

# TK'EMLÚPS TE SECWEPEMC



winter Lexéy'em

# 2016



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# External Affairs and Public Relations



## **kukpi7 Fred Seymour** ***Portfolio: External Affairs & Public Relations***

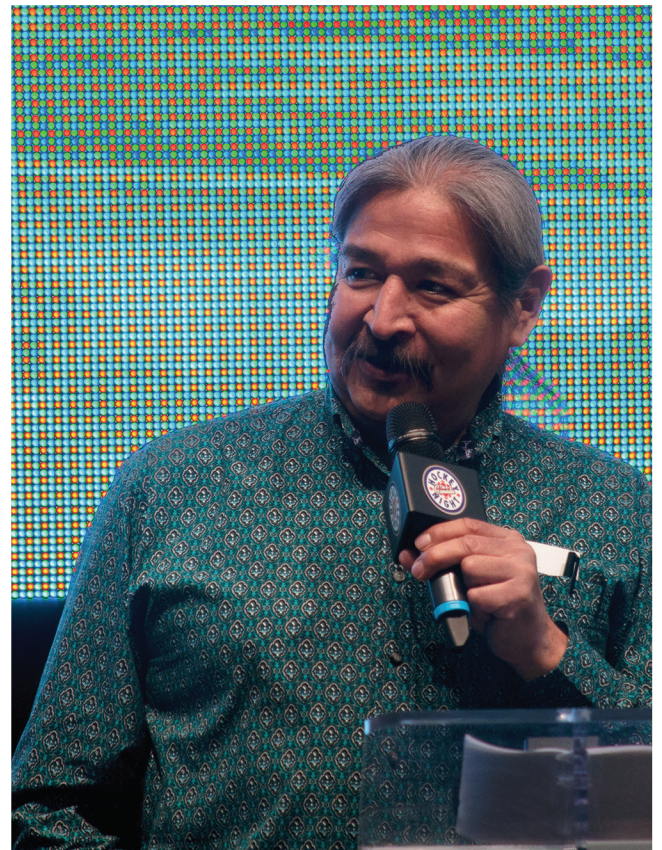
### **Weyt-kp,**

As we approach the end of the long winter, and just a quick update on what we are doing on Council.

As I mentioned at the Swearing in Ceremony, the portfolios that were handed out, which are based on the expertise and background of the individual.

- Councillor Viola Thomas – Education
- Councillor Jeanette Jules – Natural Resources & Legal
- Councillor Katy Gottfriedson – Shared Services (Finance/Administration/Day Scholars)
- Councillor Howard Campbell – Business Development (Economic Development.)
- Councillor Eagle Casimir – Social Development
- Councillor Rosanne Casimir – Lands, Leasing & Taxation
- Councillor Nacoma George – Housing & Planning and Engineering
- My portfolios are External Affairs & Public Relations. I am sharing the Housing & Planning and Engineering Portfolio with Councillor Nacoma George

The learning time should be over for the new Council members... "it's time to get on with the business at hand now and into the future."



Hockey Day In Canada TCC Centre

# External Affairs and Public Relations

We must now prioritize our strategy sessions, with the revenue at hand and invest in ourselves; for the future growth at TteS we must look into new business opportunities to generate new revenues to offset costs...that we are getting back from INAC annually.

We have prioritized Strategic Planning meetings with Council and Managers; we have met multiple times. We have to involve managers and staff with their very own vision, it is very important. It was a good team building exercise that we went through.

The Comprehensive Community Planning (CCP) will be shared with membership. With this move forward approach, with all of your ideas, being mindful that we have limited revenue in place.

The Land Use Plan (LUP) has to come to fruition to make it a living document for our future: Designated lands. Develop band lands for new revenue.

As I have previously stated, it's time to get our committees back up and running, if you can be a part of it or designate a family member for each committee, please do, as your input is needed and very important.

Our Chief and Council Regular Meetings are still on **Tuesdays – 8:30am to 4:00pm.**

## Update

- Douglas Reserve Initiative (DRI) – our claim is coming closer to reality.



First Nations Night/Sandman Centre

Thanks to all involved from past, present, and future generations, to our Day Scholars and their ongoing work.

- Section 35 with MoTI and INAC – meetings are ongoing to address.
- Kinder Morgan – negotiations are ongoing.
- Proposed KGHM AJAX Mine Project – negotiations are ongoing.

These are the projects we as a community must prioritize. There is so much to report but I will leave it at that for now. Stop by for coffee. Looking forward to what you have to offer!

Condolences to the families of the recent passing of our beloved members: Veronica (Roxy) Seymour, Elder Kathleen Thomas, Elder (Minnie) Edith Jensen, Glennis Brearley, Annie Parker; and Francis Billy from Xaxlip/Adams Lake.



MMIWG Red Ribbon Campaign

## Peace, love... Kukpi7 Fred

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# Education



## **Councillor Viola Thomas** *Portfolio: Education*

### **Weyt-kp,**

As we prepare for the annual day “Day of Suwentwecw,” “to acknowledge one another” it comes with great challenges to address the ongoing inequities for indigenous learners within our nation. There continues to be a higher proportion of Indigenous learners referred to the Alternate School without addressing their needs adequately. School district 73 refuses to assist with transportation costs therefore putting our families in a precarious situation to figure out how to get the children to the schools, even though this violates the principle of “access to education” based on the Provincial Education Act. The local First Nations Education Advisory Council does not represent the diversity of the Secwepemcúlecw and so therefore this impacts on how budgetary and enhancement funding choices are made within school district 73. The way in which the statistical information presented relating to the success and or impediments faced by Indigenous learners becomes deceptive, since all Indigenous students are homogenized so that it does not distinguish between First Nation on or off reserve and between First Nations and Metis learners. Carol Bellringer Auditor General for BC with the release of her recent report stated “There is a need for improving teacher training to create safe, non-racist learning environments and introducing a B.C. wide curriculum that addresses the past and present effects of colonization on aboriginal people. In the education system, racism can come from low expectations of certain students based on preconceptions and biases,” she said.

There have been incredible efforts on the part of the education staff for the past year to encourage the renewal of a local education agreement which honors us and our inherit

indigenous rights to education, however the school district only want to deal with the semantics of the agreement and not the substantive issues.

