster care? I do not have the numbers off hand, but I do know that we have lot of T.I.B. member's children in foster care and my struggle with Sc/f is to try to keep them in our community. So please if you are interested, contact Secwepemc Child and Family Services. As you may or may not be aware that S.N.T.C. has moved their offices from upstairs to 680 Athabasca, near the Red Bridge, I had the honor of smudging the building for them, generally

I don't do this, I would ask John to do it I don't mind, but I really miss him, especially his songs, I hope that we can learn them, as they were so inspirational.

Day Scholars

For your info on the day scholar meeting with David Nahwegahbow, A.F.N. legal, Charlene Belleou and Chief Garry Feschuk from the Sechelt band

My first concern was the definition of a DAY SCHOLAR, which in our day scholar case is different from the class ac-

tion back east, as the T.I.B. day scholars went at the same time the res. boarders that they were subject to the same abuse as the residential school survivors under the same staff and in the same building, and many of them worse, because a lot of the abuse also came from the other students. After much explanation I think he finally comprehended what we meant, and I think that he was very much surprised, at how many day scholars students there was. The day scholar working committee is working on definition, along with JoAnne. The class action, by Joan Jack, talks about day school, of which we now have, to day, Skelep school, which is different from the DAY CCHOLARS.

One of the concerns that he had mentioned, was the waiver that is signed by many of those that received the C.E.P. and the I.A.P. of which will prevent them from any more claims, but when this was brought to the meeting, many signed it UNDER DURESS, so this will help.

The concern of gathering all the info that is needed for all the students, especially from the Oblates. They are aware that is an issue, But JoAnne is doing a fine job collecting all the info, I feel that we are way ahead in building a good case. If that is the direction that we want to go, but David said to wait until all options are considered.

One of the options is to ask A.F.N. to redirect the C.E.P., to include the Day Scholars. He had also mentioned lobbying for



support, of which we have been doing.

G.B.M. Nov. 23.

I would briefly talk about the meeting, I think that we are all aware that the notice and the membership was sent out to all voting members and that many, many committee meetings and workshops were held to develop this working document., I am pretty sure it was at least 2 years in the making, maybe more I sat through many of these committee meetings and many times very frustrated of the petty arguments that went on and yes, dysfunctional. The code had also gone to the legal process , by the time you get this report, I hope that you have all gone out to vote.

Elders Trip'---Western Caribbean, Cruise ship; Norwegian Pearl.



First of all I would like to thank C/C for making this trip possible, and a special Kukwstemc to the organizers and the staff of the S.A. dept. especially Denise Thomas, who was always there when we needed some kind of direction or needed help.

I will try to make this as short and sweet as possible. Two days travel to get to Miami Mon: board ship, first day on ship - most of us were very unsure of our body reactions, so we took Gravol anyhow, I was a bit queasy, as it was my first time on a ship. I could not get over how HUGH that ship was, I may have tripped a couple of times just looking around. Actually, I was thinking of the TITANIC, and was looking around for any other boats and life jackets. (Just a survival reaction)

I had been forewarned about the FOOD on board, and how much weight we would gain. The food was delicious, they had a daily smorg, which most of us enjoyed, and a few other spe-

cialty restaurants and of course bars. I got sick for a couple of days, could have been the diet, as there was no moose meat or bannock. I went to a few evening attractions, such as – Dancing with the Stars, who were the crew members, very enjoyable, and of course, I would not miss A Tribute to Bob Marley. There was a western music dance night, of which most of us Tkemlupsemc went to, and of course I found the bingo and the casino. Another show I took in was the Garden of the Geisha. My favorite show time was the last one which was the farewell show put on by the staff of the ship. Many of the staff were from different countries and cultures, such as Indonesia, China, and Hawaii. They preformed their dances and songs, and my favorite was one of Michael Jackson, that was so cool, (don't tell my kids) I still like him.

The off shore excursions were also very interesting and to me, they were the highlights of the cruise.

The first one was Rotan, Honduras; I was astonished at how poor these people were. Their homes were very small and run-down, and there was laundry hanging out on cloth lines, and the children were asking for money on the streets. I am telling you, this experience made me appreciate what I have when I came home. You know we see this on T.V. but seeing is really hard to believe in this day and age, I am told that their only source of economic benefit is TOURISM, how sad and it is only when a ship comes in.

