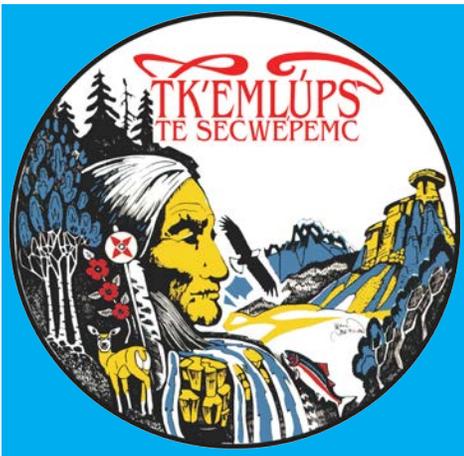




TK'EMLÚPS TE SECWÉPEMC ANNUAL REPORT 2011-2012



VISION STATEMENT
MISSION STATEMENT
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VISION STATEMENT

Guided by our ancestors, we, the Tk'emlúpsenc te Secwepemcúl'ecw are proud caretakers who strive to secure and protect our lands and exercise our rights for the greatest good of our people, for future generations.

MISSION STATEMENT

To provide leadership, services, and opportunities to our community by focusing on our people, land, resources, organizational structure and asserting our jurisdiction.

Tk'emlúps te Secwépemc will accomplish this by ensuring all stakeholders accept individual and collective responsibility and accountability with a focused, supportive approach to service delivery.

CHIEF'S MESSAGE



Wey'tkp7,

I would like to express my appreciation to our membership for the confidence you have placed in our elected leadership. In my 4th term as your Chief you can expect my continued dedication, commitment, and community engagement as we advance our Social and Economic agenda. As one of the leading First Nations in Canada, our dedicated staff works hard providing quality service not only for membership but to our partners. We continue exploring ways to improve service and productivity and we invite feedback as we continue to move forward.

One of our goals is to separate governance from the day-to-day operations of the band and we need the community to support us in this initiative. Chief and Council's vision is to advocate politically and have our very capable staff deal with the administration for the band. Chief and Council are responsible for Policy and all the staff are responsible to ensure that the procedures are followed.

The past year has seen us build a solid foundation through strategic planning and specific business initiatives. We have a clear view to the future and want to bring in new opportunities for our members.

In coming year we will see a number of developments that have grown from thoughtful and comprehensive planning on the Chief Louis Centre as well as the Mount Paul Centre. This strategic investment in capital infrastructure puts us in position to realize a simple but important goal; increasing our revenue by opening our land developments as mandated by the membership through a designation vote.

Our message is clear. We are now open for business. The planning is complete and now it is time to implement. We plan to see new construction and the growth of our business Centre within Chief Louis Centre. Our agreement with All Nations Trust Company to construct new professional space within our lands marks the

beginning of us moving strategy towards action. We know there are challenges in the world economy but we have real estate that is marketable and valuable.

As a growing organization we continue to foster and build positive relationships that benefit our long term community plans. Our key is sustainable development that contributes to a healthier and more prosperous community. Included in this vision is working towards reconciliation over our resource management and revenues on our traditional territory. We need to establish certainty and jurisdiction through shared decision making, management and revenues.

Our title and rights land claims remain priority one. We look forward to finally achieving justice for our people on the Douglas Reserve and we lead the country in seeking justice for day scholars. Our land and our people are our greatest resources and I plan to keep you all informed with good communications.

I look forward to continuing the hard work of moving our issues forward while keeping good lines of communications open with everyone. My door is always open as we work together to face our many challenges as a community. As one elder told me "For every one finger you point at someone there are nine fingers pointing back at you". We have already accomplished a great deal as a community, but we can never be completely satisfied. We can always do more and as I often say, the best way to predict the future is to create it. I believe we can create a brighter future through strong strategic and financial planning.

Some people want it to happen, some people wish it could happen and others make it happen. I believe we have a political and technical team to make it happen.

It's an honour and a pleasure to serve our people. Take care everyone.

Thank you. In respect,
Chief Shane Gottfriedson

CEO'S MESSAGE



Wey'tkp,

The Tk'emlúps te Secwépemc continues its role as a member focused First Nation organization. We continue to show the country how we can put our people and their shared culture first yet still run a vibrant and viable enterprise, capable of complex and varied transactions with other organizations, big and small. In a long series of firsts, we are now the first aboriginal organization in Canada to perform online registration of leasehold interests. This is just one example of how we have improved our ability to meet the demands of a modern operation.

We continue to foster and grow our ranching, logging and retail enterprises as well as our lands, taxation and leasing business. We have partnered with national retailers to improve our members return on investments like our gas station. By taking an innovative and adaptable approach

to business we can generate the funds necessary to support our members and allow them to achieve their personal goals. We continue to support our elected leadership in the fight for the inherent title and rights of our members including initiatives related to the Douglas Reserve, the injustices suffered by residential school day scholars and resource extraction from traditional territories.

Our goal is for this annual report to be useful and informative for you. If you have questions or need clarification, myself and all our staff are here to serve you.

Kukwtsétsemc
John O'Fee



CHIEF & COUNCIL - PORTFOLIOS



CHIEF SHANE GOTTFRIEDSON

Primary: Business Development
Secondary: Public Relations &
External Affairs
Backup: All Council



COUNCILLOR ED JENSEN

Primary: Education
Secondary: Natural Resources
Backup: All Council



COUNCILLOR RICHARD JULES

Primary: Land's, Leasing & Taxation
Secondary: Social Development
Backup: All Council



COUNCILLOR KATY GOTTFRIEDSON

Primary: Shared Services/Day Scholars
Secondary: Education
Backup: All Council



COUNCILLOR JEANNETTE JULES

Primary: Natural Resources/Legal
Secondary: Land's, Leasing & Taxation
Backup: All Council



**COUNCILLOR COLLEEN MOSTERD-
MCLEAN**

Primary: Social Development
Secondary: Shared Services/Day Scholars
Backup: All Council



COUNCILLOR FRED SEYMOUR

Primary: Planning and Engineering
Secondary: Housing
Backup: All Council



COUNCILLOR ROSANNE CASIMIR

Primary: Housing
Secondary: Planning and Engineering
Backup: All Council

BUSINESS DEVELOPMENT

The Kamloops Indian Band Development Corporation (KIBDC) operation identified its mission in the Strategic Planning Session, March 2011. The mission of KIBDC is to enhance development opportunities that support our community needs and vision to:

- Respond to land growth development within current and future Land Use Plans;
- Ensure responsible Stewardship of our land, people, resources, environment and culture;
- Strengthen our social aspirations and economic growth; and
- Achieve the highest and best use of our land.

KIBDC will achieve this by effective leadership teams ensuring that approved and comparable plans and management processes are adhered to in order to increase capacity and to build and maintain effective respectful relationships with all stakeholders.

The purpose of the Strategic Plan is to identify our economic development initiatives, so KIBDC will be able to capitalize on economic opportunities by increasing the capacity of KIBDC.

The KIBDC holds the Head lease in Phase II Mount Paul Industrial Subdivision, the Chief Louis Centre lands (CLC), the Mount Paul Centre (MPC) lands, and the Seven-Mile lands. The KIBDC also holds fee simple lands in Rayleigh and Westsyde.

Chief Louis Centre Lands

In May of 2011, KIBDC contracted and worked with Urban Systems to develop the CLC Architectural Design Standards:

- Established design standards that capture the cultural values of the Tk'emlúps te Secwépemc people;
- Created a clear and simple process for development approvals for the CLC; and
- Ensured design and development of the CLC meets the objectives of the Master Plan.



BUSINESS DEVELOPMENT

The Business Development Department functions are to oversee the day to day operations of the business units and to promote economic opportunities.

Highlights of the Business Development Department include:

- The completion of the Business Development Website at www.tkemlupsbusiness.ca;
- Business Development Workshop facilitated by John Doolan & Rod Cook;
- Draft Budget & Strategic Planning for 2012-2013 completed and submitted; and
- Assisted with the recruitment of Band members for the Entrepreneurship Accredited Program with BCIT – Four band members successfully qualified for the program.

Marketing & Promotion of Economic Development

The following conferences were attended and participated:

- National Aboriginal Business Opportunities Conference (April 2011);
- Canadian Council for Aboriginal Business, Land Development Conference (June 2011);
- National Aboriginal Business Opportunities Conference (September 2011);
- Women Entrepreneurs – Financing Opportunities & Growth Project (November 2011);
- International Council of Shopping Centers Conference (January 2012);
- Council for the Advancement of Native Development Officers (January 2012);
- INAC Aboriginal Business Match (February 2012); and
- Kamloops Blazers Hockey Game Aboriginal Night (February 2012).

The Business Units include: the Kamloops Indian Band Utility Corporation operating as the Tk'emlúps Petro Canada (formerly Tk'emlúps Petroleum) and the Tk'emlúps Car Wash, the Mount Paul Centre Inc. operating as the Sage Brush Downs, the Secwépemc Museum & Heritage Park, and the Spiyu7ullucw Ranch Corporation.

Kamloops Indian Band Utility Corporation

Tk'emlúps Petro Canada (formerly known as Tk'emlúps Petroleum)

Since its opening 9 years ago, Tk'emlúps Petroleum has continued to be a profitable business providing quality fuel and merchandise. The gas station provided staff with important training updates, and has promoted excellent customer service to increase our sales that reflect our continued success.

Tk'emlúps Car Wash

The Car Wash has continued to increase revenues, ensure safety measures and technology upgrades. Additionally, cross sales with Tk'emlúps Petroleum have resulted in increased revenues of approximately \$1 600 per month.

Mount Paul Centre Inc. (MPC) operating as Sagebrush Downs

Mount Paul Centre Inc. operating as Sagebrush Downs continued event bookings/operations. They also undertook a Colliers International Consulting Canada (CIC) Highest and Best Use analysis of the MPC Lands.



BUSINESS DEVELOPMENT

Secwépemc Museum and Heritage Park

The museum has enhanced sales and customer traffic by increasing marketing efforts and improving the quality of the attractions.

The following indicatives have been completed:

- The Secwépemc Museum Website at www.secwepemcmuseum.com
- The development of a new brochure;
- The creation of an artifact inventory through contract of an archivist;
- A STEP Program employee hire;
- Transfer of the majority of VHS tapes to DVD;
- New information Signs;
- A "R-Town Video" showcasing the Museum & Heritage Park; and
- Information presentations to New Gold and the Provincial Government.

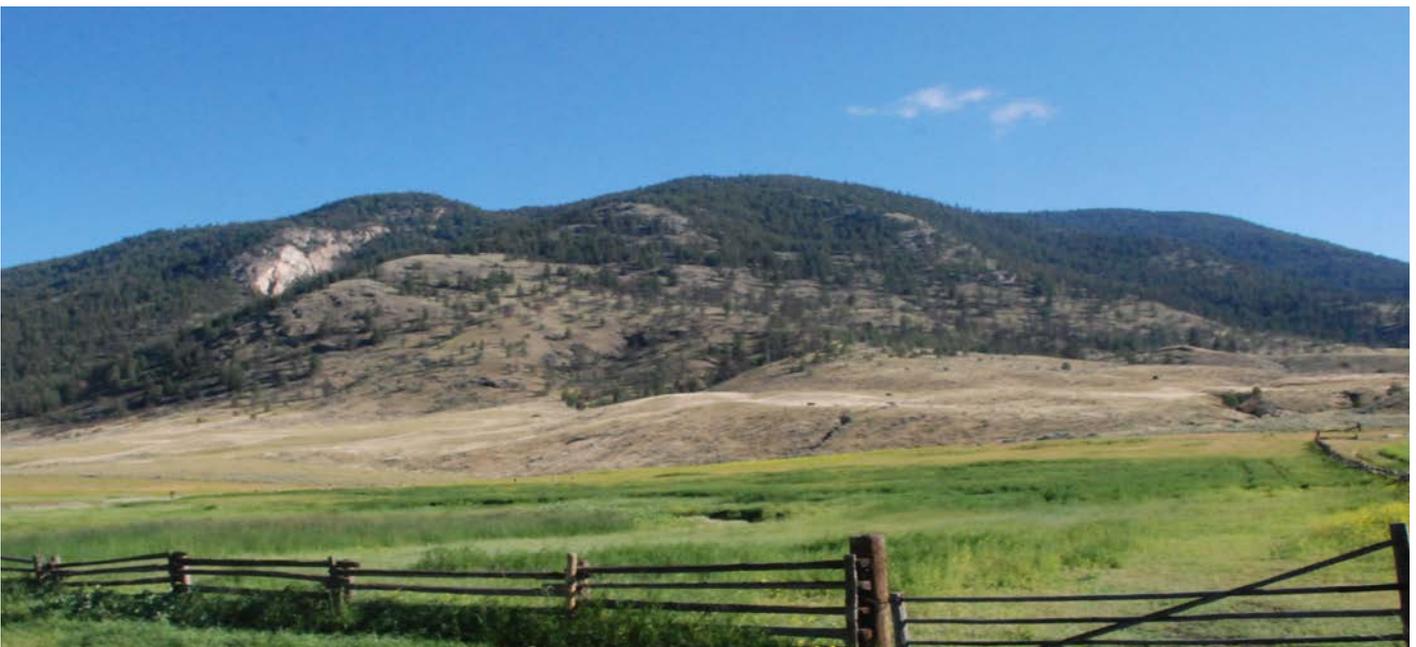
Spiyu7ullucw Ranch

The Ranch encompasses 4,763 acres of simple fee parcels, 15,829 acres of grazing licensed tenures, and 15 water licenses

The Spiyu7ullucw Ranch was successful in obtaining funding from (Aboriginal Business Canada) ABC for the development of a feasibility study for a Food Processing Facility

The Spiyu7ullucw Ranch has continued to implement the recommendations from the 2010 Business Plan which resulted in a break even year, financially. This was accomplished by managing our assets, improving our Human Resources and minimizing expenses.

It is important to remember, the Spiyu7ullucw Ranch is a component of the Douglas Reserve Initiative and as such was purchased as a strategic leverage in our negotiations with the Provincial and Federal Governments to reclaim our land base for the benefit of our people and our culture.



