

# Lexéy'em

MARCH ISSUE 2012



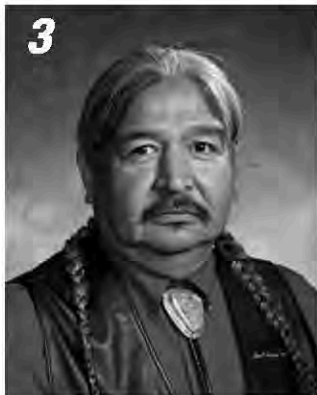
# Chief & Council



1. Chief Shane Gottfriedson  
Primary: Knucwentewc-kt Services  
(Social Development / Community Wellness)  
Primary: Public Relations and External Affairs  
Secondary: Indian Residential School Survivors  
Backup: Ex-Officio to All Portfolios



2. Evelyn Camille  
Primary: Housing Services  
Primary: Indian Residential School Survivors  
Secondary: Education Services  
Secondary: Public Relations and External Affairs  
Backup: Yecminte re Tmicw (To look after land)  
Backup: Knucwentewc-kt Services  
(Social Development / Community Wellness)



3. Fred Seymour  
Primary: Planning and Engineering  
Secondary: Business Services  
Backup: Shared Services  
Backup: Knucwentewc-kt Services  
(Social Development / Community Wellness)  
Backup: Public Relations and External Affairs



4. Jeanette Jules  
Primary: Yecminte re Tmicw (To look after land)  
Secondary: Shared Services  
Backup: Lands, Leasing and Taxation Services  
Backup: Knucwentewc-kt Services  
(Social Development / Community Wellness)  
Backup: Public Relations and External Affairs



5. Connie Leonard  
Primary: Shared Services  
Secondary: Lands, Leasing and Taxation  
Backup: Housing Services  
Backup: Knucwentewc-kt Services  
(Social Development / Community Wellness)  
Backup: Public Relations and External Affairs



6. Rosanne Casimir  
Primary: Lands, Leasing and Taxation  
Secondary: Housing Services  
Backup: Business Services  
Backup: Knucwentewc-kt Services  
(Social Development / Community Wellness)  
Backup: Public Relations and External Affairs



7. George Casimir  
Primary: Business Services  
Secondary: Planning and Engineering  
Backup: Education  
Backup: Knucwentewc-kt Services  
(Social Development / Community Wellness)  
Backup: Public Relations and External Affairs



8. Dolan Paul  
Primary: Education Services  
Secondary: Yecminte re Tmicw (To look after land)  
Backup: Planning and Engineering  
Backup: Knucwentewc-kt Services  
(Social Development / Community Wellness)  
Backup: Public Relations and External Affairs

# Chief Shane Gottfriedson

## Wey'tkp,

*Another seasonal change is before us as the limited amount of snow we have is fading into spring. The new seasonal round will bring us new beginnings of growth and life over our lands.*

Let me start this quarterly report by touching on the amount of growth our organization has had over the years. It's incredible to think of all of the businesses we are involved in as well as the community services and programs we deliver to all of our membership.

As a many of you know my Portfolio is Social Development, Public Relations and External Affairs.

As the fiscal year is winding down for this last quarter of 2011 -2012 the highlights for Social Development have been focused on a number of community events. Starting with the Christmas celebrations which included putting together a number of food hampers for our people who needed the support. Also the kids Christmas party with Santa Claus was well attended as usual and the kids were very appreciative and excited to see Santa show up.

The Elders Christmas party was quite well attended and the new elders showed up for the dinner and were introduced. Man time flies! Where did the time go? Some of the Elders commented, "Didn't seem that long ago I was running up and down Paul Creek or Dancing at the old band hall. Now I'm an elder!" So true as time never stops and we all lead busy lives, it was good to see so many elders show up for Christmas Dinner laughing and enjoying the music and the gifts.

It seems as though all the Elders trips were a great success and everyone enjoyed their trip from Bad Lands to Las Vegas to Hawaii. I had the honour of traveling with the Elders as a chaperone to Las Vegas and it was pretty cool to spend time and hear some old stories over the trip. Most importantly just seeing the Elders laugh and enjoy their time in the big city. The highlight was definitely attending the National Finals Rodeo, seeing such a great quality event was very exciting.

## First Nation Interior Health

We have had 3 meetings - Nov 24th, Dec 15th, and Jan 19th in this last quarter.

The highlights and outcomes of our health meetings are as follows:

### Shuswap Nation:

1. Adopted a terms of reference in which we have been working on for the past year. This is important considering all of the diversity within our Nation, Treaty bands, Independent bands and Title and Rights bands.
2. Appointment of a Representative for Shuswap Nation and an Alternate:

**Primary** Chief Shane Gottfriedson

**Secondary** Chief Ann Louie

Interior First Nations Health Council Meeting of all 53 bands of the Interior - Dec 15th, 2011 -Kelowna, BC

### Highlights include:

1. Adopted and passed the terms of reference for the Interior Health Council.
2. Resolution appointing the 15 members of the Health society. Three from each Region they are as follows:
  - Chief Bernie Elkins
  - Chief Kownakio Michel
  - Gwen Phillips
3. Adopted the budget for the 2011 -2012 fiscal year for the Interior Region.
4. Accepted the work plan from the health council.
5. All motions were put forward and voted on I supported all motions as did the Shuswap Nation Chief's.

Interior First Nations Health Council Meeting - Jan 19th, 2012 - Kamloops, BC

## Highlights include:

1. Included follow up action towards building relationships with the Interior Health Authority similar to the Kukunka.
2. Formed a task group for discussion with Interior Health.
3. Set a date with CEO Dr. Hal Penny towards a partnership.
4. Formed a technical working group to look at the implementation of a work plan for the Shuswap Nation.

## First Nation Health Council (FNHC) Updates

At recent meeting is Ottawa decisions on funding, policies and programs have been made. Provincially in Victoria, health programs that serve our people have been determined. This will start to change now that we are implementing the Framework Agreement. We have a 2 year deadline for the implementation to take place. There will be a transition phase followed by a transformation stage and the transfer is scheduled to be completed in 2013.

In October 2012 FNHC established the "FNHC Community Engagement Working Group" which contains a representative from each of the 5 regions. This group was established to provide guidance to the FNHC's provincial and regional engagement processes.

The Province of BC's health investment for the current fiscal year is 15.7 billion – most of which is allocated to the five Regional Health Authorities. We are working towards partnerships in Aboriginal health planning, priorities, budgets, programs and services.

The ten year Tripartite First Nations Health Plan calls for a systematic change for the improvement of the health status of First Nations people in BC and sets out a number of health actions designed to improve the health and wellness of BC First Nations.

Just so membership knows, please see Colleen Mclean for any of your non-insured health care needs.

## Joint Gathering 2012 Meeting

On February 7-10 I attended the Joint Gathering meeting in Vancouver, BC. The gathering is designed to build on the quality of work already being done by First Nations communities, organizations, government; and to increase awareness and enthusiasm for opportunities in the coming years. The meeting was informative and a great deal of workshops were available and some excellent networking occurred however there were no defined clear outcomes from this gathering.

## Child and Family Services

Our agencies have been in operations for over 13 years and in that time has grown extensively. Today we are being challenged by The Ministry of Child and Family Services. They have informed us that they will no longer support or fund services for the Agency. Our board of directors have been advocating for the importance of this funding to support our community which provides services for on and off reserve membership. It's very frustrating because of the lack of culture and understanding of the goals that our agency has set. We provide a sense of trust, support and prevention to the children, their parents, grandparents and families.

We have been advocating to all levels within the Ministry. We went over their head to Minister Mary Polak - Minister of Aboriginal Relations and Reconciliation (MARR) and Minister Mary McNeil - Minister of Children and Family Development.

The Premier of British Columbia, Christy Clark, talked about the importance of families in her speech. Publically we offer advice to the minister about the importance of our children and families to continue to work with us and not against us.

I feel like we have done our work by politically advocating and that our Ministers have heard us and now support us in not cutting our budgets, but working with us on providing 5 and 10 year operating budgets that will provide stability and certainty in child care services by our people for our people.