Currently members of the Chief and Council have agreed to participate directly in



MMIWG Red Ribbon Campaign

# Education

the negotiation for a new and improved renewal of the local education agreement with School District 73 to enhance increased opportunities for the teaching of our unique history, language, culture and to advocate for the coverage of transportation costs. The current local agreement has been extended to the end of June of this year.

The recent Canadian Human Rights Tribunal decision is a victory for Indigenous children and families known as the First Nations Child and Family Caring Society of Canada and AFN vs Canada. This will influence the processes and future negotiations on tripartite agreements that continue to perpetuate systemic inequities in funding for children and families not only in relation to child welfare but also education and health. The Human Rights tribunal affirmed “No one is challenging the general right of the government to allocate resources and manpower as it sees fit. But this right is not unlimited. It must be exercised according to law.”

As the representative to the First Nations Education Provincial Steering Committee with Education, I have been advocating for the reinstatement of the “Canadian Health and Social Transfer Agreement” better known as (CHST). This was a national agreement which, established national standards on the transfer

of funding agreements with Provinces and Territories, not just on behalf of Indigenous peoples but for all citizens. This in essence, doubles the funding which Provinces obtain in relation to education, health and social welfare for Indigenous peoples without any adequate accountabilities and transparencies in place.

The next Provincial election will be May 2017 and it will an opportunity to actively push for legislative amendments to the Education Act that will make school boards more responsive to the needs of Indigenous learners.

I have requested to have the First Nations Education Steering Committee in its future analysis, to negotiate a tripartite agreement to critically examine the Provincial education cutbacks, approximately \$26 million for public education and close to \$50 million cuts for post-secondary, with the Ministry of Advanced



*Stanley Cup visit at Skelep School*



*Stanley Cup visit at Skelep School*

# Education

Education in the past two years to see how this has impacted on school board cutbacks and Universities for Indigenous learners .

Recently, the Provincial Government implemented a Province wide survey to BC Post-Secondary Education and Training Partners to solicit their feedback on how they will implement the final recommendations of the Truth and Reconciliation Commission of Canada. As the Representative for the Thompson Rivers University, myself with the Education department staff met with the President Mr. Shavers and his technical advisors, to see how there can be a more a proactive relationship beyond the renewal of an memorandum of understanding. Areas of opportunity we shared included moving forward with an annual reconciliation event to honor descendants of the survivors of the Kamloops Indian Residential school (which was the biggest one built in the history of Canada) and publicly reminding faculty members and students on the truth of genocide.

On behalf of members of Tk'emlups, I had the opportunity to collaborate with the local chapter of BC Native Women's Association to co-host the Red Ribbon Campaign to pay tribute to our relatives violently and brutally killed within our community. I will be working on putting forward a position as the National inquiry on murdered and missing Indigenous women and girls evolves. An application has been made to the Law Foundation to host a series of Public Legal Education workshops to better inform and empower our peoples on their legal rights.

Currently, the faculty of Thompson Rivers University are having dialogues to determine how and what direction they will move as an institution to implement to the final recommendations of the Truth and Reconciliation Commission. I will be invited to a future conversation in terms of what position we would like to advocate in terms of whether Indigenous content should be integrated in all curricula, in order that more non indigenous

Stanley Cup Visit (Scotia Bank Bear & Fin)



students/faculty become more informed, not just on the colonial history, but more importantly on what are our traditional laws and values and how does this create for a better learning environment and relationship with all academic disciplines and British Columbians. We will continue the conversation in how we can better engage Indigenous students through reciprocal determinism and partnerships in marketing/communications/indigenous legal traditions/apprenticeships/reconciliation.

The upcoming Federal budget will be released in four weeks. It is my hope that Indigenous leaders' voices will be strong and clear to fight for the betterment and rights of our elders, women and youth as it relates to equity of access of funding for services and programs within the federal budget!

Skelep School hosted "Hockey Day in Canada" and the youth offered up the traditional welcome song for the NHL Hockey guests including Brian Trottier to our territory. Additionally, we have a number of new board of governors we will be planning to reach out and challenge the Minister of Indigenous Affairs to establish an Indigenous book club through Skelep besides eventually organizing a Coyote



# Education

Storytelling Festival. I encourage parents to re-consider signing up your children to attend Skelep for the next school year

The Education staff collectively pooled their efforts to apply to the Native Indian Brotherhood trust fund with the intent to encourage more language and cultural programming. I would like to remind folks as well that the funding **deadline for post-secondary is at the end of April** and keep tuned as we keep monitoring for individual funding and bursaries for education through the Native Indian Brotherhood Trust Fund

We will continue to explore opportunities to access financial resources to promote more capital funding for the museum as well as marketing to foster it to become self-sufficient.

The International day for the elimination of racism is coming up. The message will be that we do not accept the disadvantage our people continue to face as a direct result of the historic and systemic racism that have been imposed on our people. At the same we have a collective responsibility to ensure discrimination and hate will not be fostered within Tk'emlups. To that end it is my hope we will be able to access the public safety funding to develop a community wide safety plan that respects women, children, elders right to security and safety and make

sure that the by-laws are meaningfully enforced. This should not be limited to developing infrastructure security but perhaps engaging membership to explore an intervention crisis team, along with other issues such as preventing destruction of property etc.

As Justice Murray Sinclair used to say " It is education that got us in the mess our people are in today through the intergenerational impacts of trauma invoked through Indian residential schools and it will be education that will get us out of the mess" I say it "is education that will give us our freedom to learn the beauty of our language and cultural traditions that may homage to the wisdom of our elders in a modern day world to bring greater respect and unity amongst us for the next seven generations. "

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# Social Development



## **Councillor Eagle Casimir** *portfolio: Social Development*

### **Weyt-kp hello**

Well spring is upon us and with that a new season begins. We change for the best and ask the creator to bless us all with health, happiness and prosperity of the land and as the snow melts and the grass grows the sun brings new life to the valley and new change. To the council table with that I would like to express my deepest gratitude to the old Chief and Council thank you for your years of service to our community and to congratulate the new Chief and my fellow Councillors.