SOCIAL DEVELOPMENT

For the year 2011-2012 the Social Development Department continued to be band member/client focused, serving Elders, youth, vulnerable families and the band membership as a whole. The department assisted members to access policy driven funding for Medical and Recreation, provided Drug & Alcohol Counseling and treatment referrals, issued status cards, implemented Recreation programming for all ages and youth and Elder programs. The department continues to host the annual Easter, Christmas and Halloween gatherings, Elder's and Women's Retreats, as well as the annual TteS Picnic at the Full Circle Youth Centre.

Department members also helped TteS community gardeners set up and maintain their community garden on Kamloopa Way. Each year the number of community gardeners grows and we plan to assist TteS community planters again in 2013. Any harvest that cannot be utilized is donated to community Elders and low income families, with the overall project goal of providing increased access to nutritional foods for band members. Please phone Social Development after March 31st if you want to be added to the list for a space in the garden.



As a department we continue to learn from the band membership we serve, value each other, and are responsible and accountable for our work. We look forward to serving the TteS community and discovering new opportunities for growth in the coming New Year.

Attendance/Youth

This year saw the first steps towards a fundamental change in our Attendance and Youth programming. The Attendance program became more active and engaging for youth, with an emphasis on new experiences and cultural activities. A well-attended six week Regalia Making workshop taught youth to sew their own unique regalia. The program also took community youth tubing, horseback riding, swimming, for hikes and to yoga. Additionally, youth attended a Christmas play at Sagebrush Theater, did Christmas crafts, and went to an occasional movie night at the Cineplex Odeon. During spring break Youth Workers Winterswan Casimir and Jesse Seymour, along with a community volunteer, escorted a group of youth through the Scared Straight program in Vancouver. Participants spent the night in a youth hostel, toured the East End in Vancouver and went through an RCMP information session. There was also a Valentine's Day party, an end of the school year kid's day, as well as an end of summer wrap up at the Full Circle Youth Center.

Since the end of summer the Full Circle Youth Center and the Attendance program have been on a hiatus. The Attendance program will be starting January 7th and any parents who wish to sign up their youth between the ages of 10 and 18 years can do so by contacting Winterswan Casimir at (250) 314-1522.

As most of you know, Social Development, TteS community youth and the Seymour family suffered a great tragedy this year with the passing of our Attendance/Youth Worker Jesse Tyler Seymour. Jesse enjoyed engaging community youth, and his love of music permeated everything he touched, and he shared that passion with the kids he worked with every day. He is missed each and every day for his laugh, boisterous

energy and youthful attitude towards life. Gone but not forgotten.

In the coming year Attendance and Youth program participants can look forward to swimming lessons, culturally based crafts, going to "Gathering Our Voices" in Penticton and many other fun activities.

Community Health

The Community Health Representative (CHR) continually manages the Medical benefits for TteS band members, according to policy. Additionally, the CHR assists band members to access First Nations Health funding, assists with medically related paperwork such as care card applications, and facilitates many other health programs and workshops throughout the year.

As with previous years, Community Health worker (and now Councillor) Colleen Mosterd-McLean started the New Year facilitating the Tk'emlups Run Club. The Run Club is divided into three categories: Walkers, Learn to Run and Run Faster. Run Club members work towards completing the Sun Run 10K race in Vancouver in the spring. The program was well attended each Sunday and many Run Club members additionally participated in the Kamloopa Way 5K event in May. Also in January, in a joint project between Community Health and Recreation, the TteS six week Healthy Living Challenge got underway. Participants attended various fitness classes, gaining points for the classes and documented healthful living. First place was all in the family for the Hazelwood's, with Barry and Shyla taking first place in the men's and women's divisions respectively.

Community Health partnered with the Q'wemtsin Health Society to host the annual Health Fair at the Full Circle Youth Centre. The annual Fall event increases awareness in many health areas, and offers free glucose and cholesterol testing, access to different health service providers, fun activities and a chance to sample nutritious foods. The event was a success and we look forward to partnering again in 2013, with a common goal of improved TteS community member health.

As our longtime CHR Colleen has been elected to serve on council, the department is hiring a new CHR. We look forward to welcoming a new member to the Social Development team in 2013 and appreciate member patience as they learn the ropes.

Drug & Alcohol Program

In 2011/12 Veronica Green assisted TteS band members

to come up with an action plan to treat addictions, met with clients in one-on-one counseling sessions and helped people access treatment as required. Veronica frequently partnered with the CHR to access health funding and make treatment as affordable as possible. Veronica has reached the highest possible designation for a Drug and Alcohol counselor in Canada, and we encourage community members to access her services and work to overcome addictions. Veronica will be working with Ske'lep to offer drug and alcohol awareness programs for youth. For drug and alcohol support, information about how to access services and any other support information, please contact Veronica by calling (250) 828-9704.

Elders/ Membership

The number of TteS elders increased dramatically over the last year with the On Reserve numbers attending lunches increasing every month. Denise Thomas continues to organize the monthly luncheons, distribute the Elder's Heat and Seed allowances, as well as the Christmas Bonus. Denise organized the Elders trips and helped at the annual Elder's Retreat in June. In July a large group of Elders attended the annual BC Elder's Gathering, an event that attracts approximately 3000 BC Elders, and offers a chance to mingle, learn about different programs, and be educated on Elder issues. Denise also organized the annual Remembrance Day ceremony and feast.

Denise continues to assist both TteS members and non to get their status cards, register births and deaths and to keep people informed about the changing requirements



to get a status card. Denise also takes part in general band meetings and elections. Due to the central location of the TteS offices there continues to be a high demand for status cards, so to make sure you don't have to go without please arrange an appointment with Denise by calling (250) 828-9814.

As with each November/December, Denise facilitated the annual Winter works employment program for TteS band members. The program provided much needed income for approximately 100 unemployed band members prior to Christmas.

Home Visitor

The Home Visitor drives Elders, low income and disabled TteS band members to medical appointments, the food bank and other essential services. This service is by appointment made 24 hours or more in advance. If you need this service please contact Sherry at (250) 819-0850.

In Home Support

Tilly Hlatky and Paige Callison are In Home Support for TteS. They assist TteS families in crisis, take referrals from Secwépemc Child and Family, run programs, workshops and help families to find programs and services. In 2011/12 Paige attended facilitator training for Girl Power and 2BBoys. Girl Power and 2BBoys programs for adolescents will be starting up again in 2013. In Home Support hosted a Service Canada information session, co-hosted the September Talking Circle, the Gabor Mate workshops and attended training for Peacemaking Circle facilitation. In the coming year, the In Home Support team plans to run more workshops for children and families in the TteS community, to continue to work with families in crisis and to work with Winterswan Casimir towards assisting low income, unemployed heads of households to gain long term, meaningful employment. They will continue to work towards the best interests of children and focusing on the best possible outcomes for families in need of support.

Recreation

Anne Keith is the Recreation Coordinator and Boyd Gottfriedson was the Recreation Assistant for 2011/12.

They process TteS Recreation documents in accordance with the Recreation Policy, plan fitness programs and summer camps for kids. Anne assisted with the planning and execution of the Western Canada Summer Games, is a member of the Kamloops Sports Council, and the Aboriginal Sport Recreation Activity Partners Council among other. Anne tirelessly works towards healthy youth by planning activities such as the PAL/CORE program, golf and stand up paddle boarding lessons, the Healthy Living Challenge, Learn to Ski program, target shooting workshop and Archery coach's clinic. Anne also coordinates weekly fitness classes such as yoga, beginner boot camp, Zumba and lunch hour fitness. Recreation is the home of the First Nation's Snowboard team. The team is composed of kids from 10-18 years old. They had 10 days of snow coaching, dry land training at the KGTC and culminated a successful year with a Mike Weigle Heli-Boarding day.



In 2012/13 Recreation programs will include the Fundamental Sports Academy, the 2nd Annual Healthy Living Challenge, the Learn to Ski & Freestyle Ski Program, the First Nations Snowboard Team, Learn to Golf lessons, summer kid's camps and much more. Anne will also be working closely with Sk'elep School to acquire new equipment, create a Sk'elep Run Club, take Run Jump Throw training and Fundamental Movement Skills training.

Each year works with the TteS organization and multiple outside funders to acquire new equipment. In 2011/12 she purchased new archery equipment, basketball hoops, volleyball nets and standards, weights and fitness equipment, all new snowboarding gear for the team

SOCIAL DEVELOPMENT

(courtesy of Burton), golf clubs and Run Jump Throw gear. In 2012/13 Anne has applied for and received outside funding to attain more equipment for the community's Recreation programs.

In 2013 TteS will host the Aboriginal Sport Recreation Activity Partners Council Track and Field Workshop.

Social Assistance

The Social Assistance program continued to implement the policy driven changes and to provide assistance to those who qualify on reserve. Winterswan Casimir is the BSDW charged with implementing the Social Assistance program. She meets with each new client, helps them to fill out the required forms, gather information and guides them through the process as efficiently as possible. Transparency and communication are a key part of the Social Assistance program, and in that vein, monthly information about program changes, new requirements for clients and upcoming workshops are handed out by memo to clients each month.

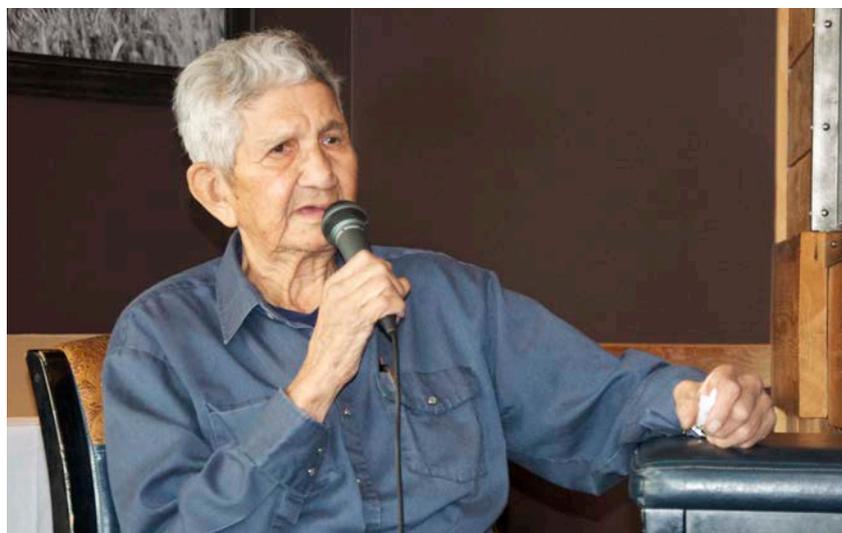
As was noted in the Annual Report for 2010/11 there were substantial reforms to the delivery of Social Assistance and due to those reforms we are thinking differently about our back to work strategies for Social Assistance clients. In a move to be more innovative, and to decrease the amount of families on long term assistance, clients will now be receiving ongoing, one-on-one employment counseling through the Social Assistance program. The first stages of the program, for all employable clients is to meet with a Social Development employee who will assist them as they fill out an Employability Profile, then help the client work out a back to work strategy and begin to implement it. This strategy can include further training, education and/or working through multiple barriers to employment, such as overcoming a lack of transportation or childcare. Overall, this approach to employment will work

in conjunction with the TteS organization, as well as multiple other employment and education related community partners. The focus is to find practical employment solutions to improve lives, increase income, decrease long term reliance on Social Assistance and to create self reliance.

In 2011/12 the Social Assistance program began to increase child nutrition by providing fruit and vegetable delivery to single parent families on reserve who qualify. This is a government funded, budget driven program and, subject to continued funding, it will continue in 2013.

Outcomes

As a department, we strive for a healthy, safe work environment that is supportive for TteS band members. In the coming year we will strive to ensure families have increased access to services, continue to work with our community based partnerships to increase employment opportunities for Social Assistance clients, educate the community on health and the benefits of a healthy lifestyle, to work with at risk youth and to improve the quality of life for Elders. The TteS membership is at the center of everything we do and we are committed to increasing the effectiveness of our programs and services.



LEGAL

Mandate

The Tk'emlúps te Secwépemc Legal Department is responsible for JUSTICE, GOVERNANCE, BY-LAW and TITLE and RIGHTS and ensure that our indigenous laws, inclusive of intellectual property rights, are respected, protected and enforced. We are especially tasked to seek a fair and just resolution to outstanding TteS legal issues. We carry out our roles and responsibilities as Yecminte to protect our lands and resources for future generations.

Mission

The mission of the Tk'emlúps Legal Department is to PROTECT and ADVANCE our rights, to PROVIDE justice programs and services, and PROMOTE respect for Tk'emlúps title and rights.

This year brought many accomplishments; an Adult Justice Worker was hired, we received funding to host an Aboriginal Gang Awareness workshop, we organized an Aboriginal Justice Forum and hosted an Aboriginal Youth Internship Student for four months this summer. We completed the RCMP Orientation video and booklet and AANDC approved the Development Approval Board Bylaw.

In June, the organizational budget brought with it the need to conserve and "tighten our belts" and as a result the Governance Relations Advisor and the Researcher positions were eliminated.

Despite these changes, we continue to make strides towards meeting the operational and strategic goals of the Legal department

Title & Rights

Goal: To exercise and protect our inherent rights concerning the Douglas Reserve claim.

This year's top priority for the Legal Department is providing support to Ratcliff & Co, the litigation team working on our behalf on the Douglas Reserve case. The trial date has been set for November 13, 2012 and

the trial will take place at the Kamloops Courthouse. The community will commemorate the trial start with a celebration on November 12. Final trial preparation is well underway.

Governance

Goal: To implement governance strategies identified by leadership.

We are pleased to assist with coordination of the 2012 Elections for Chief and Council. Marcus Hadley, Barrister & Solicitor has been retained as our Electoral Officer. Please watch the TteS website and your mailbox for all election notices. We wish all candidates "good luck" on November 10, 2012.

Governance currently has over 30 policies identified as under development and the Policy Committee is working steadfastly to complete them.

November 28, 2011 TteS was invited to speak before the Senate Standing Committee on Human Rights with respect to the Matrimonial Real Property Law, Bill S-2.

Feb. 6, 2012 Development Approval Bylaw approved.