# Chief Shane Gottfriedson

## SNN Highlights

Encore Renaissance on Bonaparte gold filed a notice of intention and put a stop work order on Dec 1st, 2011 with legal council. This lead to a meeting with senior officials of the company with discussions about processes and how business is going to be conducted under our jurisdiction within our territory.

## TFL 35

We are working towards a two-track process:

1. MOU with West Fraser. We are close but not complete.
2. A Reconciliation Agreement with Province of British Columbia.

We had a meeting with Minister Mary Polak on Feb 8th, 2012 in Vancouver, BC where we talked about the importance of a Government to Government agreement which will provide certainty.

Over the last number of years we have been working very closely with different Ministries. The topics range from decision making, management, Revenue sharing and partnerships. Now is the time to work towards a reconciliation agreement once and for all.

Our legal team is still preparing our legal case as directed by joint councils in case we cannot reach a final agreement with all parties. Trust is one thing, business is business. We are protecting our rights towards our territory interest first and foremost.

## New Gold

Final sign off on the participation agreement, we are going to be reporting out to the communities at an Annual General Meeting.

Some of the outstanding issues we are still working on and will have resolved very soon are the trust account for the Division and trust account for Kamloops Indian Band.

Quarterly meeting SNN of the Chief's and CEO

Robert Gallagher talking about New Gold operations and project update of New Gold production date of June.

Pretty exciting thinking back 8 years ago when we started talking business and come June and 765 million dollars later in Capitol commitment the production and shipping of the product begins. Everything is on track as far as scheduling is concerned. I want to congratulate everyone who had their hands on this, from leadership to staff and membership who offered their encouragement.

We are one of the First Bands in Canada to have a partnership with a mining company. Times have changed and our relationship and partnerships have taken another level with each other as we moved forward. Benefiting our community financially and employment wise. It's good to see many of our membership working at the site providing for their families, keep up the good work and be safe.



## Community Tripartite Agreement

There have been some recent changes in the Tk'emlúps Rural Detachment as follows:

1. Constable Gerry Hansom has been transferred and Constable Irv David will be the temporary replacement until the Full Time replacement James Toy is able to step in.
2. Andre Mathieu is the Acting Staff Sergeant while Wes Waters is on leave.

# Chief Shane Gottfriedson

I would like to extend congratulations to TIB member Frank Paul who has been hired on to replace Brad Swissera at the Kelowna detachment. Hopefully we will have Frank serving at our local detachment one day.

Also newly created is an RCMP orientation package and video. I would like to acknowledge the following individuals for their hard work that went into creating and completing this parcel:

**Tk'emlúps te Secwépemc Staff & Community Members:** Councillor Jeanette Jules, Linda D. Thomas, Nacoma George, Chrystie Stewart, Nolan McAlister, Montana Gottfriedson, Barry Bennett, Dave Seymour, Jeremy Peters, Ed Jensen, Malin Otmalm.

**Skeetchestn Indian Band Staff & Community Members** Chief Rick Deneault, Councillor Terry Deneault, Councillor Darreal Draney.

**Whispering Pines/Clinton Indian Band** Chief Mike Lebourdias, Councillor Ed Lebourdais

**Tk'emlúps Rural Detachment** Staff Sgt. Wes Waters, Sgt. Gerry Hanson, Cst. Darwin Robbins

## Douglas Reserve

### Historical Background:

In 1864, Governor Douglas was replaced by Governor Fredrick Seymour, who was specifically charged with, and publicly committed to, protecting the interests of the Indians of the Colony. In 1866, however, while Seymour was away from the Colony, Chief Commissioner of Lands and Works, Joseph Trutch, with authorization from the Officer Administering the Government in Seymour's Absence, purported to significantly reduce the Reserve without the consent of the Tk'emlúpsmc. The Reserve was resurveyed to approximately three square miles. Although a portion of the Douglas Reserve was restored in 1877 by Reserve Commissioner Gilbert M. Sproat (substantially to the present-day reserve) it remained

well short of its original size.

The Tk'emlúpsmc have always maintained that the 1866 reduction of the reserve, without the consent of or surrender from the Tk'emlúpsmc, was unlawful. Consequently, the Tk'emlúpsmc assert that purported reduction of the reserve was legally ineffective and the land set aside as the Douglas Reserve remains a reserve to the present day.

A Trial date has been set for October 1st, 2012. Trial preparation, expert witnesses and documentation is under way. The trial is expected to run for several months and will be held in the Kamloops Courthouse. Mr. Justice Dev Dley has been appointed as the Case Management Judge and it is expected that he will also be the trial judge.

The legal team that has conduct of the Tk'emlúps claim includes lawyers from all of these successful cases. They are:

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

In addition, Greg McDade Q.C., the firm's managing partner and lead counsel on the Esquimalt & Songhess case is providing strategic direction the preparation and development of the case.

On February 13 a DRI committee meeting was held with legal counsel to update the membership on the work plan.

## First Nation Crown Gathering

I attended the Crown Gathering in Ottawa at the Fairmont Château de Laurier. The pre-meeting was pretty well attended with 700+ delegates registered with 430 Chiefs. It was really quite controlled in regards to the agenda and we received a work plan of what was being presented.

# Chief Shane Gottfriedson

The National Chief senior staff informed us that only 90 chiefs would be in meeting with Prime Minister Harper, as you could expect the frustration in the room grew immediately. It was mentioned to go to your Regional Caucus session and they would inform you of who would be representing.

## Highlights:

1. First Nation – Crown Relationship
    - a. States shall establish and implement, in conjunction with indigenous peoples concerned, a fair, independent, impartial, open and transparent process, giving due recognition to indigenous peoples' laws, traditions, customs and land tenure systems, to recognize and adjudicate the rights of indigenous peoples pertaining to their lands, territories and resources, including those which were traditionally owned or otherwise occupied or used. Indigenous peoples shall have the right to participate in this process.
  2. New Fiscal Relationships
    - a. Indigenous peoples, in exercising their right to self-determination, have the right to autonomy or self government in matters relation to their internal and local affairs, as well as ways and means for financing their autonomous functions.
  3. Implementation of First Nation Governments
    - a. Indigenous peoples have the right to participate in decisions-making in matters which would affect their rights, through representatives chosen by themselves in accordance with their own procedures, as well as to maintain and develop their own indigenous decision-making institutions.
- Structural Change
  - Lifelong Learning
  - Language & Culture
  - Health
  - Social Development
  - Infrastructure & Housing
  - Emergency Management
  - Treaties
  - Land Rights & Claims
  - Justice
  - Recognition & Support of First Nations

## Governments

- Accountability
- A New Fiscal Relationship
- Economic Partnerships
- Environment
- Natural Resources
- Fisheries

Tk'emlúps Indian Band as a community is already implementing a lot of this work anyways. The breakout sessions were also very controlled on time limits towards speaking and who was saying what towards the work plan prepared by AFN.

The BC Caucus meeting where we were informed 43 Chiefs from British Columbia would attend and from our Nation there were 5 Chiefs and we all got the honour to meet with the Prime Minister. In the British Columbia session I presented our position paper on a number of issues from our community that our team prepared and were forwarded to the Government.

Jan 24th, 2012 at 111 Sussex Drive, Ottawa Ontario in Victoria Hall our gathering started. Opening prayer and opening speeches by Right Honourable David Johnston Governor General. Talking about being inspired about the leadership, creating a brighter future for our communities and families. A smarter more caring Canada, building a partnership of co-existence going back in history. We are focusing on trust, diversity, learning and strength.

Prime Minister Steven Harper talked about the world Economic Crisis and the importance of strengthening Aboriginal people and partnerships and building a skilled labour force. Trust the apology of June for IRSS, the united declaration of Human Rights on Indigenous people. The First Nation plan is looking towards the future, changing roles in education and economic development. We are looking closely at the Indian Act procedure and partnership, the deep roots of the Indian Act, changing to represent the modern day.

National Chief Shawn Atleo talked about rebuilding the trust, sharing wisdom and how the Indian Act is a

# Chief Shane Gottfriedson

painful piece of work prohibition is a breach of faith that has devastated our people for so long. Many First Nations struggle with bureaucracy and broken promises while we seek fairness over our lands. We are rebuilding this country together.