The next stop was Costa Maya, Mexico. Some of us went on the Island Nature & Culture Tour, we went to a little place where they had their traditional dance, songs and food, which wasn't too bad, for me as I don't like spicy stuff. It was like a chicken wrap, we toured inside their homes, which the kitchen and the bedrooms were separate small cement buildings, due to a lot of hurricanes they get, so I'm told. Once getting back to our ship, we were trying to do some shopping, but once again, we were surrounded by the children asking for money. I was starting to get very nervous as the crowd of children was starting to get larger; luckily, I had teamed up with a teacher from New York(Black person, so she knew how to handle them and guided me safely back to the ship. We did manage to buy a few things..

The next stop was Belize City Belize, where we went on a train tour, the train was running way behind schedule, that was all we had time for, I was afraid that the ship would leave us, but we made it.

Key West, we toured through the town on an Old Town Trolley and Train tour, this was a long stop over, so we had time to do a LITTLE MORE SHOPPING, which was more relaxing as there were no children asking for money. And then the long trip back home again, we waited in Ft Lauderdale for a while, but Ted, Evelyn and I, of course found a casino and spent most of our time and money there, it was a Hugh casino owned and operated by the Seminole First Nations. I enjoyed myself, but it was good to get home.



Councillor Dolan Paul

Have a safe and great season



Weytk,

Season's greetings

Welcome to the quarterly installment of Tkemlups te Secwepemc lexeyem report. These months seem to pass by so quickly. I was told in the beginning that this time would pass by in an instant and am slowly beginning to think they were correct. It's hard to believe that one year ago I was getting accustomed to a desk job and listening to concerns of membership would worry me to the point of sleepless nights. I was trying to change the world in one fell swoop. I was trying to run a sprint when I should have been pacing myself for a marathon. There were a few days when I would stare out the window and watch a helicopter go by and wonder what my past colleagues were up to at that moment. Don't get me wrong, I would not change my decision at anytime time. I found that a number of years with a group of people sharing a lot of different, even dangerous moments can really bring a great sense of camaraderie and fellowship. I will always cherish those moments but after only a short period of time I have come together with this community and the group of people called Chief and Council. With each different dilemma you come to realize how important this community is to all of us and how each problem has the possibility of bringing us together. I do apologize if my annual reflection is not the usual flavor of this distribution but I felt in need of a little change.

Well I guess I should throw a bit of business in my report so here it goes. I have recently completed and passed a course in emergency operations center 120. It was a course that deals with major emergency operations such as fire and flood. I also attended a provincial workshop on Aboriginal Education in Vancouver. It was a good opportunity to network with First Nations communities throughout the province. One workshop on particular that caught my attention was a website called First Voices. It deals with First Nations languages throughout Canada, there are courses that can be completed as well as opportunities to practice. It also has applications but only for Apple products.

To close I would like to take this opportunity to thank all those who have taken the time to come into my office and share their questions and concerns. I may not have all the answers but I will do my best to find them.

Have a safe and great season
Dolan Paul



Photo's from the TRU 40th Anniversary Flag raising ceremony. Dolan Paul was the representative from the TIB Council.



Councillor Connie Leonard

I hope you have a great holiday season with your families and I wish you all the very best in the New Year and always!



Weytk-tp,

Firstly, I would like to respectfully acknowledge that over the last season our Band and community has suffered a great loss with the passing of John Jules and I would like to express my deepest condolences to all of the family members, friends, and colleagues that have been affected by this loss. We will pray that he has had a good journey and know that he will be with our ancestors working hard to support us all on our journey here.

Heartfelt condolences go to others that may have also suffered losses and I hope you are all doing as well as possible and I wish health and happiness to you all.

As the new winter season approaches us we have been blessed with new babies in our community!! I would like to welcome all of our new babies especially our very own staff member **Nikki Fraser and family** - congratulations for here early arrival of her new baby boy - a very special Christmas present!!! Cherish the special times with your new little babies.

The following report is an update of my Chief and Council duties as well as the Shared Services Portfolio current events and Strategic plan progress updates:

Meetings, Events, Communications, and Governance Work:

Important meetings:

- SSN meetings –with Skeetchestn Indian Band and TIB Chief and Council, Staff, and partners
- CEO interviews

- Training on Trusts, Implementing Impact Benefit Agreements, Business Due Diligence, etc
- Meetings with INAC reps on various funding and current event issues e.g. Wills& Estates.
- Follow up Meetings with CN on community safety issues and economic development opportunities.
- Finance Meetings
- Board Meetings: KIBDC, MPC, Ranch
- Douglas Reserve Claim meetings
- Policy development; By-Law Development meetings
- SFU advocacy meetings
- RBC Customer Relations meetings
- Development Approval Board Meetings
- Meeting with Legal on various membership code, DRI, TFL 35, etc
- General Band Meetings
- Strategic Planning and guest speaker sessions with C&C and Staff
- Howling Coyotes golf tourney
- Tripartite meeting with Whispering Pines and Skeetchestn Bands re the RCMP Service Delivery agreement.
- Protocol meetings with Simpcw Chief and Council
- First Nations Finance Authority
- Various meetings re potential Economic Development partnerships.