March 13, 2012 Motion made at the General Band Meeting to organize an Information Workshop and a Special General Band Assembly to review Tk'emlúps te Secwépemc Custom Election Regulations - MOTION CARRIED.

April 3, 2012 Workshops held at Sk'elep School, Workshop number one (1) 4:00 p.m. – 6:00 p.m. Workshop number two (2) 7:00 p.m. – 9:00 p.m. Fifteen (15) band members in all attended both workshops.

May 1, 2012 Special GBM to review and vote on the TteS Custom Election Regulations - NO QUORUM

LEGAL

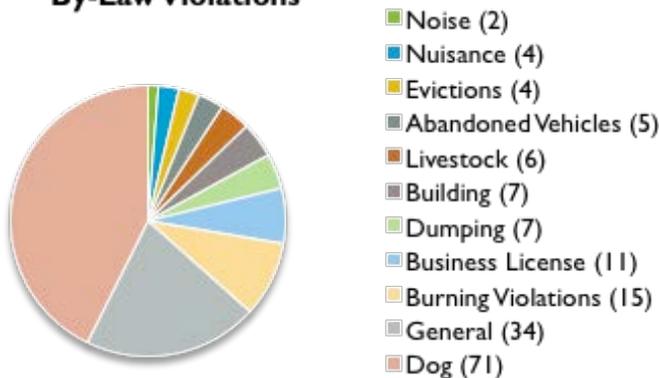
Currently in progress. Development of a First Nation Market Housing Policy in conjunction with the Housing Dept.

By-Laws

Goal: To develop, update and enforce regulatory bylaws.

By-laws dealt with 177 files to date this year. This is an increase of 53% over last year. The files break down into

By-Law Violations



As you can see from this chart, the greatest number of By-law violations involves dogs. Many of the incidents dealt with are serious and involve dangerous dogs.

We remind everyone to keep your dogs contained in your yard or in a run, and keep your fences in good repair. Keep your dog on a leash when you're out walking with them. Let's work together to minimize complaints about dogs. Keep the safety of our community in mind

The By-law Officer participated in management training at TRU, CPTED (Crime prevention through environmental design), and attended the LIBOA (License Inspector and Bylaw Officer Association) Conference, and was involved in the ASK Wellness Homeless count.

This fall, we say goodbye to our By-law Officer, Rochelle Leonard. Rochelle has set a high standard for By-Law services and will be missed.

Justice

Goal: To administer and deliver justice programs and services in a culturally responsible and appropriate way.

Justice is developing into distinct functional areas including, Adult Justice, Community Tripartite Agreement, First Nations (Sentencing) Court.

Adult Justice. An Adult Justice Worker was hired on a full-time basis to provide ongoing community correction services such as probation, bail, and community sentence order supervisions, (funded by Ministry Public Safety and Solicitor General). This position also handles special projects within the Legal Department

First Nations Court. The Legal department continues strong advocacy for the creation of a First Nations Court in Kamloops. Much progress has been made and we expect to see concrete results in the New Year. Sentencing Circle. Although sentencing circles are utilized on a regular basis throughout Canada, they have never been used here in Kamloops. This changes on September 20th when Moccasin Square Gardens will host the very first Sentencing Circle at TteS. The Legal department was instrumental in making this happen, working with both Crown and Defense Council to educate and to develop the format and guidelines for this important tool for Aboriginal Justice.



LEGAL

Committees

The Community Tripartite Agreement Committee (CTA) and the newly created Aboriginal Justice Council are both managed by the Legal Department as part of its Justice mandate.

The CTA Committee supervises our agreement for RCMP policing services. This year saw the Committee involved in the selection process for new police officers; CST. Janus and Staff Sergeant, Doug Aird, the Detachment commander. Regular incident reports are now provided by the RCMP and we continue to work towards improved communications between our organizations. In addition, production of the RCMP Orientation Booklet and DVD were completed and distributed to members of the CTA.

Watch for the video
to be posted on the band website.

Aboriginal Justice Council is a newly formed committee that consists of members of the justice system from parole, probation, Elizabeth Fry Society, Indian Friendship Centre, Native Court worker, Crown, Justice Coordinators, Elders, and others. The Legal Department brought together representatives throughout the local justice system with the over arching goal of providing improved Aboriginal Justice Services. The next step for this committee is to create its Terms of Reference and determine what priorities it intends to target.



Finally, the Legal Department hosted a number of workshops and events including:

- Aboriginal Justice Forum (May) hosted at TRU. Judge Marion Buller-Bennet founder of the First Nations Court in New Westminster was the Keynote Speaker.
- "Not So G" Aboriginal Youth, Gang Awareness Workshop delivered in March. Attending youth participated in a number of workshops including an impactful Keynote presentation and workshop from Shawn Bernard, a former gang member
- Crime Prevention Workshop
- Wills & Estates. Coming up on September 26, 2012
- Gladue Presentations to KRCC, Friendship Centre, Justice Forum.
- Job fair & student presentations. Overview of the legal profession and how to become a lawyer.

The Legal Department continues to grow and develop its portfolio. Important priorities such as the Douglas Reserve trial, the Chief and Council Elections, managing the Community Tripartite Agreement and various Aboriginal Justice Initiatives make Legal a dynamic and progressive department

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NATURAL RESOURCES

The natural resource department is a collaboration between the Tk'emlupsemc Forestry Development Corporation and the Cultural Resource Department. The Development Corp is intended to manage assets on crown land and on IR lands, while the Cultural Resource Department is intended to handle archaeology, research and protection or management of cultural interests. The departments handle everything from Fisheries, Range, Forest Management, Wildlife Management, Archaeology, Mining, Negotiations Support, GIS Analysis and other related projects.

Department Objectives and Activities

Objective: The primary objective of the natural resource management department is to support Chief and Council in the management of TteS resource based projects while upholding the values associated with the stewardship of the cultural resources, lands, water and wildlife.



Dec 3-2012

Current Projects: These are projects that are ongoing or completed in the last 6 months



- I. Reconciliation Agreement Frameworks
 - a. 10 Natural resource projects
 - i. Moose Study
 - ii. Carbon Credits
 - iii. Land Use Plan
 - iv. Cultural Heritage working group
 - v. FNWLL
 - vi. Access Management Planning
 - vii. Fish/Hatchery Study
 - b. Engagement Matrix
 - c. Impact Checklist
 - d. RFA Drafting Session
 - e. \$200 k budget with MARR
2. FNWLL (First Nations woodland License)
 - a. Area determination (with MoF)
 - b. AAC determination (with Ecora)
 - c. Cutting Permit Transition (With MoF and West Fraser, Interfor)
 - d. Revenue sharing component (Part of the RFA and FCRSA)
3. MOU's
 - a. Tolko
 - i. Log Purchases
 - ii. Layout and Development (McGillvray)

NATURAL RESOURCES

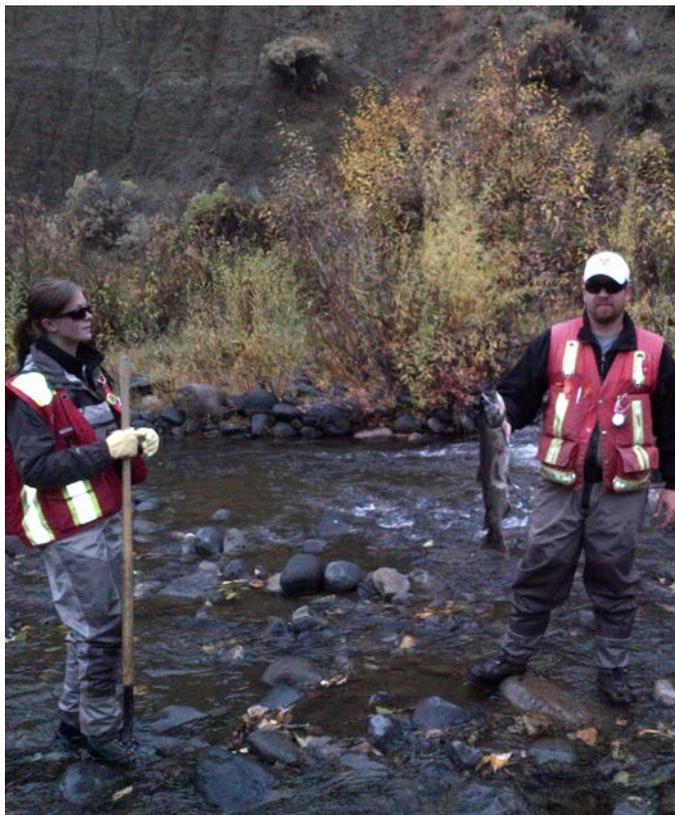
- iii. Road Inspections
- iv. Road Deactivation George Creek
- b. Interfor
 - i. Shared license deal in the DRI
 - ii. Cultural Heritage working group funds from SFI
- c. BCTS
 - i. McGillvray Block Layout
 - ii. Ridge Mt layout
 - iii. George Creek AMP
 - iv. FSP Input for the upcoming year
- 4. SSN: Support for the following:
 - a. Joint Council
 - b. Joint Resource Council
 - c. Exploration Agreements
 - d. West Kam Gold Project



- e. Joint referrals
- 5. CEAA on the Ajax Project
 - a. Meeting with Ajax, EAO and putting forward concerns and option
 - b. Input into the dAIR (Draft Application information Requirements)
 - c. Research into the project
 - d. Cultural heritage study proposal (KGHM)
 - e. AJAX Specific:
 - i. Soils Pits complete
 - ii. Road access complete
 - iii. Reclamation of Tailings storage (In Progress)
- 6. Forestry activities
 - a. Identification of volume for new licenses (Three new licenses coming out)
 - i. Good Faith Offer
 - ii. NRFL MPB
 - iii. Replaceable license to FNWLL
 - b. Implementation of George Creek CP (40k m3)
 - i. Pulp Markets diving
 - c. Thuya Lake Permit
 - d. Tranquille CP
 - e. Battle Creek CP Development
 - f. West Fraser Transition on upper Sawmill (370 k M3)
 - g. Interfor Transition in the Heffley Creek area (40 k m3)
 - h. Sedco: Completed two weeks ago (Chuwels)
 - i. Waste Assessments (Hyas, Cold Creek, Neal Lake)
 - j. Burning: Hyas, Cold Creek, Neal, McConnel)
 - k. Safe Companies Certification
 - l. Forest Stewardship Plan approvals
 - m. Woodlot Mgt plan and License plan approvals
- 7. Land Approvals
 - a. Red Point: Lac du Bois Grassland changes in the park area.
 - b. Mason Lake-Elbow Lake Lease sale and negotiation
 - c. City Of Kamloops
 - i. Sale of lands within Kamloops
 - ii. Conversion of crown land to fee simple
- 8. Harper Mine: Simpcw
 - a. Downstream impacts participation through the CEAA on this project
- 9. DRI: recently added to the negotiation team for the DRI

NATURAL RESOURCES

10. New Gold
 - a. Pesticide Implementation Monitoring Plan
 - b. Wetland reclamation project upcoming
 - c. Fuel Management in spring 2012
11. Archaeology (CRM): Too numerous to list
 - a. Implementing CHWG
 - b. PFR's ,AOA and AIA's
 - c. New process with KIBDC and Planning/Engineering
12. GIS (Leslie)
 - a. DRI Maps
 - b. Forestry maps
 - c. GIS Analysis on AMP
 - d. Timber Type Maps
 - e. Etc
13. 4 Logging truck loads of fire wood delivered
14. Winter works program (10 days)
 - a. Firewood splitting and delivery
15. Guide outfitter initiative
 - a. Proposal in, time to put pressure on.
16. Columbia River Treaty
 - a. Delegated to attend this on behalf of SNTC
 - b. Goes until 2014, meetings quarterly or more
 - c. Related to the non-treaty storage agreement between BC Hydro and Bonneville Power Administration (BPA)
17. Engagement with BC Hydro
 - a. BCR drafted and approved
 - b. Meeting set up with BC Hydro Aboriginal Manager
18. Engagement and support with Kinder Morgan
 - a. Pipeline twin tracking
 - b. Indenture Issue
 - c. Negotiations
- d. ISN Certification
19. Development Approval Board
 - a. Approvals on the DAB
20. Coho Remuneration Surveys completed
21. Fencing
 - a. CN property
 - b. Ted G
22. Ottawa Trust Fund
 - a. Range Management Application
23. FNESS (First Nations Emergency Services Society)
 - a. Prescription and CWPP review and approvals
24. Guichon Creek timber recce's for Good Faith



PLANNING AND ENGINEERING

The Planning and Engineering Department encompasses planning and engineering for TteS utilities, Water Treatment and roads, as well as varied operational functions including permits, security, custodial and Public Works.

Objectives

The Planning & Engineering Department objective is to provide quality services to band members and to facilitate growth in the community.

Activities

- P&E staff also coordinated several housing infrastructure installations including substantial water main extensions, as well as regular operational maintenance coordination of CLC buildings.
- Public Works continues to provide efficient and timely snow removal in winter; refuse collection throughout the year; landscaping services in the summer. Also, the department supports development with the installation of fire hydrants and water connections to facilitate development and housing initiatives.
- Water Treatment continues to maintain high quality water standards at the plant with staff enrolled in training to keep current in their certification. Staff made improvements to the water meter recording and billing process to maximize cost recovery.
- Permits continues to be busy with the issuing of business licenses, earth works permits, and building permits in an efficient manner
- Custodian group is very busy providing the administrative buildings with janitorial services and supporting the many events that are an integral part of the community.
- Security is providing timely service and anticipating uniforms in the future for better visibility and recognition on site.

Highlights

- Planning and Engineering staff were involved in updating the Sanitary Sewer By-Law to reflect the expanded sanitary sewer system.
- To facilitate a recycling program, Public Works purchased a new garbage truck and garbage carts.
- Permits section added an emphasis on identifying businesses on reserve and ensuring that the business licenses are registered.