The Honourable John Duncan - Minister of Aboriginal Affairs and Northern Development talked about the change he has seen over his many years of service in Government and spoke about his successes in leadership across Canada.

My summary of the realities we face is AFN is a advocate group, it's us as Chiefs and Council that do the work for our people creating partnership and programs and services beyond what the Government funding requirements. If we sat back and really waited for Government to make things happen it's all controlled by treasury board submission live and die by their budget.

## Comprehensive Community Planning (CCP)

There is a CCP Community Workshop & Dinner on March 3 from 11:00am – 10:00pm @ Sk'elep School Gymnasium. We are encouraging people to attend this important workshop because the plan is really about your ideas and your vision towards our community development and direction for many generations to come. We want our community to take note that this commitment towards this imperative initiative is breaking new ground in Indian country. It is looking at an extensive overview and insight of our communities engagement towards really thinking about the realities that we face for many generations, from socio to economic as we strive to provide a brighter and better future for our people over our lands and community.

I encourage everyone to attend!

## Upcoming Events

- Feb 22, Blazers Aboriginal Night @ Interior Savings Center, 7:00pm – 10:00pm.
- March 13, General Band Meeting @ Sk'elep School Gymnasium – 5:30pm.
- March 15, Legal Department is hosting STOP

GANG VIOLENCE, Aboriginal Youth - Gang Awareness Workshop @ Henry Grube Center. 8:00am – 9:00pm. There is a morning and evening session. Please come out and get educated.

- March 16 – 18, Youth Hockey in Merritt, BC.
- March 23 – 25, Youth Hockey in Prince George, BC.
- March 30 – April 1, Team BC 2012 National Aboriginal Hockey Championship Tryouts.
- April 13 – 15 3rd Annual TIB All Native Little NHL Hockey Tournament Kamloops, BC.

Kamloops Indian Bands goals are very simple look at our Vision statement “Guided by our ancestors, we, the Tk'emlúpsenc ne Secwepemcúlecw 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” We are creating business opportunities through partnership creating streams of revenue to provide for our growing community needs for both social and economic for many generations to come. It takes vision, hard work, and dedication and everyone plays a role from the community to the technicians to the leadership.

Many different communities look at us for our leadership many of our past and present leaders from Chief's to Councillors. It is our responsibility to serve our people and it has been a pleasure to serve as your Chief. My door is always open, sometimes the answers are not always what you want to hear but we are governed by policies and procedures. We always seem to find a way to help one another.

I wish all membership peace love and happiness.

So much more to report on I will leave it at that for now.

Take care everyone,



TK'EMLÚPS INDIAN BAND

CHIEF Shane Gottfriedson  
(On behalf of council)

# Chief Shane's Schedule

DECEMBER	JANUARY	FEBRUARY
1 SSN Joint Council Meeting	CHRISTMAS CLOSURE	HOLIDAYS
2 AJAX Meeting - Vancouver, BC	CHRISTMAS CLOSURE	HOLIDAYS
3	CHRISTMAS CLOSURE	HOLIDAYS
4		
5 Chaperon Elders Las Vegas Trip	SCFS Board Meeting	
6 Chaperon Elders Las Vegas Trip	Elders Lunch	HOLIDAYS
7 Chaperon Elders Las Vegas Trip		BC First Nations And Canada Joint Gathering -
8 Chaperon Elders Las Vegas Trip		BC First Nations And Canada Joint Gathering -
9 Chaperon Elders Las Vegas Trip		BC First Nations And Canada Joint Gathering -
10	Chief & Council	BC First Nations And Canada Joint Gathering -
11	QHS & SNTC Board Meetings	
12 SSN Environmental & CEO Meeting & Walk for		
13 Chief & Council		DRI Committee Meeting & Luncheon
14		SCFS Funding meeting & FUNERAL
15 Interior Health Caucus Meeting - Kelowna, BC		FUNERAL
16 Interior Health Caucus Meeting - Kelowna, BC	HR Policy Reading	BC AMTA Meeting - Ottawa, ON
17 CHRISTMAS CLOSURE	Chief & Council	
18 CHRISTMAS CLOSURE	BCAFN Conf Call & SSN Finance Meeting	
19 Elders Lunch	Secwepemc Health Caucus & SEDCO Meetings	
20 CHRISTMAS CLOSURE	Emergency Joint Council Meeting	New Gold & SSN Meetings
21 CHRISTMAS CLOSURE		Chief & Council
22 CHRISTMAS CLOSURE	Crown First Nations Gathering - Ottawa, ON	Spiyu7ucullw Ranch BOD & SSN Finance & Bie
23 CHRISTMAS CLOSURE	Crown First Nations Gathering - Ottawa, ON	AFN Justice Meeting - Vancouver, BC
24 CHRISTMAS CLOSURE	Crown First Nations Gathering - Ottawa, ON	AFN Justice Meeting & Aboriginal Awards - Van
25 CHRISTMAS CLOSURE	Crown First Nations Gathering - Ottawa, ON	
26 CHRISTMAS CLOSURE	Minister of HRSDC BC AMTA Funding Conferen	
27 CHRISTMAS CLOSURE	FUNERAL	
28 CHRISTMAS CLOSURE		Chief & Council & TleS Staff Recognition Dinne
29 CHRISTMAS CLOSURE		
30 CHRISTMAS CLOSURE	HOLIDAYS	
31 CHRISTMAS CLOSURE	HOLIDAYS	

# Councillor Evelyn Camille

## Wey'tkp,

*I would first of all like to give my most sincere condolences to the family and friends of Raymond (Charlie) Simpson from Winfield. Raymond was the husband of my friend and my relative who used to be married to band member Martha Simpson. As most of you know Martha, she has always been of great support to the Tk'emlupsemc.*

## Housing

Dan, Cary and I paid a little visit to INAC's Vancouver office concerning some of the issues surrounding the housing dept., most of all the approved funding that we are still waiting for and for the much needed home repairs, especially the health and safety ones. Please note, if your house was inspected, we are still waiting on the funding from INAC.

We also discussed the new FNMH project and had requested to prioritize some funding for the new subdivision, as the Housing Department has worked so hard to get this project moving. So if you wish to learn more about it, please call Dan or Cary at the housing dept. as they host several workshops on this matter.

Dan, Cary and I also went to Saskatoon, where the guys gave an excellent power point presentation, we can be very proud to say that they represent Tk'emlups. They started off with a band overview talking about our population, band organization and historical sites, which was followed by a staff introduction. Dan and Cary also discussed capacity building within the department, such as the property management plan, which contains three components:

- Financial planning
- Physical planning and
- Human resource planning

Dealing with the arrears issue was one of the most interesting topics, as I guess we are not the only ones dealing with this. A special Kukwstemc to Cyndy, in the Finance Department, for her constant dedication

and support. The staff in the department as I had mentioned has had many capacity building programs and most of the training programs was funded by FNMH fund.

I would like to CONGRATULATE Dan and Cary and their wonderful staff for a job well done. Their presentation was very well received, many of the people had a lot of questions after their presentation and they did a lot of networking too.

The AFOA national conference was one of the most informative conferences that I have attended, they had so many great workshops that it was hard to decide which ones to go to. I went to the workshop on A HEALTHY WORKPLACE: Good Governance and human Rights—addressing human rights disputes when and where they occur, topics were;

1. Highlights of the Canadian human rights commission special report, now extending full human rights to assist FN government who are interested in developing their own community based dispute resolution processes.
2. Practical steps for the development and examples of best practices.
3. Preview of guide and support for the development

Of course I went to Dan and Cary's workshop, FINANCIAL MANAGEMENT; Sound financial management and good governance, Key attributes of strong communities.

Another workshop that I attended was ABORIGINAL PUBLIC ADMINISTRATION; Developing a FN governance wide job classification system. Which included moving towards self-government and the development of a classification system, a salary grid and a position assessment tool.