*TteS Elders Luncheon*

# Social Development

As a new Councillor my primary focus is learning as much as I can in the next three years with the guidance of my community and colleagues. These first four months I have been involved in numerous community functions like the fundraiser breakfast with a few of the councillors Katy, Nacoma, Rosanne and Jeanette to help buy presents for the children's Christmas party. I was also involved in the Santa Clause Parade where we came in 3rd place, which we couldn't have done without the help of our band members (Myron Thomas, Jessie Gottfriedson, Gus Jules, Bobby Paul, Ryan Leonard, Lyle Paul and Nacoma George). Thanks again for your help. I was the emcee for the children's Christmas party and that was a blast to hear all the laughter and to see all the smiles on the children's faces... Ok there was some crying but all in all it went well. I have been attending all Chief and Council meetings and participating in strategic planning and focusing on strengths and weaknesses; how to strengthen our weaknesses; to build on what the community needs are; identifying our top three goals from each department. I also went to Vancouver for the AME BC mineral exploration round up which was quite the thing, lots of businesses that deal directly with the mines, oil and gas, the show room was massive and I also met some new contacts from clean harbours.



Santa Clause Parade 2015



Santa Clause Parade 2015 3rd place

Clean harbours is a rail car cleaning outfit that cleans the rail cars in an environmentally safe way. New Gold and Horizon North are corporations that deal with First Nations. I would like to say I look forward to the next three years of council and closing I would like to extend my condolences to all the families that have lost a loved one over the last little while. May only good thoughts and prayers find you all in this time of grief.

## Kukwstsetsemc all my relations

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TteS Social Development Christmas party

# Natural Resources/Legal



## **Councillor Jeanette Jules** ***Portfolio: Natural Resources/Legal***

**Tkwenem7íple7 Jules**

**Primary Portfolio - Natural Resource  
Department/Legal/Douglas Reserve  
Initiative/Justice**

**Weyt-kp -**

I am committed to ensuring that Tk'emlúps te Secwepemcúl'ecw are provided with a safe and healthy infrastructure and will work hard to eliminate barriers and improve accessibility to all members in a manner that respects their dignity and independence and ensures they are treated in a fair and equitable manner. Chief and Council are committed in building a strong sustainable economy and in building a skilled TteS workforce through education, training and employment initiatives with our partners.

The hard work of developing our Governance Bylaw is currently being developed by family representatives – which I welcome.

I will work in partnership with our knowledge keepers and relevant staff to record the wisdom of our ancestors and establish long and short term goals in the revitalization of our language, history and culture.

Since time immemorial, our familial and communal standards and values that were passed on to our children through our traditional educational practices. Each child was nurtured and supported in becoming knowledgeable, responsible and independent. Today is no different, "Our Children are Our Future", we must make children our priority, and we will secure



*SSN Swearing in ceremony*

# Natural Resources/Legal

our future and the future of our community. So as a proud daughter, sister, mother and grandmother, I will work alongside our people and my colleagues in planning.

- development and implementation of improved community programs and services that will address our unique needs in health, education and employment;
- our need in the revitalization of our language, history and culture;
- our need to negotiate and assert our indigenous rights in land, taxation, natural resources, economic development and governance.

Not only has my 32 years of service in the education section for our band, but my life experience has fueled my drive, dedication and commitment to improving the quality of life for my family and my fellow community members. Right now, First Nations people across Canada are suffering from the highest rates of poverty, lowest rates of achievement in K-12 programs, lowest rates of post-secondary education completion, and so on.

When I was a child here, our community was becoming renowned as one of the leading First Nation band in Canada by doing many first of its kind initiatives on a reserve, such as,

having one of the first band operated schools, one of the first band offices and able to run our own budgets, one of the first planned industrial subdivisions, one of the first bands who knew the value of building a respectful reciprocal working relationship with the City, the first band to begin talks on taxation, organizing the first Union of BC Indian Chiefs meetings and so many other great initiatives that honored our people

So what changed? Our budget allocation from Aboriginal Affairs and Northern Development Canada has been cut significantly in areas such as, education, social development, housing, infrastructure, and economic development. The Government has continued to cut our benefits from First Nation Health Authority, so our people have little support, particularly for the vulnerable members of our community, our Elders. Luckily, through the vision of past band leaders, we were able to offset many of these costs through generating our own revenue. The population has grown



*Strat Planning*



*Swearing in ceremony*

significantly over the years as well. Prior to 1985, we had less than 400 members, now there are nearly 1300 registered TteS members.

## Language, History and Culture

We must continue to ensure our language, history and culture is preserved, protected and

# Natural Resources/Legal

recorded. I will continue to promote the respect for Tk'émłúpsəmc customs, beliefs and values. I have ensured that bio-diversity and bio-piracy of our traditional knowledge and wisdom is protected and that we have the intellectual proprietary rights/copyright.

During the certification process for the Day Scholar Class Action Lawsuit in April 2015, it was clearly Cultural Genocide and a Human Rights Violation. I will ensure that a plan is prepared for our submission to the Government of Canada regarding the loss of our Language, History and Culture.

## Land Question

We need to continue our fight for a fair and just settlement of our land and rights and title ensuring consultation and negotiations lead to substantive accommodations. Our land use policy, approved by the membership, must guide the development of our reserve lands.

- Title & Rights - Douglas Reserve, Specific Claims, Cut Off Reserve Lands – Cherry Creek, Lac Le Jeune;
- Ongoing negotiations, consultation, protection and jurisdiction;
- Protection of our Tk'émłúps Tmicw– our land, resources, wildlife, especially our culture and language, biological and cultural diversity, traditional knowledge keepers of our medicinal gathering, berry picking, hunting, sacred areas.

A new forward looking Aboriginal Resource Tax with the Province for our Stk'émłúpsúl'ecw so that the TteS and SSN jurisdiction prevails over our lands. We are preparing for landmark negotiations and for building a brighter economic future for our community.



Nationhood - Secwepemcúl'ecw, TteS is a leader in the Secwépəmc, we must continue to work with all of the other Secwépəmc bands for our collective rights and title to our land, resources, land claims, and specific claims and any overlapping interests. I am committed to honour and reaffirm our signed protocols and historical treaties with other bands/nations to work together to advance our collective interests and advance our title and rights and our campfires.

All of this stems from the foundation that are ancestors stated within the Sir Wilfred Laurier Memorial.

We will continue with the current negotiations with other First Nations, Provincial and Federal ministries, proponents and Municipalities; Government to Government (Province) and Nation to Nation (Canada) Engagement Process/ Consultation.