Future strategic projects being contemplated include the construction of the CLC Road Realignment providing servicing for approximately 12 commercial lots, Phase 2 of the Wastewater Collection project, encompassing the Mt. Paul Industrial Park, and the North Reservoir project



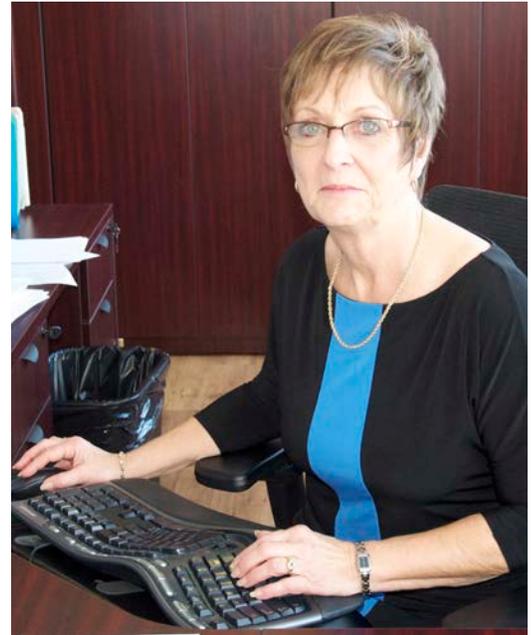
HUMAN RESOURCES / ADMINISTRATION DEPARTMENT

Portfolio Holder: Connie Leonard (2009-2012)
Secondary: Jeanette Jules (2009-2012)

Portfolio Holder: Katy Gottfriedson (2012-2015)
Secondary: Colleen Mosterd-McLean (2012-2015)
Department Manager: Darin Kennedy, CHRP

Department Staff:

Sara Joseph, HR Coordinator
Ron Tronson, Safety Officer
Maureen Frank-Cramer, Executive Secretary to Chief and Council
Grace Labossiere, Executive Assistant to Chief, CEO and CFO
Tani Proctor, Senior Recording Secretary
Sandy Peters (Backfill), Secretary to Chief and Council
Vacant, Records Maintenance
Nacoma George, Communications and Events Coordinator
Renee Gottfriedson, Reception



Wey-ktp;

The Human Resources Department has undergone some significant changes over this past year. We have combined with the Administration team, and have reduced staff levels while still committing to produce high-quality work in a timely and accurate manner.

The Mandate of this department is to provide all employees of TteS, the various business entities of the band, and Sk'elep school, the support and assistance they need to continue delivering high quality programs, which supports the overall vision and mission statement of the Tk'emlúpsenc te Secwepemcúl'ecw.

We are divided into 4 functional areas, each of which reports to the Human Resources Manager:

Administration and Record keeping:

This area is primarily responsible for the Chief and Council meeting minutes, and handling the day to day administration requirements of your elected officials as well as serving the administration needs of the executive leadership of TteS. The Administration team provides a wide range of services, whether it is providing reception for band members and the general public, transcribing recorded meeting minutes, to scheduling meetings with visiting dignitaries and arranging for travel or helping to coordinate and set-up for a special event or recognition ceremony. In addition to this, they handle band member mail outs, and process a very large amount of incoming correspondence, both electronic (e-mail) and written hard copy. The administration group works very hard and are a big asset for our organization!

HUMAN RESOURCES / ADMINISTRATION DEPARTMENT

Safety

The Safety department is a department of one, headed up by band member, Ron Tronson. Working with a dedicated safety committee made up of volunteer TteS employees from different departments, Ron and this safety team handle all the organizations safety needs. Some of the work they are involved with:

- Job safety analysis and writing safe-work procedures;
- Safety and fire inspections;
- First-aid services and injury management;
- Safety training and risk assessment for different departments within the TteS;
- Conducting incident investigations and providing written recommendation to prevent further occurrence;
- And - Ensuring all legal and regulatory safety requirements are met.

The Safety function is very important for our organization. As we promote services and opportunities to the Tk'emlups people, we are always mindful that safety must be at the forefront of EVERYTHING we do. By conducting ourselves this way, we truly walk the talk of being proud caretakers and helping all of us ensure we accept individual and collective responsibility for working safely, EVERY DAY. Safety is still a relatively new functional area within the TteS, and as we continue to grow and mature, this function will continue to expand.

Corporate Communications and Events

This functional area handles all the corporate communications, weekly blog, social media and quarterly and annual band member reports and communications. Lexéy'em, and the annual report are designed and produced by our Communications and events Coordinator, Nacoma George. Nacoma puts his skills in graphic design and production combined with his strong technical IT background to good use for us, and he can usually be found working with many different departments helping with event planning, marketing plans and graphic design projects. In addition he is often tasked with working with our Chief and Council in any number of special projects, designing presentations, pamphlets and mail-out material. Nacoma is a big asset to us.

The Human Resources Department supports the Tk'emlups te Secwépemc mission through a set of key strategies which:

- Provide support to the strategic leadership of the Tk'emlups te Secwépemc,
- Deliver organizational development and other support services to staff, and
- Ensure quality assurance.

The Human Resources Department is composed of an HR Manager and an HR coordinator. Together, these positions provide strategic planning and financial management for the HR and Administrative departments.

HUMAN RESOURCES / ADMINISTRATION DEPARTMENT

In addition the HR department is responsible for:

- Recruitment, (Job advertising and posting)
- Appointments, Interviewing, reference checking
- Classifications
- Leave processing
- Salary Related Payments
- Consultancy/Advice on HR Issues
- Professional Development
- Alternative Dispute Resolution
- Employee Assistance Program
- Employee Relations, Resignations, and terminations

The Human Resources Function at TteS acts as an advocate, and support to all Managers, and employees of our organization. We also attempt to lead by example and help champion the following ideals of band member employment, diversity, work-life balance, and promoting a workplace culture that supports and mirrors the Secwépemc culture. We are also a key player in educating and promoting a workplace free from harassment and discrimination. We handle discipline issues, and help find solutions to conflict within the workplace.

As this is my (Darin Kennedy) first introduction to the annual report, I am honored to have been provided with the opportunity to work for the Tk'emlúpsəmc te Secwepemcúl'ecw, and am excited for the opportunity our department will have in contributing to the overall success of this organization as we move into the future.



HOUSING

Weykt

I hope everyone is having a good start to the Christmas season; I have taken on the roll as the Interim Housing Manager for the month of October 7 to December 7, 2012. It has been a great learning experience.

I'm looking forward to working with our new Housing Manger (George Casimir) he brings a great wealth of knowledge to our department.

Highlights of this fiscal year

- First Nation Housing Information Meeting was set nn November 28 2012, great information for membership that's interested in building a home. Please contact the office to set up an appointment, to aid in your decision and walk you through the process. Cyndy and I are working on a sample pack for membership and one will be made available starting in the new year .
- Chimney cleaning has been completed, if you have been missed, please contact the Housing Department.
- Septic Cleaning had been completed for 96 homes throughout the reserve that are not connected to the sewer system.
- Insurance claims have come down. We had 4 claims brought forward this year but all were under the deductible amount and it has put a budget restraint on the department as we had to cover these costs. We are working on improving overall communication with membership on reducing these costs.
- We have competed installing new windows for phase six and phase 9, in total 18 windows. We will be working with BC Hydro on the rebates for the replacements.
- We will continue to work on seeing what we can do with other phases that are coming to their paid out dates.
- 4 regular CMHC RRAP renovations have been completed this fiscal year.

- 4 Disabled CMHC RRAP renovations have been completed.
- 4 AANC Mold Remediations are completed.
- 9 AANC renovations are in progress.
- We had 2 S.T.E. P. students working with the in house carpenters.
- We are still in the process of finishing the elders winterizations.
- Total units on reserve are 48 rental units, 111 CMHC housing yet to be paid out, 161 Individual owned homes.

I wish everyone a very merry Christmas from the housing staff, and we look forward to the New Year working with membership. Friendly reminders that please make sure that hoses are not fastened to hose bib and make sure that dishwashers are not running unattended. If you have any concerns in the New Year please come into the office and we will discuss your issues.

Thanks
Joyce.



EDUCATION

Weyt-kp Colleagues and Band Members,

For the past three years I have had the wonderful opportunity to work with Dolan Paul as the Primary Portfolio Holder of Education. On behalf of the Education Department staff, we appreciate your words of wisdom and wish you all the best.

Ed Jensen is our new Councillor Portfolio and we already have him working hard!

Profile: Diena Jules, B.Ed., M.A., Education Manager
Currently I have worked for the band in various capacities for the past 24 years:

- 1974-77 summer employment as lifeguard; summer camp counselor
- 1976-77 graveyard cleaner; house cleaner for elders, librarian
- 1977-1982 Welfare Aide, then Welfare Coordinator;
- 1982-1986 Education Coordinator
- 1995 - 1999 Sk'elep School grade 2-4 teacher
- 1999 – 2001 Band Researcher
- 2004-present Education Department Manager

From 1986-1994 my daughters and I lived in the UBC family housing units while I completed my B. Ed. Then my M.A. due to the limited amount of post secondary living allowance I had to always work part time to make ends meet. Over the years I worked at many FN organizations but in early July 2004, I learned I was the successful candidate as the Education Department Manager.

I love my family, my community, my pets, and my job.

If you love what you do, you'll never work a day in your life

I am fulfilling my life's mission by carrying out my job duties and responsibilities to the best of my capabilities. I believe in the following to help guide our way as service providers:

Guiding Principles or Values of The Education Department

Love and Respect of Self and all in the universe, taking responsibility for our Actions, and utilizing the wisdom of our Ancestors Educational Practices to keep our Language, History and Culture alive through our children.

Vision:

Self Reliant Tk'emlúps people who possess the knowledge, skills and abilities to make valuable contributions within their family, community and nation.



Philosophy:

Through our Ancestors teachings, we learned that the Creator provided some children extraordinary gifts and talents and he instructed the Grandparents to pay close attention so they could identify and nurture these special children at an early age. The Creator then instructed the family that it is their responsibility to support every child to attain their fullest potential holistically. Family and community members worked as one cohesive group and lived in harmony with all of creation. Through these underlying educational practices, our Ancestors ensured the Tk'emlúps te Secwépemc people survived for thousands of years.

Mission:

To strengthen our internal and external partnerships so

band members may be better supported as they strive to not only attain their fullest potential holistically, but attain the education needed for employment.

Objectives:

The objective of the Tk'emlúps te Secwépemc Education Department education programs are to improve the employability of our membership by providing eligible students with access to education and skill development opportunities from day care; nursery; K-12; trades and training right through the post-secondary level.

The objective of the University College Entrance Program is to enable students attain the academic level required for entrance to a post secondary education degree and diploma credit programs.

The objective of the Shuswap Training and Employment Program (STEP) and the post secondary education program is to improve the employability of Ttes band member by providing them with access to education and skill development opportunities, thereby allowing them to be more readily employed.

We hope this will lead to our band member's greater participation and higher graduation rates from high school, trades and training and post-secondary education programs. We also hope our people will have higher employment rates and will have the same educational outcomes comparable to other Canadians.

Duties and responsibilities of our department include, but not limited to:

- Management of all educational, employment and Secwépemc language, history and cultural programs
- Overseeing the annual budget
- Ensuring the day care and nursery adhere to the BC Child care and Facility Legislation
- Implementing education policy and procedure manuals so members may be treated respectfully and decisions made fairly & equitably in accordance with policy

Some of the Education Department's accomplishments over the past few years:

- 2005 K-12 Policy and Procedures Manual ratified by C.&C.(Dessa Gottfriedson championed this initiative)
- 2006 Post Secondary Policy and Procedures Manual (PSE Review Committee) revised in 2010 & 2012
- We managed to have the allowance increased in

2006 and 2010

- Reviewed and implemented fair and equitable process in approving PSE applicants on the priority list
- 2010 STEP Policy and Procedures Manual ratified by C&C
- 2011 Day care and Nursery Staff and Parent Handbook ratified by C&C
- Day care and Nursery Fees increased 2011
- Nursery reclassification preschool in a.m. - 3-5 child care in p.m. 2012
- Local Education Agreement signed between SD73 and local bands (this is a 5-year partnership)
- Power Concepts Computer Training; In the spring and summer; Paula Pellett arranged for most of the education staff upgraded their computer skills in: word 1 & 2; power point 1 & 2; excel 1 & 2; outlook 1 & 2; publisher 1 & 2
- Band Member database; this is an initiative that captures the band member's education credentials to help us in preparing for various programs and funding opportunities.



Committees we are involved with:

1. Sun River Joint Committee:
2. Joint Implementation Committee

New Gold appointed reps

- Dennis Wilson, Environmental Specialist
- Bill McIntosh, Materials Manager
- Martha Manuel, HR

EDUCATION

SSN appointed reps

- Deb Biddiscombe, SIB rep
- Diena Jules, TteS rep

Revised Participation Agreement signing at John Jules building on December 1st, 2011

3. Adult Basic Education; in process

- 2010 we started negotiating with SCES, ATEC, STEP, BCAMTA, NG to implement an Adult Basic Education, Essential Skills and Language Program; limited results with groups so BCAMTA; Leonard Jackson; NG; Martha Manuel and TteS; Diena are still working on the project.
- We must have this program located on reserve so band members may easily access program
- Apply for ISSP funding

4. BCAMTA and TteS Ed Department co-hosted BCIT HRM certificate program in CLC complex. Band Members who graduated from the program are:

- Jackie Jules,
- Katie Gottfriedson and
- Barb Jules

5. Native Women's Association of Canada

- Interviewed education dept staff
- Canadian Educational research in women's education
- Kamloops band has higher degree of educational successes for women in Canada

The Education Department staff

Jade Seymour, Truancy Officer, (Acting Manager when needed)

Some of her duties include:

- Transition programs K4-K5; Grade 7-8;
- Transition programs for Grade 12 to post secondary is critical in light of dropout rate of post-secondary

student in their first year

- Ensure students meet with career counselor so they will enroll in higher education programs that best meet their needs, skills and abilities
- Ensure grade 12 students apply for post secondary education in timely manner
- Inter-generational teaching opportunities for grandparents with children and youth
- Parents Club-parental involvement in children's education; extra-curricular activities and fund raising initiatives

Our goals: Have 90% of our students graduate with Grade 12 Dogwood Diploma, with 90% attendance for all Nominal Roll students

K-12 Student and Summer Youth Programs

Jade submits proposals and write the final reports for FNEC community and parental engagement programs, such as tutoring, annual banquet, parents group, purchase books.