On going and upcoming Communications to look forward to also include the following:

- Events/Communications Coordinator responding to the communications and events strategic plan initiatives- and recently attended a best practices conference on First Nations Communications
- Annual Report – due to come out with Christmas mail out package.
- Development of Promotional materials – PR book, ads
- Drafting and Editing various reports and press releases
- Recent web site upgrades/department updates to Events, Administration, Housing, Education and Lands, Carwash
- Weekly production of the TIB weekly.
- Ongoing news stories and photographs – please look forward to more good news stories to come.
- First Nations night with the Blazers is Wednesday March 2, 2010
- Reminder: we have Blazers tickets for all home games this season – check schedule for games and we have also encouraged Kelly to consider theme nights for ticket sponsorships for example children, elders, volunteers; etc. so call in to Kelley if you are interested.

Special thanks to Kelley O’Grady for all of her contributions to TIB.

Governance Report

The Governance Relations Advisor, Barb Morin and her assistant, Nikki Fraser assist the Band by: updating and drafting policies and Bylaws; conducting research and memorandums with regard to governance issues; assisting with the

Custom Membership Code Referendum Vote; and by also assisting with the Day Scholar project.

Recent Work Updates include:

- Referendum By-law Amendments
 - Business License By-law Amendments
 - New Matrimonial Property Bylaw
 - Housing Policy Amendments
 - DAB - Development Approval Board Amendments
 - New Sponsorship Policy
 - New Tax Receipts Policy
 - New Sk'elep School of Excellence Board of Governors Terms of Reference
 - C & C Terms of Reference Amendments (on hold to advance the Custom Membership Code)
 - New Residency Bylaw
 - HR Personnel Policy
 - New Environmental Bylaw
- Please check the TIB website for our Bylaws and policies at www.tkem-lups.ca

Custom Membership Code - Referendum Vote Update:

The Membership Code draft was reviewed with input from the Membership Committee, Chief and Council, legal and presented by the Chair, Chief Shane Gottfriedson at two community consultation meetings held on Sept. 21st and 22nd with Marcus Hadley - Referendum Officer and Legal counsel for the Custom Membership Code. The Referendum vote results on the Custom Membership Code held on: November 20, 2010 and November 27, 2010 were as follows:

- To approve Code as is: 109 -Yes; 122-No
- To endorse inclusion of Criminal Code convictions as it relates to new membership:65-Yes; 154 -No

The Membership code approval required for a majority of a majority to vote – that is 407 of the 813 eligible adult voters must have voted and 204 would have had to vote yes in order for approval at this stage. The approval could be obtained over time; however, a future special assembly will be held to discuss the fate of the development of a TteS Membership Code.

Shared Services Portfolio Progress / Update:

As portfolio Councillor, it is also my job to support and report on the progress of the identified strategic planning initiatives within my areas of responsibility.

I meet regularly with my portfolio Managers and they provide me with briefings on current issues/good news and their strategic plan progress, and work co-operatively to reduce barriers to progress and celebrate successes. The following is an update of that progress to date:

Finance:



The Band's overall financial performance indicators are improving and will continue to evolve as we work corroboratively to advance in areas to support the growth and development of TIB. Work to date has already resulted in increased efficiencies and cost savings to the band. Special thanks to the Finance Committee, CFO, Andrina Benazic, and to the Finance Manager, Monica Louis, and to all of the Finance Team for their contributions!

Progress includes the following:

- Better management of budgets, emergency budget issues vs. annual planning initiatives.
- Better deliverables from Auditors
- Advancement of internal processes and deliverables
- Better reporting and planning on finances in general

• Best practice research into due diligence and implementing impact benefit agreements; and creating and maintaining community trusts.

• Completion and oversight management of many current/outstanding contracts.

• Collection of Sun Rivers Master Development Service Agreement outstanding balances from prior years (\$218,000) – 3 files remain in the works.