I also went to A HEALTHY WORKPLACE; Managing stress in the work place. This focused on recognizing, understanding and dealing with stress. I also went to a Sunrise ceremony, hosted by Elder Walter Linkletter, a very well respected elder of the community.

# Councillor Evelyn Camille

## Public Relations

I have been working with the TIB communications for the rewards and recognition staff plaques. Hopefully the Rewards and Recognition event will be done before this Lexeyem goes out, as we all know it's long overdue. With this, I would like to mention that we are still looking for an elder to do the welcome and opening prayers at many upcoming functions and meetings. Social Development is working on the elder's trips book, so if any of the elders out there want input, please contact them. I think it is going to be a great project, so be part of it Kukwstemc. I know everyone had a good time so let us share it!

## Day Scholars

I will not be reporting on the Agreements signed with the Legal Department to move forward on the class action, as Joanne already does regular reports on it. I am still however, lobbying to get more financial and moral support. A well-attended meeting was held on January 25th, Kukwstemc for all those who have attended, don't forget about the fund raisers that have been set.

Please call Joanne for any information and continue to support this very important class action.

## Education

The Education Department has been meeting to strategize the concerns that affect our children in the school system. We have been looking at what is working and most of all what is NOT working within the SD# 73. Most of all, they are trying to find logic and solutions with the graduates who are just getting a 'LEAVING SCHOOL CERTIFICATE'.

Many of those who would like to further their education, cannot pass any university entrance programs, until they have some upgrading available. We will be working very closely with the schools in order to monitor our children for a better education. Please help your children, as we cannot do this alone.

I have also expressed my concern on the First Nation

Support workers. Many of them are so culturally sensitive and aware that they are in scwepemc7uluc and they have knowledge of our culture and language, of which we had fought hard to be included in the system. I went to the 17th Provincial Conference on Aboriginal Education and attended several workshops, which included topics on the new racism. *Isn't it interesting how racism still, to this day, exists!*

'How are we doing? Aboriginal Student Data' workshops were held, sometimes I wish there was two of me to take in all that I wanted.

**Monthly-** SSN, KIBDC, KIBUC, Policy meetings, thanks to Barb Morin for all her hard work in the development of all our policies. I wonder how many of you out there realize how far advanced we are within our organization, as we have become a leading organization. Kukwstemc to all our staff for their hard work. Monthly finance meeting, hey, we are doing pretty well here. MPC meetings, as well as regular meetings with housing staff and the Education staff and anywhere else I can butt my nose in.

One of my concerns about the membership is, THE EASTATE ADMIMISTRATION ON-RÉSERVE.

I am very concerned about how INAC is forcing their laws on our people. When a deceased member has 'no will', we are struggling to support the families to maintain the lands and house to be kept within the families. So please IF you do not have a will, there will be workshops held to accommodate you.

I will end here with some good news. I don't know how many of you remember Mt. Lolo Lands and the Army Base and when it shut down. Well at that time Manny was Kukwpi7 and he stated the process for the Additions to the reserve process, which finally happened! On Feb. 1st we received a letter that it was FINALLY approved after so many years. Anyhow Kukwstemc to the LLT Department for hanging in there, now we are in the process for the ATR for the ranch, I hope that I am still around when this happens.

Re7s Le7s ke we7ac

# Councillor Fred Seymour

## Weytkp,

*Is that time of year again. With spring on the horizon and winter on it's way out, the frost is coming out of the ground and we can move ahead on some of the projects I mentioned in my last report.*

- Chief Louis Landing Development
  1. Road realignment with Sun Rivers
  2. Road ways being developed
  3. Infrastructure to be moved.
  4. Lots for potential development / marketing strategy
- Phase 2 of the Waste Water Project
  1. The high-density areas of the industrial park to be hooked up. That is phase one and two of the industrial park.
  2. The ACC and DCC by-law coming forth. Re-sewer hook ups.
  3. Our existing sewer agreement with the city has to be updated.
- Watermain re & Re along Mt. Rsue Way
  1. Submission to INAC on this project, costs shared.
  2. Public work department to do this project.
  3. You got to believe in your own resources or pool of employees.
- North Reservoir
  1. For the health and safety of all TIB lands
  2. For protection as well
- Housing sub division extension
  1. Renew existing proposal to INAC on this one.
  2. We know that the George Campbell sub division is full and the waiting list only grows.
- Day care
  1. We are meeting on this, looking at the old plans, as they need to be upgraded as to the new guidelines.
- Reyleigh Lands known as the log sort yard and

the R.V. park are in the process of the additions to reserve.

1. Also there is another parcel of land in the Westsyde area. Also in the ATR process.
  2. With that being said, we are jointly working with lands and the natural resource offices to get a budget put in place for this years fiscal budget.
  3. Another make work projectsis KIB to create employment. Again, we have to be believe in our own people.
- Mt Lolo is in the ATR process
    1. As past council has worked on this for 25+ years
    2. Way to go for all involved on this project

The list goes on and on. I will leave it at that for now.

Condolences to the families that have lost loved ones since the last report. Our thoughts and prayer are with you!

As spring break is next month, take care out there!

Yours in friendship and spirit.

Fred Seymour.



# Councillor Jeanette Jules

## Natural Resource Management

We need to develop standards for Archeologists, Anthropologists, and other Academics and compile a preferred list of who we wish to come into Tk'emlúpsmcúl'ecw, Stk'emlúpsmcúl'ecw and Secwepemcúl'ecw. Here are some required assessments required by proponents' within our territory Heritage Overview Assessments (HOA), Heritage Impact Assessments (HIA), Archeological Overview Assessments (AOA), Archeological Impact Assessments (AIA).

Meeting /Workshop/Conference schedule:

- Aboriginal Mining Conference Vancouver
- AMEBC Mining Round-up Vancouver over 7000 delegates in attendance from around the world.
- BCTS
- Joint Resource Council meetings with MARR re: Reconciliation Agreement
- Joint Referral Technical Working Group Meetings with Skeetchestn
- KGHM/AJAX mining company
- February 8 meeting with Minister Pollack Aboriginal Relations and Reconciliation
- SSN/SEI
- South Thompson Stewardship Committee re: Swalaps (Bighorn Sheep)
- January meetings with Simpcw and Bonaparte regarding shared interest areas

## Ceremonies/traditional knowledge

After one whole year of going through the process of requesting a swan I finally received four wings from the Canadian Environmental Agency located in Delta B.C. The swans are blue listed – a species at risk so requests must be sent to them.

With this overview a huge Kukwstsetsemc

## Legal

I'd like to welcome Christine (Tronson) Thompson as the Aboriginal Justice Worker for our community; if

you have any questions you can contact her through the legal department at 250-314-1551.

## Douglas Reserve Initiative

We have been having regularly scheduled meetings with our lawyers getting updated on our litigation and process we will be going through.

Our trial date has been set for October 1, 2012 we will be in B.C. Supreme Court for the start of what the lawyers feel will be a 10 week trial for the first phase on liability and the second phase to determine damages.

We have a new case management judge appointed by the court, Mr. Justice Powers has replaced Mr. Justice Dley.

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

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

## Community Tripartite Agreement (CTA)

Since January of this year we have been working on the CTA which was due to expire this March 31st and was given an extension to March 31st of 2012. Meetings between Whispering Pines Indian Band, Skeetchestn Indian Band, RCMP, and us the Tk'emlúps te Secwépemc. We have given the Legal Department Manager the roll of the administrator/monitor of this agreement for our band.