- Secwépəmc Reconciliation Framework Agreement
- Douglas Reserve Initiative (DRI) we need to establish what is rightfully ours, in a fair respectful way. We can settle for nothing less.
- Aboriginal Resource Tax (ART) – a new fiscal arrangement, going

# Natural Resources/Legal

- beyond Resource Revenue and Impact Benefit Sharing/Agreements
- Section 35 Indian Act – Highways completing our negotiations
- Kinder Morgan Canada (KMC)
- KGHMI/Ajax and other mines within our traditional territory as well as having a voice in the other proposed mines.
- Thompson Rivers University (TRU) and other Post-Secondary Institutes (Memorandum Of Understanding, Intellectual Property/Copy Right)
- Grasslands Technology Centre
- Secwépemc/SSN/TteS Hydro Agreement

## **With our membership we need to review and fully understand;**

- FNGST
- SSN
- Membership Code – now that it has been passed the implementation, policies etc.

## **With our Managers and Staff:**



- Updating our Property Taxation Law, Assessment Law, Property Transfer Tax Law, and Taxpayer Relationship Law;
- Updating and completing of the TteS Financial Administration Laws policies and establishing the Finance and Audit Committee;
- Cultural Heritage, Archaeology Resource Management and Cultural Heritage Customary Law, Indigenous Legal Traditions;
- Ongoing negotiations and consultation with other mining companies within Stk'émłúpsəmc eg, KGHM/Ajax - First Nations and Environmental Process;
- Ensure that we improve upon our own process, policies, permits, monitoring, and regulatory framework.

In closing I will quote what our Elders have always stated:

“If you do not know who you are, you can never go forward.” We must continue the teachings to preserve the ancient ways of our people for all time. The children are our future and we must prepare them to know their past and live and work in the modern world.

**Yeri7 Stsukws!**

**Wel Me Yew te Tk'émłúpsəmc -The Kamloops people will flourish and endure**

**Jeanette Jules  
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# Business Development



## **Councillor Howard Campbell** *Portfolio: Business Development*

### **Weyt-kp**

I'm very happy to be part of the Chief and Council team that was elected last November. I will endeavor to promote and develop responsible business opportunities wherever and whenever possible.

Chief Fred Seymour asked me to take on the Business Development Portfolio of Tk'emlups te Secwepemc ("TteS") for the upcoming term of Council. I gladly accepted as I enjoy working on opportunities to generate income and employment but to do it for my own band makes this so much more rewarding.

As many of you know, I have worked within Corporate Canada and First Nation organizations in the past so I bring experience from the people who want to do business with us and also from our own First Nation perspective.

The business climate for First Nations within Canada, British Columbia and our Kamloops region has changed greatly in the past couple of years. The Tsilhqot'in Supreme Court decision granted title to a large area of land to a group of six bands in the Tsilhqot'in.

Prior to the Tsilhqot'in decision First Nations were granted title to a postage size stamp area where continuous habitation had to be proved. The Supreme Court decided that title can be proved even if the land is only used some of the time. This has allowed the footprint of title lands to be expanded.

The court decision also provided that economic development where title has been established requires First



C&C meet & greet



# Business Development

Nation consent; rather than the previous consult requirement. The consent requirement is a much stronger negotiating tool than consultation.

Corporate Canada has taken notice of the favourable First Nation court ruling and many proactive companies are engaged in the establishment of aboriginal relations personnel and sometimes even aboriginal relations departments.

The new positive First Nation business climate will provide many opportunities for the TteS. The Business Development Department is in the strategic planning process. Although the plan is not complete the two areas of focus are:

Ensuring TteS receives value for existing infringements that we don't have the capacity to take on ourselves. This may be in the form of joint venture or partnerships.

Establishing TteS owned and operated businesses, this is becoming more active in setting up and running band owned businesses. We will be able to employ our own staff and develop our own capacity; rather than relying on others to do so.

There are many great revenue generating items within the TteS region and the business

development team of Stacie Coutlee and Shyla Hazelwood and myself are reviewing and prioritizing the opportunities.

Currently we are working with SEI, which is the joint business development arm of Skeetchestn and Tk'emlups, to use the New Afton Participation Agreement to obtain work at the New Gold Mine site.

TteS has been in discussion with CN, BC Hydro and other business entities in setting up business relationships and business development.

All in all, I expect a good run of income and employment generation with the TteS business development area.

**Kind Regards,**

**Howard Campbell**



*First Nations Night/Sandman Centre*

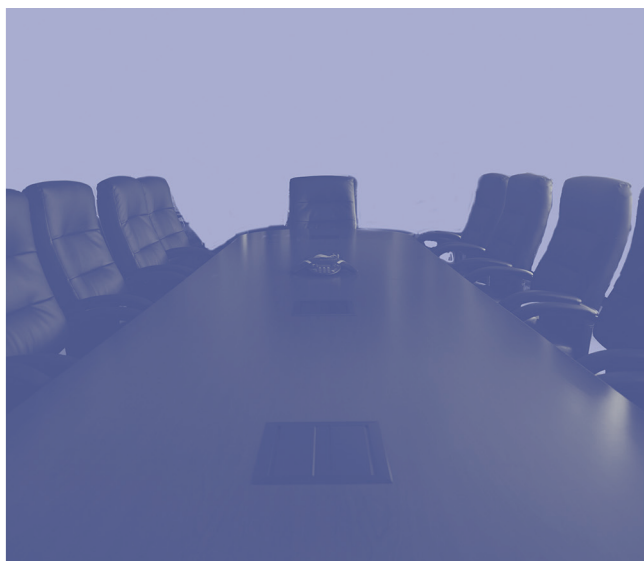
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# Human Resources



## **Councillor Katy Gottfriedson** *Portfolio: Shared Services/ Day Scholars*

### **Weyt-kp,**

This is the first report since the election. I would again like to thank all of those members that have put their confidence in me and re-elected myself as well as my colleagues. I have the utmost respect for all those members that put their names forward, I look forward to the great things they do in their lives as I believe they all are leaders in their own way.

I would like to mention how much I enjoyed working with the past leadership. I have learnt so much from each of them and look forward to working with the new council as well. Know that I do not take this responsibility lightly. As I mentioned, my first term was a great learning experience for me. This term I would like to take what I have learnt and put it into better use through the next three years.