• INAC prior and current year departmental reporting and filing requirements are 100% up to date which means we have no funding hold backs!

• Large recoveries reported in the most recent Finance Report (\$1.6m) again good news including some tax recoveries, contracts, INAC funds etc. – well done Finance!!

• The interim audit is underway and hopefully completed by mail-out of this report.

• Development of a work plan to address the Financial Management By-law and the DCC and ACC By-laws. – we have a tight timeline on this so it is important that the plan comes together within timelines – Our CFO with the assistance of the Finance Committee/Chief and Council will be spearheading these projects.

• The improvement is steadily improving in our internal processes by improving communication, regular meetings on collections, developing policies ie collections, improving financial statements; monthly Departmental variance reporting; account code changes; business cash-flow reports – we need all Managers support in training – and progress on this initiative please and thank-you.

• Improvements to our internal processes assists with our ability to effectively produce and analyze our balance sheets, cash flow statements, and report to Chief and Council and membership.

• Annual report – thanks to all of the finance staff that have assisted with creating financial graphs and information in the annual report.

- Integration – ACCPAC/TAS – working with service provider to refine reporting systems and tax roll impacts etc. – hopefully this transition will be complete soon.

- Customizing Reports via Insight Reports/Crystal Reports

- Funding and Revenue Management: working to centralize funded revenue while also focusing on median aged receivables AP working on recoding and AR and payroll are very busy as usual

- Office space availability; and planning to commence. Collections to make space for more employees.

- Mail outs underway for Christmas bonus cheques

- Thanks to finance staff re research into per capita, and current benefits and services to members, annual report, extended health care/benefits research for all band members underway

- Work projects forthcoming include our Time and Attendance Systems; Sewer DCC /ACC By-Law and Financial By-law developments.

Andrina and staff have also been supporting the training on 'my strategic plan' software and this should also assist in streamlining the strategic planning process in the future.

Information Technology:

Benefits of the new service contract agreement to provide quality equipment, management software and maintenance services to the Band are paying off; however more leadership in the area of overall Information Technology strategic planning is needed for the next strategic plan. Corporate level staff will need to research and plan for the future needs. We need to continue to review our current IT service deliverables so we can ensure that we have some comfort in our future services etc being at levels that will serve our interests and growth. I also believe that we need to train/mentor some of our own members in the future to assist in this area and am looking forward to working with relevant staff to oversee this area.

Administration:

The Administration Office Manager, Carrie Leonard and all of the Admin. Support staff have been busy implementing changes to help support the effective administrative delivery of service for TIB main administration and for membership as well. Some current events and highlights include the following:

- Evaluating current state of services and projects underway.

- Establishing regular staff meetings.

- Gathering input for service improvements.

- Addressing records maintenance issues and developing standardized practices.

- Addressing minutes backlog due to increase in type and volume of meetings.

- Implemented regular Telephone Directory updates for the organization.

- Standardizing names and email addresses

- Job Descriptions and Wage Grid: Going through final stage development of approval.

- Developing Business Card Policy.

- Implemented Copier Centre concept located in Coffee Room for large projects – cost savings to the Band

- Succession planning completed

- Briefing note template development for Chief and council due diligence/sign off

- Implemented C&C Support staff area for efficient communications and job sharing synergy.

- Space Planning: in process of providing input into space plans to meet the needs of the organization to increase service/productivity; and to enhance security functions.



The Labourdais family golfing at the Howling Coyotes golf fund-raiser.

- Communications/ Calendar of Events: On-going research and communication taking place to streamline mail and faxes.

- Increased communication between C&C, staff, and band membership regarding requests and special events taking place.

- Phone Upgrades: Research is underway to upgrade telephone system to support the ongoing growth within the organization and CLC areas.

- Policies and Procedures: On-going research underway to add efficiencies within Administration and throughout the organization as directed.

- Input into corporate management strategies.

Human Resources:

HR progress on Strategic Plan:

Needs Analysis, Training and Development – The initial needs analysis was completed for staff and the training program rolled out for training opportunities in supervisor skills including 'My Strategic Plan' software, respectful workplace, duty to accommodate, the 'Hay System' for job evaluation, and more. More training in computer training is to commence in mid January.

A program called survey monkey will be used more in the future to streamline the input process including some input from all Staff and Chief and Council as well. The HR staff have done a good job in

Connie Leonard Report Continued...

continuing to keep our staff current with some of the training needs and opportunities identified. We continue to research and utilize external funds to assist with these costs as well.