Annually Jade oversees the Tkek Yeel Stem Summer Camp which was even bigger and better than last year. There are many new facilities and upgrades and still more to come under Jades' direction.

Annually, our department oversees the Mad Science Program that's sponsored by FNEC. This year Jade worked in cooperation with Anne Keith from the Social Development Department.

Sarah Doucette, a TRU student, established a Preschool Reading Program at the Little Fawn Day care Center and worked with the students and parents. FNEC funded this exciting initiative.

Paula Pellett Work Search Coordinator:

The Work Search Coordinator is involved with various employment initiatives such as STEP, summer student employment program which provides on the job training experiences for our young band members

Amanda Big Sorrel Horse Post-Secondary Coordinator

The Post-Secondary Coordinator is involved with :

- Career Fairs
- Improve STEP job development program
- Host basic certificate programs to meet needs of band members
- Refer STEP clients to ATEC for Back to Work Plan
- Increase student graduation rates from trades and training certificate programs
- Work with ATEC and BCAMTA Employment Counselors to help band members
- Improve band members ability to successfully write resumes, conduct job interviews, dress appropriately, develop excellent work ethics
- Continue to develop Database for education and HR department

Amanda generally oversees the Ahousat Canoe Trip but, due to budget cuts, the project was cancelled this year. Paula also submits proposals and writes the final reports for FNEC student employment programs.

This year we were fortunate in hiring Tanya Pellett who is in her 2nd year of NVIT's Business Administration Program. She has entered nearly 1000 student files into a data base. Her work ethics are outstanding.

Paula oversees the Youth Summer Student Employment Program and for the first month, Amanda assisted in the program. Nearly 30 students participated in the program this year but due to budget cuts, we could not keep all employed for the entire 8 weeks. The students were required to submit their completed application by the end of June and were requested to include a teacher/elder's letter of reference and their high school transcripts verifying their grades, effort and attendance. Project activities include some of the following;

- Training programs like, 1st aide, food safe, bear aware, true colors, health and hygiene, work conduct, work safety
- Work blocks: 3 weeks in each department
- Close supervision and evaluation done by Manager or immediate supervisor
- The summer students were closely supervised and were required to sign in and out daily
- Pictures were taken to record some of the students employment and activities

The goal of this initiative is to support our band member youth as they experience various employment

opportunities that best meet their knowledge, skills and abilities.

At the end of the program, the youth on went on their annual Cultus Lake trip. Thanks to Paula, Josh Gottfriedson and the older youth employees who chaperoned the summer student employees.

Darin Kennedy, our HR Manager will assist Paula next year in developing policies and project activities.

Jackie Jules Acting Language Coordinator:

My name is Jackie R. Jules, member of the Tk'emlups te Secwépemc Band where I currently reside. My parents are Josie & Leslie Jules and I'm the second youngest in our family of fourteen. I'm a mother of two and have two grandchildren. I didn't graduate but, I received my GED and have continually worked on my educational endeavors:

- TRU/ College Prep Program/Basic Upgrading Skills
- Simon Fraser University/ First Nations Studies, Language, Anthropology, and Archaeology.
- TRU/ Management Certificate
- Academy of Learning/ Computer classes in Microsoft Word, Windows XP, Access & Database
- BCIT/ Human Resources Management Certificate
- BCIT/ Associate Certificate in Entrepreneurship
- NVIT/ Secw. Language Class 151, Secw. Language Class 350 and Language Acquisition Class (Currently attending)

I have worked various jobs in the Kamloops community and found my passion working in the Language and Culture field. I enjoyed working in the archaeology field which connected me to the past then I continued on to the Aboriginal Cultural Stewardship Program where I enjoyed schooling at the Royal British Columbia Museum for two years and preparing myself to work at our own Secwépemc Museum through archiving, collection management exhibits, shipping and displays. My Hobbies include: Hunting, Fishing, Gathering, and traditional Secwépemc cultural activities such as weaving, making moccasins, hand-drums, beading, hide tanning and researching the past Secwépemc ways of life. I also enjoy gardening and canning.

My passion is the Secwépemc language and preserving our rich heritage, my brothers, sisters, my children, grandchildren and my two Yorkshire dogs.

Some of my day to day duties are:

EDUCATION

- Language Revitalization Projects
- Create More Opportunities for Secwépemc language use
- Self sustaining language use
- Secwépemc Language Mentoring Program for needed for day care and nursery staff
- Incorporation of Secwépemc language, history & culture into all programs
- Annual Spring Break Secwépemc Language Immersion Camp
- Adult Beginners to advanced Secwépemc classes for band staff and community members
- Annual Summer Secwépemc Immersion Camps for band staff and community members
- Age appropriate curriculum purchased from Chief Atam School
- Age appropriate curriculum and instruction materials made by own staff
- Develop our own curriculum and instruction materials for the day care and nursery school



We are pleased to report that NVIT accredited the Secwépemc language courses; SECW 110; SECW 111 and SECW 281!

The teachers were;

Dr. Janice Billy; Elders Mona Jules, Flora Sampson and Harold Eustache

The students who completed the courses are as follows:

Karen August; Hank Bennett, Martin Camille, Tom Dennis, Jennifer Dick, Joyce Fraser-Manuel, Ed Jensen, Jackie Jones, Jackie Joseph, Rhonda Jules, Antoine Larue, Leigh Larue, Jessika Myers, Therese Ritchie, Ron Tronson and Joyce Willard

Working in collaboration with the Little Fawn Day care and Nursery School we develop and implement the following Secwépemc language programs:

- Secwépemcstin courses for classroom teachers,
- Secwépemc language teachers and classroom aides
- Evaluate Mentorship Program at schools
- Utilize fluent Secwépemc language speakers in classroom
- Promote inter generational teaching by providing Elders with honorariums to teach the children songs, dances and participate in the language immersion programs

Little Fawn Day Care Center Staff

Rosemary Casimir, Administrator

Hello Everyone! I hope everyone has enjoyed the year so far. I'd like to take this opportunity to share something about myself. I was educated here in Kamloops at the University College of the Cariboo. I hold Certificate in Early Childhood, Infant/Toddler and Special Needs. I also have certificates in Food Safe and First Aid with an emphasis on children. I have over 18 years experience working with children and their families.

Wendy Bruzzese, Assistant Administrator

Hello everyone. I hold licenses for Early Childhood Education, Special Needs and Infant/Toddler. I have been here with Little Fawn Day care since 1982. I enjoy children very much and strive to make this center a home away from home for your children. I welcome everyone to come by the Day care for a visit.

- Administrator: Rosemary Casimir,
- Assistant Administrator: Wendy Bruzzese

- Cook/cleaner: Jessie Gottfriedson
- Language Teacher/Licensed Aide: Roxanne Samson
- Infant Room Supervisor: Jamie Scott, ECE, infant toddler certificate
- Educator: Frances Donald, ECE, I.T. candidate
- Toddler Room Supervisor: Christine Atkinson, ECE
- Educator: Debra Simpson, ECE, IT
- Licensed Aide: Julia Bennett
- 3-5 Room Supervisor: Debra McNeil, ECE
- Educator: Lillawas Jules, ECE
- Licensed Aide; Pam Eyles
- After School Room Supervisor: Tina Smith, ECE
- Licensed Aide; Cara Harvey

The day care is a licensed facility and, is governed by the Provincial Child Care and Licensing Facility Legislation. In 2009, this legislation was revised so all child care facilities in BC were required to have ECE educators and licensed aides to operate, many centers closed.

The mandate at the time for enrolling children was band members first; employees second; then the general public. The goal was always for band members to get their Early Childhood Education Certificate so they may work at the day care. The band members currently employed are, Rosemary Casimir and Lillawas Jules but we have employed many band members over the years with some moving on to the nursery or other day care center or opening up their own business.

We serve hot lunches three days per week. The day care strives to meet the physical, social, cognitive and emotional needs of the children and, in the past few years. We have a full time language teacher/licensed aide who share her knowledge of the Secwépemc language, history and culture through her drumming and singing, her stories and traditional games.

Little Fawn Nursery School (established in the fall of 1967)

Our 45th year anniversary celebration was a success with Elders who parents or on council such as:

- Loretta Seymour
- Ken Manuel
- Clarence Jules
- Martha Simpson
- Mildred Jules
- Delores Jules

Since September 2010, Felicity Jules, B.Ed., M.Ed., worked alongside Dr. Janice Billy to plan, develop and implement a 50% language immersion program at the nursery school for the 3-5 year olds.

Since the spring of 2010, Janice Billy was contracted to mentor the language and cultural teachers at the nursery and day care center and develop curriculum and instruction materials. Since the fall she has been working 2 days per week at the nursery school mentoring the teachers in the language immersion program and developing language and culture curriculum materials. We are always applying for additional funding to help offset the costs for this program.



In the spring and fall of 2010, the following three Elders were contracted to support the language nest at the nursery school: Loretta Seymour; Garlene Dodson and Delores Jules.

LFN Staff:

- Administrator: Jessica Arnouse, BA
- Language Consultant: Dr. Janice Billy,
- Room Supervisor: Rhonda Jules, ECE, SN
- Educator: Lyndsie Many Wounds, ECE
- Language Teacher/Licensed Aide: Jennifer Dick

Jessica Arnouse Profile:

Jessica Arnouse ren skwekwst. Te Celewt re st'é7kwen... k'é mell te Tk'emlúps re múmtwen. Mary Arnouse re skwest.s ren kík7ece. Te Cstalen re st'e7kwes. Sarah Deneault re skwest.s ren kye7e. Te Celewt re st'e7kwes. Jeff Samson re skwest.s ren sxéxlwe. Te Kanaka Bar re st'e7kwes. Tkelles ren stsemémelt... Ashton, Dontay ell Shaylin re skweskwes.s.

My name is Jessica Arnouse. I am from Neskonlith, but I live in Kamloops. My mother is Mary Arnouse, she is from Adams Lake. My grandmother is Sarah Deneault, she is from Neskonlith. My spouse is Jeff Samson from

EDUCATION

Kanaka Bar. I have three children: Ashton, Dontay and Shaylin. I received by BA degree from SFU in Sociology / Minor: First Nations Studies in 2007. I also am proud to have received by First Nations Language Proficiency Certificate of the Secwépemc Language, from the B.C. College of Teachers in 2010.

After graduating from SFU in 2007, I started working at the Secwépemc Cultural Education Society in a number of areas: intellectual property rights, specific claims researcher, language technician/researcher, interviewing/recording elders, website coordinator, typesetting/designing language-learning resources, and teaching the language. I completed my employment at SCES as an Instructor at the Adult Education Programs where I taught: First Nations Studies 0600, Sociology 0600, English 0600, and Secwépemc Language 0500/0600.

In November of 2011, I started working as the Language



Coordinator for the Tk'emlups te Secwépemc. In September 2012, I became the Administrator at Little Fawn Nursery. Both positions involve administration, proposal writing, language and culture revitalization projects, and working with community members. I love teaching the Secwépemc language to new students. I truly believe that if you want to learn the Secwépemc language you just have to start somewhere and then teach everything you know – to your children, your grandchildren, your family and friends. There are many resources to get you started.

We are pleased to report that our Nursery program is 50% language immersion. What this means is that We do many regulars activities using the language. Fluent Teachers only speak to the children in Secwepemcstin for half of the day. In addition weekly field trips are held with a language and cultural focus.

Here is a sample of our 50% Immersion Daily Schedule:

- Meet and Greet: children arrive, morning routine, choose activity, bathroom and snack routine
- Morning Circle: welcome song, calendar and weather; monthly theme activity
- TRP: Total Physical Response uses physical movement to teach new vocabulary and phrases, brain gym activities, songs with unit words/phrases
- Learning Centers: art projects related to TPR or theme; games, songs, directed play, making booklets
- The overall goal is creating more fluent speakers and giving our children the opportunity to learn Secwepemcstin. In 2011/12 eighteen children graduated. In 2012/13, we have 20 students enrolled and some on the wait list!



LANDS, LEASE, TAXATION

Mission Statement

To maintain a high level of efficiency with respect to all land transactions and leasing, as per the delegation of authority under section 53 and 60 of the Indian Act (delegation of authority), property taxation administration as per the KIB Property Tax Law, and KIB Property Assessment Law and environmental stewardship in accordance with provincial and federal regulations on the Kamloops Indian Reserve ("KIR").

To provide Chief and Council, TteS internal departments/entities and band membership with expertise in lands management, property taxation and environmental sustainability.

To maintain an ongoing communication network with Aboriginal Affairs and Northern Development Canada (AANDC), First Nations

Tax Commission (FNTC), internal and external agencies, other First Nations and related Associations.

To continue a good rapport with the lessees, locatees, user groups, rate payers, permittees, and occupiers with land and leasing activity within the KIR.

To provide a model land management system, property taxation system, and environmental management that other First Nations can rebuild for their own communities.

To embrace the Secwépemc culture in the development of KIR lands.

We are the caretakers of Tkemluþsullcw and preserving Tkemluþsullcw for future generations.

Department Objectives and Activities

The LLTX operational plan pertains to the administration of the delegation of authority. This includes any lands transactions as outlined in the delegation of authority such as leasing, transfers, sub-rights and sub-interests.





These transactions form the basis of our devolution of funding to carry our land management authority. As well, some projects fall out of the 53/60 delegation such as the additions to reserve, section 35 takings (highways), and environmentally contaminated sites.

Objective

To administer the land management and leasing sections of the Indian Act under our delegation of authority. To work with AANDC on moving sections 35, additions to reserve, designations, etc. forward, and to work with other relevant external agencies. To administer the property taxation laws of the TteS, the federal environmental laws and regulations.