Some main goals over the next while are to, firstly have better communication between Council and Membership. I would like us to improve all areas of communication, how we can get the information out to membership and what information members would like to receive.

The second goal is to keep improving the financial standing of the band. We have come a great distance in the last three years. My third goal is to improve our human resources. Not all of our membership can work at the band but wherever they are I would like to ensure that they have the capabilities to be successful in their positions.

### **Day Scholars:**

Momentum is building for the Day Scholars Class Proceeding. In addition to the original two Bands, twenty two other



C&C Kids toy breakfast fund-raiser

# Human Resources

First Nations Bands have opted into the action and several more have committed to joining. The deadline for other First Nation Bands to opt in is February 29, 2016.

In 2012, Tk'emlúps te Secwépemc and Shishálh Indian Bands launched the Day Scholars Class Action lawsuit, which seeks compensation on behalf of all Aboriginals who attended an Indian Residential School. The case also seeks declarations regarding Canada's role in the failure to protect Aboriginal language and culture, we are certified at three levels: Survivor, Descendent and Band Class. The day scholar class action is seeking compensation for the children of survivors, and the bands to which survivors belong.

Canada has, for several years now, recognized that the Indian Residential Schools had a profound impact not just on those who resided at the schools, but also on their communities and families. This lawsuit aims to rebalance that difference.

In addition to seek compensation for individuals who attended the Indian Residential Schools, an important part of the lawsuit is including Indian Bands that were affected by the presence of an Indian Residential School on or near their lands. Individual Bands can decide whether or not they wish to opt-in, or be a part

of the lawsuit. Only those Bands that opt in will be eligible for compensation when it is awarded by the Court.

Chief Fred Seymour "We thank the bands that have joined us already and we continue to encourage our fellow nations to come on board to show strength, unity and a commitment to moving our day scholar class action forward. Now is the critical time to address the remaining legacy of the Residential Schools and their effects not just on people. Together we can speak to the Government with one voice, representing Aboriginal people from coast to coast to coast."

Since we are looking at the most expedient process for our Day Scholars we will be looking at keeping the suit in negotiations. We want to hear what the community feels is the right path for us. Jo-Anne will be setting up meetings with members to ensure their thoughts are incorporated.



*C&C meet & greet with staff*



*Elders Christmas Luncheon at Hoodoos*

# Human Resources

For more information on our Day Scholars Class Action, please contact Jo-Anne Gottfriedson at [jo-anne.gottfriedson@kib.ca](mailto:jo-anne.gottfriedson@kib.ca)

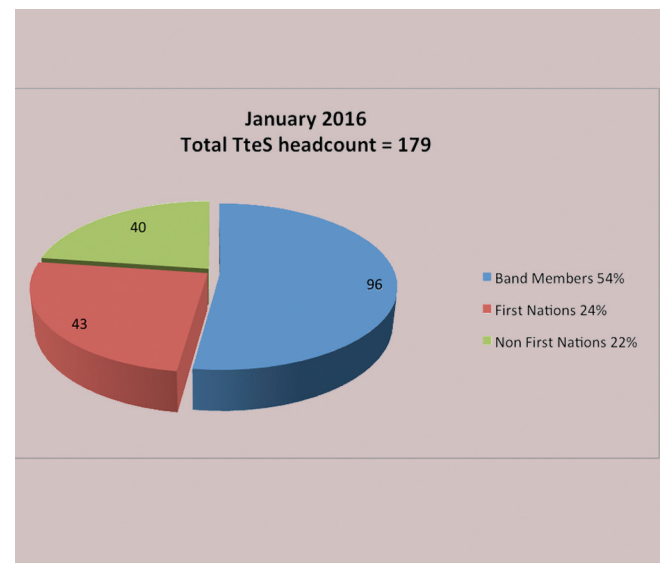
## Shared Services:

### New Hires for TTES November 2015 - January 2016

- Administration – **Communication and Events Coordinator** – Lyle Paul
- Corporate – **Chief Executive Officer** - George Petel
- Education – **Daycare worker** – Amy Stump
- Education – **Daycare worker** – Jackie Joseph
- Education – **Nursery Language Teacher** – Brett Waterfall
- Education – **Nursery Worker** – Lesleigh LaRue
- Gas Station – Shayle LaRue
- Land, Leasing & Taxation – **Environmental Specialist** – Joanne Hales
- Planning & Engineering – **Garbage Truck Driver** - Shilo Gott
- Social Development – **Home Maker** – Barbara Jules
- Social Development – Kelly Jacobson
- Social Development – Rhonda Tom
- Social Development – **Term Facilitator** – Gina Carnegie

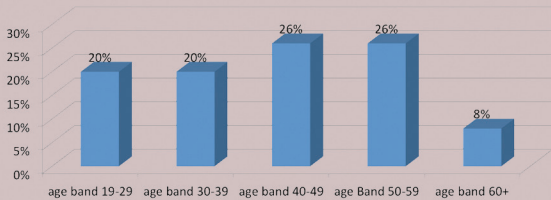
### Tk'emlúps te Secwepemc Staff Report as of December 2016

Employee Type*	Percentage
Band Members	54%
First Nations Non-Band Members	24%
Non-First Nations	22%
Total Number of Employees	179



# Human Resources

Workforce Demographics January 2016



Employment has stayed stable since the decrease in the summer due to seasonal layoffs. However, we have increased our **membership** employment by 2%, from 52% to 54%. We will be looking at other areas of employment for band members as we kick start the season of our Hops Farm. This new business will create jobs for 10-15 members consisting of mainly seasonal work.

With positions like this as well as other job postings internally and externally we, are still working on updating our database that encompasses all of our working age members, as well as their education and work qualifications. This will give us a better idea of where we have strong resources in areas and where we can plan to build resources in others. It will also help us have members ready to be contacted when we have short term and long term jobs available.

For employment information, please contact Salvina Holcomb at [salvina.steel@kib.ca](mailto:salvina.steel@kib.ca)

For more information on training and employment with our external partners, please contact Paula Pellett at [paula.pellett@kib.ca](mailto:paula.pellett@kib.ca)

If there is any other questions you may have for me regarding my reports or otherwise, do not hesitate to contact me via phone (250) 828-9743 or email [katy.gottfriedson@kib.ca](mailto:katy.gottfriedson@kib.ca).