The mentoring system needs to have more progress as far as I am concerned and will be further developed and implemented. I have conveyed this to the staff as well. We need to identify most needed areas requiring succession and gap filling plans and ensure we have training and mentoring plans in place to encourage that our band members are prepared to fill those positions.

Managing Employee Performance

The current evaluation system for all staff is steadily improving but more input from all levels of management and final completion of the job evaluation project will help us to achieve our end goals in this area and focus on deliverables. This process is almost complete so this will be good for our organization and all staff are to be complemented for their efforts in this area.

Compensation and Rewards

Once the updated job description project is completed and we ensure that job descriptions are in-line, then performance evaluation systems can be improved as well as completing the external wage evaluation project as well. The intent is to ensure that we are labour market comparable; and that compression tests and practical affordability within the organization are also considered. This is a good process for the Band so we continue to attract and retain employees in our organization and improve our own economy and quality of life for our people.

Service recognition and awards program – with all of the duties in Hr with posting, screening, hiring, and other strategic plan initiatives due by specific dates this project has been put on hold too long. While I understand that we have had many other responsibilities in this area I want to see more progress on this initiative so I have looked for some alternative no cost supports to assist us

with this advancing this project.

I have contacted a professor at Thompson Rivers University who has agreed to provide us with mature students to come in and to do a formal internal/external research project to look at our own as well as best practices in employee recognition and awards.

Properly implemented programs improve morale and performance and are just the right things to do in terms of valuing our working staff and their contributions to our community. I would also like to include ensuring our community volunteers are also recognized as well. The research/planning phase of this project will be rolled out this January with the idea of implementation plan rolling out in the new fiscal year – the staff are supporting the project and I am looking forward to the results!

Operational Improvement Systems

The electronic Human Resource Information system project is coming along nicely with the assistance of Joey Manuel in programming and it is now about 50% complete. Once data entry has been completed this program will enable us to store and retrieve data faster and more efficiently than before. The system will greatly assist managers in their duties as well. Next steps include more added background detail, and tying in payroll and attendance management systems/data.

The personnel policy has gone through initial draft phases and is about 60% through to completion and has some more phases to go through before final approval. We are looking forward to receiving a copy to go over for the next step in the process.

I am of the mind and have been also advocating that we need to have more conflict resolution support for staffing issues to keep them away from the political table. I have recommended Mediation/ombudsman – employee relations officer access to mediation if necessary. More planning and research needs to take place on this concept though.

Positive slogans are being worked on with Communications and the COO as well for the organization.

We are also trying to encourage our Managers to take advantage of our free 1-800 support and coaching line if they need some support as well and we will try to roll out more information on this as well.

Occupational Health and Safety – Ron Tronson did a great power point to Chief and council showing all of the work he is doing to advance our organization in this area to ensure compliance with occupational Health and safety committee systems, by creating and implementing safety and emergency policy and procedures, ensuring proper first aid and safety supplies, mandatory safety training, and a creating necessary first aid stations, as well as assisting Jim McGrath and mark Diffin with the Emergency Response plans.

Thanks to all of the HR staff for their valuable contributions as well! Special thanks to David Leroux for his years of service as our HR Manager – you have made a lot of progress in this area and we appreciate all you have done for us David.

The HR Manager position has been posted and we will hopefully have a new Manager in place soon! Thanks to Francyne for filling the acting position in the meantime and to Christine for her support in the department as well.

We have hired David Leroux to act as our interim CEO while we complete the hiring process for the new CEO and also thank Andrina for her previous work to support the position while we have all been enduring the process.

Looking forward to a full team supporting us in our aspirations so that we can focus on our goals laid out in the strategic plan, support each other and produce the deliverables for the common good.

Commitment to Community Wellness:

I have been also coordinating work with our Cross Cultural Committee at Sunrivers as well with the assistance Rosanne and Jeanette to coordinate the distribution of hampers for those that are in extra need at Christmas. We are so fortunate to have such caring people in our community that are generous to consider others at Christmas. Thank you to the Sunrivers Residents for your community spirit! Other Depts. and organizations do theirs as well; we are trying to spread them out as best as we can to help and hope everyone has a healthy and happy holiday season.

The Annual Howling Coyote Charity Fundraiser was a big success!! We raised over \$10,00 for scholarships and bursaries for local First Nations Students. I am so proud of the work our committee and volunteers and generous supporters have made. Thank-you all so much!