Activities

Benefits of Services
Band Member

- Fire Protection
- Railway Crossing Maintenance
- Recreation & Cultural
- Education
- Housing
- Economic Development
- Heritage/Rights & Title
- Social Development
(Programs & Assistance)

Taxpayer

- Fire Protection
- Railway Crossing Maintenance
- Storm Drain Expenditure
- Minor improvements
- Snow removal
- Lift Station R&M

- Hydrant Maintenance
- Landscaping

Sun Rivers Only

- City Service User Fees
- Garbage pick-up

Environment

- The new Environmental Access database will be fully populated with all relevant documents and information
- Forms interfaces will be developed to allow new information to be added to the environmental data base easily and by anyone granted access (Leasing Officers, Lands Clerk and senior staff as well as Bylaws and Business License operations)
- We will develop a geo-spatial application that will allow the new Environmental Data Base to show all files relevant to a registered lot survey using "Point and Click" technology in a Geographic Information Systems format
- The staff using the new data system will be trained to successfully use the Access environmental data base
- Environmental Audits will be scheduled to coincide with anniversary dates for rent and end of term review on every leased property
- We will see to the timely removal of all remaining underground storage tanks not supported by electronic monitoring and groundwater monitoring wells
- We will propose potential projects to available funding resources for investigating and improving environmental concerns such as air quality and groundwater quality

Highlights

- Where a property has operations outside of the lease "permitted use" term(s) we have worked with the lessee to modify that lease to meet the current use
- We have implemented a uniform policy supported by Chief and Council with regards to installing and/or maintaining septic systems as sewage treatment on all leased properties not serviced by the sewer system
- The LLTX staff went out on a reserve tour day and updated photos of the KIR Lands;
- Approved and set up a pilot project for e-submissions with the Indian Land Registry System (ILRS). We now scan for registration of documents and send

- them into the ILRS electronically
- Initiated our own TteS grant policy equivalent to the Home Owner Grant in the Province
- Sent out property tax newsletters, brochures and notices for all regions
- Advertising in the local newspapers and posting of notices of the important dates for the tax cycle
- Developed and implemented the Rates and Expenditure Laws for 2011 with approvals by C&C and FNTC Commission;
- Assisted the Assessment Review Board in organizing and hearing the 2011 assessment appeal hearings
- Mt. Lolo has gone through the final processes of ATR and we have received Approval in Principal from AANDC
- Initiated ATR Process for Westsyde and Rayleigh Lands

60 delegation of authority

Internal and external meetings with:

- AANDC
- FNTC
- Ministry of Transportation and Infrastructure
- BC Hydro
- Tenants Associations
- Locatee Landlords
- Housing Department
- Planning & Engineering Department
- Finance Department
- Development Approval Board
- Land Use Committee

Successful 2nd vote for the amendment to the section

CURRENT AUTHORITY

- Administer leases up to 25 years
- All leases and permits with a term of greater than 5 years must provide for rent reviews every 5 years
- Band Council approval/consent (by a quorum of Chief and/or Councillors) to any sublease, other sub-interest or sub-right, assignment, mortgage or assignment rents.
- No Section 49 Authority

PROPOSED AMENDMENT

- Administer leases up to 49 years
- To removed the restriction that all leases and permits greater then 5 years must provide for Rent Reviews every 5 years where rent is prepaid
- Band Council approval/consent (by any two of the Chief and/or Councillors) to any sublease, sub-lease, other sub-interest or sub-right, assignment, mortgage or assignment of rents.
- Section 49 Authority granted under the Indian Act for Possession or Occupation of Reserve Lands devise or descent.





CFO'S MESSAGE

Weytk,

I am honoured to be providing the financial report for the fiscal year 2011/12 on behalf of outgoing Chief Financial Officer, Doug Rae.

The Tk'emlups te Secwépemc ("TteS") recorded \$31.7 million dollars in revenue during the year and a key statistic is only 22.07% of that revenue was derived from the Provincial and Federal Government. The organization realized own source revenue of 77.93% of overall revenues. This is a strong indicator that TteS are well on their way to achieving economic independence.

The Lease of Land is a strong income generator for the organization as it is well situated adjacent to the City of Kamloops on a flat, desirable reserve base. The Land Leasing and property tax revenue achieved 26.09% of overall revenues.

The overall expenditures of the organization came in at \$37.0 million dollars. The high level of expenditure resulted in a deficit of \$5.28 million dollars. The deficit is largely a result of investing in the following initiatives during the year:

- Infrastructure within the Mount Paul Industrial Park
- Medical expense for Band Members
- Douglas Reserve and Day Scholar litigation
- Recreational activity support
- Elder housing repairs and trips

The cash and cash equivalent base of the organization has been depleted somewhat due to the investment in the aforementioned strategic initiatives. Our investments in infrastructure and the Douglas Reserve claim are strategic and expected to provide beneficial long term benefits to all the membership.

The liabilities of the organization remain at a similar level to the previous year.

The TteS has committed to building the revenue base of the organization while reducing non critical expenditure levels. In the upcoming year the organization will be introducing a financial administration law which will provide best business practices and strong security control over the assets of the organization.

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The accompanying audited summary financial statements of TK'EMLÚPS TE SECWÉPEMC for the year ended March 31, 2012 are the responsibility of management and have been approved by the Chief and Council.

The audited summary financial statements have been prepared by management in accordance with Canadian generally accepted accounting principles for governments as defined by the Public Sector Accounting Board of the Canadian Institute of Chartered Accountants. A summary of the significant accounting policies are described in Note 2 to the audited summary financial statements. Financial statements are not precise since they include certain amounts based on estimates and judgments. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances, in order to ensure that the financial statements are presented fairly, in all material aspects.

TK'EMLÚPS TE SECWÉPEMC's management is responsible for maintaining systems of internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and TK'EMLÚPS TE SECWÉPEMC's assets are appropriately accounted for and adequately safeguarded.

TK'EMLÚPS TE SECWÉPEMC Council is responsible for ensuring that management fulfills its responsibilities of financial reporting and is ultimately responsible for reviewing and approving financial statements.

Council meets periodically with management, as well as the external auditor, to discuss internal controls over the financial reporting process, auditing matters and financial reporting issues, to satisfy themselves that each party is properly discharging their responsibilities, and to review the audited summary financial statements and the external auditor's report.

The summary financial statements have been audited by KNV Chartered Accountants LLP in accordance with Canadian generally accepting auditing standards on behalf of the members. KNV Chartered Accountants LLP has full and free access to the Chief and Council with regard to audit requirements.

On behalf of TK'EMLÚPS TE SECWÉPEMC,



July 10, 2012

INDEPENDENT AUDITOR'S REPORT

To the Members of
Tk'emlúps te Secwépeḿc (formerly known as Kamloops Indian Band):

We have audited the accompanying financial statements of TK'EMLÚPS TE SECWÉPEḿC which comprise the summary statement of financial position as at March 31, 2012 and the summary statements of change in net financial assets, operations and accumulated surplus (deficit) and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatements of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these statements present fairly, in all material respects, the financial position of TK'EMLÚPS TE SECWÉPEḿC as at March 31, 2012 and the results of its operations, changes in its net financial assets and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.



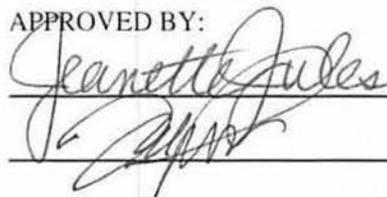
July 10, 2012

Chartered Accountants LLP

TK'EMLÚPS TE SECWÉPEMC
SUMMARY STATEMENT OF FINANCIAL POSITION
MARCH 31, 2012 AND 2011

	2012	2011
		(Note 25)
FINANCIAL ASSETS:		
Unrestricted cash and cash equivalents (Note 4)	\$ 411,577	\$ 2,204,070
Restricted cash and cash equivalents (Note 5)	216,910	209,742
Funded reserves (Note 6)	1,078,825	1,246,312
Ottawa trust funds (Note 7)	669,223	647,310
Accounts receivable (Note 8)	694,778	1,784,137
Property taxes receivable (Note 9)	1,394,014	1,249,980
Long-term investments (Note 10)	432,236	579,312
Investment in partnership (Note 11)	376,575	65,230
Advances to related entities (Note 12)	11,551,607	14,107,898
Total financial assets	16,825,745	22,093,991
FINANCIAL LIABILITIES:		
Accounts payable and accrued liabilities	1,809,534	2,244,913
Deferred revenue (Note 14)	1,642,698	1,740,020
Long-term debt (Note 15)	5,508,445	5,030,882
Investments in government business enterprises (Note 16)	1,598,607	1,229,899
Total financial liabilities	10,559,284	10,245,714
NET FINANCIAL ASSETS	6,266,461	11,848,277
NON-FINANCIAL ASSETS:		
Tangible capital assets (Note 17)	36,293,740	36,230,630
Prepaid expenses	1,182,610	950,454
Total non-financial assets	37,476,350	37,181,084
COMMITMENT (Note 19)		
CONTINGENCIES (Note 20)		
ACCUMULATED SURPLUS (Note 21)	\$ 43,742,811	\$ 49,029,361

APPROVED BY:



The accompanying Notes are an integral part of this statement.



TK'EMLÚPS TE SECWÉPEMC
SUMMARY STATEMENT OF CHANGE IN
NET FINANCIAL ASSETS
FOR THE YEARS ENDED MARCH 31, 2012 AND 2011

	Budget	2012	2011
			(Notes 25 & 26)
INCREASE (DECREASE) IN NET FINANCIAL ASSETS:			
Annual surplus (deficit)	\$ (5,998,514)	\$ (5,286,550)	\$ 4,066,886
Amortization of tangible capital assets	1,300,000	1,239,103	1,198,700
Acquisition of tangible capital assets	-	(1,302,213)	(9,632,590)
Increase in prepaid expenses	-	(232,156)	(165,035)
Increase (decrease) in net financial assets		(5,581,816)	(4,532,039)
NET FINANCIAL ASSETS, BEGINNING OF THE YEAR		11,848,277	16,380,316
NET FINANCIAL ASSETS, END OF THE YEAR		\$ 6,266,461	\$ 11,848,277

The accompanying Notes are an integral part of this statement.

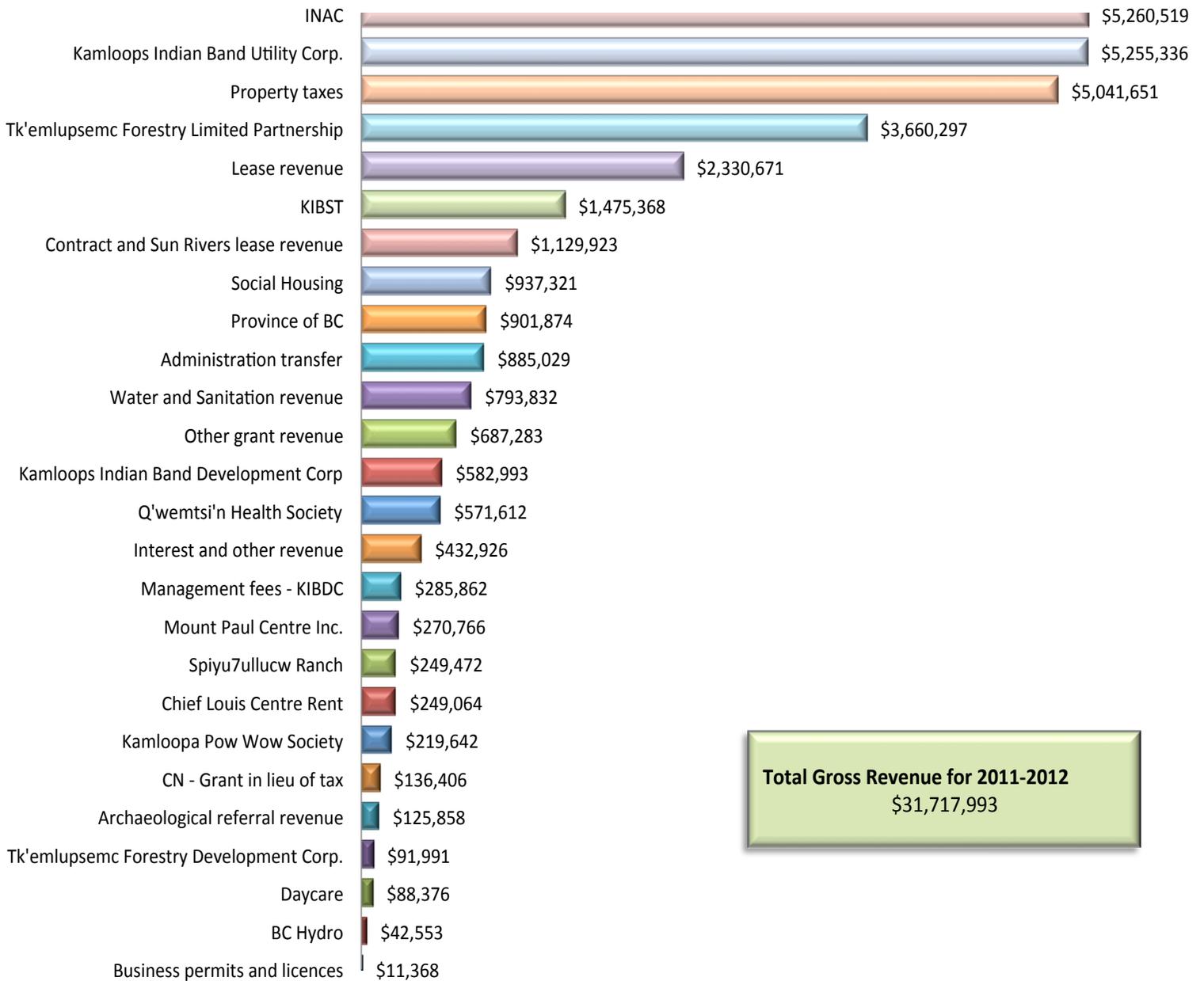


TK'EMLÚPS TE SECWÉPEMC
SUMMARY STATEMENT OF OPERATIONS AND ACCUMULATED SURPLUS (DEFICIT)
FOR THE YEARS ENDED MARCH 31, 2012 AND 2011