Terms of Reference (TOR) to be completed by the beginning of February 20/12

Complete the CTA on February 20/12

## Tk'emlúps Rural Detachment members

**Commanding Officer:** Staff Sargent Wes Waters,  
**First Nations Policing Program:** Cst. Patrick Ellis,



Environment  
Canada

Environnement  
Canada

**ENVIRONMENT CANADA - ENVIRONNEMENT CANADA  
PERMIT - PERMIS**

**For Ceremonial Purposes**

Permit for / Permis de pour

**BC-ED-0018**

Permit no. / Permettez le non

**British Columbia / Colombie Britannique**

province(s), territories/ a (les) provinces / territoires

**4 (1)**

Issued under section/ Délivré en vertu de l'article

Name and address - Nom et adresse

**Tk'emlúps Indian Band  
c/o Jeanette Jules  
200-355 Yellowhead Highway  
Kamloops BC V2H 1H1**

**Migratory Birds Regulations  
Règlement sur les oiseaux migrateurs**

Date of issue/ Date d'émission:

**19 January 2012**

Date of expire / La date de expiration:

**N/A**

For the minister/ Pour le ministre

Special Conditions / Conditions Spéciales

**Migratory Birds Convention Act and Migratory Birds Regulations**

1. This permit is valid for the possession and transportation for educational and ceremonial purposes only, four (4) wings from a Trumpeter Swan.
2. No other species of Migratory bird(s) may be added to this permit without the written permission of the Canadian Wildlife Service, Permit Section, 5421 Robertson Rd., RR #1, Delta BC V4K 3N2.
3. Issuance of this permit does not supersede the necessity or legal requirement to acquire any other pertinent provincial or municipal license and or permit which may otherwise be applicable.
4. Migratory Birds may not be bought, sold, traded or bartered for in any way.
5. This permit is not transferable to any other person(s) or organization(s).
6. The bird under authority of this permit remains the sole property of the Crown.

I declare that I have read and understand this Permit, including all the conditions attached.

Je déclare que j'ai lu et que je comprends le présent permis et toutes les conditions qui y sont prévues.

Signature of permit-holder (s)

Signature du détenteur du permis

Environment Canada / Environnement Canada



**Canada**

# Councillor Jeanette Jules

Cst. Darwin Robbins and Cst Irv David.

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

## Justice

A Community Justice Collaboration Meeting was held Wednesday January 25, 2012.

I was away in Vancouver on other business but Legal Department Manager Linda Thomas said it was a very successful meeting and has started an “Interagency Aboriginal Justice” group. I would like to thank elder Charlotte Manuel and Dolly Thomas for attending and providing some very valuable suggestions.

- Lindsay Gordon, Local Manager Community Corrections Kamloops/Salmon Arm/Merritt
- Colleen Twan, Aboriginal Justice Coordinator, Nicola Valley Aboriginal Community Justice Program
- Rae-Anne Sasakamoose, Native Courtworker
- Lorne Forseille, Parole Officer
- Patrick Adrian, Elder
- Edith Fortier, Restorative Justice Coordinator
- Nancy Boudreau, KRCC Liaison Worker

- Corporal Mills, RCMP Rural Detachment
- Provincial Crown Counsel

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

## Stk'emlúpsenc te Secwépemc Nation (SSN)

TFL-35 –we are waiting for West Fraser to sign a Memorandum of Understanding with us, of this is done we will stand down our litigation.

## Protocols' with other Bands/Nations

The Tahltan Nation will be coming to our band to formally sign the protocol agreement with us, we will do an invite to everyone with the date and time of this celebration.

## Secondary Portfolio Shared Services

Ongoing revision of the Personal Policy which has not been passed by C&C yet, it needs more work!

## Back-up - Lands Leasing & Taxation (LL&T)

I think everyone has heard or read by now that after 26 long years Étsxem(Mt. Lolo) is finally going to be returning to reserve status.



This picture is taken around 1913 at the Kamloops Industrial School.

Front row left; Mary LaRue-Bennett nee Duncan

Front row center leaning on girl next to her; Sadie (Felicity) Casimir nee Leonard

Second row from the top third one is Rosie Paul nee Gabriel



*Big Horn Sheep Trap and Transplant Project*



Here's a picture from 1986 when we were still in the old white administration building where Skelep School is now. 17 staff in the picture – not counting our outside crew which numbered about 6.

Front row l-r; Bob Kruger Sr. Accountant, Wendy Leonard – CHR, Randy MacDonnell – Administrator, Dena Jules – Education, Jenny (Green) Seymour with Danielle- LFN, Allan Casimir – Range Manager  
Middle row; Mary Gottfriedson, Carrie Leonard – Receptionist, Rick Jules – Councillor, Annabel Crop Eared Wolf – Chief's Assistant, Annette Thomas – Education Assistant, Jeanette Jules – LFN, Shelly Manuel – Summer Student  
Sydney – File Clerk, Colleen Leonard – Assistant File Clerk, Ken Scopik, Jon Spotted Eagle – Social Worker, Don Seymour – Book Keeper

## **The KIB Eagle Staff**

*As written by John Jules*

The eagle is the highest flying of all birds, it is believed he carries our words to the creator, his far seeing eyes tell him everything that is happening over the earth.

The eagle head on the on this staff is facing forward, reminding us to face the future with the coming generations in mind.

The feathers represent the bands for our nation, seventeen bands that exist now and the thirteen that are no more, this ties us to our past reminding us of our history, language, and culture.

The otter is a four legged who moves on the land and water. He is there to remind us of the creatures who clothe and feed us, and to remind us of our ties to the land and waters.

The wood of the staff is from the trees, the standing people with arms that are up lifted in prayer, who give us shelter and fuel for our fires. It is there to remind us of our resources' and how we must care for them.

The red cloth is there to remind us that we are the red children of Mother Earth and of the sacredness of life and we must all take care of one another.

The leather strips are there to represent the divisions of our nation, six in existence and one that is extinct.

Me7wikt1-men!



# Councillor Connie Leonard

## Greetings to Membership,

Winter is near its end and spring is just around the corner. A new season will bring another year of growth and renewal.

I would like to extend congratulations to our newest parents and welcome our newest little Band members that have been born over the last few months.

As a community, we have suffered some serious and painful losses. I hope that you and your family will find comfort in knowing that others care. I am always very proud of how our community comes together in times of need to support one another. I send sincere prayers to you and yours to help you through your difficult times and ask the Creator to guide us all to our greatest good in the upcoming year and beyond.

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

## Governance Updates

Chief and Council has already had an extremely busy year, with over 393 meetings booked for various governance, corporate business, policy/by-law development, portfolio/management and external meetings. We really appreciate all of the support our Executive Secretaries, Maureen Frank-Cramer and Barb Stewart, provide us. They keep us organized, knowing that all of our tasks can be difficult to say the least.

Many challenges and opportunities lie ahead of us this year including:

- The Douglas Reserve Initiative trail preparation
- Advocating our jurisdictional interest matters with SSN including the TFL-35 issue
- Ajax Mine
- Phase 2 wastewater project
- Lobby efforts for reconciliation for provincial and

federal matters

- Progress on Mt Lolo additions to reserve status
- Environmental matters
- The need to further enhance our own traditional law regimes especially on property and estate matters
- Strengthening our governance/institution
- The day scholar's advocacy efforts and many other strategic planning goals.

The real challenge is to balance the list of competing needs. Chief and Council and staff try to focus on our current strategic plan for our People; Laws and Jurisdiction; Land; Institutions; and Resources- in order to support our overall vision.

We continue to seek membership input on our vision, mission, goals, and objectives through the Comprehensive Community Plan (CCP) project. The feedback from membership includes over 5,442 comments.

The CCP department are also hosting a CCP Gala event on March 3, 2010 from 11am-10pm at Skelep School of Excellence. If you have yet to complete the "Strengths, Weaknesses, Opportunities, and Threats (SWOT)" survey, please contact Ed Jensen, CCP Project Coordinator at 250-828-9710. Take the opportunity to raise your voice in sake of our Band's future.

The Chief Executive Officer (CEO), John O'Fee, Chief Financial Officer (CFO) Doug Rae, and Chief Operations Officer (COO) Sara Brown have been collaborating with Chief and Council and Department Managers to improve the reporting and subsequent outcomes of our strategic planning. This group is also prepping for the next strategic planning agenda on which we have some rough drafts from last year. We do however; need to be realistic about our opportunities and risks. We have many competing priorities so it is important to keep an eye on them all in order to succeed.

One area of concern is the federal governments attempt of encroaching on our own jurisdictional matters for property and estates. I have been

warning people for years and with Bill S-2 passed through Senate readings and now in parliament, the problem is closer than ever. This bill proposes federal authority to delegate provincial court rule on divisions of matrimonial property as proposing to impose Section 50 estate decisions including auctions of family property, and providing non-members with colonial law influenced definitions and rulings on our property and estate rights!!! Please make sure you have a completed will/estate to protect your interests!!

