

LEXEY'EM

Christmas Edition

December issue 2011



Contest winner. Drawing by Deneesha, Grade 7, Sk'elep School of Excellence.

Chief & Council

(PORTFOLIOS)



CHIEF SHANE GOTTFRIEDSON
Social Development, Community Wellness,
Public Relations and External Affairs.



COUNCILLOR DOLAN PAUL
Education, Natural Resources and Planning
and Engineering.



COUNCILLOR GEORGE CASIMIR
Business Development, Planning and
Engineering and Education.



COUNCILLOR EVELYN CAMILLE
Housing, Education, Natural Resources
and Public Relations.



COUNCILLOR JEANETTE JULES
Natural Resources, Legal, Shared
Services, and Lands.



COUNCILLOR CONNIE LEONARD
Shared Services, Lands and Housing.



COUNCILLOR FRED SEYMOUR
Planning and Engineering, Business
Development and Shared Services.



COUNCILLOR ROSANNE CASIMIR
Lands, Housing, Natural Resources and
Public Relations.



Chief Shane Gottfriedson

First of all I want to wish everyone a Merry Christmas and a Happy New Year from my family to yours.

2011 went by fast as we have been busy with a number of issues from our Title and Rights Area to our Social and Economic interests. I will recap from latest events to the match up with the last quarterly report.

Nov 28th- Ottawa Ontario Parliament Building Aboriginal Human Rights Senate Standing Committee. Senator Jaffer invited us to present on Bill S-2 Matrimonial property law to the Senate Standing Committee on Human Rights. My self, Councillor Connie Leonard and our legal team Linda Thomas , and Barb Morin were invited to state our position. As many of you know we have had a number of concerns with Bill S-2 and the impacts of our title and rights.

I have moved resolutions both provincially and nationally expressing our communities concerns about lack of engagement calling on the House of Commons to work towards establishing an alternative approach to the Bill that respects First Nations Jurisdiction and takes into consideration traditions and customs. The real issue we face with this particular Legislation is the short comings: the lack of housing on reserve, infrastructure, wills and estates, child rights, the Tkemlups justice system and the potential risk of increases in violence without support. We need more collaboration with different levels of government. Implementing Bill S-2 without the needs of our people's interests first will be irresponsible; we need more financial resource to build safe homes and shelters and housing for all for our people. We need treasury board engagement under this Bill as well. We need to develop our own Tk'emlups matrimonial laws guided by our costumes and traditions and values. Our team did a great job with such short notice; it was a challenge but a good challenge for us. We shared our position and what a great experience.

Santa Claus Parade

The Christmas Parade had a great float this year loaded with lots of kids; the weather wasn't too bad either. Thanks to Kelley, Malin and all the volunteers who helped out to make it a great success, especially the maintenance crew for the truck and trailer, to Ivan Hazelwood and Al Hazelwood for keeping us safe.



Kamloops Health

As Secwépemc health moves along we continue to meet as a nation to talk about the transition towards Aboriginal health authority. As many of you know the challenges we face with our social programs we really have our work cut out for us. I'm the chair and spokesperson for the Nation on Health, Chief Anne Louie from Sugar Cane Indian Band is my alternate. We have organized our health directors in the Nation to forum our technical working group headed by our hub coordinator Vicki Manuel. They are tasked with looking at the interests for the Nation in the Health transfer process. We have 2 years to opt in or out of this process, as we all know the challenges we face with non-insured health benefits. Our continued partnership with Interior Health is essential as we continue to develop our health arrangement. Not to mention the partnerships we create with the whole nation to look after all of our citizens.



Remembrance Day celebration, honoring of our War Veterans

Remembrance Day is always a good time to remember all the freedom we enjoy today for the service do many of our Fallen members and the ones that are still with us today. Great to see our last world war veteran and oldest Band member Alan Manuel participating. Alan also shared a story at the feast, which was fantastic and educational for us young people. Everyone listened with respect and you could have heard a pin drop as Allan had a captive audience, thanks Al. We presented Alan Manuel with a portrait of First Nations print I picked up in my travels about the fallen soldiers. Chief and Council also named the week of November the 7-13 Alan Manuel weeks. It was a little nippy as usual but great to see so many families out laying wreaths for their families and fallen veterans. Good to see Bishop Monroe out in the community again and blessing the food with a prayer.



Launch of the Day Scholar Class Action Suite

With the partnership of Tk'emlups and Sechelt First Nation we officially announced our class action law suit. Our National Chief Shawn Atleo, Grand Chief Phillip and Shuswap Nation chair Wayne Christian attended with our team and some of the day scholars witnessed the official signing of the legal retainer with our legal



team. The goal is to seek redress for our members that attended the IRS as day scholars and were excluded from the Residential School settlement. Our goal is to seek fair and just settlement for our people for loss of language and culture. Now is the time for action; our community health and wellness can no longer stand and let Canada forget about the treatment of our people. For more information see Joanne Gottfriedson.

National Restorative Justice Conference

Thank you to Edith Fortier for providing me with this report and your community dedication for service in our justice department for 20 plus years. As many of you know Edith is retiring due to health reasons. We appreciate all your hard work Edith, I know you're not going far away if we need you for advice.... well done Edith.

A big thank you to following; his Honor Steven Point, Lieutenant Governor of British Columbia; Chief Michael LeBourdais, Chief Nathan Matthew, Chief Shane Gottfriedson, Counselor Terry Deneault, Superintendent Yves Lacasse, His Worship Mayor Peter Millobar for setting the tone for the 2011 National Restorative Justice Symposium. We had very positive comments from over 300 participants that attended from November 13 – 15, 2011 at the Kamloops Convention Centre.

Congratulations to Catherine Barga, Director of Ceremonies, who played a critical role in setting the stage for a successful event by adding energy, capturing the attention of the audience by letting the audience know what to expect and how to react, introducing and bringing to life the keynote speakers and making them feel like a million bucks!

Special thanks to our keynote speakers Shannon Moroney and Shannon Moore for sharing their stories, experiences and knowledge and to Manon Buck who did a great job with developing the website and the



French/English translations.

Thank you to our planning committee and volunteers for working hard as a team to produce a first class symposium and one of the best for the quality and variety of workshops and networking opportunities and to photographer Michael Letterlough for capturing special moments and memories.

Without the generous funding (financially and in-kind) and donations from various individuals and agencies we would not have been able to make the symposium such an outstanding success. Thank you to Correctional Services Canada; Policy Centre for Victims Issues, Justice Canada; City of Kamloops Community Safety; Thompson Rivers University; Secwepemc Community Justice Program; Whispering Pines/Clinton Indian Band; Ministry of Public Safety & Solicitor General; Royal Canadian Mounted Police – E Division; Kamloops RCMP; Kamloops RCMP Victim Services; Fisheries & Oceans; Conservation Officer Service; Aboriginal Justice Strategy, Justice Canada; Nicola Valley Aboriginal Community Justice Program; South Okanagan Restorative Justice Program, Tkemlups Indian Band; Lillooet Restorative Justice Program; Youth Probation/Ministry of Children & Family Development; Kamloops Volunteers; Logan Lake Restorative Justice; Clinton Community Restorative Justice; and St’at’imc Restorative Justice

Without justice where would our community be, think about the Role you can play in making our community safer and respectful for your own neighborhood ... Block watch was effective!

Nov 22, 2011 GBM

We had a good turnout for our GBM presentations on the First Nation Property Ownership Act, Day Scholars Class action report, and RCMP report, First Nations Market Housing option minutes available at the band office thanks to all the members that came out



and shared their views, very much appreciated.

Child Welfare

I attended the Indigenous Child Summit in Harrison Hot springs in the early part of Nov, I'm quite concerned as government both federally and provincially are taking a position to cut some of our transfer dollars for our Children. As many of you know we belong to the Secwépemc Child and Family Agencies providing delegated authority for child welfare. We have been working with the Ministry over the last 12 years caring for our child and family issues from apprehension to family support services including culturally. So after all the years of providing services both from Chilcoti and the urban office on Tranquille, they are proposing to provide limited services for baseline operations. They have told us they will not fund support services and want us to go to Metis, Interior Friendship Centre and White Buffalo. We find this very inappropriate and they should look at dis-entanglement with these other agencies that have no ties to our territory. This is our territory, Metis have no ties to our territory this is Secwepemc7uwc ... "the real Shuswap". We believe in family first and we will take a clear stand and want to continue to make significant investments ensuring every child's interest is being looked after from our agency; Children and family First.

Douglas Reserve

The Douglas Reserve title case is still moving forward as we were in court on November 2, 2011 talking about case management at the Kamloops court house laying out the next steps in the litigation of our claim. For more information please contact legal department Linda Thomas.

Oct 26 -28 Ottawa Ontario National Justice Forum

At this conference I saw many presentations from leading First Nations and RCMP on services from gang units working with youth on prevention and awareness.



Drug units on tactics and education and the rise of Oxi Medication prescriptions is becoming the next wave of Drug problems for many First Nations in Canada. We have many trained professionals that work for us. If you need help of any kind or counseling, drop in at Social Development or phone for a private session to ensure your confidentiality is respected. If you need help we will help you, wellness is important not only for you but your family and our community.

Planning

In mid-October we finalized a number of community projects and initiatives for this fiscal Year 2011-12 and got a head start for next fiscal year 2012 -13. We went through an extensive process both from a business case to financial planning to implementation focusing on immediate needs from Capitol function to Business function and Socio - Community development.

Referendum

Thanks to everyone who voted in the referendum on the amendments to section 53 -60 to go from 25 years to 49 years in leasing process. It now gives the Band and our Certificate of Possession Holders another option for development purposes. Thanks to all our lands staff lead by team leader and manager Freda Jules for the hard work and effort involved this process.

In closing we welcomed the kids back to school in September and opened Skelep School for an 8th year of operations. We said good bye to board members and welcomed some new ones.

As we look at the future the importance of education is the key to our success as a community and developing your children's education plan early is important. You can never plan enough; our children can do anything they believe in. We have put so much focus on our education department with staff we are focusing on success. We have had meetings with School District #73. Terry Sullivan and Chief and Council and



education staff saying we no longer want our children to get a leaving the school certificate, we want dogwood certification. We have the support staff in education to work with the families focusing on education success, including tutoring Mondays after school from 3:00-4:30 in the social development boardroom.

Congrats to Chrystie Stewart who is the 1st Tkemlups member enrolled in Thompson Rivers University Law program and is the winner of KIB scholarship. Good luck Chrystie to you and all our other post-secondary students as well as all degree holders; you are role models for our youth.

Summer went by fast, another great Powwow! Thanks to our Powwow committee for another successful event. Seems like our Powwow is always organized so efficiently; the grounds are always in great shape. The vendors had lots of good stuff and the food was exceptional, lots of options for the people. The dancers and drum groups, elders, friends, youth and families we can't have an event like Kamloopa without the people who gather thanks for supporting us and see you next year.

We travelled as a delegation to Victoria to address a wide range of issues faced by our membership. Besides the Ministry of Aboriginal Relations and Reconciliation, we have productive meetings with the ministries Forestry, Environment, Education, Advanced Education, Highways, Agriculture and Taxation. We also took some time for a lengthy meeting with Adrian Dix, the leader of the opposition and the Aboriginal Affairs Critic, Scott Fraser. It is fair to say that the provincial cabinet and opposition leaders have a clear understanding of where we stand and the issues we face.

In closing my condolences to the families who suffered loses, it's always sad when we lose someone. It's never an easy process to go through, life is so short. I want to



thank the families that help out other families by your work in support of cooking, fire watching, cleaning, kindness, generosity and compassion, thought fullness. We say good bye to some good people, remember you may be gone but you will never be forgotten today and forever watch over us and help the ones that need the help ancestors.

Remember to enjoy the holidays; it's not about what you get for Christmas but more about spending quality time with family and friends. Let's make sure we all can be respectful to each other, every day.

Merry Christmas Happy New Year/
Chief Shane Gottfriedson

Chief's Schedule June- Oct 2011

JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER
1	SNTC Chiefs Meeting, Vancouver, BC	Policy Meeting	HOLIDAY	
2	SSN Joint Council Meeting	Chief & Council	HOLIDAY	
3	Elders Lunch			Policy & New Relationship Trust Meeting
4		Spiritual Leave		Chief & Council
5		Chief & Council	SCFS & SSN Joint Council Meeting	
6	Policy Meeting	SNTC Chiefs Meeting	Torch Bearer WCSG	LABOR DAY
7	Chief & Council	SOFCS & SSN Joint Council Meeting	Chief & Council	Chief & Council
8		Day Schotar Meeting, Vancouver, BC	Aboriginal Rights & Title Meeting	SSN Joint Council Meeting
9		Chief & Council	Aboriginal Rights & Title Meeting	
10		HOLIDAY	SSN TFL 35 Negotiations Team Meeting	THANKSGIVING
11		AFN 32nd Annual General Assembly, Moncton, KIBDC & Brestate Fundraiser		Strategic Planning
12		AFN 32nd Annual General Assembly, Moncton, Annual TIB Picnic	Waste Water Treatment Plant Grand Opening	Finance, TIB/MOT & Strategic Planning
13		AFN 32nd Annual General Assembly, Moncton,		Bull, Housser & Tupper LLP 2011 Mining Dinner
14	Aboriginal Business Forum, Vancouver, BC	AFN 32nd Annual General Assembly, Moncton,	UBCIC AGM, Whistler, BC	West Fraser and SSN Meeting
15	BC AMTA Board Meeting	Chief Shane Golf Tournament, Tobiano	HOLIDAY	Secwepemc Child and Family Services Honoring
16	Blazers, WCSG & Extraordinary Chief & Council 2011 Little NHL Golf Fundraiser Planning Meeting	HOLIDAY	UBCIC AGM, Whistler, BC	
17	CLC Architectural Design Standards Development	Employment Standards Workshop	New CIBC Grand Opening	Provincial Government Consultation Meetings, V
18		SDC Board Meeting, Chehalis, BC		Provincial Government Consultation Meetings, V
19		Chief & Council	Secwepemc Health Meeting, Bonaparte, BC	Provincial Government Consultation Meetings, V
20	Finance & Community TriPartite Meetings	HR Personnel Policy Meeting	2011 Little NHL Golf Fundraiser	Provincial Government Consultation Meetings, V
21	Aboriginal Day - CFJC TV Midday Interview	Shuswap Gathering at Esketemc	Chief & Council	Strategic Planning & Health Directors Meeting
22	Corporate Strategic Planning	Shuswap Gathering at Esketemc		
23	Corporate Strategic Planning		Chief & Council	West Fraser & St'k'em'upsemc Te Secwepemc SE
24	Corporate Strategic Planning		First Nations Market Housing Fund Reserve Top	Welcome the Chief's of Ukatcho (Anahim Lake)
25		HOLIDAY	UBCIC & SSN Joint Council Meetings	BC First Nation Energy & Mining Workshop, Vancouver Chief & Council
26		HOLIDAY		BC AMTA Board Meeting & AGM & TFL 35 Court National Aboriginal Policing Forum, Ottawa, ON
27	Presented at International Indigenous Summit c-HOLIDAY		Chief & Council & GBM	National Aboriginal Policing Forum, Ottawa, ON
28	Presented at International Indigenous Summit c-HOLIDAY		KIBDC & MPC Board of Director Meetings	National Aboriginal Policing Forum, Ottawa, ON
29	Presented at International Indigenous Summit c-POW WOW		SSN Joint Council & Lands Permit Meetings	
30	SSN Joint Council Meeting	POW WOW	Chief & Council	Aboriginal Community Driven Wealth Creation M
31	CANADA DAY	POW WOW	HOLIDAY	HALLOWEEN



Councillor George Casimir

Weykt, as this is the Christmas edition of the Lexy'em I want to start off by wishing everyone a Merry Christmas and a Happy New Year!

