



Stk'emlupsemc Te Secwepemc Nation (SSN)

PO Box 188, 1030 Trans Canada Hwy.

Savona, BC V0K 2J0

Telephone: 250-373-0023 Fax: 250-373-0025

**Represented by the Tk'emlups te Secwepemc and the Skeetchestn Band
We do not have a mandate, we have a responsibility We are yecminme7**

Introduction

In order to fully understand the vision of SSN from the perspective of the Executive Director, it may be helpful to understand who the Executive Director of SSN is. My name is Leonard Jackson and I am a status Indian and a member of the Saddle Indian Band in Goodfish Lake Alberta. Although my First Nations lineage is rooted in another province, I've lived my entire life in Secwepemc Territory. I was born in Kamloops, raised in Clearwater and have called Kamloops home for the better part of 25 years.

The path taken in my professional life has been extensive, fulfilling and well thought out. The goal of which has always been and will continue to be the social and economic betterment of the First Nations communities that I serve. Through the BC Aboriginal Mine Training Association and now SSN I've chosen to serve the communities of Tk'emlups and Skeetchestn, in hopes that we together may realize the shared goal of social and economic prosperity.

My personal sense of belonging to my own community has never really been challenged, nor has it ever been realized. As such, I've adopted and devoted myself to the communities of SSN in hopes that my professional goals may be realized for the benefit of others. The vision, goals and mission that I've set and committed to for SSN and your communities will be explained within.

Vision of SSN

The vision, purpose or intent of Stk'emlupsemc te Secwepemc Nation is to ensure that the historical connectedness of Tk'emlups and Skeetchestn is restored to its original strength. That a once united Nation, divided by outsiders, is rejoined for the purpose of demonstrating and asserting unified ownership over the portion of Secwepemcu'ecw' that is Stk'emlupsemc te Secwepemc Nation. Together as one Nation, Tk'emlups and Skeetchestn will demonstrate, protect and assert Title and Rights over the shared Territory in order to protect the lands and benefit from the lands where deemed appropriate by SSN.



Implications on Business Opportunity and Development.

It is the combined strength of the two SSN communities and the asserted Title and Rights of SSN that ensures that business and employment opportunities are presented and realized by Stk'emlupsemc te Secwepemc Nation. The united assertion of Title and the united assertion of rights ensures exclusive use and occupation over the Territory negating a scenario that would surely result in competition between the two communities. Rather than creating an adversarial scenario where one community always loses out on an opportunity, the position of exclusivity ensures that both communities are jointly successful. It is because of this unified approach to Title and Rights that both Skeetchestn and Tk'emlups, through SSN should be realizing near 100% success rates on contract procurement within the SSN Territory.

Implementation.

SSN has chosen to focus on two streams of business in order to maximize the revenues realized by SSN (Tk'emlups and Skeetchestn), while ensuring that business and employment opportunities are maximized for membership as well. The two streams can be identified and explained as follows:

1. **Civil Construction** - SSN through Stk'emlupsemc Enterprises Incorporated (SEI) has created a civil contracting company owned solely by the two communities. (SSN) The creation of SEI allows SSN to bid on and **self-perform contracts** without the need for a heavy industry partner. Because of this, SSN is able to control the projects, the staffing within and the revenue generated from each project. Because SSN is controlling each individual project, it also allows for greater participation by member owned businesses and greater use of member/band owned machinery. Over time the capacity within SEI and the two communities will grow, allowing for the size and value of contracts awarded to grow equally.
2. **Business Development Agreements (BDA)** – When contract opportunities arise and neither SSN nor the two communities have the **internal** capacity to meet the needs of the contract, SSN will ensure that the needs of the contract and the opportunity are met via an SSN partner. The BDA developed by SSN ensures the following:
 - That revenue is shared with SSN in a manner that is transparent and defensible.
 - That employment opportunities are presented to SSN prior to being released publicly.
 - That Band owned businesses or member owned business are assured of the opportunity to participate.
 - That if capacity levels change, SSN has the opportunity to create and utilize an SSN business of similar service and capability.

Over the past 6 months SSN staff have worked extremely hard to ensure that the opportunity arising within the Territory was not lost and that the benefits to Tk'emlups and Skeetchestn were maximized.



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As such, the SSN Business Development Agreement was created and through that agreement several new partnership have been development.

List of completed and in process Business Development Agreements:

Western Protection Alliance	http://www.westernalliance.ca/
Arrow Transportation Systems	http://www.arrow.ca/
Summit Electric	http://www.summitelec.com/
Interior Plumbing and Heating	http://www.iphltd.com/
Geotech Drilling Services	http://www.geotechdrilling.com/
TNT Total Maintenance	http://www.tnttotalmaintenance.com/
Pacific Electrical Installations	http://www.pacificpowerlines.com/
Western Pacific Enterprises	http://www.westernpacificent.citymax.com/home.html
Allnorth	http://www.allnorth.com/
Beamac Installations Ltd	http://www.beamac.ca/
A&T Mamook	
Norwest Corporation	http://norwestcorp.com/
Orica	http://www.orica.com/
Unified Alloy	http://www.unifiedalloys.com/
Formula Contractors	http://www.formulacontractors.com/
Artic Construction	http://arctic-const.ca/
Indigena Solutions	http://indigenasolutions.com/
TA Structures	http://tastructures.com/
Cobra Heavy Iron	http://www.cobracontracting.com/
Acklands – Grainger	https://www.acklandsgrainger.com/
Klohn – Crippen Berger	www.klohn.com
Bailey Helicopters Ltd	www.baileyhelicopters.com
Coast Mountain Geological.	