We need to formalize and translate more of our own customs and traditions aka our own form of 'common law' in order to counter the aggressive acts of the federal government into our jurisdictional matters. Our traditions and customs are threatened by replacement of federal law and provincial rule that blatantly encroaches on our jurisdiction and will produce devastating outcomes outside of our cultural governance norms.

Although the Governance Coordinator (Barb Morin) continues to collaborate with Leadership, Managers, and Membership (as required to improve our governance capacity) we need to add more resources to work on our governance issues as the volume of work has increased. There are currently 36 policies identified to be drafted.

I have expressed concern over the growing number of competing interests, the associated risks, and required capacity in the area of policy, by-law, and traditional law development. I have spoken to Chief and Council and Management about this, as I feel it is a high level risk that we need to be taken care of. Management has committed to provide for an immediate analysis/recommendation for next steps on this issue and I will continue to press this for more timely and acceptable action plans. Concerned membership needs to as well.

For more information on current, drafted, planned and/or approved policies and by-laws, feel free to contact Barb Morin, Governance Coordinator, at 250-828-9877 or visit our website [www.tkemlups.ca](http://www.tkemlups.ca)

In addition, the other areas that need attention from Management are; band membership employment strategy and the overall housing/capital infrastructure planning strategy. We have made motions at Council level to make sure that these issues are given more attention via regularly scheduled committee style planning due to their complex nature and importance.

We have also received many compliments from our membership and external partners regarding our service delivery and improved organizational structure etc. We can appreciate everyone's team efforts, but we need to continue to ensure we manage our risks and priorities to protect our interests.

Special thanks to all of our Corporate/Executive; Governance and Managers and all of our staff for your hard work!!

## **Shared Services Portfolio Progress /Update**

Aside from general Chief and Council duties as noted above, it is also my job to support and report on the current events/progress of my Portfolio responsibilities. The Shared Services Portfolio Managers and I have been in discussion regarding strategic progress briefings, current events and planning for the upcoming year. The following will serve as brief updates in Finance, Administration, and Human Resources:

### **Finance**

The CFO, the Finance Committee, the Finance Manager, and all of the Finance staff and Managers have been working hard to manage our finances on behalf of our community. It really is an art to produce the day to day needs while managing and planning for the future.

### **Current focus**

Currently the CFO is working with Managers to draft operating budgets for the new fiscal year while considering sustainable financial planning requirements for future strategic planning cycles. All

# Councillor Connie Leonard

Managers will have to tighten their financial belts as best as possible to ensure sustainability for the organization and the Band as a whole.

Another portfolio project in progress, which will support responsible financial management and financial performance, is via the development of an up-to-date Financial Administration By-Law, Policy and Procedure manual. Our sub-committee has really moved the Financial Administration By-Law project along by thoughtfully completing our first rough draft that aims to blend the proposed First Nation Finance Authority recommendations with our own best practices as well. We have received external funding which is being utilized to have the rough draft formatted to move the process along while the CFO and The Finance Manager work internally to deal with policy alignment and then procedural alignment next. We look forward to having a draft By-Law available to membership in the new fiscal year.

This project will also help us to achieve certification standards with the First Nations Finance Authority should we decide to attain the borrowing privileges with them. Other standards met include the First Nations Financial Management Board's first blush approval of our performance ratios. The aim is to have the By-Law approved so that no matter who is in management or elected as Chief and Councilors that we will have stable financial management standards in place to protect our membership interests. This is an exciting legacy project and I am proud to be involved in this with the other members of our team!

We have also ensured that we are providing better financial management oversight to our existing corporations as well as with the SSN governance and eventually more detail from our SEI ventures as well. We have developed an oversight committee from both Bands to meet quarterly to review statements and to provide oversight on budget planning. Additionally both the CFO and the Finance Manager meet monthly with the Skeetchestn representatives on a technical level to ensure best practices are being tasked while we work towards capacity development. We are also providing background research on cost

and preferred benefits analysis as well as ensuring a draft trusts agreement is developed to disperse funds according to our past-negotiated agreements(s).

One area that requires constant attention in all of our operations is cash flow management. While internal financial reporting has definitely improved we need to ensure that the analysis of the reports takes on a more sophisticated approach to ensure long-term sustainability. This conversation is critical in all of our decision-making circles.

Equally important is the need to plan for the future by way of forecasting revenues and planning for growth by creating reserve funds for capital projects, infrastructure planning, and economic development, and other community trusts that meet our needs for the next generations. Additionally, we should be planning for investment/dividends strategies as well. Other good news projects in Finance include:

- Improved capacity, reduced time, and cost of auditing.
- Upcoming professional development in Finance for Managers and Chief and Council.
- Trend reports and analysis and planning meetings to review risks and opportunities.
- Pre- approved Payments service will be available to payer's by mid-March.
- Corporate creditor systems will be in place in early April.
- Ongoing collaboration on the financial aspects of the DCC and ACC By-law
- Proposal/Grant Writer continues to assist with obtaining external funding sources and reducing expenses.
- Procurement Coordinator reduces expenses, improves time management for managers, and leverages for better quality and outcomes for the organization and membership. Recent projects include office supplies, telephone/communications, travel, advertising opportunities, fuel, vehicles and insurance.
- Improving inventory and fixed assets with a comprehensive management plan.
- Improved turnaround times in accounts payable.
- Improved results in accounts receivable

# Councillor Connie Leonard

- Great service in payroll.
- TIB taxation jurisdiction goals for the upcoming year.
- Production of the Annual Report statements.
- First ever Annual General meeting with Membership to review corporate reports!!

The bottom line is we have a lot of brilliant ideas and plans but we have to manage the rollout of projects responsibly with sound financial planning and effective economic development strategies that produce positive cash flows to support our needs!!



Over the years we have seen steady improvements in the bottom line of our existing business units such as the Ranch, Car Wash, Gas Station, and Museum and the Business Development Manager, Neil Leonard, worked on advancing areas within the thresholds of organizational capacity. I would like to express special thanks and good luck to Neil – your efforts over the years helped improve the performance of the units that you inherited – good work and good luck in your future endeavors!!

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

## Administration

The Administration Department support Staff and the Office Manager, Carrie Leonard and her

Administrative support team continues to provide quality service to C&C and the organization, and membership by handling a multitude of expectations and deliverables. The following represents some of the progress and highlights in the Department:

Compliments have come inform our external and internal stakeholders in terms of improvements noted in Administration. Hats off to the entire team for keeping us organized and keeping the information rolling for our organization, stakeholders, and membership!! I also appreciate the improved turnaround times for our minutes and action items. I can remember when we came into the office years ago and the systems and management of records/minutes was very different and I am proud of the progress shown in this area as well.

Recent progress includes:

- Trouble shooting software programs management/implementation for I-compass and File- Pro needs.
- Brought in I-Compass Representatives (President and VP Operations) to discuss current contract issues regarding outstanding deficiencies in terms of quality technical support in order to continue with the implementation of Meeting Management Software (Agenda Development, Action Tracking, Minutes Development and the Development of Reports). Commitment on overall process and procedures will be delivered to improve all levels of support and implementation of Software by April 2012. We have also enhanced reporting product capacity by better utilizing the Customer Resource Centre as well.
- Enhanced IT security by developing User Name/ password protected access for relevant users within Dept.
- Advocating for standardization of Executive Assistants in the organization with necessary professional development to ensure a quality standard for meetings management and record keeping and tracking action items.
- Improve productivity output for EA to Chief and C&C Secretary to upload their own

support documents onto the C&C Agenda to improve and provide additional support and time management to the Executive Secretary to C&C to ensure the Corporate Calendar is managed daily.