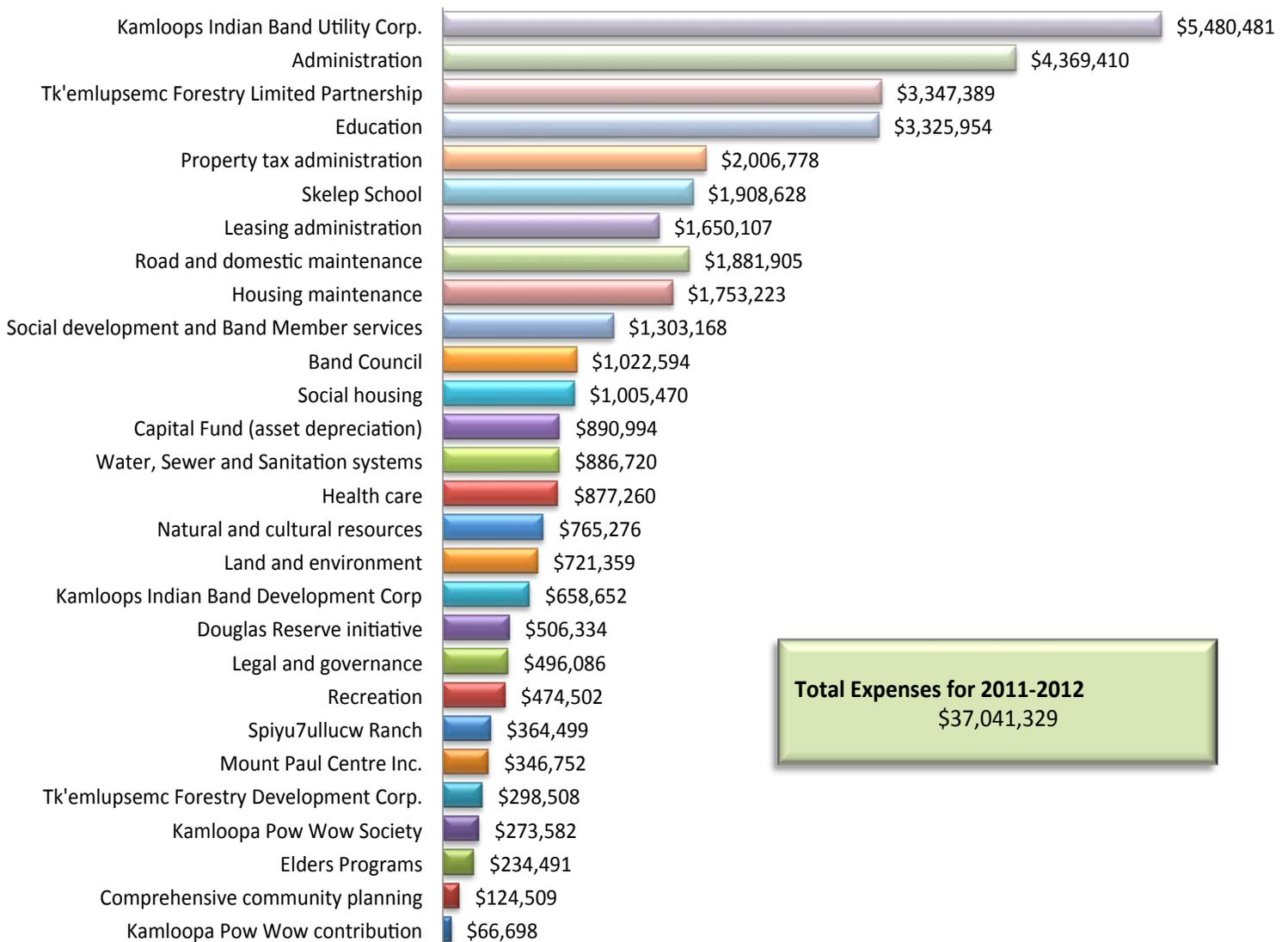
	Budget	2012	2011
			(Notes 25 & 26)
REVENUE:			
Aboriginal Affairs and Northern Development Canada	\$ 5,467,622	\$ 5,255,336	\$ 13,285,054
Health Canada	9,700	12,222	49,545
Province of British Columbia	1,103,884	1,451,257	983,784
Administration fees	1,070,770	1,080,184	1,143,730
Canada Mortgage and Housing Corporation	60,648	327,343	389,823
Contract revenue	427,500	687,283	726,112
Gain on disposal of tangible capital assets	-	8,500	-
Government business enterprises income (loss)	-	(368,701)	136,391
Interest and investment income	27,000	44,883	33,897
Kamloops Indian Band (K.I.B.) Sales Tax	1,110,660	1,129,923	1,522,943
Lease and rental income	2,474,136	3,046,199	3,339,966
Management fees (Note 13)	592,441	582,993	380,060
Miscellaneous revenue	1,813,937	1,852,118	2,639,560
Partnership income	-	311,343	352,057
Property taxation	4,892,779	5,041,651	4,406,147
	19,051,077	20,462,534	29,389,069
EXPENSES:			
Administration	4,525,234	4,513,152	5,029,631
Band Council	1,121,209	1,022,594	930,686
Chief Louis Centre	460,002	481,570	715,673
Legal	959,987	1,002,420	608,793
Social Development	1,885,671	1,802,692	1,659,629
Sk'elep School	1,691,732	1,908,628	1,757,344
Education	3,541,902	3,325,954	3,451,436
Property Tax	2,056,439	2,006,778	1,976,126
Land and Leases	2,045,857	1,948,615	1,786,979
Housing	1,285,160	1,753,223	1,417,841
Maintenance	3,671,485	3,327,508	3,278,099
Cultural Resource Management	388,420	773,963	693,057
Social Housing	-	990,417	1,163,660
Amortization	1,300,000	890,994	789,931
Other	116,493	576	63,298
	\$ 25,049,591	25,749,084	25,322,183
Annual surplus (deficit)		(5,286,550)	4,066,886
ACCUMULATED SURPLUS (DEFICIT), BEGINNING OF YEAR		49,029,361	44,962,475
ACCUMULATED SURPLUS (DEFICIT), END OF YEAR		\$ 43,742,811	\$ 49,029,361

The accompanying Notes are an integral part of this statement.

2011/2012 REVENUE SOURCES



2011-2012 Spending Allocation



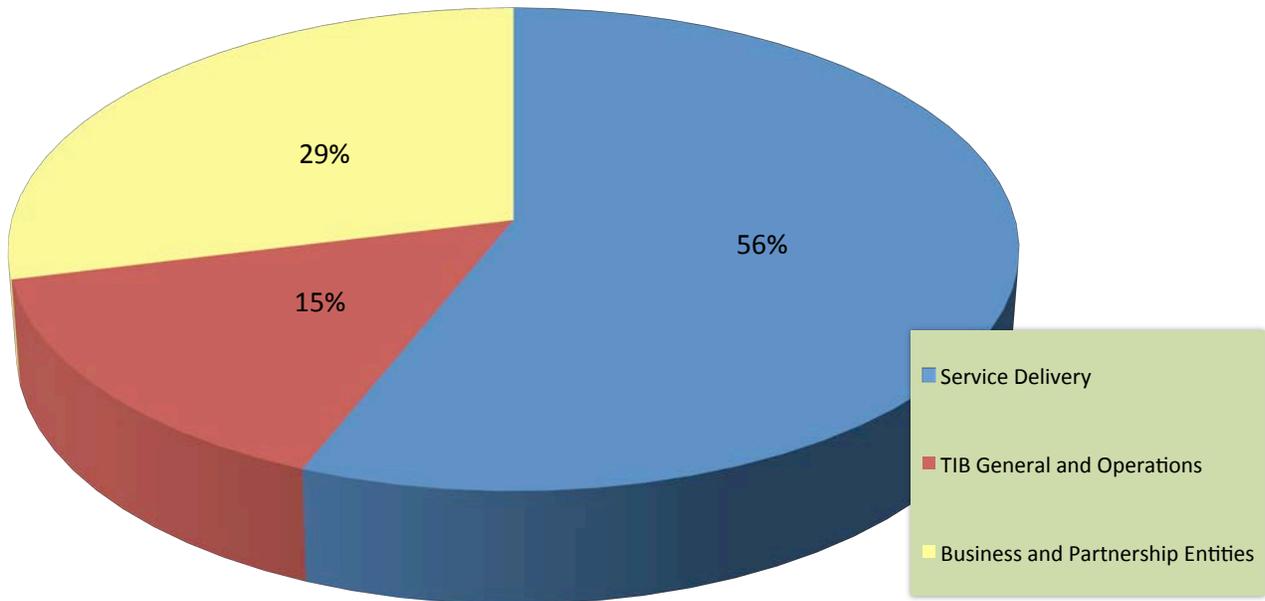
SUMMARY STATEMENT OF OPERATIONS & ACCUMULATED SURPLUS

This statement reports the Band's changes in economic resources and accumulated surpluses for 2011/2012 by significant operating area. The difference in the revenues and expenses is reported as the change in accumulated surplus. Operating activities are reported on an accrual basis as the underlying event giving rise to the revenue or expense occurs, regardless of the timing of the related cash flows. Thus revenues and expenses reported in this statement includes item that will result in cash flows in future fiscal periods (for example, uncollected taxes and services rendered but not yet paid).

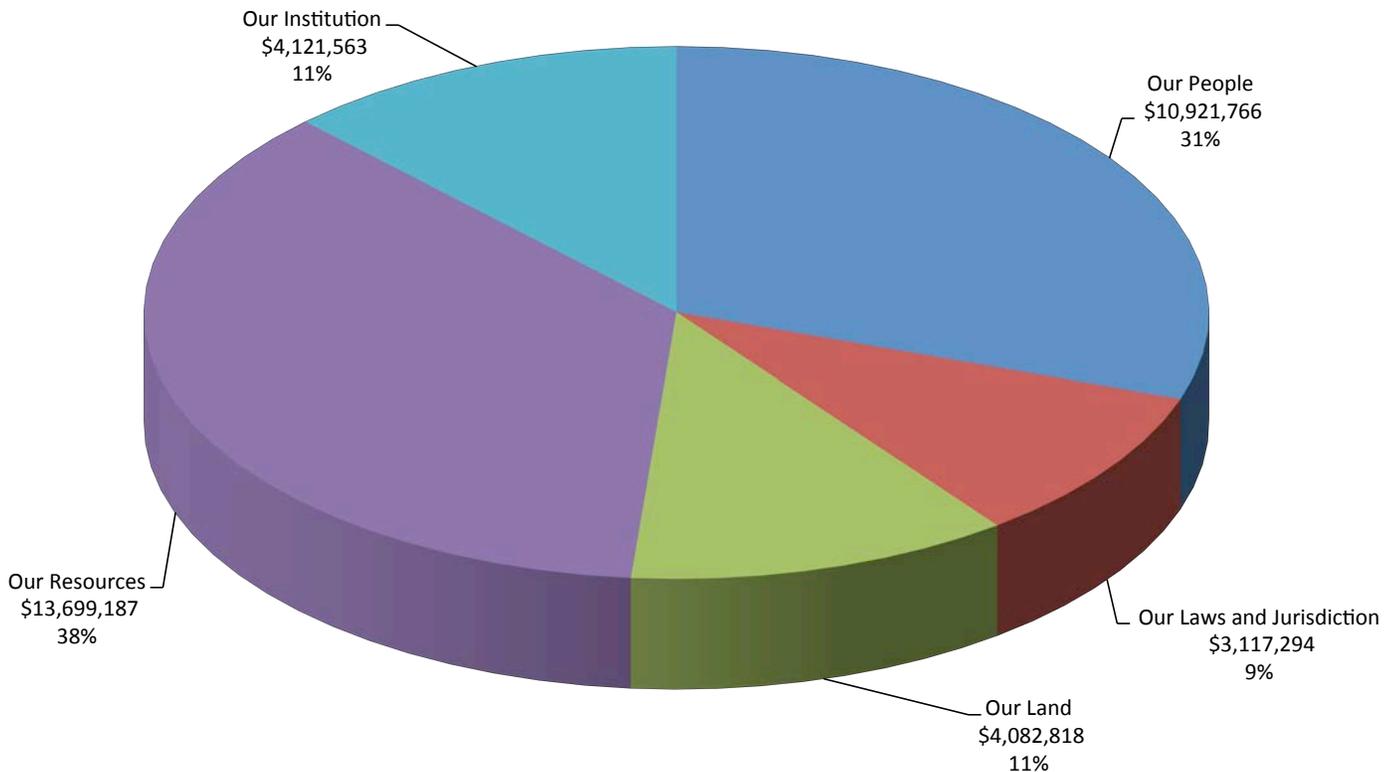
Expenses

Kamloopa Pow Wow contribution	\$ 66,698.00	
Comprehensive community planning	\$ 124,509.00	
Elders Programs	\$ 234,491.00	\$ 234,491.00
Kamloopa Pow Wow Society	\$ 273,582.00	
Tk'emlupsemc Forestry Development Corp.	\$ 298,508.00	
Mount Paul Centre Inc.	\$ 346,752.00	
Spiyu7ullucw Ranch	\$ 364,499.00	
Recreation	\$ 474,502.00	\$ 465,815.00
Legal and governance	\$ 496,086.00	\$ 496,086.00
Douglas Reserve initiative	\$ 506,334.00	\$ 506,334.00
Kamloops Indian Band Development Corp	\$ 658,652.00	
Land and environment	\$ 721,359.00	\$ 588,934.00
Natural and cultural resources	\$ 765,276.00	\$ 492,791.00
Health care	\$ 877,260.00	\$ 210,257.00
Water, Sewer and Sanitation systems	\$ 886,720.00	\$ 860,053.00
Capital Fund (asset depreciation)	\$ 890,994.00	
Social housing	\$ 1,005,470.00	\$ 827,628.00
Band Council	\$ 1,022,594.00	
Social development and Band Member services	\$ 1,303,168.00	\$ 1,135,689.00
Housing maintenance	\$ 1,753,223.00	\$ 1,753,223.00
Road and domestic maintenance	\$ 1,881,905.00	
Leasing administration	\$ 1,650,107.00	
Skelep School	\$ 1,908,628.00	
Property tax administration	\$ 2,006,778.00	
Education	\$ 3,325,954.00	\$ 2,129,137.00
Tk'emlupsemc Forestry Limited Partnership	\$ 3,347,389.00	
Administration	\$ 4,369,410.00	\$ 2,087,820.00
Kamloops Indian Band Utility Corp.	\$ 5,480,481.00	
	<u>\$ 37,041,329.00</u>	
	\$ 607,939.00	
KIB	\$ 26,307,318.00	
Businesses	\$ 10,734,011.00	
	<u>\$ 37,041,329.00</u>	