In the very short time that these agreements have been in place they've generated significant revenue for SSN and the two communities. The total generated is quite significant when taking into account that our partners are working primarily at the New Afton site. When other projects are approved, commence or awareness of SSN capacity increases, the revenue number will increase substantially.

Again, it's extremely important to note that the partnerships created with and by SSN do not eliminate or hinder in any way the use or involvement of Band owned or member owned businesses. In fact access to opportunity is elevated by association.

Through these two streams of business development, capacity development, revenue generation and economic growth, SSN intends to:

- Ensure that SSN becomes a self-sustaining, self-funding organization.
- Maximize the opportunities within the Territory.
- Eliminate dependence on funding generated through ECDA and NSR dollars.
- Maximize revenue generation and revenue disbursements to Tk'emlups and Skeetchestn.
- Maximize the participation of membership in employment opportunities.
- Maximize the participation of band owned and member owned businesses.

With the creation of a self-owned and self-performing civil contracting company, SSN/SEI has positioned itself well to become a major player in the resource industry. Asserting title and asserting rights, combined with the capacity to fully participate will allow SSN to realize and lead projects for the likes of Kinder Morgan, Highland Valley Copper, BC Hydro, the Ministry of Transportation and KGHM should that project be approved.

Further to this, SSN now finds itself in a position to bid on, secure and lead all projects associated with the New Gold, New Afton project. Again, this new development will open up and secure never before realized opportunities for SSN/SEI, Band owned businesses, member owned businesses and membership who are in need of employment.

Staffing and Recruitment

The staff within SSN/SEI have been employed for one of three reasons or in some instances for all three reasons:

1. To facilitate the protection of and assertion of SSN Title and Rights.
2. To develop business and build capacity within the SSN communities.
3. To manage files related to individual resource companies or government related entities.



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Category 1 Staff

Employee Name	Title	Band
Leonard Jackson	Executive Director	Saddle Lake / Goodfish Lake
Travis Marr	Information & Referrals Manager	Tk'emlups
Charlotte Taylor	Admin Assistant	Skeetchestn
Michael Liggins	Manager Finance and Administration	
Tushar Jain	Accounts Payable.	

Category 2 Staff

Employee Name	Title	Band
Nadine Israel	Executive Specialist	Skeetchestn
Sharon Gottfriedson	Pathways to Success Instructor	Tk'emlups (CM)
Jordan Hazelwood	Career Coach	Tk'emlups
Chris Leatherdale	Projects Manager	

This team of individuals has been mandated with the recruitment, training and placement of individual Band members as it applies to employment positions made available through SSN via projects, partnerships and contracts. In addition, it is through this category of the SSN team that Band owned businesses and member owned businesses are able to access and participate in the opportunities realized. Communication of employment positions and contract/business opportunities occurs through postings, website notification, SSN Facebook page, direct advertisement through Council, mail outs, open house events, band meetings and direct contact with those individuals who have registered with SSN. Member or business registration with SSN staff is the most effective and expedient method of ensuring that each and every opportunity is relayed to an interested party. A portion of the above positions are funded through proponent and partner contribution.



Category 3 Staff

Employee Name	Title	Band
Sunny Lebourdais	KGHM Ajax Project Coordinator	Whispering Pines
Esme Parsons	Community Engagement & Family Coordinator	Skeetchestn
Kevin Jules	Community Engagement & Family Coordinator	Tk'emlups
Vanessa Fromme	Youth Intern	Tk'emlups
Mike McKenzie	Youth Intern	Skeetchestn
Amanda Watson	Timcw Coordinator	
Ian Simpson	Indiginomics Coordinator	

As part of the SSN negotiation strategy it is anticipated that all future staffing requirements will be fully funded through individual project proponents. This will ensure that the staffing budget at SSN will never increase but rather should decrease as SSN becomes self-sustainable.

Closing

SSN presently finds itself at the peak of some very exciting and potentially lucrative times, guided by and driven by the unified assertion and protection of Title and Rights. The structure and partnerships that have been developed within the past year will allow SSN to immediately secure and complete contracts of significant value. Within the next six months SSN will bid on and attempt to secure a number of contracts that will ensure long term revenue, employment and opportunity to Tk'emlups and Skeetchestn members. The value of such contracts being of potential amounts that were never previously attainable for SSN. As the understanding of SSN and the capacity within SSN grows, the opportunities for Skeetchestn and Tk'emlups truly become limitless thereby ensuring the social and economic prosperity of the two communities.

I am honored to be a part of this journey and look forward bringing SSN to a place that is both great and good.

Should you have any questions for me, please contact me directly.

Leonard Jackson
Executive Director, Stk'emlupsemc te Secwepemc Nation.
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250 571 4339.