- Working with the Executive to plan effectively for the growing needs of our corporate entities shared service delivery expectations in the area of meetings and records management.
- Job Description review of the Records Department to bring current duties and responsibilities up-to-date with future Wage Grid changes and managing internal resources for improved service delivery.
- Improving the mail-out delivery systems with regular distribution cycles for efficiencies in the organization and ensuring up to date addresses for membership and communication and distribution needs are respected for membership while looking after Chief and Council's fiduciary duty to ensure information is going out to membership in its entirety. If you have not yet updated your name, address, contact information for mail-outs and electoral officer purposes – please do so a.s.a.p.
- Improve service delivery and reduce risk management by streamlining incoming and outgoing mail and archiving needs.
- Ongoing research into areas needing attention for developing policy and procedures.
- Asset management record development. Finalized Inventory listing of all equipment, technical supplies, software, workstation, furniture and miscellaneous supplies pertaining to Administration and C&C.
- Working with Corporate Managers to identify management needs in Information technology for the high-speed Internet service as well as other software and hardware management issues.
- Coordinated the central photocopying –package prep room and enhanced the access to computers and Internet and phone for our membership as well!
- Shared service delivery for other managers for telephone, business cards, telephone directory updates, etc.
- Working with Procurement Coordinator, with

direction and support from COO and CFO to save time and money to obtain list of vendors for best negotiated pricing and benefits for larger bulk ordering to accommodate C&C, Managers, Staff and various requests to support special events etc. Working with Procurement to look at more cost effective and efficient coordination of travel arrangements resulting in cost and time management savings.

- Regular staff meetings, manager meetings, portfolio meetings to gathering input for service improvements such as succession planning, pro-d, Budget preparation/ management.
- Strategic planning and new fiscal budget development.

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

## Human Resources

We have over the years led the Department to new heights of success and we have also given credit to the Department for noted improvements in Human Resource Management. I can feel a teamwork sense of pride for the work done over the years in improving our performance in this area. The Human Resources Department of any organization is bound to have challenges as well, but our real challenge lies in how we manage those challenges for our stakeholders and to align ourselves with our vision.

In an effort to improve the status quo, Human Resources and Executive Management levels have been instructed to ensure that we have better alignment with our Vision and better reporting and project management for results on strategic planning initiatives. I, with the support of the rest of Chief and Council, am strongly committed to ensure that continued and focused work is done to effectively meet the objectives of our Vision. Some areas that needs work is the area of strategic training and development planning for the organization, transparent contracting opportunities for membership, and active participation/engagement for ongoing support and commitment to the notion

of nation building in general.

Specific attention has been requested in the area of advancing the overall strategy for Band Membership Training and Employment. I understand some staff discussions have taken place but we, C&C, have mandated the COO to schedule and oversee a multi-disciplinary and collaborative committee to undertake the planning and management of this task. I have made several contacts for informational support for potential opportunity and did some best practice research and have found a beneficial report that may support our framework plan. I have presented to the C&C and to the Chair of this committee, which includes members of Council, and reps from Social Development, Education, and Human Resources Departments. We have made it clear that more work is needed here and I will continue to advocate for progress within this committee structure. The HR Manager and the Education Manager are in process of contacting potential employers and funders interested in our Vision projects.

I have also advocated for better planning for a an organizational wide professional development approach to compliment other training strategies as a means to save costs and have organizational wide training in needed areas.

Some organizational compensation and awards research has been completed and funding support has been given for some time and we are eagerly waiting for the implementation phase of this plan to give respect to our long-term employees for their contributions. Hopefully this event will have taken place by the time this report goes to print.

Personnel policy updates has been a project that has gone on too long and we are eager to see an acceptable third draft ready for review and approval and have been advocating for progress on this project. Thanks to the COO for assisting with some technical progress management of this file as well as assisting in coordinating a more culturally significant approach to staff orientations as well.

It will continue to be important to research needs and manage necessary growth management change including developing clarity in standard expectations and consistent support provided for Managers and Executive/Corporate levels.

Ongoing Dept. duties include: Manager and Staff meetings; budgeting, completing new postings, interviews, new hires, backfills, and contracts, job description reviews, orientation and exit Interview assistance, proposal writing and project management; operational improvements including the electronic Human Resource Information System and the Visio Org Chart software; SSN/SEI and Band membership employment strategy support projects; ongoing research: for needs analysis and implements professional development and training plans; Health and Safety Services; death benefits, WCB reporting as well as Skelep School needs.

Occupational Health and Safety Committee, Ron Tronson our OHS Coordinator continues to improve our OHS compliance and performance needs by working with staff and external partners for improving our service delivery in this area. Ron is on the Emergency preparedness Committee and is taking the JIBC Emergency Preparedness course as well.

Good work Ron and to the rest of the Human Resources Department for the work that you do for our organization and community.

## **Commitment to Community Wellness**

All of C&C have committed to improve community wellness by working collectively and individually to support the goal of wellness. Some of the projects I am currently involved in include:

**The Cross Cultural Committee at Sunriver's –** This collaborative group recently met to set goals for the upcoming fiscal year to promote cross cultural education/celebration opportunities to develop good neighborly relations via projects such as: coordinating first nations inspired menu options at the Hoodoos restaurant, the Y-Dream

# Councillor Connie Leonard

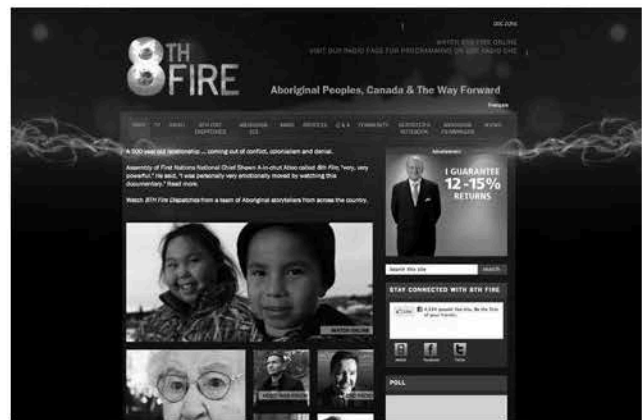
Home tour and community BBQ; Aboriginal day celebrations; Pow-wow and Museum tour options; Elder's Luncheons; the Christmas Hamper Drive/Delivery Project; DRI information sessions; walking trails and interpretive signs and Earth day project collaboration; introduction to Shuswap language greetings etc. Much appreciation is due to our neighbours at Sun River's for their generous spirits and to our staff for their support as well.

**Women's Rights Issues** - spoke to the Standing Senate Committee on Human Rights on November 28th in Ottawa, and continue to advocate for our equality issues.

**Community Development-** I have continued to advocate for ongoing opportunities for promoting community wellness via understanding the roots of lateral violence and I am very happy that the Social Development Department recently hosted a session on this topic – great appreciation to Sandra Seymour and staff for putting this opportunity together and I look forward to more work in this area and others that promote membership's health and wellness initiatives.

Recent Special Community Events and Communications Updates include:

- All Staff Smudging Ceremonies.
- Santa Claus Parade
- Christmas Open House
- Aboriginal Night with the Kamloops Blazers
- Rewards and Recognition Event
- Blazers games
- We started a new Facebook page – visit us at Tk'emlups Indian Band on Facebook for information and events.
- Started working with Pro-video on a promotional video redesign – update the old version.
- TIB Weekly updates
- Tk'emlups Indian Band website re-design will be done this spring/summer.
- Communications/Marketing and Events Strategic Plan
- Advertising –Radio, TV, Magazine
- Promotional Packages
- Communications and photography



Watch 8th fire here: <http://www.cbc.ca/doczone/8thfire/>

Thanks to Kelley and Malin for all of their efforts in communications and events!

Please call the Band office at 250-828-9700 to become part of our email list for the TIB weekly announcements and ensure your address is up to date with the office in Administration for Membership Mail-outs.

**Secondary and back-up Portfolios:** Detailed Lands, Leasing and Property Taxation as well as Housing updates can be obtained from the Primary Portfolio Councilors'. I continue to be available as requested and as available.

Wow there is a ton of things always on the go here!!! Congratulations and Thank-you's go to all of the staff, membership, Chief and Council, volunteers and business partners for working on our team to help us to move forward in a good way! I look forward to seeing you all out for the next Band meeting and if you haven't seen the series 8th Fire on CBC you can contact Malin at 250-828-9780 for the link to watch it – it was really a thought provoking series on Aboriginal issues and well worth watching!