## Finance

As for our finances we are just finalizing our Comprehensive Community Plan as well as our Strategic Plan that will help us plan the budget for the year. We will also be presenting the draft budget to the members before final adoption has to take place before March 31<sup>st</sup>.

## Kukwstsétsemc

**Katy Gottfriedson**

**Councillor: Shared Services/Day Scholars**

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**C: 250-319-2826**

**[katy.gottfriedson@kib.ca](mailto:katy.gottfriedson@kib.ca)**

# Housing Planning & Engineering



## **Councillor Nacoma George** *Portfolio: Housing/Planning & Engineering*

I would like to acknowledge all the previous TteS Chief and Councils, I know they have worked hard to get our community to where we are today, I have seen their dedication to our community over the years and for that I thank you all for all you have done to get us here today.

I would like to thank TteS membership for believing in me. I am honoured and humbled that you have elected me to be a part of council to be a voice for our community into the future, they are some big shoes to fill but I am ready for the challenge. These past few months has been a great experience working with the new council. We have a good representation of our community with the people sitting at the table. I would like to thank the community, my family, friends and colleagues for supporting me in my pursuits and the community for giving me this opportunity to be a voice for our community.

A major project that we all need to have our voice heard on is the SSN Environmental Assessment on the KGHM/AJAX Mine project. As many of you may know the SSN Team has been coordinating with family representatives of the 13 families of Tk'e mlúps te Secwepémc to have family meetings/dinner to bring your concerns to the panel process asking this one question "In recognition of the Declaration of Title to Pipsell (Jacko Lake &

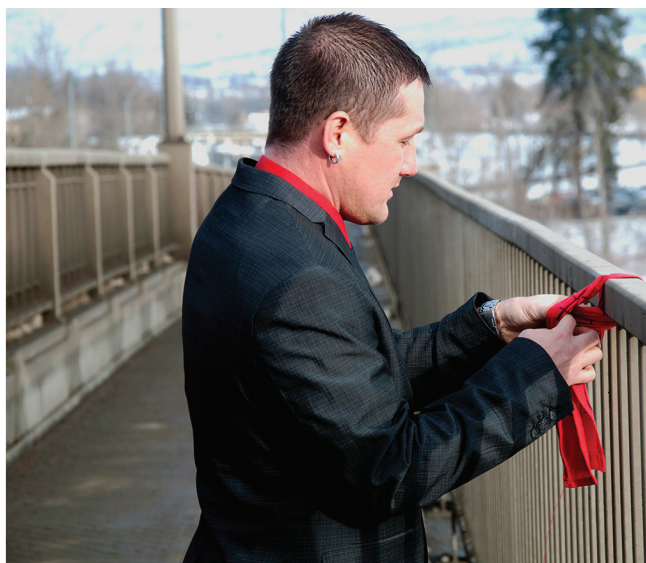


SSN swearing in ceremony

# Housing Planning & Engineering

its surroundings), a cultural keystone area with significant spiritual and historical importance to the Stk'emplupsemc te Secwepémc Nation. Does the Stk'emplupsemc te Secwepémc Nation give their free, prior and informed consent to change the land use objective to allow for development of the lands and resources for the purposes of the Ajax Mine Project. In accordance with the Stk'emplupsemc te Secwepémc Nation's laws, traditions, customs and land tenure systems supported by the SSN five (5) assessments of Integrity, Health & Wellness, Indiginomics, Respect (Cultural Heritage), & Timcw, we need your voice heard on a project that could have a huge impact on our lands, the environment, health of the animals and our people. The final decision is coming from the people, the peoples voice needs to be heard on what direction we as TteS community want to go so come out and support the panel hearing and get your questions, legends, stories ready to tell the panel. Your voice does matter.

Congratulations to the new home owners in the subdivision Justin & Vanessa Gottfriedson, Greg & Lucy Ferguson, Christine & Brent Thompson and Charles Dumont. I see you are all moved in to you beautiful homes, I know you all had to work very hard to be bankable



MMIWG Red Ribbon Campaign/Overlander bridge

to qualify for your new homes through RBC and looking forward to see the other 4 home owners move in as well.

To tackle some of the difficult issues in our community, we need to come together as a community, to find solutions to current issues; we will be stronger and united. Communications is so important for an informed community, lets have everyone come out to participate in community functions.

In closing, my Prayers and thoughts go out to all the families that have lost loved ones in this past year.

If you have any questions on anything or just want to chat, give me a call/text on my cell phone or shoot me an email.

Stanley Cup visit at Skelep



**Nacoma George  
Councillor: Housing &  
Planning & Engineering**

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[nacoma.george@kib.ca](mailto:nacoma.george@kib.ca)

# Lands, Leasing & Taxation



## **Councillor Rosanne Casimir** ***Portfolio: Lands, Leasing & Taxation***

Weytk-tp kpXwexwe'tep Rosanne Casimir, re-n skwest, Tk'em7iple7 te Tk'emlúps te Secwépemc. I would like to convey my appreciation to all of you for your continued support for a third term as your elected leader and it is an honor to be representing our community and working for all of you. I truly thank you for your continued confidence!

I believe that education and good governance will create the perfect balance in fairness, transparency and accountability and as your political Councillor, I will continue to educate myself to assist in achieving excellence in my role and responsibility to all of you. As I stated in my platform, I want our collective assets to be protected and I intend to work hard on your behalf, as we are all the legacy and so are our future generations, our children and grandchildren.

### **Portfolio Appointment**

I welcome the opportunity to be working with the Lands, Leasing, and Taxation Department, continuing to maintain a high level of efficiency and respect for all land transactions which includes leasing, under the bands delegated authority of section 53 and 60 of the Indian Act, property taxation, and through governance as per the KIB Property Tax Law, and KIB Property Assessment Law and of course our Environmental Stewardship of our TteS lands. The department provides council, as well as membership, their expertise in all areas of lands management.

The lands department and council maintain ongoing relationships with a huge network of INAC representatives, First



*Lands, Leasing & Taxation staff*



# Lands, Leasing & Taxation

Nations Tax Commission, Lessees, Locates, many rate payers, and Membership, and of course with all TteS internal departments.