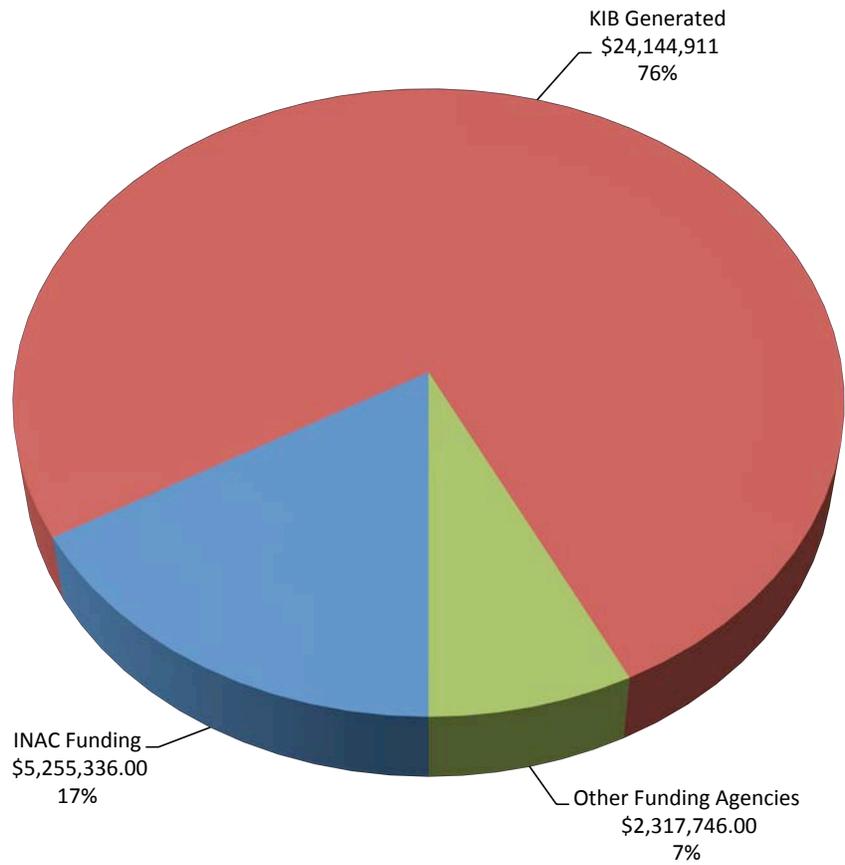
Spending by Functional Area



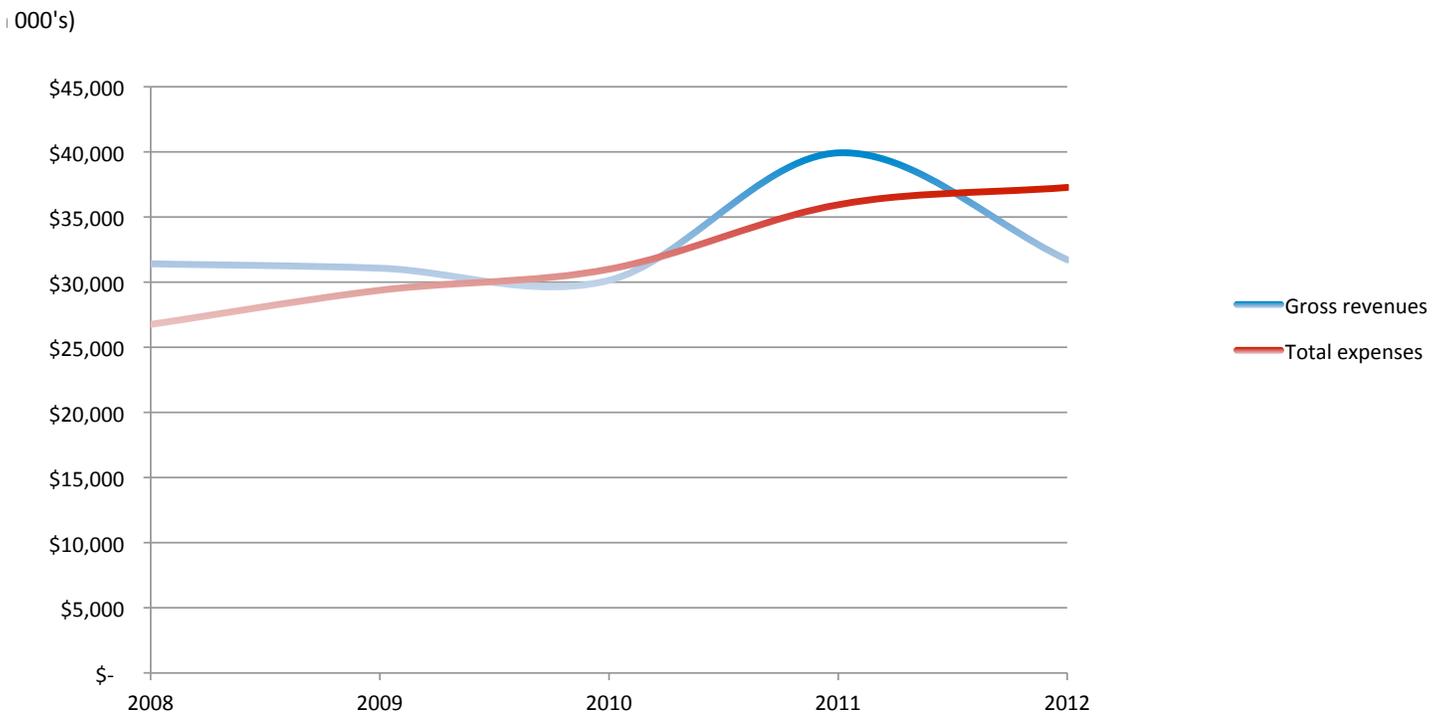
WHERE THE MONEY GOES Expenditures by Our Goals



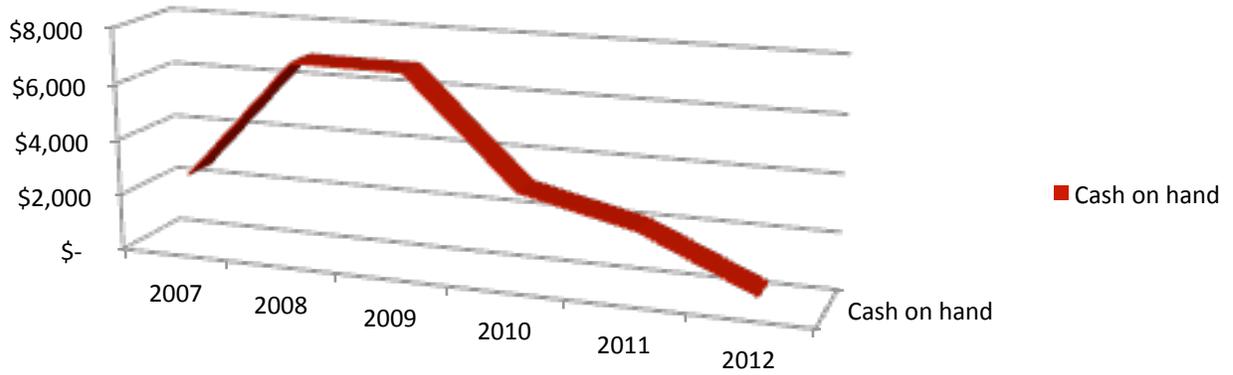
Where the Revenues Comes From



5 Year Comparative Revenues and Expenses

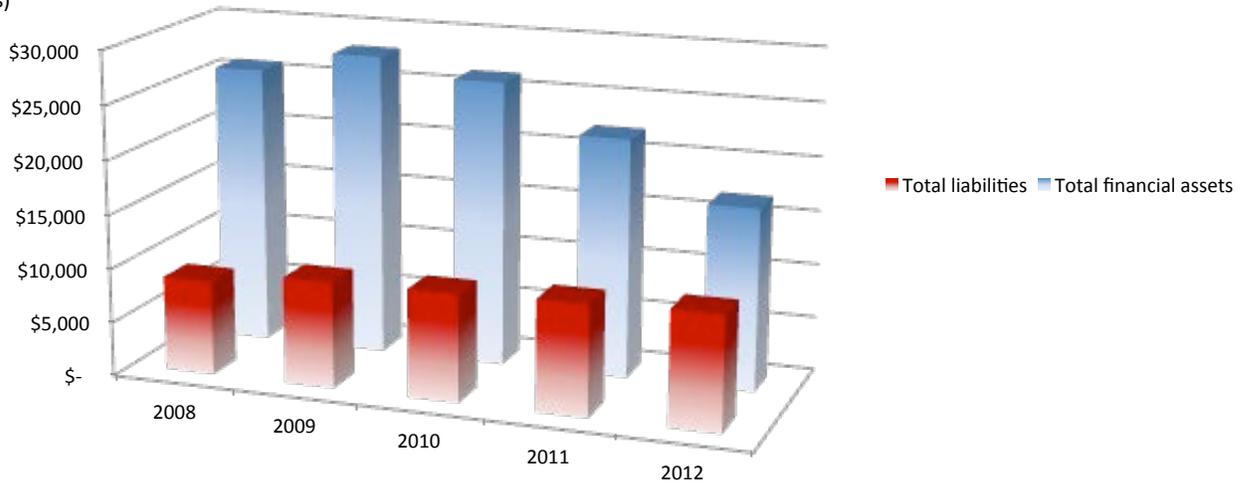


Cash On Hand

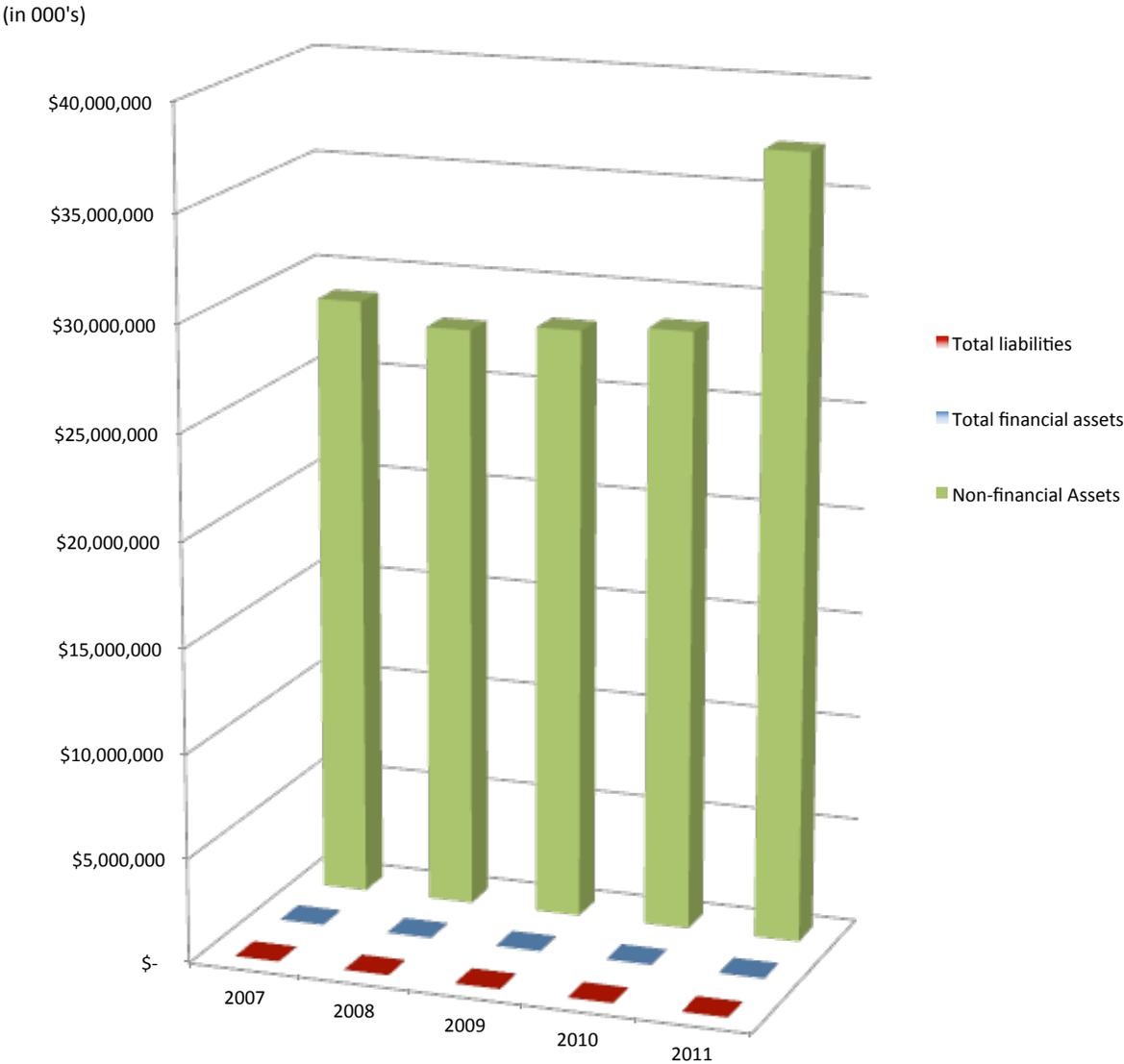


5 Year Comparative - Financial Assets and Liabilities

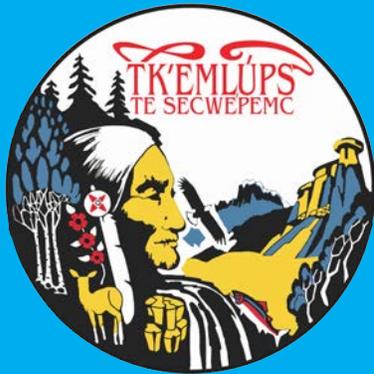
(in 000's)



5 YEAR COMPARATIVE - NON FINANCIAL ASSETS







Tk'emlúps te Secwépemc
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