Ahousat trip

I had the honor to travel with a number of our youth for the annual canoe journey the education department organizes. It was an amazing challenge to ourselves and provides an excellent opportunity for all those who participate to learn a great deal and benefit personally from the experiences. We participated in the canoeing where on some days we paddled for up to 8 hours, we took hikes through traditional territory which were on average 5 hours and slept in tents for the majority of the trip. I think that it was not only physically challenging but emotionally as well. We had great chaperones who worked very hard to keep our young people safe at all times. The traditional songs, prayers, foods and just the differences in their way of life taught us a lot about appreciating many of the comforts that we enjoy every day without even thinking about it here at home. I just think that as an elected council member that it was and is important for myself to take the time to spend with our people in situations such as this and reminds me about communication and what a huge responsibility we all have for our future generations. If anyone wants to see the report of activities or the slideshow developed please contact myself in my office or Amanda Big Sorrelhorse in the education department.

The Kamloops Indian Band Development Corporation (KIBDC) is very active in terms of meeting schedule and planning to move our approved developmental areas forward. The Board has worked hard on getting the architectural guidelines completed so that we can develop sites at the Chief Louie Center. The guidelines determine the look and design of the building including parking, landscaping and the overall cultural design to each and every new building. The traffic study attached to this work has also been completed with the Ministry of Highways so that we

can ensure the safest and most practical routes for both vehicle and pedestrian. Within KIBDC we have also worked on the Tim Horton's project and with a bit of luck and good faith we can finalize the agreement on this long awaited addition to the gas bar and carwash. All Nations trust is finalizing its compliance to the architectural guidelines and awaiting final approval from the Board to move forward and we all hope for springtime construction on both projects.

Mount Paul Center (MPC) Corporation is undergoing strategic plans to develop a highest and best use plan for the property. We have signed a contract with Colliers to move this forward and as they work again with our Board we will have a design for the area that will bring increased revenues for our community. The overall look of development will also comply with guidelines that we have set out so that the standard of building and landscaping will be higher and as well as the fair market values. The KXA has officially closed and are actively moving all there non-fixed assets off the site. We have also closed the tele-theater betting at the Bob Jesson center, restaurant, RV sight and all related activities in anticipation that our planning will be completed in a short few months for other business related opportunities in that area. We want to recognize all the years of operation of the KXA and all the activities it has provided for employment and involvement in the agricultural community. It is always hard for change and I just wanted to acknowledge an end of that era and wish them all the best in their future endeavors.

The Spiyu7ucullw Ranch Corporation (SRC) is now in its second year of operations post business plan and the implementation is going well. The cattle industry is in an upswing and hay sales are keeping steady and continue to be our primary source of revenue for the ranch. Employment is always majority band members with the exception of one or two during the operating season. We will look at the business case to make



upgrades to the irrigation system of Typhon field which is located by the river on east Shuswap rd. Doing this will increase yields with a more carefully monitored watering program and ultimately again bring in more revenue for community activities. With the cattle and hay sales in progress we are now looking toward next year's planning and repairs and maintenance needs for the area. We have also met with Ministry of energy and mines and will have a follow up meeting with the Ministry of Agriculture to go over ownership and access issues of the grazing leased lands which are about 18,000 acres. Strategic moves in staking mining claims over all the property would give us more management over the area because as it is anyone can stake a claim. We could also have the lands under the management of the SRC be put into reserved lands for our specific use and protection against outside interests, this method would be preferred. As we have a current non use permit on the grazing leases we have to comply with provincial regulations and policy which we can at any time lose our interest in those areas if we are found to be in non-compliance. Non use just means that we have no cattle on the leased areas because currently we are running a small herd just on the fee simple areas of the ranch only. These are real issues we face until we settle our Specific Claim and have the whole area returned to the rightful owners, which are us. This may sound a bit confusing but the area of the Ranch has many other issues other than just haying and moving cattle that needs to be managed.

The Stk'emlupsemc Amalgamated Inc. (SEI) board is the business portion of the Stk'emlupsemc te Secwépemc Joint Council (SSN) for T'Kemplups and Skeetchstn First Nation. Under the SEI we have one operating Joint Venture (JV) with Western Protection where we do securities and safety for Nu-gold mine. Western has the management of the JV and we in turn receive dividends for the work that takes place under the contract. We meet on a regular basis to ensure the oversight management is done on every dollar spent

and made to ensure we are all doing our best to increase participation and revenues. We have finally approved the second JV with Arrow Transport to haul all ore mineral content from the mine site to the docks of Vancouver. The JV will own the trailers and we will actively pursue our people to become owner operators of the tractor trucks under the management of Arrow. This investment will make a small profit as the bid was conservative but it does keep the door open for substantial increases in hauling, training, operators and management as the JV partners see fit.

There are many capital projects that I have always worked with Fred and Council, managers and staff on as a secondary portfolio. We have many projects coming up that we need to do the feasibility on to ensure that they are not only beneficial but affordable to our general revenue. The revenues of the band and the community needs will always make us work that much harder to ensure we are moving new businesses and infrastructure forward. We are currently working on the CLC road re-alignment, north water reservoir, new housing extension and a new daycare to name a few projects.

First Nations Property Ownership (FNPO) initiative is very exciting and will be presented at the next GBM, I hope we achieve support on this project from our membership. I want to say that through strategic planning and working with managers and staff to see numerous projects to completion it has been very busy and worthwhile in the hope that one day, we are completely independent for our financial needs.

I want to again wish everyone the best of the holiday season and for the New Year!

George Casimir



Councillor Connie Leonard

Weyik-tp:

Happy Holly-days to everyone! I hope you and your family are all healthy and happy and I wish the very best to you all for the upcoming new-year. If you are having any difficulties, I sincerely send the best of prayers to you and yours to help you through your difficult times. May the Creator bless you all and may you find your best path to ultimate happiness in 2012.

The following is an overall report of my activity since my last quarterly Lexey'm to membership. I have included sections on Governance updates; Portfolio progress/highlights, meetings attended community events; and personal commitment to community wellness projects.

Governance Updates:

Chief and Council (C&C) and staff continue to work hard together on the overall strategic plan with particular focus on our People; Laws and Jurisdiction; Land; Institutions; and Resources. Certainly key areas of the plan involve some attention to important departmental initiatives as well as macro community and organizational plans to support our overall vision. Please feel free to come in and get a copy of the current strategic plan and future draft plans while being mindful that as the Comprehensive Community Plan (CCP) project matures the feedback from all of membership via this channel will also enhance the existing vision and objectives for future planning cycles. If you have not yet participated in the membership SWOT. (Strengths, Weaknesses, Opportunities, and Threats) survey with Ed Jensen, CCP Project Coordinator, please take this opportunity to fill out your survey, or interview if you prefer, on what your community thoughts are for our future.

Aside from improved planning, the recent organizational structure and staffing enhancements have also paid off for our Band and we are seeing

evidence of progress as a result of the past year's hard work and leadership. This improved organizational structure, the improved/focused meetings schedule(s); along with enhanced information systems management programs have enabled us to advance our community interests with key stakeholder groups more effectively.

There is strong evidence that our Leadership and Management's ability has improved to more effectively manage/lobby our interests such as:

- Improved briefing note packages, resolutions, position papers for Chief and Council lobby efforts.
- More meetings with the Provincial, Federal, and Industry representatives.
- More organized meetings schedules and action item tracking and turn-over times.
- Rights and Title Strategies including consultation, landmark accommodation agreements, and litigation where necessary.
- Movement on Social Justice Strategies: Days Scholars, Women's issues, Matrimonial Real Property.
- The development of our legal/justice jurisdictional and regulatory regimes.
- Strategic Planning -enhancing plan by ensuring clear implementation/deliverables to sustain and benefit our people, laws/jurisdiction, land, institutions, and resources.
- Financial Planning Strategies – more sustainable planning and management leading to progressive results including striving to develop capital financing strategies, procurement leveraging, and investment strategies including community trust models.
- Mandated Band Member Education, Training, Employment Strategy Development Project oversight.
- Improved Environmental Management
- Improved Economic Development Strategies/ Results.
- Enhanced Communications.



- Organizational Policy/Law Development/ Enhancement - drafting and updating polices and by-laws for our membership and organizational benefit.
- Attention to Information Technology Infrastructure Development.
- Developing Financial Strategies to help our own and other First Nations causes.

The Chief Executive Officer (CEO), John O’Fee, Chief Financial Officer (CFO Doug Rae), and Chief Operations Officer, Sarah Brown are getting settled into their roles and responsibilities. This team has individual as well as overlapping responsibilities such as: reporting to, advising, and collaborating with C&C to improve our strategic planning processes/deliverables, effective change management practice, organizational wide operations reporting and financial management, making suggestions for improving organizational improving structure, efficiencies and controls, managing information technology infrastructure development, improving overall communications, and providing coaching and collaborative style leadership to Managers to allow C&C to pursue political agendas and effective planning/governance strategies.

While it is very clear that there is relief in the air now that we have these roles filled, we predict that there will always be some challenges as we adapt to changes. Realistically we will always have to deal with change. Dr. Kunin, with the Canada West Foundation, who recently was advising First Nations(FN) Leaders across Canada on the current challenges and opportunities of change in BC, quotes that “The only people who like change are wet babies – but we need to get over it and make the best of it!” (CANDO, 2011). While we are adapting it will be important seek clarity in roles, responsibilities, and expectations and to work professionally together to help define the differences in macro and micro management in a good way.

At the macro level we will be expecting improved policy recommendations, improved efficiencies, improved financial management results, improved reporting, improved communications, improved project management – such as the Band Membership Employment and Training Strategy, and collaborative management styles for coaching and capacity building with Managers to ensure successful outcomes of the strategic plan. In order to achieve this collaborative style of managing, senior management will have to focus on their own macro issues and deliverables while collaborating with Managers to assist them in reducing barriers to successful implementation of their strategic/ operational plans. Timely reports and evidence of quality processes/practices for informed decision making and due diligence prior to advising to C&C will be definitely appreciated and expected.

The key factor in the success of this model will be in the ability of all to work collaboratively for the sake of the community and organizational strength so as not to cost the community time, energy, and our precious resources and expose us to greater risks .by being adversarial. Senior Managers must manage change strategically. We will work on solutions together because our motto is and will always be *“With Teamwork We Create Action and Pride!”* If need be the roles and responsibilities can be worked on together in a policy development process.

Governance Coordinator (Barb Morin) continues to collaborate with Leadership, Managers, and Membership as required to improve/support governance strategies such as the following policies: HR Personnel Policy, Housing, Elders Travel, Medical Assistance, Recreation, Trades and Training, Membership, Development Approval Board improvements/amendments, Residency, MRP, New Sponsorship Policy, Directors Terms of Reference, Financial Administration By-Law, Procurement Policy, Rules Governing General Band Meetings, Terms of Reference for C&C, New



Environmental By-law and Hunting Ordinance laws, among others.

For more information on current and approved policies and by-laws feel free to contact Barb Morin, Governance Coordinator, or visit our website at www.tkemlups.ca.

We are also working on ongoing and special projects relating to our Rights and Title interests such as:

- Douglas Reserve Initiative - Ongoing court preparation and strategy development for the work on our Specific Land Claims issue. Watch for periodic special assemblies and communications.
- Day Scholar Advocacy Project – C&C has supported this important Day Scholars Class Action Initiative. Joanne Gottfriedson, hired project contractor, is collaborating with C&C coordinating political/communication strategies, meetings/forums, interviews with survivors, legal, and political representatives. C&C have reached a collaboration agreement with the Sechelt First Nation (SFN) to work together to seek justice on behalf of all former Indian Residential Schools (IRS) Day Scholars. I have a great deal of respect to our members that are working with us on this difficult Social Justice matter. Special respects also go to our Elder Ken Jensen for his leadership work on the Residential School Monument as well – very honourable. Prayers to all in the struggle for justice.
- SSN –our common jurisdictional interests with Skeetchestn Band are advancing in areas of governance, management, joint-decision making, partnerships, employment, environment and economics. We welcomed new Intergovernmental Affairs Manager, Sheila Zelinski; additionally litigation is underway TFL-35 to protect our rights and title interests in our shared territory as well.
- Shuswap Nation Tribal Council (SNTC) – ongoing Nation based priorities in re-establishing traditional governance and management protocols and collaborating on other planning and oversight



issues at SNTC.

- Matrimonial Real Property Strategy to respond to Federal Government's attempt to assume our customary decision making authority and property jurisdiction now in Senate stage.
- Economic Development Strategies: including new and existing TTS Corporate entities such as the SEI economic development initiatives via mining opportunities etc in order to build our Band/Nation's economy to support our vision and future strategic planning priorities.

We are steadily improving our economic development outcomes to developing our own local economy to support our current/future interests must be done very strategically to create a better quality of life for our people, land, environment, and resources. Economic growth via job creation is extremely important and we all need to be supporting band owned and individually band member owned companies. Congratulations to all of our Band entrepreneurs out there – we are proud of you!

Supporting a local business strategy helps us to generate both revenue and benefits including employment creation and stimulates our own ability to management of our own resources. These objectives of sustainable and progressive Nation Building are being supported nationally via the Council for the Advancement of Native Development Officers (CANDO).