Secondary and back-up Portfolios: Lands, Leasing and Property Taxation as well as Housing updates can be obtained from the Primary Portfolio Councilors. I continue to be available as requested and as available. I have been assisting with developing a plan with Roseanne Casimir to host an INAC Wills and Estates planning workshop for membership in the new year as well. We are also in the process of ensuring our Development approval Board evolves to a heightened level of service delivery as well and thank Freda Jules for her assistance in this area as well.

Congrats and Thank-you's go to all of the staff, membership, Chief and Council, volunteers and business partners for the fantastic efforts to make our community thrive!! Well that's the highlights/progress report for the last few months and I look forward to seeing you all out for the next Band meeting!

Until next time....Me7 wikt1-men.

Councillor Connie Leonard

Photo's:

Connie Leonard setting up bright and early for the Howling Coyotes Golf Tournament and fund raiser for First Nation Education.

Photo's provided by Renee Spence.



See Women in trades story on next page - for full story

Angeline Camille (right), a commercial electrician student, mentors fellow students Cynthia Rosette (left) and Jessica Michell in a program at Thompson Rivers University that gives first nations women the chance to explore mining and exploration trades.

Photograph by: handout, Vancouver Sun

First Nations women in trades

Jessica Michell's world has been full of firsts lately.

The 23-year-old single mom from the small first nations community of Moricetown, northwest of Prince George, is still settling in after a move to Kamloops, where she began classes at Thompson Rivers University in mid-September.

That she's found herself genuinely — and somewhat unexpectedly — intrigued by her studies is just icing on the cake.

"I've worked all over the place, but I would never have thought that I would end up in this program right now," she said.

Michell is enrolled in a federally funded pilot project aimed at encouraging greater participation among aboriginal women in the province's booming mining and exploration sectors.

The three-month program, which has attracted a classroom of 14 women from across the province, offers the chance for students to explore some of the most hotly demanded trades, from industrial electrician and pipefitter to heavy equipment operator and glazier.

Despite the growing employment demand, however, first nations members remain a minority in the workforce.

Only 8.6 per cent of students registered in apprenticeships with post-secondary programs under the Industry Training Authority are aboriginal. Only a fraction of that number are women.

Women, particularly single mothers, have further been frightened away by the demands of shift work and the potential of being sent out to live in a camp for weeks, even months, at a time.

"It's not, necessarily, been conducive to having the main breadwinner of the family also being the main caregiver. There's a tension in that," said Sterritt.

The pilot project was specially designed to get around many of those barriers, Sterritt said, with the costs covered for child care, transportation, safety equipment and even rent for those in need.

Meanwhile, many of the jobs — and potential employers — being showcased to students were selected to allow for the potential for women to continue to care for their children, while still bringing in a good salary.

Angeline Camille, a fourth-year commercial electrician student at Thompson, and mentor to the pilot-program students, said she's living proof aboriginal women have a place in the trades.

It hasn't been easy. The 37-year-old from the Kamloops Indian Band said she's fought hard for 10 years to gain an apprenticeship and the education she needs to complete her ticket, as well as the acceptance of her predominantly non-aboriginal male peers.

She's endured plenty of racist and sexist comments from men who "still feel women should be in the kitchen.

"A few times, I thought about quitting," she said. In those times, it was only the thought of her young nephews and nieces that kept her going.

"I'd think, 'I can't quit, because then they are just going to quit,'" she said.

Just a few weeks into the program, Michell said she's excited about what she's learning and eager to continue her schooling in the hopes of being an electrician, like Camille.

"By doing this, it would really brighten her future and that's exactly what I want. I want the world for her," she said.

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Forestry receives recognition

Tk'emlups Indian Band Forestry Corporation receives important certificates.

The Tk'emlups Indian Band Forestry Corporation recently received two important certificates of completion from the First Nations Emergency Services of British Columbia (FNESS) acknowledging their efforts on community enhancement.

The first was a certificate for completing their Community Wildfire Protection Plan with the goal of reducing impacts from interface fires and increasing community safety.

The second was an Operational Treatment Certificate for successfully progressing to the operational treatment phase for forest fuel management to enhance the community and to reduce the risk of life and property as result of an interface wildfire.

"This is very important to the Tk'emlups Forestry Development Corp. (TFDC) and the Tk'emlups Indian Band as a whole because we are protecting our forest and communities by removing forest fuels and reducing the risk of wildfire in urban areas," said Barry Bennett, registered forestry tech and TFDC assistant manager.