**Annually the following laws are updated by the department manager with council support:**

- TteS Property Assessment Law
- TteS Property Taxation Law

**New Laws in progress and final stages include the following:**

- TteS Property Transfer Tax Law
- TteS Tax Payer Relations Law
- Revival of the Land Use Committee (LUC)
- Review of action items in land use plan
- Review of stale dated land designations
- Review and action items from interdepartmental needs by way of LUC

**Meetings and Community Events:**

- Orientation with new council



*SSN swearing in ceremony*

- Updates by department still in progress
- SSN Strategic Planning
- TteS Strategic Planning
- SNTC ( Shuswap Nation Tribal Council)
- CCP Sharing with Secwep'emcell'ew
- Property Transfer Taxation
- Aboriginal Hockey Night
- SSN Swearing In Ceremony for community members
- Finance Meetings
- Policy Meetings
- MoTi (Ministry of Transportation and Infrastructure) Meetings
- KIBDC/MPC Meetings



*First Nations Night/Sandman Centre*

# Lands, Leasing & Taxation

- TteS Staff and Community Members Health and Safety Open House
- Section 35 Meetings with Lands and INAC
- Skelep School Literacy Night
- Douglas Reserve Initiative (DRI) – updates
- Day Scholar Class Action - updates

Political explorations of revenue generations will continue to include Royalties from mining (Aboriginal Resource Tax) strategy working alongside SNTC and Secwepemc'ul'ew, potential property taxes from pipelines, and continued talks in casino revenue sharing opportunities as BC is the only province not involved or included in such agreements across Canada. In addition, continued exploration of leakages on the reserves of our FAT tax (fuel, alcohol, and tobacco).

Membership Strategy with Trevor Kempthorne to continue working towards implementing a work plan to explore agricultural opportunities for local farming and production of produce which could lead to self-sufficiency and future farmers markets etc. Previous term Councillor Richard Jules started this initiative and has hosted a successful high interest meeting with membership.

TteS ATR (acquisitions to reserve): I would love to see this resolved by the end of my term 2019.

Spiyu7ullucw Ranch is still under way and the ranch consists of 4,763 acres of land currently held in fee simple and approximately 16,000 acres in grazing leases, and licenses and we are currently still waiting on surveys which puts the Band, Legal, and INAC on hold.

Closed roads within our IR that has to go through a reversionary process by way of the federal order in council and we are looking at



*Elders Christmas Luncheon at Hoodos*

some trigger dates in April so there will be some resolve as at this time it is sitting on the edge of someone's desk at AANDC.

## Housing

I have embraced the last term as the portfolio for housing and very proud of the successes that have taken place which the department manager and his amazing team have accomplished and achieved.

*Proud accomplishments include:*

A revised and simple new housing policy that is user friendly, and easier for membership to obtain a copy specific to their unique housing situations,

Better insurance coverage for our homes (not perfect but notably a major improvement),

Cost savings in our CMHC loans and recommending the move of our loans to direct lenders that have shown substantial savings as shown and proven in notice to readers of our financial audited statements Audited Areas of review were the organizational structure, financial management processes, tenant files and maintenance processes related to the CMHC funded areas.

CMHC Audit that reported out that overall Housing is doing an amazing job and

# Lands, Leasing & Taxation

has made great strides because of the stable environment, established roles, and segregation of responsibilities for all the staffed positions.

## Areas of concern:

Tk'emlúps te Secwépemc is having to heavily subsidize the housing expenditures due to lower than breakeven rents being charged and the sizeable historic and current arrears.

## Areas of improvement is council's responsibility that includes:

Improvement in the enforcement of the arrears policy, particularly for the Rent to Own homes where historical arrears have shown huge financial impacts to the band

Finance needs to be involved –housing responsible for upholding agreements and providing recommendations for council.

**Congratulation to all the new home owners that will be moving into their new homes under the 2015 housing program!!**

“Know your Passion, Visualize your Plan, Collect your Resources, and Be Determined to Succeed!”



*Grasslands tour*



*C&C Toy Breakfast Fund-raiser*

**Kukwstse'temc,  
Rosanne Casimir,  
Tk'wem7íple7s re  
qelmúcw (Councillor)**  
Lands, Leasing & Taxation  
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**rosanne.casimir@kib.ca**

2016

# 12th Annual Jazzman

# fishing derby

## Derby

**Sunday April 3, 2016**  
**South Thompson River**  
**Kamloops, BC**

**7am—3pm**

**Derby registration**

- **Sunday March 27, 2016**
- **9am to 5pm**
- **at Tkemlups Petroleum Parking lot**

**The Entry Fee**

- **Adult \$25**
- **Youth 16 and under \$10**

## prize categories

- **Longest Trout (cash prize)**
- **Hidden Lengths**
- **Longest Dolly Varden (Bull Trout)**
- **Largest Coarse Fish**
- **Best Dressed Fisherman**
- **Weirdest Catch**

**Thousands of Dollars  
in Cash & Prizes!**

**we are looking for  
volunteers & donations**

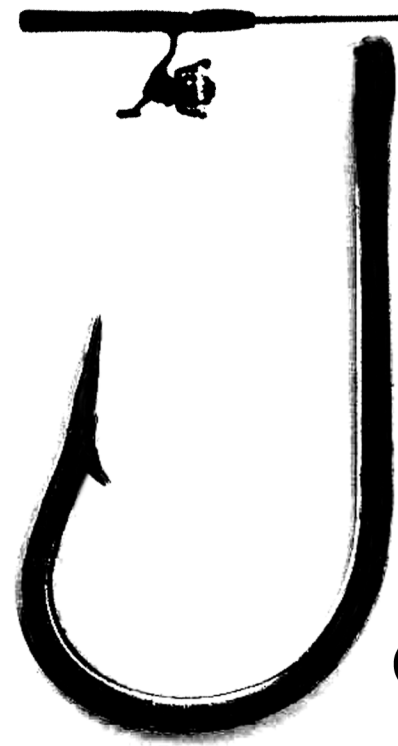
**for more information please feel free to contact**

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**Nacoma George**  
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**c: 250.852.3974**  
**nacoma.georg@kib.ca**