In November 2011, at the CANDO National Conference and AGM, I had the honour of being presented my CANDO Professional Aboriginal Economic Developer designation. This designation was based on my level of education and experience in the field. At this conference I also had the opportunity to learn from leading individuals and Nations on current information/trends and best practices in economic development such as: CREECO Ec. Dev. Corp.- which showed amazing results from negotiated agreements and business profits that go to community rights,



education, administration, capital projects, insurance, arts; Economic Advancement Strategies; Westbank FN has their own Ec. Dev. Commission that advises C&C; Imagination Nation is the first Aboriginal owned franchise; Modern Trust models and Leveraging borrowing power with FNFA and Peace Hills Trusts, our Youth Panel from E-Spirit that stress “the Youth are not the future- they are the now!!!” The conference was so inspiring I had to share the information with membership!

One of the speakers was Dr. Roslyn Kunin with the Canada West Foundation, who said that “key factors in economic development were noted as CIGE which is consumer spending; level of investment, government spending and that all combined indicate projected steady slow positive growth in BC”. Dr. Kunin also noted that “the best opportunities for growth were in exports; the best opportunities for growth and investment were in resources and cautioned that we need to “use resources wisely and develop them carefully”. Dr. Kunin also noted the economic trend opportunities were in the fields of “service delivery in education, tourism, environmental clean-up technology, baby boomers, and the young population”. Wise words from Dr. Kunin included the importance to “also invest in yourself via education, develop capacity, avoid the middle man, and be creative”. Her advice for the key entrepreneurial question was “What goods(s) or service can I provide that someone is willing to pay for?” (CANDO, 2011). I share this with you to hopefully inspire Membership to consider your own business development opportunities as well – for more information on how we can support your ideas just give us a call.

Shared Services Portfolio Progress /Update:

Aside from general Chief and Council duties as noted above, it is also my job to support and report on the current events/progress of my Portfolio responsibilities. The Shared Services Portfolio Managers and I have been in discussion regarding strategic progress briefings,

current events and planning for the upcoming year. The following will serve as updates in Finance, Administration, and Human Resources.

Finance:

We, meaning a collaboration of efforts by the CFO, Finance Committee, Finance Manager, and Finance staff, have been working hard to ensure efficient operations, financial management/oversight, and thoughtful planning to work for the best interests of our community.

Specific evidence indicators of our hard work to enhance our internal financial management goals include: reducing operating budgets, improving budget planning cycles, separating operational and strategic/project based financial reporting models, looking at longer term cash flow management, improved reporting for improved decision making, implementing capital budgeting and financing strategies, planning for investment/dividends strategies and community trust models, enhancing government style reporting models/expectations, improving internal capacity, and enhancing internal auditing requirements, and external auditing, financing, and investment relationship management.

Notably, internal financial reports have improved and we are moving to a more sophisticated level of financial management and decision making ability. Evidence includes improved reports showing trends in current and future operations which enable management and C&C to make necessary adjustments for sustainable and progressive planning. We are proud to say that we have seen improved financial results in the Ranch, Car Wash, Gas Station, Museum and Forestry. We have also improved business unit agendas to improve the process of informed financial decision making for directors as well.

I have also been establishing goals and a working



group consisting of the CEO, CFO, Councillor Jules, and myself to develop our Finance Administration By-Law/Policy approval process to ensure that our financial resources will be managed responsibly for future generations despite any potential for turnover in management and leadership. After first draft is complete we will be seeking input from managers and membership as well.

Highlights include:

- Administration
- Financial Management
- Capital Projects
- Risk Management
- Financial Reporting
- Schedule: Avoiding and Mitigating Conflicts of Interest

Current/future events in the Finance Department include:

- INAC funding/reporting requirements/amendments
- Development of a work plans for inputs into the Financial Management By-law
- Updating the draft Finance Policy and Procedures Manuals
- Collaboration on the financial aspects of the DCC and ACC By-laws
- Production and analysis of financial performance ratios
- Ongoing collections progress and policy development
- Improving planning/delivery for timely financial statements; monthly Departmental variance reporting; account code changes; cash-flow reports.
- Integration – ACCPAC/TAS – still working to refine reporting systems and tax roll impacts
- Customizing Reports via Insight Reports/Crystal Reports
- Funding and Revenue Management
- Accounts Receivable and Payroll are always



extremely busy as usual

We have also completed previous strategic planning initiatives such as hiring a full-time Proposal/Grant Writer to primarily seek and secure external funding to support our strategic planning initiatives with some consideration to support additional and operational needs as time permits. This position will greatly enable us to save our general surplus revenue for other strategic purposes.

Culture and Language Grant	\$20,000
Violence Prevention strategy	\$14,000
Master Apprentice Language Program	\$27,000
Joint Emergency Planning	\$7,000
Emergency Planning, Forest Fire	\$5,000
 Total approved	 \$73,000

We also have the Procurement Coordinator position in place to bring savings and negotiated benefits to the Band. Under the supervision of the CFO and with collaboration with Managers the effective roll-out of the strategy with management, leadership, and to band members is critical. Macro goals and objectives need to be established in collaboration with the CFO in order to finalize the draft policy prior to organizational wide implementation. Policies objectives may include attention to ethical suppliers, FN contractor privileges, leveraging for training and employment etc. “European Parliament proposes modernizing public procurement to allow ‘environmental or social’ considerations in bids” (LinkedIn Today).

While waiting for new staffing issues to settle out, the Procurement coordinator negotiations work has already resulted in significant cost savings to the band including:

- Utilizing commercial card lock fuel pricing \$30-40,000 savings per year
- Gas Billing pricing negotiations, \$46, 000 savings



per year

- Achieving corporate discount rates with TELUS, \$24, 000 per year
- Teamwork with Finance Manager, Monica Louis, on repeater station, 12k per year savings
- Totaling \$112- 120,000 in some of negotiated corporate savings so far this year alone!

Continued negotiations will produce even more cost savings for our Band, and Managers are starting to see benefits/results by collaborating on major purchases i.e. the purchase of equipment such as a new Garbage Truck will produce huge savings to the Band. Managers can obtain information on the public drive Band and we have leveraged our company profile to produce individual Band Membership savings/benefits by negotiating savings with various suppliers of goods and service in areas such as:

- Fuel
- Telephone
- Natural Gas
- Heavy Duty Equipment
- Tires
- Accommodations,
- Vehicles – leasing, purchasing, repairs
- Parts and Services for vehicle maintenance
- Computers, and other technology purchases
- Contractor discounts from building suppliers.
- Automotive parts and services.
- Work gear/clothing supplies.
- Golf, hockey, and other recreation/fitness/gear discounts.
- Commercial trucking and repair services .
- Propane.
- Recreation vehicles, RV's atvs boats skidoos.
- Furniture discounts.
- Appliances, TV's electronics.
- Sports team discounts.
- Office supplies including paper, coffee and water.
- Grocery discounts.
- Storage – secure boxes data.

Negotiated band membership discounts/benefits from various businesses and suppliers printed information can be obtained from Sonny at the Band office - one band member (Elder) said he saved \$130 on one vehicle trip alone! Future negotiating/ leveraging may include government procurement opportunities for skills training, contracts, and more community benefits for the Band Office and Band Membership.

We have more financial goals developed via the strategic planning process and we are eager to see more results including further enhanced financial management/ reporting; improved implementation and advanced software/systems; improving inventory and fixed assets management plan. I have also advocated for a staff member to work on a TIB taxation jurisdiction strategy as this is an area that will produce greater taxation revenues for our people. I have also forwarded more financial strategies/research to our CFO and the Finance Committee for future implementation consideration as well.

I have also advocated for more reader friendly/ transparent financial reporting to Membership by way of an improved Annual Report. This report should be out soon - we are waiting for some final inputs from others so we can distribute the report to membership asap!! There is an AGM coming up in the new year, keep an eye out.

Special thanks to the Finance Committee, CFO, Doug Rae, Sub Committee Working Group, Finance Manager, Monica Louis, and to all of the Finance Team for their contributions! We are seeing signs of great progress!

Administration

The Administration Department support Staff and the Office Manager, Carrie Leonard continues to provide quality service to C&C and Main Administration by



handing a multitude of expectations and deliverables. The following represents some of the highlights in the Department.

New Hires

A heartfelt welcomes go out to our new staff including the Records Maintenance Assistant, Jules LaRue. Jules is a great addition to our team and his skills and abilities and good heart are definite welcomed assets to our organization. Secretary to Chief and Council, Harmony Seymour, has already proven to be a great addition to our team as well, as she fulfills her duties and responsibilities with ease by providing the efficient support to assist with the multi-tasking that takes place in this department to support Chief and Council's daily needs.

Action Items

To improve turn over time and to provide clarity in Action Items, the Admin. Staff will be in attendance for agenda items pertaining to direct C&C support services.

Records Management Administration

Records Management Administration recognizes the demands of our large organization for appropriate Records Management therefore; a second position has been posted for a "Records Maintenance Assistant" to cost share with 'Hire Power' to assist with the implementation of File-Pro and meeting management issues coming from C&C and GBM Meetings and research requests.

Revamping Job Descriptions, Duties, and equipment to Improve Efficiencies and Service

To streamline duties for cost savings and improve service delivery and reduce risk management by streamlining incoming and outgoing mail and transferring it to File-Pro document management, registration of Band Council Resolutions and motions, meetings management and research, and communications such



standardizing voice mail, messaging, phone repairs, and processing management requests.

We also have a new postage machine lease to upgrade to current performance standards to improve time management and cost savings when processing larger jobs e.g. Band Membership mail outs, taxation notices, etc. Installation and training will take place with staff and support staff by end of this week.

Improved Operations/Communications

- **VISA:** Established a VISA Form for communication purposes, as well, forwarded processing to EA to Corporate as various requests were coming in organizational wide with the exception of C&C Travel which is processed by Secretary to C&C.
- **Business Cards:** Established a Business Card Form and approval process to ensure appropriate clearance and screening confirmation from HR Department.
- **Telephone Directory:** Established a systematic process for updating TteS Phone Directory on a monthly basis due to continued change of employee's e.g. (On Leave, new hires, re-locating to another Dept, etc).
- **Office Supplies and Merchandise:** Working through process and procedures as Administration Manager with Procurement Coordinator, with direction and support from COO and CFO to save time and money to obtain list of vendors for best negotiated pricing and benefits for larger bulk ordering to accommodate C&C, Managers, Staff and various requests to support special events etc.

Other ongoing highlights include

- Regular staff meetings to gathering input for service improvements such as succession planning, ; pro-d.
- Budget management.
- Managers meetings.
- Staff meetings and conducting evaluations etc.
- Civic web training.



- Job descriptions and Wage Grid project duties.
- Facility and Equipment and computer station and internet feed upgrades.
- Addressing/advocating for minutes backlog due to increase in type and volume of meetings.
- Standardizing request and meeting needs.
- Staffing and project assignment clarity with Corporate Management.
- Strategic planning development.
- Web site upgrades.
- Policies and Procedures: On-going research underway to add efficiencies within Administration.

Special thanks to all of our Administration and all of our fantastic Chief and Council support staff for their valued contributions!

Human Resources

Recently our Band's progress in the field of Human Resource Management was awarded the Best Practices Strategy and Direction Award from the AFOA for in Human Resource Management. Many thanks are due to the people that led the way and did the work including, the visioning and collaboration from leadership along with past and current staff members to ensure principles of effective HR management were understood and considered for implementation.

Although we are thankful for the award and recognition of others, we remain strongly committed to ensure that continued and focused work is done to effectively meet the objectives of our vision - especially in the area of advancing the Band Membership Employment and Training Strategy.

C&C has mandated that the Band Membership's Employment and Training Strategy needs to be further developed and overseen by the COO, Social Development, Education, and Human Resources Departments as well the necessary support to be provided by other Departments as well. Some efforts



have produced varied results, but an overall strategy that measures success outcomes requires a collaborative teamwork approach by everyone in order to advance this issue. The COO will be accountable to manage this process by guiding the work necessary to produce and oversee the overall strategy that defines goals and objectives and defines roles and responsibilities.

Highlights from the Departmental work and ongoing strategies include

- Clarifying Roles and Responsibilities: We need to ensure healthy transition to ensure that roles and responsibilities are clearly understood in the organization. Internal departmental oversight management issues and decision making authority rests with Managers and not the HR Manager. The HR Manager only supervises her own staff and only acts in advisory/risk management capacity to Managers to ensure our vision is intact, that employment law, standards, policies and procedures are followed to be an employer of choice and to minimize our risks – when conflicts arise or lack of clarity the COO will work with Managers and HR on these matters.
- Ongoing Dept. duties: such as Manager and Staff meetings; budgeting, completing new postings, interviews, new hires, backfills, and contracts, job description reviews, orientation and exit Interview assistance, proposal writing and project management; operational improvements such as the electronic Human Resource Information System and the Visio Org Chart software; SSN/SEI and Band membership employment strategy support projects.
- Ongoing research: for needs analysis and training plan i.e. equity and diversity, policy/planning and Health and Safety Services; and partnership and external funding and resource opportunities.
- Job descriptions and wage grid inventory/research: Updated over 150 job descriptions and wage grid.
- TRU Collaborations: Research project on Rewards



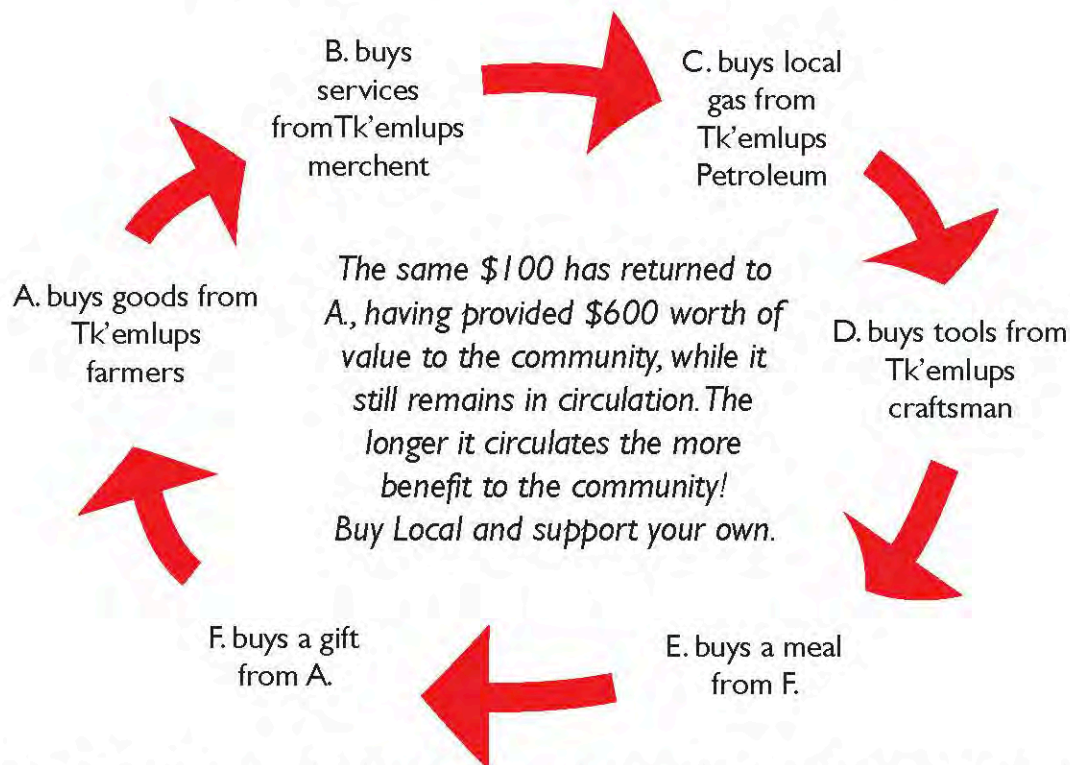
and Recognition, and Co-op Program support.