Along with TIB Forestry progressing to the operational treatment phase of forest fuel management, they will receive \$274,459.50 in funding from the First Nations Emergency Services of B.C. The funding will be used for the sole purpose of the Forest Fuel Management project, and to help meet the terms set out by the FNESS.

"This is significant as we will be able to employ five to six band members for four to six months, and we will be able to further enhance previous work we have already done in this area at Gottfriedson Estates," said Bennett.

The band council is excited to see such great progress in this area. Anything that will serve the community and better protect the TIB land from risks such as wildfire is a positive.



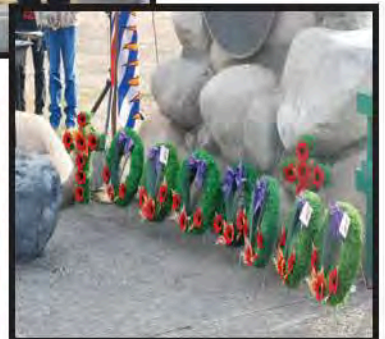
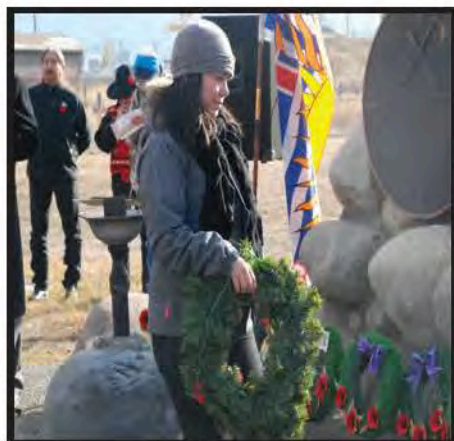
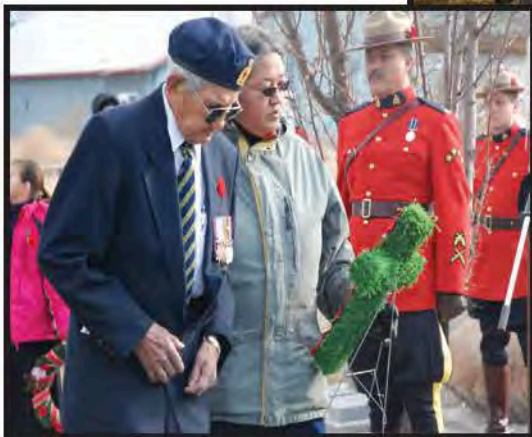
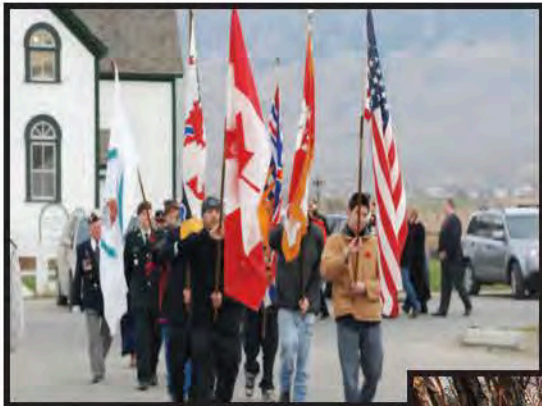
ELDERS CRUISE ~ 2010