2016



12th Annual  
**Jazzman**

**fishing derby**

**Fishing School**

**Friday March 25, 2016**

**7am—2pm**

- **Fishing School is open to all community members.**
- **we are looking for volunteers & donations**

for more information please feel free  
to contact

**Lyle Paul**

**TteS Communications and Events**

**Coordinator**

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**Nacoma George**

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# Stk'emlups te Secwepemc (SSN) Presentation to Tk'emlups te Secwepemc (TteS)

**Tues March 15, 2016 – 5 to 8pm – Moccasin Square Gardens**

*We invite you Tk'emlúps te Secwépemc  
members to join in the conversation.*

**Ctsetsépiem's (Items for Discussion):**

- Opening Prayer & Dinner
- Call to Order /Adoption of Agenda
- Announcements
- Presentation on SSN History & Updated Financials
- Open Dialogue - Question and Answer Period
- Adjournment & Closing Prayer

## **Catered dinner at 5:00 PM**

**Information Booth hosted by TteS Natural Resources Department!**

For more information please contact

TteS – Lyle Paul – [lyle.paul@kib.ca](mailto:lyle.paul@kib.ca) (250) 828-9775

TteS – Nikki Fraser – [Nickole.fraser@kib.ca](mailto:Nickole.fraser@kib.ca) or 250-314-1557

# What can SSN do for you?

## Put Your Best Foot Forward.

*Reach for the next step in your career ladder.*

### Professional Resume

- ✓ Guaranteed results
- ✓ Customized and personalized
- ✓ Individualized cover letter
- ✓ Market your skills & experience

### Interview Preparation

- ✓ Be more confident
- ✓ Answer the tough questions
- ✓ Constructive feedback
- ✓ Competitive advantage

### Assessment Preparation

- ✓ Practice, practice, practice
- ✓ Relevant practice assessment
- ✓ Know what to expect
- ✓ Be well prepared

### Career Coaching

- ✓ Stand out from other applicants
- ✓ Recruitment for future
- ✓ Network with leading employers
- ✓ Confidentiality guaranteed



**Stk'emlupsemc te Secwepemc Nation – SSN**

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JORDANN HAZELWOOD, BBA  
*Career Coach*

**Stk'emlupsemc te Secwepemc Nation**  
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SHARON GOTTFRIEDSON, B.Ed  
*Pathways to Success Instructor*

**Stk'emlupsemc te Secwepemc Nation**  
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Cell: 250-851-1738



Stk'emlupsemc te Secwepemc Nation (SSN)

# Everything Her Day

This FREE event is open to WOMEN from

Skeetchestn

Tk'emlúps

Whispering Pines/Clinton Indian Band

**Date: Wednesday, March 30, 2016**

**Time: 9:00—4:00**

**Place: Double Tree Hilton Hotel 339 St. Paul  
Street, Kamloops, BC**

Lunch will be provided!



This event is specifically for Band Members and Community Members.

Must be 18 years of age to attend. Please no men or children allowed!

Please RSVP to the Front Desk at QHS by March 14th, 2016.

Phone: 250.314.6732 Fax: 250.314.6742

Email: [qhs@qwemtsin.org](mailto:qhs@qwemtsin.org)

**FUN!**

**PRIZES !**





# 14<sup>th</sup> ANNUAL TteS WOMEN'S RETREAT!

**MARCH 18-20<sup>th</sup>, 2016**

HOSTED BY THE SOCIAL DEVELOPMENT DEPARTMENT

**NEW**  
**DATE!**

EVENT IS OPEN TO ALL FEMALE:

- TteS Band Members
- TteS Band Member Spouses Residing in the Same Home
- TteS Employees

**APPIES ON FRIDAY  
NIGHT!**

**BREAKFAST SMOOTHIES,  
SNACKS & LUNCH**

**FRIDAY REGISTRATION:**

**ELDER'S REGISTER: 2 PM- 3 PM**

**ALL OTHERS REGISTER: 3 PM-5 PM**

**LOCATION: SOCIAL DEVELOPMENT**

**NO MEN OR CHILDREN PERMITTED**

**ALL WOMEN MUST BE AT LEAST 19  
YEARS OLD**

**FOR MORE INFORMATION PLEASE CONTACT  
SOCIAL DEVELOPMENT: (250) 828-9811**

# Pathways to Success Drivers Prep: Class 7L



**March 21-29, 2016  
(not including Easter)**

**Location: Snine Room, TteS**

**Time: 9am-3pm**

**Limited seats available.  
Apply ASAP!**

**Contact Jordann Hazelwood**

**Phone: 250-819-6144**

**[jhazelwood@stkemplupsemc.ca](mailto:jhazelwood@stkemplupsemc.ca)**



# Emergency Contact list

name	portfolio	cell	office
kúkpi7 Fred Seymour	External Affairs & Public Relations	250-571-6009	250-828-9820
councillor: Howard Campbell	Business Development	250-571-2586	250-828-9702
councillor: Eagle Casimir	Social Development	250-320-0559	250-828-9770
councillor: Rosanne Casimir	Lands, Leasing & Taxation	250-819-2255	250-828-9760
councillor: Nacoma George	Housing & Planning & Engineering	250-852-3974	250-828-9817
councillor: Katy Gottfriedson	Shared Services/Day Scholars	250-319-2826	250-828-9743
councillor: Jeanette Jules	Natural Resources/Legal	250-319-1464	250-828-9731
councillor: Viola Thomas	Education	250-320-7883	250-828-9860
CFO-Laura Bouchard		250-571-3512	250-828-9836

name	department	cell	office
Security		250-319-4122	250-828-9741
Environment Officer		250-819-4277	250-374-7714
Darrell Bennett	Water Treatment Plant	250-318-4415	250-828-9432
George Casimir	Housing	250-318-4856	250-828-9717
Don Funk	Planning & Engineering	250-319-1351	250-828-9840
Jim McGrath	Natural Resources	250-318-3639	250-314-1597
Freda Jules	Lands Lease & Taxation		250-828-9819
Sandra Seymour	Social Development	250-852-3112	250-828-9706
Tia Gorman	Human Resources	250-318-2865	250-314-1516
Diena Jules	Education	250-819-3414	250-314-1505
Cal Bagshaw	Tk'emlups Petro Canada	250-565-8417	250-377-8684

# TK'EMLÚPS TE SECWEPEMC



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