- Updating Personnel Policy – revised draft to be tabled in December – C&C has expressed many concerns to be revised and are looking forward to the changes for staff and membership. Challenges requiring particular attention are: to hiring processes, evaluations as they relate to wage grid oversight, among many other concerns to ensure we are working towards TIB’s overall vision!
- Occupational Health and Safety Committee, Ron Tronson our OHS Coordinator continues to

improve our OHS compliance and performance needs by: ensuring adequate First Aid Stations, Policy and Procedures training programs, chairing OHS regular meetings with low/high level groups, providing incident reporting and follow-up action; performing air quality testing/fire alarm testing/drills/and monitoring extinguishers; and assisting Jim McGrath and Mark Diffin with the Emergency Response Committee strategies/plan. – much appreciation to the team!!

- Organized Organizational Wide Professional

The Workings of a Local Economy - Support your community



A, B, C, D, E, F are all local farmers, craftsmen, merchants & businesses



Development: The team has worked to improve the organization's HR Management Capacity and has surveyed, implemented various pro-d workshops. In the future we hope to be even more organized to our approach to organizational wide professional development by having fewer randomly scheduled workshops and more of a move to organizational wide professional development days for all staff with themes to assist in balancing costs and benefits to the organization. Some workshops recently included: general mental health in the workplace; Human Rights in the workplace; employment standards; Canada Labour Code and Roberts Rules of Order.

Social Committee, thanks and appreciation to everyone that has helped to plan the Staff Snowflake Social as well as the Rewards and Recognition event for long term service employees.

Commitment to Community Wellness, all of C&C have committed to improve community wellness by working collectively and individually to support the goal of wellness.

Some of the projects I am currently involved in include: **The Cross Cultural Committee at Sunriver's,** this collaborative group continues to set goals and is a great example of how working together in a positive way is good for our neighbourly relations and worked together on the annual Christmas Hamper Drive/Delivery Project, as well as Aboriginal Day, neighborhood tours, elders Christmas Social/luncheons, museum tours, and DRI information sessions. Much appreciation is due to our neighbours at Sunriver's for their generosity as well as our staff for their support.

The Annual Howling Coyote Charity Fundraiser was on September 24, 2011. Our hardworking committee has now raised \$37,865 for First Nations Scholarships and Bursaries. Fantastic community support by

volunteers, golfers, and generous supporters, and businesses helped to raise \$11,600 this year alone! May thanks to everyone that supported the cause which will add to the endowment fund to create more help for students this coming year!

Women's Rights Issues, work on the revitalization plan of BCNWS with Barb Morin to reclaim voice and lobby strength of Aboriginal Women in BC; lobby efforts with NWAC and other groups to advocate for Missing and Murdered Women's Justice, attended and spoke at the Red Dress Project, candlelight vigil, film/panel presentation. I also took the time to ensure representation of the Band at the Take Back the Night Vigil, the Person's Day Breakfast, as well a lecture from Senator Jaffa at TRU for Women's Human Rights Issues which resulted in an invitation to speak at the Standing Senate Committee on Human Rights on November 28th in Ottawa.

Community Garden support: spin off benefits from the initial garden and subsequent workshop has sparked community interests from individuals and the collective alike for healthy and sustainable food production. Special congratulations to all of our members who tended their bountiful gardens!!! Thanks to Social Development staff and membership alike for their green thumbs up at the community Garden! Hopefully we can add a cannery and other agriculture plans in our community next.

Secondary and back-up Portfolios: Detailed 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.

Recent Meetings Attended:

- Chief and Council (C&C) Regular Meetings.
- Strategic Planning Sessions with Council and Management; General Band Meetings; and



meetings with concerned Band Membership.

- DRI meetings- Rights and title interests; legal case management conference.
- Meetings with various Legal experts, Auditors, and other planning consultants.
- Various Board of Director meetings inc. Strategic Planning
 - KIB Development Corporation –recently approved Master Plan and Architecture Design Standards, preliminary design detailed costs and implementation plan for infrastructure development.
 - Mount Paul Centre Corporation – master plan in progress for highest and best use.
 - KIBUC – Gas Station and Car Wash.
 - Forestry Corporation; Forestry LLP.
 - Spiyu7ullucw Ranch Corporation.
- Joint Council meetings with Skeetchestn for our SSN business; sub-committee meetings with Researcher Vicki Manuel, Consultant Don Ryan, and Councillor Jeannette Jules to analyze and develop research framework in order to review existing agreements to improve/negotiate existing agreement with New Gold President to advocate interests for employment, environment, improved communications, etc.
- Tripartite meeting with Whispering Pines and Skeetchestn Bands re the RCMP Service Delivery agreement.
- Various meetings with industry and potential economic development partners.
- Hosting /informing other bands on various TIB projects and best practices.
- Meetings with the SNTC and individual Secwepemc Bands protocol meetings with various Chief and Councils – focusing on communication protocols and understanding strength of claim issues.
- Policy/By Law meetings to ensure fairness, due process, guidelines, and expectations.
- Finance Committee meetings and auditor meetings to oversee TIB Finances as well as short term and long term planning and various meetings with the First Nations Finance Authority, First Nations Financial Management Board, Peace Hills Trust, and RBC and RBC Investments for planning purposes.
- Sub Committee meetings to develop a first draft of our own Financial Administration By-Law.
- Portfolio meetings with relevant Managers to drive strategic planning/progress.
- BC Native Women’s Society planning/membership/fundraiser meetings.
- Native Women’s Association of Canada – information sharing/planning meetings.
- Meetings with various Provincial/Federal political individuals/groups to lobby interests.
- Meeting with Ajax Mining representatives and relative Federal/Provincial representatives.
- Attending Training sessions such as: First Nations Employment Law; Separating Business from Politics; Planning for Growth; Procurement Strategy for Aboriginal Business; Modern Trust Models – Leveraging Income for Economic Development, CREECO Model of Success; Guiding Principles of Community and Economic Development Implementing Impact Benefit Agreements, Business Due Diligence, First Nations Financial Management opportunities, etc.
- Meetings with INAC reps on various funding and current event issues.
- Follow up Meetings with various stakeholders such as Sunriver’s Annual meetings and Cross-Cultural Committee meetings; Community Garden Meetings.
- Howling Coyotes Scholarship/Bursary Fundraising Meetings/Event.
- Advocacy meetings on women’s issues: Red-Dress Dinner and Candlelight dinner speaker representative; Red –Dress panel speaker at Thompson River’s University; Person’s Day Breakfast; Take Back the Night vigil; Lecture/Lobby opportunity with Senator Jaffa and Women’s



Rights Activist and Deputy Chair of the Human Rights Committee which resulted in an invitation to speak before Standing Senate Committee on Human Rights.

- CP Holders Property Tax Regions meeting.
- Comprehensive Community Planning SWOT meeting.
- Day Scholar Forum and political and legal strategy meetings with AFN Chief Sean Atleo, UBCIC Chief Stewart Philip, and SNTC spokesperson Chief Wayne Christian.
- Stemelt meetings as alternate and as available.
- Meetings with Members of Parliament.
- Various hosting responsibilities to other visiting delegations.

Special Community Events That Occurred Since the Last Report:

- All Staff Smudging Ceremonies.
- TIB Graduation Celebration.
- Little NHL Tournament Fundraiser.
- TIB Pow-Wow.
- Day Scholar Forum.
- Shuswap Gathering.
- Band Picnic.
- Housing BB-Q.
- Shuswap Nation Tribal Council AGM.
- Comprehensive Community Planning Events.
- Thank-you luncheon for past/retiring Skelep Board of Directors .
- Pow-Wow Committee Appreciation Social.
- Summer Games Events.
- Red-Dress Project: dinner, candlelight vigil , film, panel.
- Wastewater project celebration.
- John Jules fundraiser/ memorial.
- KIRS Monument unveiling with Ken Jensen.
- Referendum – section 60 Amendment.
- Aboriginal Day.
- Living Legends Rodeo.
- Health Fair.

- Shuswap Song and Dances Feast and Celebration.
- Remembrance Day Ceremony /Feast.
- Staff Social.
- Santa Parade.
- Movember fundraising.
- Delivery of Christmas Hampers.

There are so many events (my apologies if I have missed any). We are very fortunate to have the capacity to have so many fantastic community events! Many thanks to all of the staff, volunteers, and leadership involved in making our band a great place to live!! Please call the Band office at 250-828-9700 to become part of our email list for the TIB weekly announcements and ensure your address is up to date with the office in Administration for Membership Mail-outs.

Congratulations and Thank-you's go to all of the staff, membership, Chief and Council, volunteers and business partners for working on our team to help us to move forward in a good way for our people!

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! Speaking of Band meetings, there is new and affordable technology called "Resolver Voting" that is used for voting in meetings that tallies the votes and allows for confidentiality too – if you read this let me know what you think?

I hope you all have a great holiday with your families and I hope you have fantastic quality time with family and friends!

Until next time....Me7 wikt1-men.
Respectfully submitted,

Councillor Connie Leonard

Councillor Dolan Paul



Weyktp, It been a little longer than usual for this report but will try to keep brief and hit the highlights. The education staff and I have been working on a memorandum of understanding with Thompson Rivers University. With the closure of the Simon Fraser University satellite campus we believe there is a distance we must close with Tk'emlúps te Secwepemc students and the remaining University.

In a recent trip to Victoria, Chief and Council had the opportunity to meet and relay the needs and wants of our community to the following Ministers of BC:

- Public Safety and Solicitor General, Honorable Shirley Bond
- Child and Family Development, Honorable Mary Mcneil
- Forests Lands and Natural Resource, Honorable Steven Thomas,
- Transportation and Infrastructure, Honorable Dave Duncan and Executive Director Shirley Mason
- Advanced Education, Honorable Naomi Yamamoto
- Environment, Honorable Terry Lake
- Aboriginal Relations and Reconciliation, Honorable Mary Polak



As well, a meeting was set up with the NDP Opposition leader, Adrian Dix.

We had various discussions pertaining to the relevant

portfolios but in regards to education we articulated our need for culture and heritage funding, review of antiquated funding formulas, the need for post secondary funding to be upgraded from the stagnant 2%, the need for consultation regarding new policies, and stronger representation in local schools in regards to local first nations curriculum.

We were recently present in the courtroom recently regarding the Douglas Reserve litigation. The case will start in October of 2012.

There are a number of new faces I would like to welcome on the Board of Governors at the Skelep School. Welcome: Marie Tronson, Shiloh Gott, Elder Nancy Anne Mitchell, and Dessa Gottfriedson. I would also like to acknowledge the hard work and dedication to our past board members, and say thank you.

We are currently working on the plans for a new daycare facility.

At this time there are 52 Tk'emlúps te Secwepemc members receiving post secondary assistance throughout this fiscal year.

Just recently we, Chief and Council, had the opportunity to discuss our position regarding the communities' educational goals with Minister of Education, Honorable George Abbott. We relayed our need for accountability to our students regarding educational outcomes, as well as the need to address a culturally sensitive curriculum for local First Nations.

Thank you for taking the time to read my report and please feel free to contact me. Have a great holiday season and safe travels.

Merry Christmas and Happy Newyears,

Dolan Paul.



Councillor Evelyn Camille

It is with great sadness that I start my report with the passing of a friend, Don Seymour. Don you will always be in our hearts, remembering your smile, your gentleness, your wisdom, your dedication to your family and to the community.

For the family and relatives that you have left, my prayers are with you. What I will always remember about Don was his wisdom and strength, when he spoke at the AFN National Day Scholar meeting, when he spoke from his heart about what he gone through at the Residential Schools, he brought tears to my eyes and to many others that heard his story and his belief for justice for the day scholars, and of course I will always miss his bugging me whenever I see him.

To the family and friends of Chris Mitchell, my most sincere condolences, to lose someone so young, is a great tragedy. I had noticed how it affected so many young people and especially my grandsons Aaron and Versal I felt your sorrow my grandchildren. I know for all, that this is a hard lesson to learn, but when you are out together. LOOK AFTER EACH OTHER, PLEASE!

Housing portfolio

As usual, Housing always seems like they are under the gun for a lot of issues. Most of all for repairs or lack of, but PLEASE try to understand that they are working on a limited budget, there have been a lot of cut backs within the T.I.B. organization this year, and it has affected ALL the departments, especially the housing dept. It is only Oct. and the emergency funding is already pretty low. So please be patient and do what YOU can to keep YOUR home safe. Housing Dept. is only dealing with the most URGENT issues. Please be assured that as Primary portfolio for housing, that when you do come to see me, about any of your housing issues, that I do follow up as soon as I can, and now that I have given up ONE of my portfolios, I will be trying to focus more on the housing concerns. I have given up the Public Relations Portfolio, as I

had found that it had taken up a lot of my time, so in the meantime. T.I.B. will be looking for someone to do opening prayers and whatever, if you are interested, please notify Karra Farch, the chief's assistant. I think that we will be looking for an elder, to do the prayers and welcome to our territory. We are trying to compile a list; many of the organizations give good honorariums.

First of all I would like to congratulate the housing dept. staff for the completion of the Certified Property Management training program to assist them with their management skills and to ensure smoother operations within the department.

Kukwstemc, to the Housing dept. for the BBQ that was enjoyed by a lot of members.

Housing has been doing a lot of preventive measures and workshops to ensure a safe and healthy life style for all home owners. The department's monthly newsletter provides a lot of helpful hints to maintaining your homes, so please read. They have also done some septic cleaning, because last year there were a lot of floods and back up from the septic systems. For those of you that have not had your septic systems drained for a while, you may want to contact housing, don't wait till it is too late, please. Some chimneys cleaning has been done and please check your own furnace filters before winter sets in, I always do my own, not too hard to do. It can save you big bucks when you keep checking it.