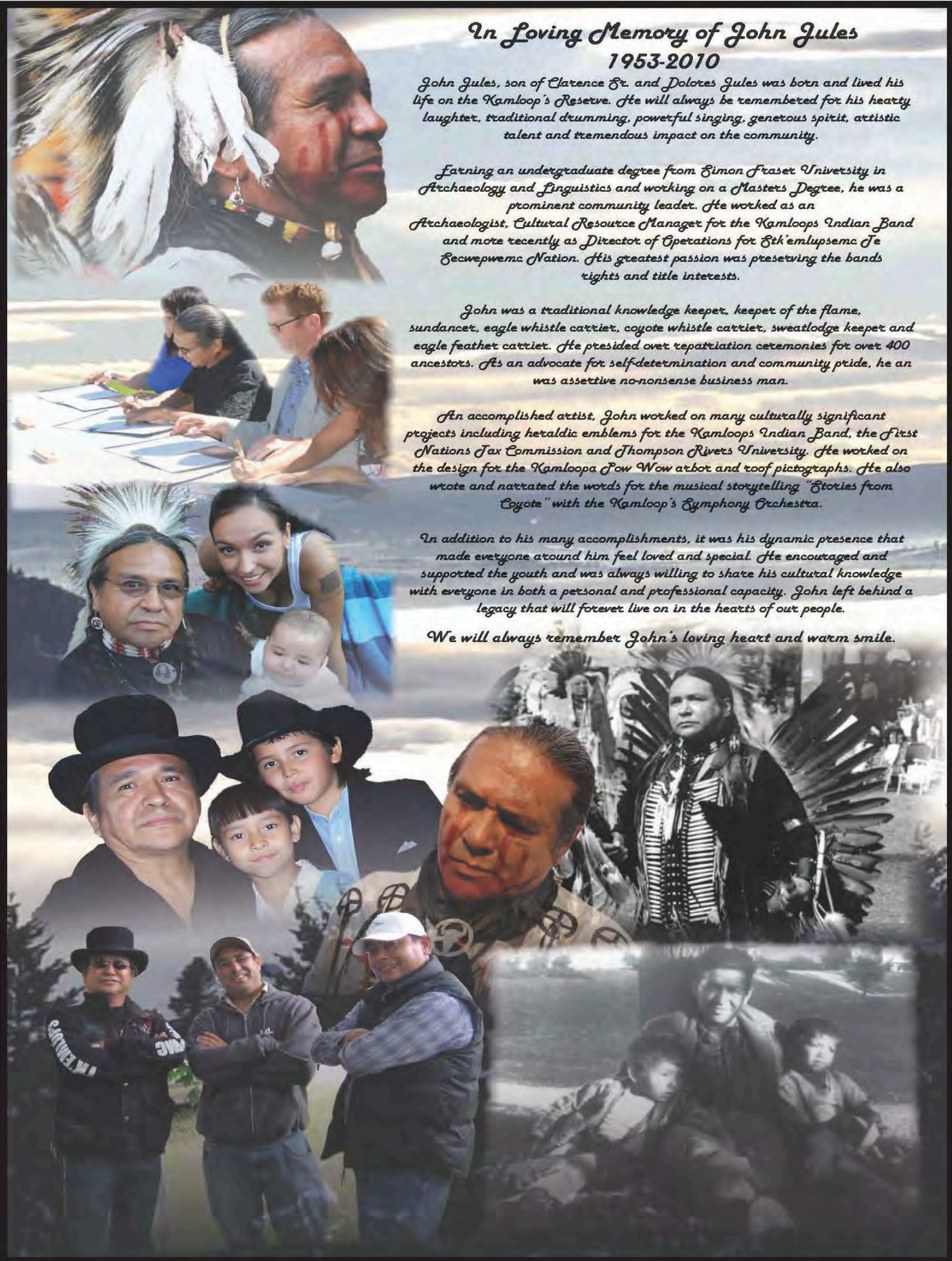


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Remembrance Day 2010





In Loving Memory of John Jules 1953-2010

John Jules, son of Clarence Sr. and Dolores Jules was born and lived his life on the Kamloop's Reserve. He will always be remembered for his hearty laughter, traditional drumming, powerful singing, generous spirit, artistic talent and tremendous impact on the community.

Earning an undergraduate degree from Simon Fraser University in Archaeology and Linguistics and working on a Masters Degree, he was a prominent community leader. He worked as an Archaeologist, Cultural Resource Manager for the Kamloops Indian Band and more recently as Director of Operations for Stk'emlupsemc Te Secwepwemc Nation. His greatest passion was preserving the bands rights and title interests.

John was a traditional knowledge keeper, keeper of the flame, sundancer, eagle whistle carrier, coyote whistle carrier, sweatlodge keeper and eagle feather carrier. He presided over repatriation ceremonies for over 400 ancestors. As an advocate for self-determination and community pride, he an was assertive no-nonsense business man.

An accomplished artist, John worked on many culturally significant projects including heraldic emblems for the Kamloops Indian Band, the First Nations Tax Commission and Thompson Rivers University. He worked on the design for the Kamloopa Pow Wow arbor and roof pictographs. He also wrote and narrated the words for the musical storytelling "Stories from Coyote" with the Kamloop's Symphony Orchestra.

In addition to his many accomplishments, it was his dynamic presence that made everyone around him feel loved and special. He encouraged and supported the youth and was always willing to share his cultural knowledge with everyone in both a personal and professional capacity. John left behind a legacy that will forever live on in the hearts of our people.

We will always remember John's loving heart and warm smile.

Santa Claus Parade 2010