First Nations Market Housing is well underway, with an informative meeting held, Aug. 20/11, to view the process for ownership of the FNMH program, if you have missed this meeting you may contact Cary Morin for more information and if you are in the market for a new home, NOW is the opportunity, do not wait too long... you are not getting any younger, might as well enjoy life now. I will not get into details of the process, but if you are interested, as mentioned you know what to do. FNMHF is not only for building



new homes, but if you qualify, you may also use the funds for renovations, or purchase of an existing home, but it must be appraised and inspected. What are most important are the pre- qualifications stage of which FN internal credit check is done to insure that there are no arrears, and provide a proof of life insurance for the amount of the loan, generally this is included in any large loans.



And of course FNMHF will hold the CP of property until the mortgage is paid. There will be a check list of requirements, when you make your application. The housing Dept. staff has worked very hard to get this



project going, so please take advantage or come and find out what it is about.

Congratulations to Lance Jensen, STEP worker for the Weapons of Mass Construction. Lance has gone on to take the carpentry course; I know you will do well. I would also like to say KUKWSTEMC to ALL the housing staff for your dedication and all you hard work, within the dept.

Day scholars

I am sorry to hear that there was NO SHOW at the day scholar meeting held on Sept. 14th. I know that this seems to be taking a long time, but please have faith as we knew that this was going to be an uphill battle. We have to continue to work TOGETHER for justice for all the day scholars. The legal counsel and a budget has been set up and in order for the class action to continue and not be too costly, Joanne has been doing a lot of traveling to talk about the class action and getting some good response. Oh, by the way, the reason I was not there was because I was on holiday with the elders, on the bus tour. (a long story) Joanne is lobbying other bands to join the Class Action, the more that come on board the better, so that we can share cost.

You can get involved with the Class Action, by, filling out a release form, assist in fund raising projects, attending scheduled meetings, any other concerns, please see Jo-Anne, or call her at 250 828 9788.

Public Relations

As previously mentioned I have regretfully given up this portfolio, as I am trying to concentrate on my primary portfolio, which is housing. I still get requests, such as the Summer Games opening on Aug. 5th. Kukwstemc to Jeannette Jules for her beautiful welcome song, we were a smash!!! If you didn't see it you really missed something. Shane was also a hit, as we were in full regalia, you would have been so proud. We also did the closing on the 14th. I did the opening



on July 1st at the park, a lot of dignitaries were there, I still feel so uncomfortable, when this little ole qelmuc is amongst them.

Very good Pow Wow again this year, my respects to the hard working staff, that put this together again, thanks for giving me the honor to do one opening, but Sat. I was so sick. But I managed to go for a little while on Sun. Was a great GATHERING OF NATIONS.

I attended Integrated Correction Program Model, of which a band member attended and graduated from. This program is geared to increase motivations and awareness of factors that contribute to the harmful



behaviors and to rethink attitudes and beliefs, teaching skills to manage personal risk factors. The Aboriginal program insures the cultural and traditional aspect. I don't think I am at liberty to say the name, but if the individual is reading this I hope that this program has worked for you and that you are still on THE RED ROAD. At this time I would like to mention the Sun Dance, of which we are honored to have within our community. It was held July 12, 13, 14, 15, and 16th, the participants are getting smaller but I know it is not how many but the strength, dedication and endurance of those who participated. If you want to learn more about the Sun Dance, please let us know, we can make arrangements for anyone that wants to learn



or to have some info on the Sun Dance. I have brought all my grandchildren there to watch, and the choice was theirs to make to be part of, as long as they know it is there for them, as with the rest of our culture and traditions. TIB has been having prayer circles, open to all the staff within the organization, what started it was when, Darcy Turner, one of our long time workers went missing, (and still is) last June. Most of the staff were feeling so bad about Darcy, one of them decided, that maybe a prayer circle would help, and I am sure it did, and we still do have them, on monthly basis. Which many of the staff are very pleased about, and excited to learn more. There is a pipe ceremony and if anyone wants to share, they can, C/C take part, it is not compulsory, but it is sure good to see most of the staff there. I still attend the TRU research on dementia, as this project is very dear to my heart as many of our elders are affected by this. We are hoping that other elders will partake in this project. There will be a meeting set for Oct. 5th and 6th at the convention center.

Another project very dear to my heart is the Stememelt Project, workshops have been set up within our community, but I am very sad to say that there was NO SHOW from membership once again, I will share with you that TIB has the second highest children in foster care. So what are we going to do about it? BECOME INVOLVED in the struggle for getting our children back, and find out more about the project. ---I Did the opening prayer and welcome for the Aboriginal Trades Forum 2011 at the Kamloops Convention Center Sept. 20, 2011. I was unable to stay for most of the forum, which consisted of testimonial from the trades' participants, and networking for both sides. It was good to see the Education staff there, as there was a lot of information to assist the members in the Trades field. I actually went to the Secwepemc Hunting Camp, held Aug. 24th to the 27th. I was very intrigued by the setting and the knowledge that was shared there. The camp was set to strengthen Neskonlith and Adams'



Lake Douglas Reserve claim, and to share stories and for the young people to learn to hunt and to provide food, the traditional way for their families I had passed this idea to the legal department, so we can do the same thing for our claim, after all this is what it is about. RIGHT?

Education

As of September, I hope everyone' well all the students anyway are back and settled in school and doing well. And as for the parents I am sure that you are glad, but a short note for ALL the parents, PLEASE!!!! Communicate with your children's schools, as their education is so important, and we at the office can do only so much. If you have any difficulty, get in touch with someone in the education department for assistance, especially for absenteeism, as we do have a truant officer.

I attended a First Nations Education Council meeting on Oct.27th, and in review of agenda from previous meeting, there was a concern of the F.N. students that need to take upgrading or college prep as many grade 12 graduates score very low on the TRU Accuplacer tests. My main concern was that many F'N students "GRADUATE" with only a 'leaving school certificate', which I understand would be about a grade 8 or less level. If this is one of your children please take note and let us work together for the betterment of all our children, and to let you know that there is very little or NO funding for these programs, TRU has some programs to assist the students but they have to struggle through with living allowance. The responsibility lies with School District #73' principle teachers and staff, of where they are FAILING our students. The district gets a lot of extra dollars specifically for the First Nation students, but it does not seem to be helping many of our students, so I am hoping that an Education committee can be set up for better communications with schools, parents, and teachers. One more thing, we will be reviewing



the Local Education Agreement(LEA), to see if it is adhered to. If you would like a copy, get in touch with the Ed. Dept. The nominal roll for FN students seems to be down a bit this term, due to from what I understand was a form that was sent out with the students at the beginning of the term, which confirms your child to be of Aboriginal ancestry to access the Aboriginal Programs and services. I did not recall getting this letter, did you???? But next year we will be on the ball as I notified the Ed. Dept. The Education Dept will be hosting some strategic planning towards a better relationship and better communications with all concerned.

The Douglas Reserve litigation has had the first case planning hearing on Nov.1st, and the hearing is set for October 2012, until then legal well be continuing preparation and having regular updates. This battle has been going on for years and now we are going to have our day in the courts, so please IF you have anything to share call the legal department and be part of the team for support. Kukwstemic.

Bah Humbug! Xmas is around the corner everyone, are you ready?

Anyhow this is ---WISHING ALL OF YOU THAT READ MY REPORT, THE BEST OF THE SEASON TO YOU!

I ALMOST FORGOT, BUT I WAS SAVING THE BEST FOR LAST I AM A GREAT GRAMMA, MY GRANDSON Jordan had a baby boy on Nov, 8th. I am so proud.

Evelyn Camille



Councillor Jeanette Jules

Weyk-pt, I have hope that everyone has made it through the summer and beginning of fall in good health and you've been able to get all of the berries and meat for the coming winter! I pray that Tqeltkúkupi watches over each and every one of you good winter.

Natural Resource Management- Yucwmíntem re tmicw (environmental care, responsible, sustainable stewardship of land, waters, air and other resources)

Cultural Resource Management

Repatriation of Artifacts and Human Remains

Carrie Dan, Sr. Archeologist and I have been working on repatriating our ancestors from Simon Fraser University, once this is complete, which will not be until next spring, we will then check the other museums and institutions that may still have our ancestral remains and have them returned back to us.

Tk'emlúps and Secwépemc Intellectual Property, Informed Consent and Copyright

We have had requests for intellectual property from university students doing their thesis, I initiated the form we are now using to ensure the protection of these rights. Carrie Dan, Maureen Frank-Cramer and I ensure that the proper wording/statements are inserted to reflect what needs to be in the document and that it is approved by C&C.

We need to ensure that this is protected. As many of us know, with "Shuswap Stories" by Randy Bouchard and Dorothy Kennedy, our relative's interviews were copyrighted and permission is required for use. Many universities/colleges also copyright the work of the students.

Carrie Dan has been officially hired as the Senior Archeologist for the band, congratulations Carrie! She has been doing an excellent job ensuring that all of the Archeology and Cultural Heritage for our community and has been looked after. Keep up the good work!

Referrals

We continuously receive referrals from all levels of government, fee simple land owners – land transfers, water and proponents' (companies). When the Government sends out a referral they do so by sending it to all bands within a 100 km radius, which causes problems especially when it involves other nations. With the other Secwépemc bands this can be dealt with as we can sit and discuss the referral, another tactic of the government. At the SSN Level we have developed and approved a consultation and accommodation fee structure for all referrals.

Which leads to the territorial/overlap issues; we are waiting for all of the bands and campfires (divisions) to come up with their territory map. Our band has been involved with SNTC's Title and Rights Strategy meetings, which our Kukpi7 has decided is the focus and mandate of SNTC. The first was held on June 23 & 24 in Simpcw, we hosted at the next meeting at Tkék Yíl Stem on September 7&8, the last one was held in Adams Lake on October 29 &30, all of C&C and staff were attending different workshops or meetings and we had no on attend.

I attended a workshop in Neskonlith on Indigenous Legal traditions; tools were given to learn how to identify law in oral traditions and stories, and to discuss indigenous legal processes that are used for problem solving. The focus was not only on historical practices, but also on the different ways that Indigenous law is useful today.

Forestry Initiatives

East Shuswap Rd. Fence –

NRD has completed the back fence along E. Shuswap Rd. properties. We will be looking at the fencing as to our Paul Creek Stockholders member's recommendations in the spring; as well we are working with MoT to fix the fencing along the highway corridor.



Our forest stewardship plans are coming up for extension.

The staff are involved with the SSN Joint Referral Committee (SSN-JRC) looking at the internal referrals for Tk'emlúps and Skeetchestn on who will take the lead in which area and with Ministry of Aboriginal Relations and Reconciliation (MARR).

Other initiatives NRD – Forestry have been working on; Fuel Management, MoT Invasive Treatments, Grazing Leases, and the Proposed Moose Inventory of the TFL-35 area through the South Thompson Wildlife Stewardship Committee and a successful 2011 Salmon Harvest (great work Barry Bennett and Jim).

I can't say enough about the awesome work that Jim McGrath and Barry Thorpe are doing in the referrals, forestry, mining, the JRC committee..... the list goes on.

Legal

Douglas Reserve Initiative

On November 2, 2011 Chief and Council, CEO John O'Fee, Linda Thomas – Legal Dept. Manager, Gayle Frank DRI Researcher -, Jim McGrath – Natural Resource Manager, our communications ladies Malin Otmalm and Kelly O'Grady were at a Case Planning Conference at Supreme Court. Justice Powers has been appointed to our case. At court was formalizing the severance of liability and damages (they'll be done in two separate court cases), both parties had agreed to this last spring and it required court approval. Court date has been set for October 1, 2012.

The legal team for the Tk'emlúps DRI claim are Ratcliff & Company:

- John Rich – Senior Partner for Aboriginal Litigation
- Matthew Kirchner – Partner, Aboriginal Litigation
- Kate Blomfield – Associate, Aboriginal Litigation
- Lisa Glowacki – Associate, Aboriginal Litigation



Community Tripartite Agreement (CTA)

Tk'emlúps Rural Detachment members:

Staff Sargent Wes Waters

First Nations Policing Program:

Cpl. Gerry Hansom has accepted and has transferred to FNPP in his home territory of the Stolo Nation in Chilliwack BC on behalf of the C&C and the community we gave Gerry a gift on September CTA meeting.

Cst. Patrick Ellis, Cst. Darwin Robbins and Cst Irv David are still here with us, as soon as we are informed of who will be taking Cpl. Hansom place we will let you know.

Rural Members:

Cpl. Gord Mills (FN – Haida), Cst Tammy Jones, Cst Jason Epp, Cst. Mike Scherpenisse, and Cst. Mark Tugnam.

We are continuing with our CTA meetings to finalize our Orientation Package, which we have developed a video, Letter of Expectation (LOE), Terms of Reference (TOR) for our Community Consultative Group (CCG). Our next meeting will be at the Whispering Pines Indian Band on December 5th to review all everything. Our group plans to have the CTA complete on February 20, 2012 and ready for sign off on March 30, 2012.

I would like you to provide feedback to me on your thoughts of the CTA and the FN policing service we are provided. Please forward to my email address jeanettejules@kib.ca, phone: 250-828-9731 or mail or drop them by to me. This will assist me in ensuring I receive as much input from our membership as possible.

On October 26 – 30, Kukpi7 Shane, Linda Thomas, Sandra Seymour and I attended the National Policing Conference in Ottawa Ontario. There were some very good presentations on FN Policing and FN Court from



across the country; some were very innovative in their approach on how they deliver the policing services to the on and off reserve communities and tribal councils. We all came away with some really good ideas on what we can add to our CTA.

Justice

As many of you may now be aware of Edith Fortier gave her letter of resignation and her last day was on September 9th.



I would like to personally give a huge Kukwstsetsemc to Edith for all of her hard work and dedication she has given not only to our community and members, but also to all of the other first nations and non-first nation organizations she assisted through her work in First Nations Justice. She will be missed for her expertise and 17 years of service that she provided to everyone. Once again here is the name and contact



information for the Parole Board:

Heather McLeod,

**Manager of Aboriginal and Diversity Initiatives,
Parole Board of Canada**

410 Laurier Avenue, West 6th Floor

Ottawa, ON, K1A 0R1

Telephone: 613-954-7474

Email: heather.mcleod@pbc-clcc.gc.ca

On December 7, 2011 the Legal Department will be hosting a Parole and Probation Workshop at the Chief Louis Center for C&C , Corporate, Managers and Membership. I encourage everyone to attend and find out as much information as you can. The more informed we are on our own rights, the bands rights and the perpetrators the better it will be for all of us.

I am forwarding for those who wish to transfer your court hearings to First Nations Court in New Westminster you can contact expanded duty council, Rob Fredrickson at 1-604-825-1861

Lobbying

Kukpi7 Shane Gottfriedson and Tkwenem7íple7 George Casimir, Evelyn Camille, Dolan Paul, Fred Seymour, CEO John O'Fee and I were in Vancouver and Victoria from October 17 to 20th.

October 17 we had a meeting with Gary Gee Director of Community Infrastructure - Aboriginal Affairs and Northern Development (AAND formally INAC) lobbying for our communities capital project needs.

October 18, meetings with:

- Minister Shirley Bond, Attorney General and Solicitor General, traffic fines giving on our reserve, FN Court, FN Policing, Tobacco Quota.
- Minister Mary McNeil – Children and Families, our children in care issues and shortage/inequities in the funding formula to FN Agencies verses the mainstream agencies.



- Honourable Steven Thomson – Minister of Lands, Natural Resource Operations, also in attendance was Honourable Kevin Kruger, discussion on forest tenure options/benefits, mining, range, watersheds, referrals and either expanding the Mineral Mining Agreement or developing a new one, TFL-35 litigation, Heritage Act – protection monitoring of our sacred and heritage sites, Intellectual Copy Right and Copy Right.

October 19:

- Attended Period in the Legislative Assembly
- Adrian Dix NDP Opposition Leader and Scott Fraser Aboriginal Affairs Critic we had a really good 2 hour meeting going over all the issues brought up with each of the different Ministers.

October 20:

- Agriculture Minister Don McRae – discussion on the ATR Process for Spiyu7ucullw Ranch Tax Policy Branch – very interesting just think in this day and age we still have many people who think we should be “happy” with what the Federal Government - INAC gives us and not ask for anything else, from one of the policy advisors to Premier and Ministers/Government. They really need cross cultural training!!
- Dave Duncan, Assistant Deputy Minister, Highways Department and Shanna Mason, Executive Director, Highways Department; Kootenay Way access, fencing, signage – open range, horses, bighorn sheep, ancestral remains on the highway expansion Monte Lake turn off to Pritchard.
- Minister Yamamoto, Advanced Education, ECE Recertification, BCAMTA, Trades and Training, additional funding for upgrading, essential work skills, Language Teacher Certification, core funding, MOU with TRU, and the loss of our SFU satellite campus
- Minister Mary Polak, Aboriginal Relations and Reconciliation also in attendance Minister Terry

Lake, Environment and Honourable Kevin Kruger, discussions on developing a “Reconciliation Agreement” (remember this one as this is what the SSN JRC is working on) government would like a Strategic Engagement Agreement step down from Treaty which we have voted would not happen without 75% of membership voting in favour of, Mineral Mining Agreement our need to have this expanded to include forestry, range, lands ,environment and highways , TFL-35, DRI, Heritage Act – protection of our sacred and heritage sites, Intellectual Copy Right and Copy Right some government agencies have this in agreements that you sign off on before you can receive funding, Taxation, our rights and title.

November 28 Kukpi7 Shane and I met with Aboriginal Affairs and Northern Development Minister John Duncan we spoke with him on our DRI, Additions to Reserve Process for Mt. Lolo and Spiyu7ullucw, capital projects, Education Funding, Day Scholars and the Canadian Environmental Assessment Agency the whole process of how they are dealing with us and FN across the country, taxation, e-registration of leases through the Lands Leasing and Taxation Department and that we have also signed onto the pilot project initiated through the department.

Stk’emlúpsenc te Secwépenc Nation (SSN) TFL-35

As many of you are aware we did go to court in Vancouver on September 26th and the presiding judge step down as there was the possibility of a perceived conflict of interest. The next court date has been set for April of 2012. We have been in talks with West Fraser Mills and will keep you posted.

Reconciliation Agreement

After our lobbying in Victoria a letter was sent to Minister Polak, MARR to push for the mandate for a reconciliation agreement.



When working with the province we need to interact on a government to government basis, this would determine how we deal with forestry, mines, range and any other development that occurs within our territory.

We also need to have this process for working with the federal government we need to interact on a nation to nation basis.

Mining

We are continuing talks with KGHM/Ajax Mining Inc. this mine will have a huge impact on our territory and I will be looking for input from our members on this mine. We should have our Cultural Heritage Proposal approved by December; we need to complete our overview of this area. We have some very significant cultural heritage sites in the mine footprint, namely our hunting blind complex. I have checked with Kevin Twohig – Terra Archeology and he has stated that the archeological sites have been identified and have been mapped and recorded. They are now in the reporting phase; Heritage Conservation Act (HCA) site forms will be submitted for all of our sites found so far and will be registered. These sites are automatically protected under the HCA.

We have completed the recommendations from the Joint Implementation Committee for the revision to our Participation Agreement with New Gold Inc. It has gone to the executive council for SSN and Ron Allum NG Vic-President of Canadian Operations, the two Kukukpi7 and Bob Gallagher – President. We approved the final draft on Thursday November 10 and will be having the official signing ceremony on December 1.

I also attended the Canadian Aboriginal Mining Association (CAMA) conference in Vancouver from November 6-8th and Bright New Day from November



8&9. The CAMA had over 675 delegates from across the country, some just starting in the mining process and others that have been involved for a number of years.

Canadian Environmental Assessment Agency - CEAA, BC Environmental Assessment Office BC EAO

This process with both levels of government really need to be addressed we do have a Mineral Mining Agreement signed with the province by the way things are going with the federal agency we need one developed with Canada. Our NRD is currently drafting a letter to the CEAA regarding the funding agreement they sent to Tk'emlúps. They have included and allocated funding dollars to the Lower Nicola Indian Band, Ashcroft Indian Band and the Metis of BC. This is where the referrals that the federal and provincial government comes into play - the 100 km radius.

Restorative Justice Memorandum of Understanding with the Ministry of Environment – Wildlife Branch was passed on November 10 by Joint Chief and Council. The MOU was presented to our hunters this past April for their approval.

Protocols' with other Bands/Nations; We do have protocols' with Adams Lake and Neskonlith, we are waiting for the Tahltan Nation to review and finalize. We have reaffirmed the Fish Lake Accord and Stoney/Nakota both at the Annual Kamloopa Pow Wow.

Culture and Heritage Initiatives

The Secwépemc Sundance was held on July 13, 14, 15 & 16 - next year we need to organize clean-up and cooking better but all in all it went well.

Kukwstsetsemc to Sonny Leonard and the other staff members who have offered tobacco to Joanne Gottfriedson, Evelyn Camille, Neil Leonard, Freda Jules and I to have prayer circles at the summer and fall solstice and for prayers for our staff and band members



who have travelled to the spirit world or have gone missing. This is something that has been brought up at GBM's numerous times for all of our staff to be more culturally aware of us as Tk'emlúps, Stk'emlúps and Secwépemc.

Our Eagle Staff - Kukwstsetsemc for remaking, Raymond (Spook) Jensen, Ed Jensen and Sisiaskit Jules, for Étsxem (fasting)– Kukpi7 Shane and Ed Jensen and to those who assisted with the sweats Aaron Camille, Greg (Creeps) Ferguson, and Freda Jules without your assistance it would not have happened.

Columbia River Treaty Conference September 28 to October 01. The Canadian and US Government is renegotiating the treaty for the Columbia River and the Secwépemc, Kootenay and representative from the US Tribes met in Invermere BC to go over the process and develop strategy on how we as Qelmúcw work together to ensure our rights are looked after.

On Saturday October 1 a ceremony was held to hand over the Fish Bundle that started in Twassen and traveled up the Fraser – Thompson (Secwepemcétkwe) Rivers and to the headwaters of the Fraser. We had representatives from the Secwépemc, Okanagan, and Kootenay people to witness the hand over to the Shuswap Band – Dean Martin accepted on behalf of his dad Kukpi7 Paul Sam who had just gone through surgery and couldn't be there. From there the bundle will travel down the Columbia River to the headwaters and will then travel to the Okanagan back up to Secwepemcú'ecw to travel to the communities it didn't go to. This should take about 18 years.

For me this ceremony was really emotional... my adopted brother Les Peters - Esket gave this to me to give to my brother John in August of 2010. The week before John left us he asked if I would look after the bundle and hand it over to the next band/nation. I asked a few of my other adopted brothers, spiritual



people and leaders, this is where the bundle led us to... Freda and I have almost completed the last of John's commitments he left unfinished, as he ran out of time.

Monte Lake/Pritchard Highway expansion participated ceremonies for the repatriation of ancestral remains. So far the Ministry of Transportation has disturbed three burial sites. My belief is that we need to protect our ancestors as they protected us and one day our great-great, great, great grandchildren will do the same for us! From this there has been a committee formed; Spiritual Cultural Heritage Committee comprising of people from Tk'emlúps, Neskonlith, Adams Lake and Little Shuswap. Please come by and give your thoughts/insight into this process.

Kamloops Airport ;completion of the dugout and fishing weir canoe, Kukwstsetsemc to Mike Rogers and Sisiaskit Jules for making the canoe and weir. We have so few people in our community and our nation who know our traditional implement making from the dugout and birch bark canoe, weir, flint knapping, tule mat, birch pine needle and cedar root basket to name a few. One day I hope we can have classes for all of our people so that these specialized gifts can be passed on.

I went with the elders on their 10 day bus trip from September 6 – 16 I totally appreciated the experience; it was a really great trip, a little long for some but very enjoyable. I'd like to say to all of the elders I am so glad I went along with you. For those of you I didn't know very well and reconnecting with all of the elders I grew up knowing a huge Kukwstsetsemc for allowing me to have that time with all of you.

Me7wíktl-men!



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.

Weytk! Ren skwest Rosanne Casimir Te Tk'emlúpsenc., very proud to say that I am here representing all community members working for the community in the community and continuing to strive towards progress, part of a team that strives to increase opportunities for membership, and acknowledging the successes of our community, and its members.

Life is too short, and I want to send out my heartfelt condolences and prayers to everyone who has lost loved ones very near and dear, prayers of strength and courage to those that are sick, those that are fighting lifestyle changes not by choice, and those that are terminally ill.



Remembrance Day Ceremony

An excellent turn out! A day of honor and remembering those who sacrificed their lives. A big thank you to the Social Development department for organizing this annual and memorable ceremony in honor of those that put their lives on the line for the lives of others that truly is commendable. Special acknowledgments go to Allan Manuel, our War Veteran, and our elder and band member. KUKSTSETSEMC to all Veterans and Visitors that participated and honored the celebration,

to all of you we owe so much dedication and respect.

Meetings, Conferences, and celebrations

- KIBDC – architectural designs completed – now ready to move to next steps with CLC
- MPC
- C&C
- Extra Ordinary Chief and Council
- DRI meetings MSSN – upcoming naming of the SSN building
- FNPOA – information meetings
- Unveiling of KIRS monument - thank you Mr Jensen, remarkable for all his efforts in fundraising and as part of the healing process, for himself and sharing and opening up for all other community members to share in their healing process as well.
- Waste Water Opening Ceremonies – Thank you Fred, and all of P&E department for organizing and celebrating with the ribbon cutting ceremony.
- 59 years of Marriage for Clarence and Delores, although a tough year I just wanted say that I admire the strength of your dedication to family and to each other.
- Reserve tour with LLTD, toured the Raleigh Lands, Westsyde lands and Trapp Lake areas as well.
- Congratulations to LLTD' environmental officer Mark Diffin for successfully securing funded monies to the species at risk project. The species to be studied are the painted turtle and the gopher snake.
- Attended the First Nations Tax Administrators Association Meeting held in September. Areas of interest and topics discussed were First Nations Lands Management, Chief Robert Louie was the guest speaker for this area and talked about poverty, prosperity, tenacity and determination, the Framework agreement and the importance of controlling our own destiny and how we can't rely on the government to look after us and that we better have a vision and need to have our community's be involved in and all these lead



to success and depends on the jurisdiction being exercised and how we operate as a Government over our lands and resources. There were many other areas of discussions and presentation on finance authority, tax administrator's software update and educational course information for the Tulo Centre of Indigenous Economics

- Secwepemc Rights and Title Strategy Meeting its main focus was on discussions surrounding understanding language, knowing and understanding landmarks and importance of mapping out those and share the stories surrounding them, stewardship and importance of looking after the land, the people, the fish, mother earth and everything on it, SNTC's library it is a virtual library and the information that is there needs to be accessed more, there are documents, oral history etc, importance of cultural history, the need to import culture into education, and most importantly, is for us to come together in the ways our ancestors have taught us through ceremonies and prayers, and for all communities to come together to go over shared territories,, discuss the neighboring nations. More communities should have been involved.
- Residential School Day Scholar meetings, now a class action.

Fundraisers supported and participated

- John Jules Memorial Fundraising as a volunteer and donations as well
- Little NHL participated in the fundraisers that were held – golf tournaments participant and donations as well
- Howling Coyote Scholarship, as a donator, unable to participate in the event this year
- Chief Shane's Golf Tournament for the Royals Ball Team, as a participant as well as donations
- Songs and Dances as a participant and as a donator for celebration.

Songs and Dances

“Songs and Dances of the Nation” with Gary Gottfriedson was held during August. Thank you to Secwepemc Cultural Education Society for sponsoring this event; the songs, dances and ceremonies keep the Secwepemc tied to the land and they continually remind us of our responsibilities, to the land and the people.. A few of the songs that Gary taught us were the Welcome Song, and the dance , and the Farewell Song, and the dance, the Twilight Song, The Salmon Song, and the dance, and the Pony/Corral Song, and the dance, and with the assistance of Flo Sampson, and Janice Billy we were also taught the Swan Song and the dance. So much gratitude is extended to Kathy Manuel and Gary Gottfriedson for making this happen during the summer and thank them also for encouraging me to bring this to the community and share an evening of songs and dances along with food, family, friends and many people from our neighboring communities. It was truly a successful evening and so much fun and also a big thank you to our Chief Shane for volunteering to cook the salmon for everyone that evening. On an individual note culture and language is very important to me I had anticipated learning at least the Welcome Song, so above my expectations with the wonderful teachings of Gary, thank you for sharing and your teachings, it's about preserving who we are.

18th Annual Cando Conference

Awesome Conference! It was the 18th Annual Conference held and this year's theme was Inspiring Success! Here are some key sessions I participated in at the conference:

- First day participated in Separating Politics from Business, this was an in depth day covering such topics of understanding community needs in business governance, business verses politics and their common complaints such as pressure to hire supporters and relatives, constant treadmill of grant focused programs, lack of continuity after elections and the impacts, and the importance of



all projects being community driven. The guiding principles and the importance of communication from the start of any initiative all the way to fruition and having the community support from the beginning. Ultimate goal is that it builds trust and vision, which in turn leads the way for a successful economic endeavor.

- Attended the Musqueam Cultural centre for a traditional dinner and had the honor of listening to their traditional songs, and dance. Very powerful singers.
- Heard many guest speakers on enhancing capacity for economic development, community land use planning on first nation's reserves and the influence of land tenure.
- Attended the economic developer award nominees session and saw all their presentations and voted for the winning categories. There were four categories, the individual EDO category, a community category, and an Aboriginal private business category
- Best part of the conference was witnessing my colleague, Councilor Connie Leonard graduate from the PAED course offered through the CANDO, so a very big congratulations to her and her hard work to complete this certification in Aboriginal Economic Development and by doing so has very much inspired success, WAY TO GO CONNIE!

FNPOA 1st Community Meeting

A First Nations Property Ownership (FNPOA) community meeting was held in September, and it is one of the many more meetings that will be held for membership and community awareness and input. In my opinion from the meetings that I have attended I do support this initiative and look forward to supporting Chief Commissioner Manny Jules to share this opportunity with the community. As part of my oath that I signed I agreed to uphold the laws of the Tkemlups te Secwepemc and to involve all Tkemlups members willing to participate in a common effort to



improve lives, this initiative will do just that. Our land is held in trust by another government, this initiative will give us the opportunity to allow First Nations to attract investment and raise the value of our lands. This initiative will assist us in establishing ownership of our lands. Right now it costs us more to have any development to get started on our lands, we don't have the equal opportunity to raise capital the way other governments can, and our members our people cannot take out mortgages or obtain a business loan as easily as other people do, so we need to all find out more and learn more about how we can create opportunities for our members.



Lots of good questions were asked at the initial meeting and an excellent presentation by CC Manny Jules, so do come out, participate in the community meetings and learn more about the fundamental features such as providing an option for First Nations to take ownership of their land, it recognizes title, and it would establish a Torrens lands registry system so that should a FN choose it could provide guaranteed title to its citizens, ask questions, learn more, and imagine what it would be like to rely on ourselves, and truly say that we own our land and we hold title. For more information check out the website: www.fntc.ca or call FNTC 250-828-9857.



Section 60 Referendum Amendment

Congratulations to the community for coming out and voting, making your voice heard being a part of the second referendum for the amendment of the Band's Section 60 Authority Purpose of the Amendment to Section 60 Authority: It is to assist Locatees, the Band, and the Community in the administration of the CP Lands and undesignated general reserve lands to encourage and promote development by attracting leases in excess of 25 years for potential significant tenants. In addition, lenders require longer term leases, and amending the existing Section 60 Authority will also facilitate new developments and increased economic activity that would benefit not only the Locatee but also the Band and our community as well.

Amendments

- To extend its current authority of administering leases from 25 years up to 49 years
- To remove the restriction that all leases and permits greater than 5 years must provide for Rent Review every 5 years where the rent is prepaid
- To have Band Council approval/consent by any two of the C&C to any sublease, sub-sublease, other sub interest or sub-right, assignment, mortgage or assignment of rents.(please note that LLTD ensures that any land used for any new lease are in compliance with the Band's Land Use Planning, Bylaw, and all applicable development requirements) before being presented to any C&C
- To allow for the administration of Section 49 estates (estates with wills) the Band to do transfers by personal representative for administrative transfers for wills. This will allow ease and timeliness, in addition, please note that LLTD/TIB will not be responsible for wills and will only complete the transfer through personal representation of the estate.

So again, congratulations to the department for all their hard work on seeing this initiative through and

a big thanks to the previous leadership for their vision, and current leadership for ensuring the continuity of previous mandates and initiatives.

Policy Meetings

Has been a busy year going over policy, new policies and working towards amending outdated policies. Here is a list of Policies and By-Laws that are currently in progress: Sanitary bylaw, Cost charge bylaw, Financial administrations bylaw, Finance policy, Collections bylaw, Development approval bylaw, HR Personnel Policy, Range Livestock By-law bylaw, Procurement Policy, Fore Protections, Unsightly Premises bylaw, Residency bylaw, Sponsorship Policy, Disorderly Conduct bylaw, Environment Bylaw, Tourism bylaw, Archeology overview assessment policy, New Matrimonial property bylaw - with the new Bill S-4 it is currently on hold, and Referendum bylaw amendments.

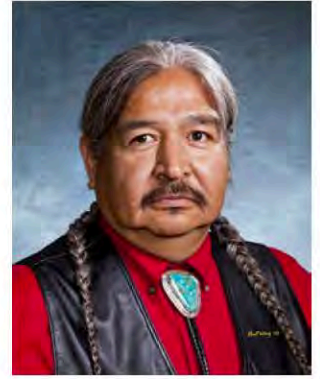
What's new and upcoming?

Watch out for more FPOA community meetings, a presentation will be held at the GBM in November, and more throughout the 2012 year as well. It's all about creating opportunities for the people and ensuring that people make informed decisions, so I am very excited about where the people want to take this next initiative. It's about a vision, inspiring each other, creating opportunities and making it happen for our community and its members. For more information on FNPOA you can contact C.T.(Manny) Jules, Chief Commissioner at FNTC at 250.828.9857 or check out the website at www.fntc.ca.

Wishing all of you a wonderful, happy, and safe fulfilled Christmas Season, and May the Spirit of Love and Joy fill your hearts, and look forward to serving you in 2012.

Kukstmec and me7 wikt1-men.
Tkwenm7iple7 Rosanne Casimir

Councillor Fred Seymour



Remembering John Jules

John Jules Accomplishments

1953 – 2010

“Who am I?” he asks staring out the window of the Cultural Resource Management Department Office. “Well I like to think of myself as one of the last Mountain Shuswap, a romantic notion I know, but my first and best memories are of the mountains.”

One of the greatest unsung heroes of the Kamloops Indian Band (KIB) was born on November 22, 1953. John Wayne Jules is the second child born to Clarence and Delores Jules of the Kamloops Indian Band. John was raised on the Kamloops Indian Reserve, primarily in the mountains immediately north of the old Harper Ranch Road on the East Shuswap Road (Aboriginal Heroes), and just below where the Secwepemc Sundance is currently held.

Here are some of the accomplishments of John Jules – in his words (Aboriginal Heroes) and recollections from family members:

- John grew up with his grandparents telling stories in Secwepemctsin, and being taught Secwépemc history, culture, hunting, fishing and land based (being one with the land) and traditions “which came from the large extended family.” John learned the Secwépemc Songs and Dances through the teachings of Katie Petel and Nels Mitchell and others.
- Like many John attended the Kamloops Indian Residential School as a day scholar and was a part of [before attending the] “integration process” into the public school in 1967.
- John became interested in the fine arts program where he excelled and graduated from Kamloops Senior Secondary in 1973.
- John made a conscious choice to remain in school and graduate when he became a father at 18 years of age to Ellijah John Leslie Jules. Eli’s birth was announced at John Peterson and KSS. He made a

conscious choice to remain in school and graduate.

- His first job was in archaeological survey from SFU in the summer of 1973.
- In the fall of 1973-74 John became the first Native Teacher’s Assistant for the School District No. 24, he was the first Native Teacher’s Assistant at Lloyd George and Allan Matthews Elementary School – John attended the latter school for grade 7. He helped “at risk” students with academic studies, and counseling as well as extra-curricular activities such as arts & crafts, basketball.
- John was instrumental in starting Tkék Yíl Stem, along with his brother Manny during the spring/summer of 1974. In later years he worked on the cabins that are there today, and continuing the summer program for the band member kids as the Cultural Resource Manager.



- John moved out to Thunderbay, Ontario, with some of his family including : Deb, Eli, Calf-Eye, Rosie, Russell and Jeanette. He worked at Browndale School for Emotionally Disturbed Native Children for a couple of years beginning in fall of 1975. He became the “house head” for a number of these homes. At this time he began / joined the powwow circle both singing and dancing in competitions in the traditional dance category

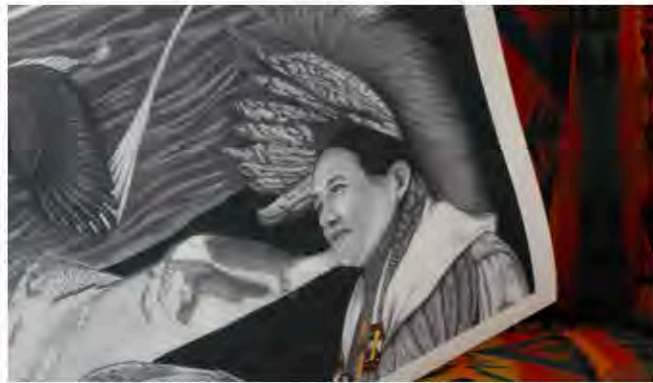


learning the woodland or eastern style of dancing. He competed in powwows throughout Ontario, Manitoba and Minnesota also through western Canada and the United States and won many championships. He would spend a lot of time with the elders learning about the native culture. He also became involved in a number of Native Action Groups including: Warrior Societies, Red Power and the American Indian Movement.

- When he returned home to KIB in 1978 he was the Youth Coordinator for the band. During this time he started teaching powwow dancing as well as singing and drumming to the youth. The group he started was named Painted Eagle. He would raise money to take his group to powwows throughout BC.
- He also worked in range management and forestry for the KIB.
- In 1979 John, Ken Dennis, Calf-Eye, John (JP) Peters, Claude Peters, and his sisters started the Shuswap Nation drum and powwow group and travelled the powwow circuit. Around this time we brought up Martin High Bear, Lakota Medicine Man, to teach us healing and the spiritual ways. John and Ken went up on their Étsxem (vision quest) several times after this. We started meeting with the City of Kamloops church groups, school district, the Kamloops Indian Band so we could secure funding to open a Survival School. The talks eventually led to the Band starting Skelep School in 1982.
- The Kamloopa Powwow started in 1980 by the Shuswap Brothers and Sisters Society. John was very instrumental in the formation of the Kamloopa Powwow, along with his mother Delores, his sisters, aunts Martha and Punky.
- John was initiated as an eagle whistle carrier in the powwow circle by Leander George from White Swan, Washington. He continued on carrying this right as well as initiating others as eagle whistle carriers. John was initiated as an arena director

and served as an arena director for the Kamloopa Powwow until 1993.

- In 1982 he did some work with SCES on the Shuswap Declaration which was signed by all of the Secwépemc Chiefs of the time.
- In 1989 he attended SCES's university and college entrance programs and he was bestowed awards in science and writing.
- John started university in the fall of 1990 in the SCES/SFU Program in social sciences.
- John was the first campus president of the SCES/SFU Program in 1991.
- In 1992 he completed the native archaeological field school. He also received a First Nation's study certificate and Secwépemc language proficiency certificate.
- The Secwépemc Sundance moved to Neskonlith Lake in 1992, and John joined the Sundance Circle there, his adopted dad Martin High Bear was the intercessor still. He danced his four years, but continued to support the Sundance afterwards.
- 1992 instrumental in establishing the archaeology program currently used within the Kamloops TSA. Worked tirelessly with other First Nations coordinating meetings and training personnel to do the work. Including Joe Jules. John became the signing authority for contracts worked on by various communities and worked in field and office throughout the process. We started the process in the spring of 1992 and ran a pilot project through Simpcw First Nation until the spring of 2002 at Simpcw. Through this process the contracting of archaeology was taken over and eventually run and managed through the bands. This later allowed us to address other issues related to archaeology and cultural/heritage values such as intellectual proprietary rights.
- In 1993 he received SFU's Amy August Scholarship for academic achievement.
- John graduated in 1994 with a Bachelor of Arts majoring in anthropology. He was one of five



students who were accepted into the master's degree program at SFU.

- John started working for KIB in 1994 as the researcher for the Douglas Researcher Initiative, along with the Mandell Pinder law firm. Through this research much of the ground work for the Douglas Reserve Initiative (DRI) court case was established. John officially became the Cultural Resource Manager and developed the Cultural Resource Management (CRM) Department in 1997. He continued his master's course work but did not complete his thesis.

“I’m no fortune teller but I’ll tell ya one thing for sure. I’m staking my future on a hell of a past.”

(Aboriginal Heroes)

- John did the conceptual design and was the key advisor for the KIB's special events facility aka powwow harbour.
- In 1995 he completed the first comprehensive mapping project of the KIB graveyard.
- In 1995 John also received a certificate in Band Bylaws Course through INAC.
- In 1996 he completed the heraldic project for the band which resulted in the band's coat of arms, flag of the office of the chief, flag of the People, seal and badge of the Band. Formal recognition of the band's eagle staff in the world heraldic society.
- In 1997 he drafted the Band's first Heritage Protection Policy and Bylaw.
- In 1998 he finished the heritage bylaw, a selective harvesting trap net which was the first in BC.
- In 1999 he completed phase 1 of the trail to Mt. Paul and Mt. Peter.
- In 2000 he completed the millennium project with composer Barbara Carroll (symphony to

storytelling).

- John welcomed 2 Japanese students: Suzuki and Shoji they were his houseguests. Overtime he kept numerous foster children and raised his grandchildren.
- October 31, 2003 Jules Lake - “In recognition of your outstanding contributions and leadership to the natural resources of the Thompson River Region, I officially rename this water body to Jules Lake.” With appreciation, Premier Gordon Campbell.
- He held many pipe ceremonies, naming ceremonies, sweat lodges for the people
- He was a pipe holder, coyote whistle carrier, eagle whistle carrier
- A singer with Sage Hills drum group – their self-titled CD released in July 2011 called “Sage Hills”, which was produced by Tk'emlúps band member Nacoma George of Crazy Cutz Records and dedicated to the late John Jules
- A singer with Battle Bluff drum group
- Mentored numerous young people on and off reserve

John has worked on many of the major committees and negotiation teams etc. for the KIB some are listed here in no particular order:

- Negotiated land deal Red Point
- Numerous Forestry Agreements - Sustainable Forest Management Network which was a National Center of Excellence in research.
- New Gold Revenue Sharing Agreement
- Rayleigh and Westsyde lands
- Six Mile/ Tobiano Agreement
- Repatriation of our the ancestors from various institutions
- Skelep School Board of Governors
- Reaffirmation of the Fish Lake Accord and Unity Ride
- Reaffirmation of the Treaty with the Stonies
- KIB's Funeral protocol



- Coordinated men in getting wood, pitch top, etc. for funerals here and in other communities
- Bringing ownership of museum and heritage park back to KIB
- Intellectual property rights and copy right
- Douglas Reserve Initiative video
- Hosted swift water rescue training-conducted search parties for band members who drowned
- Draft of emergency preparedness plan
- Coordinator-fire at Strawberry Hill in summer '03 - He helped with the Tree Canada Foundation which planted seedlings on Strawberry Hill, approx 500 000 seedlings over three years
- Coordinator of the Human Resources database developed by Cody Stewart (STEP employee in CRM)
- Coordinated men in hunting, fishing and making firewood, then distributing to community members
- Oversaw big horn sheep program and the establishment of the South Thompson Wildlife Stewardship Committee
- Gifted public speaker, MC
- Keepers of the Flame
- Assisted with Veterans Memorial
- Culturally modified trees
- Traditional territory maps
- Collecting, archiving, audio taped interviews conducted with elders, historically and culturally significant to the Tk'emlúpsəmc (Kamloops Indian Band) people.
- Sk'elep School of Excellence: Secwépəmc Language Levels 1 & 2
- Tk'emlúpsəmc Native Language Program: The History of Place Names
- John brought together the KIB and Skeetstn Indian Band Chief and Council to develop the Memorandum of Understanding from which the Stk'emlúpsəmc of the Secwépəmc Nation (SSN) Kamloops Division of the Shuswap Nation SEI, and SAVI, creating economic development/ opportunities



- Coordinated and was asked by different ministries to host workshops on our culture, traditions, ceremonies , the last one being in April of 2010
- It has been said that John made a major contribution with the Kamloops Airport improvement / expansion
- John is recognized by way of a plaque at the Riverside Park for his work on Millenium Trail

When asked about the future he only replies "I'm no fortune teller but I'll tell ya one thing for sure. I'm staking my future on a hell of a past." (Aboriginal Heroes)

The family thanks everyone who helped us in any way during the past difficult year. It is still hard to believe that he is gone.

Introducing the RCMP

Patrick Ellis

My name is Patrick ELLIS, and I am with the T'kemplups Rural RCMP Detachment. Out of my 16 years of service with the RCMP, 6 of them have been with the Tk'emlups. I grew up in the Yukon. I started my career in Prince Rupert, and worked a variety of duties, from District Section, flying in and Policing various reserves to general duty.

After Prince Rupert I was transferred to Bella Coola, BC. A small community on the coast, which is very isolated. After Bella Coola I was transferred to Kamloops City Detachment where I worked on the watch doing general Policing Duties. I was then transferred to the Kamloops Serious Crime Section.

I was later transferred to the T'kemplups Rural RCMP Detachment. I work with the 3 Indian Bands which have signed a Tripartite agreement. I also teach the DARE program, and I am part of the Part Time Emergency Response Team.

I have really been enjoying working with and in the communities to create a safe healthy place to live. I am also blessed with having a great group of members to do these day to day duties with.

Darwin Robbins

My name Darwin Robbins and I'm a Constable working for the T'kemplups RCMP's First Nations Policing Unit. I've worked on this unit for almost 5 years now. In total I have 11 years service in policing spanning across other First Nations Communities in Northern BC and Kamloops City. My current responsibility is working with the three First Nations Communities; TIB, Skeetchestn, and Whispering Pines. I deliver services as reflected in the Letter of Expectation derived from the Community Tripartite Agreement through enforcement, awareness and education.

Irv David

My name is Irv DAVID from the Nuu Chah Nuulth area. Tla O Quiaht First Nations band. I have been posted to the T'Kumlups First Nations Policing Unit for 3 years now. I have been in the RCMP for over 20 years with a majority of my service being in First Nations Communities. I have been posted to Hazelton (total of 10 years), Nanaimo (1.5 years), Alert Bay (2 years) Smithers (1 years) and 5 total years in Kamloops (3 years on the Provincial Unit).

My current responsibility is working with the three First Nations Communities; TIB, Skeetchestn, and Whispering Pines. I deliver services as reflected in the Letter of Expectation derived from the Community Tripartite Agreement through enforcement, awareness and education.



Tk'emlúps HR Award a team effort

By Kelley O'Grady

The Tk'emlúps Indian Band Human Resources Department was recently honored with a prestigious HR Best Practices Award. The Aboriginal Financial Officers (AFOA) of B.C. awarded the TIB with the Best Practices Strategy and Direction Award for leading the way in First Nations Human Resource strategy.

The organization has come a tremendous distance considering just eight short years ago, in 2003, the Band had no HR department, services, filing or strategy in place. With strong and visionary leadership, years later the Band has come a long way and continues to improve.

Councillor Connie Leonard holds the portfolio in which Human Resources sits and has put forth a determinant amount of time and effort working with the HR manager (s), staff and external partners to get to where the organization is today. Leonard collaborated closely with previous HR manager David Leroux and spent countless hours researching best practices to come up with the vision and strategy that is in place today.

"We worked one bite at a time to get to the level where the higher level work could be done, to pave the way for best practices, strategic thinking and alignment. I'm not surprised about this award, and more will come. The TIB HR department is sophisticated, well positioned with the Band's vision and has active portfolio support," said David Leroux, former TIB HR manager.

The organization has had success at the same time as it was going through drastic changes and growth, but the department still has a long way to go. Now that the structure and capacity are in place, it's time to move forward and focus on the Band member HR strategy and work as a team to create opportunities for membership.

It's a team effort including input from not only HR but Social Development, Education and Sr. Management to create and meet deliverables. This includes everything from helping membership achieve educational success, job readiness, life skills, social readiness, skills training, internships and over-coming social ills such as drug and alcohol abuse. The TIB's long term goal is to work towards helping to develop a nation building approach to Human Resources.



"As we achieve self-sustainability our goal is to provide the best service for our membership and our partners. TIB Chief and Council are always looking at ways to advance our organizational plans and to expand and do better for our people. We can't do it with it just one person, it takes a whole team and we have many outstanding team members within Tkemlups Indian Band," said Chief Shane Gottfriedson.

The future looks bright for the TIB HR Department as it works towards fulfilling the band member HR strategy and finding positions for qualified members and helping those who are not yet qualified develop the skills and get the training necessary to be active working members of the community.

Aboriginal Youth Internship Program a big success for TIB member

By Kelley O'Grady

Tk'emlúps Indian Band member Christine Tronson – Thompson was accepted into the B.C. Aboriginal Youth Internship Program (AYIP) in July of 2010. Entry into the program is extremely competitive and Tronson-Thompson, a TRU graduate, was one of the lucky few chosen to enter the year-long government internship program.

“The Aboriginal Youth Internship Program is a 12-month paid internship for Aboriginal youth residing in B.C., age 29 and under. Interns are placed in provincial government ministries for nine months and then in Aboriginal organizations for the last three months of their internship. Interns are supported by the Aboriginal Youth Internship Program staff (program lead, program coordinator, and program administrator), and supervisors and mentors in government ministries and Aboriginal organizations,” according to their website.

Tronson-Thompson was placed in the Ministry of Children and Family Development and spent the second half of her internship working for the First Nations Health Society in Kamloops B.C. During that time she worked to plan, develop, and recruit Aboriginal youth to become engaged with the Voices of Experience (VOE) panel which helps empower Aboriginal youth in care to reclaim their cultural identity. Her work has been so successful that she is continuing employment with the First Nations Health Society as the Interior Regional Aboriginal Youth Engagement Coordinator. “The past year has been rewarding for me on many different levels and I am grateful for all the opportunities that have been provided to me through the internship program. I have gained courage, strength and knowledge through the internship program and I am grateful for the opportunity to work with resilient Aboriginal youth and receive guidance from outstanding supervisors and mentors,” said Tronson-

Thompson.

The internship provides an opportunity for First Nation students to obtain valuable work experience and forge strong working relationships within the BC Public Service. During the intern's time in the program they build strong networks within their student cohort as well as the government and gain a sense a confidence which they bring back to their own communities.

“I am really grateful for everything that I have learned during my time in the program. The skills and knowledge that I have gained this past year through the internship program needs to be for the betterment of the community and I would love nothing more than to give back to my own community,” she said.

The program is for Aboriginal youth residing in British Columbia who are age 29 and under at the time the program starts in September are eligible to apply. The applicant must possess a minimum of grade 12 educations and some post-secondary education or equivalent of education, work, and volunteer experience.

The AYIP program is a great opportunity for First Nation students to gain valuable experience and work towards a successful future. Those interested in applying for the program or learning more should check out the website at: http://www.employment.gov.bc.ca/aboriginal_youth_internship_program_faqs.

The deadline for applications is May 14th. Late applications will not be considered.

Congratulations to Christine for completing the internship and making the community proud.

Last First Nations Second World War veteran wants lessons to live on

By Michele Young
Daily News Staff Reporter

His navy military blazer hangs loosely on his 91-year-old frame, the six medals on the left hand side a little tarnished but worn with the pride of someone who earned them.

As has been the case in the past few years, Allan Manuel was alone in recalling his Second World War experiences as a member of the Tk'emlups Indian Band Friday.

He's the only veteran band member from that war still alive.

Manuel was one of 18 Tk'emlups Indian Band members who fought in the Second World War, according to the online Aboriginal Veterans Honour List web site. It says 15 band members served in the First World War.



His dad, whose black and white military portrait hangs above Manuel's couch, served in the First World War. Three red felt poppies decorate the bottom left corner of the photo.

Manuel was 20 years old when he joined the Canadian army, the oldest of eight kids. His sister, Ethel, also signed up. He still has a sepia-coloured photo of the

two of them, young and smiling in their uniforms.

"I just volunteered," he said. "Everybody else was going."

He was in the infantry and fought on the frontlines. Manuel travelled to England, North Africa, Italy, France, Holland and Belgium.

He remembered battles involving tanks, big fights that saw the enemies advance, then push back, allies arriving and taking their turn.

"There were so many skirmishes."

When he returned to Canada, he came back as a sergeant. And while he lost friends in battle and saw others get hurt, he came through unharmed.

"Never got a scratch," he said.

When he joined the military, Manuel wasn't allowed to vote yet he fought for democracy and freedom. Before and after he fought, he encountered prejudice.

But while he was in the army, he was accepted and treated as an equal, he said.

"Brothers in arms," he said.

When he returned to Canada, he was allowed to vote, unlike other band members who didn't get the privilege until Prime Minister John Diefenbaker changed the Canada Elections Act in 1960.

He returned with lifelong friendships. Two of those war friends are still alive; one in Kelowna he sees every now and again, and one in Barriere who he hoped would keep him company at this year's Remembrance Day ceremony.

Manuel lives on his own now in a small bungalow on the reserve. He has outlived two wives, had six kids, grand children and great grandchildren. Some of his kids live close by and look out for him.

He feels some sense of duty, obligation even, being the last Second World War veteran, to attend what he calls Armistice celebrations.

“I’ve got to go now,” he said.

“You remember the guys who are gone.”

He hopes the younger generation will keep the veterans’ memories alive as the oldtimers disappear. Manuel has spoken to classes of teenagers and has been

disappointed in their lack of knowledge about the war. The first thing the kids usually ask him is whether he was scared.

“Of course I was scared,” he said. It wasn’t the kind of shaking scared we think of here, he added. It was a tension, a being on edge.

He clenched his hands to demonstrate.

He wants the younger generation to learn the lessons that war teaches.

“It’s part of history,” he said. “The wars should be part of their learning.”



Sage Hills drum group top three in Canada

Traditional territory of the Tk'emlúps te Secwépemc (Kamloops, B.C.) – Following one of its most successful years to date the Sage Hills Drum Group from the Tk'emlúps territory is one of Canada's top drum groups. In fact, they are one of the very best, receiving top three and top five finishes at this year's Canadian Aboriginal Music Awards and Aboriginal Peoples Choice Awards.

The group was named a finalist for both nominations for their self-titled CD released in July 2011 called "Sage Hills", which was produced by Tk'emlúps band member Nacoma George of Crazy Cutz Records and dedicated to the late John Jules.

After attending the Aboriginal Peoples Choice Awards in Winnipeg, Manitoba on November 4, 2011, the group came home empty handed but were ultimately still winners. To be nominated as a top three contender for the Aboriginal Peoples Choice Awards and a top three contender for the Canadian Aboriginal Music Awards is a win in itself.

"Our experience was amazing in Winnipeg. We were in the VIP lounge before we were all driven to the red carpet and then seated at the awards. Just to have our drum group called as one of the nominees while the award was being presented, I got the butterfly feeling; at that very moment, I took the time to phrase in my mind who we had to thank, which is our past singers, family and friends, the Kamloops Band and Crazy Cut Records," said Delyla Daniels, singer and TIB member. The entire community has great pride in the group and is happy to see the great success that they have had over the past few years.

"Sage Hills has worked very hard to achieve this status and recognition of achievement. They make our community proud to call Tk'emlúps home, they contribute to our community with their songs and good spirits, inspiring our younger generations through their cultural knowledge, their songs and the beat of the drum straight to our hearts," said Chief Shane Gottfriedson.



Sage Hills says thank you to TteS

July 2011, self titled as “Sage Hills” produced by Crazy Cutz Records and dedicated it to our well missed rela-tive and singer Late John Jules. This CD has been nominated for “Best Powwow CD – Traditional” by the Aboriginal Peoples Choice Music Awards and the Canadian Aboriginal Music Awards, 2011.



A big Thank You to all TIB Winter Workers!

BARB JULES
GENE JOHNSTON
KARA-RAE PETERS
KAREN JULES
ANTOINE LARUE
FLO FALAREDEAU
SHIRLEY SEYMOUR
LORNA SEYMOUR
SISESKIT JULES (HR)
MARGARET LOUIE
MELVIN SEYMOUR
MIKE RODGERS
NANCY ANNE P. MITCHELL
JOHN SEYMOUR
RODNEY FREZIE
LEON ZARAZON
DONNA JENSEN
VICTOR FRASER
BRENDA M. SIMPKINS
ELIZABETH THOMAS

CHRISTINA CASIMIR
ADA P. SEYMOUR
DANIEL LECAMP
VI MANUEL
SHAWN LAMPREAU
ZUNIKA COOK
DENNY THOMAS
DARLENE THOMAS
TRUDY DAN
VIVIAN LEONARD
REBECCA SEYMOUR
SANDRA NILES
JAMES JULES
JOSEPH LEONARD
LARRY CASIMIR
AURORA CASIMIR
AMBER PETERS
REBECCA SEYMOUR
ROBERT FRASER
LACEY GOTTFRIEDSON

MURIEL THOMAS
GLEN GOTTFRIEDSON
JERMAINE SEYMOUR
JACKIE GUY
KARIN LAMPREAU
SARAH E. JULES
DARREN JULES
LARRY GREEN
TAMMY JENSEN
BAILEY GREEN
SHARON PETERS
MATTHEW CASIMIR
JONATHAN PRICE
MISTY AITKEN
CARLEY SEYMOUR
NADINE GILLESPIE
JANET MANUEL
DANA JULES
PHILOMENA PAUL
ROBERT JULES
RICHARD I. JULES



Santa Parade 2011



Sk'elep School Christmas Drawings





Tk'emlúps Indian Band
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