Until next time....Me7 wikt-men.

Respectfully submitted, Councillor Connie Leonard



*Photo of Mt Lolo, courtesy of Mark Diffin*

Welcome 2012, a New Year where anything is possible; just be open to opportunities and believe! CONGRATULATIONS to the Lands Department, and all previous and current leadership's continuity towards 26 years of time, energy, vision, and negotiations to seeing thru Tk'emlúps receiving a notification that Mt. Lolo lands will receive Reserve status!!!

A big thank you to Kelley O'Grady for writing the article for release I have included the whole article in which she wrote to share with all of you:

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## **Tk'emlúps receives notification Mt. Lolo lands will receive Reserve status**

Traditional territory of the Tk'emlúps te Secwépemc (Kamloops, B.C.) – The Tk'emlúps Indian Band received notice from Aboriginal Affairs and Northern Development Canada (AANDC) that the land commonly referred to as Mt. Lolo "Étsxem" is soon to be granted formal reserve status.

BC Region Additions to Reserve Committee has reviewed the Band's submission requesting reserve status be granted "approval- in-principle", meaning that the Band's proposal meets departmental guidelines with respect to granting reserve status to the grounds. Currently B.C. region is preparing the documentation required to facilitate an Order in Council that will officially grant reserve status to the lands.

The process of returning the former National Defense site back to the Reserve started in 1986 and has been through three Chief's, numerous council members and two land managers. Freda Jules, Lands and Leasing department manager is one of the few who have seen this project through its entirety.

"This is really important because it has been such a long process and this is a large site that has significant spiritual importance to the Band," said Freda Jules. "This is a historic place for young people's spiritual training and vision questing, it's also a place for many traditional medicines and ceremonies."

The former CFS site was constructed as part of the Cadin-Pinetree line in 1957 and 1958 by the American Armed Forces and operated until 1988, when it was decommissioned. Since 1962 the station was the responsibility of the Canadian Armed Forces. (Hemmera Envirochem Inc., Supplementary Site Investigation, October 2001)

Although the Department of National Defense conducted decommissioning of the site in 1988, in 1991 another environmental review revealed that there was still environmental concerns that amounted to over \$1,000,000 in clean up. In 1998 another study was done for the site assessment, sub-surface assessment and state of the buildings. After many years of applying for funding for further environmental clean, decommissioning, dismantling of the building and remediation of the site to its original state; funding was allocated in phases. The final works were completed in, 2007.

The Band will now submit a BCR to AANDC to receive an Order in Council from BC Regional AANDC and the land will be officially returned to reserve status.

# Councillor Rosanne Casimir

## Weytk,

Ren skwest Rosanne Casimir Te Tk'emlúpsenc., very proud to say that I am here representing all community members working for the community in the community and continuing to strive towards progress by being part of a team that strives to increase opportunities for all membership. As shown above 2012 is off to a wonderful start and amazing opportunities are happening right now or waiting to happen.

It hasn't been that long since the last Lexey'm Report in December 2011 and now March 2012 so lots of good things are happening and time is not standing still. Here is list of regularly attended meetings since the last report sometimes not enough hours in a day:

- Policy reviewing, and amending
- KIBDC
- KIBUC
- MPC
- C&C
- Extra Ordinary Chief and Council
- DRI
- FNPOA – November GBM information session Manny Jules Presented
- Waste Water Project Meetings for upcoming Phase 2
- Ministry of Transportation
- Meetings with concerned Band Members and Right of way issues and reasonable access
- Land Use Committee meeting
- Sun Rivers Cross Cultural Meeting
- SSN Joint Council meetings
- Land's Departments 6 Month review and calendar updates

FNPOA 1st Community Meeting was successful and the information presentation at the November 2011 GBM well attended.

A First Nations Property Ownership (FNPOA) community meeting was held in September, and the next one was through a presentation at the November 2012 GBM. There will be many more meetings that will be held for membership and community

awareness and input. As part of my oath that I signed I agreed to uphold the laws of the Tk'emlúps te Secwépemc and to involve all Tk'emlúps members willing to participate in a common effort to improve lives; this initiative will do just that. Our land is held in trust by another government, this initiative will give us the opportunity to allow First Nations to attract investment and raise the value of our lands. This initiative will assist us in establishing ownership of our lands. Right now it costs us more to have any development to get started on our lands, we don't have the equal opportunity to raise capital the way other governments can, and our members our people cannot take out mortgages or obtain a business loan as easily as other people do, so we need to all find out more and learn more about how we can create opportunities for our members.



*Photo of Mt Lolo, courtesy of Mark Diffin*

Lots of good questions were asked at the initial meeting and an excellent presentation at the November 2012 GBM by CC Manny Jules. Please do come out, participate in the community meetings and learn more about the fundamental features such as providing an option for First Nations to take ownership of their land, it recognizes title, and it would establish a Torrens lands registry system so that should a FN choose it could provide guaranteed title to its citizens. Please ask questions, learn more, and imagine what it would be like to rely on ourselves, and truly say that we own our land and we hold title.



*Tulalip Elder's Trip*

For more information check out the website: [www.fntc.ca](http://www.fntc.ca) or call FNTC 250-828-9857. As your elected leader I will stay informed and will continue to learn more about this initiative.

Lands important community dates reminders - please watch for upcoming notices:

- Lands Department is hosting an Open House for Locatees, Lessees, and taxpayers on March 28
- Graveyard Cleanup on April 5
- Earth day on April 20, 2012

## **Land use committee meeting**

We have had our first meeting held on February 8 and our next unconfirmed scheduled meeting will be March 14. The initial meeting consisted of finding out who is on the committee, time of day, meet quarterly on an as needed basis, committee terms of reference, discussions for members requesting land, discussion on need for a land allotment policy and the comprehensive community plan overview with Ed Jensen. Minutes will be available after approval and a big thank you to all those who attended. Please, if you know you are on the committee and have missed the meeting for unforeseen reasons please notify us to confirm you as a member of the committee.

## **CCP – Ed Jensen**

A very big THANK YOU! Ed and all those who

were a part of bringing this plan together. A huge congratulation to Ed Jensen and colleague Jeff hosted the Community Comprehensive Gala workshop at the Sk'elep School from 11am to 10 pm. Overall the gala was a great success with over 100 members coming out to take part.

Find out what Band Members had to say, what were our strengths, weaknesses, opportunities, and threats are and determine for yourself if you agree. Be a part of an action plan to move forward as a community. The plan is about strengthening our community and moving forward and it's about what membership (you) had to say and how we can make it better and stronger.

## **SUN RIVERS Cross Cultural Meeting**

We have an excellent relationship with Sun Rivers. We just had a meeting last week and topics of discussions were about the cross cultural activities that are worked on together. The purpose is to create and identify opportunities that TIB and Sun Rivers can bring together residents of both communities and enhance cross cultural awareness. We have reviewed the previous successes of 2011, 2010 and 2009.

What are exciting are the many opportunities that are created and what is in the works for 2012:

- A First Nations inspired fusion menu at Hoodoos in April and October
- Planning for the Y Dream home tour and community BBQ hosted by both TIB and Sun Rivers May 31
- Aboriginal Day hosted by TIB
- Kamloopa Powwow hosted by TIB
- Museum Tour cohosted by both TIB and SR
- Elder's Christmas Luncheon hosted by SR
- Christmas hamper program hosted by SR – a very big thank you to Sun Rivers and its community members for all their kindheartedness and amazing spirit of the season generosity
- Sheep Management and the Importance of them

Most importantly what is in the works as per the

# Councillor Rosanne Casimir

agreement is the walking trails and interpretive signage. This will include the historical plants and animals of our areas and translations. Timelines, phasing in and budgets are currently in the works. I will be looking forward to walks throughout Sun Rivers and see its completion.

- Once a year we honor and remember those who sacrifice their lives on Remembrance day; this past year we honored all those including Allan Manuel for 2012, I am very proud that we are nominating Allan Manuel, our War Veteran, our elder and band member, for the "The Queen Elizabeth II Diamond Jubilee Medal" with the National Communiqué in special recognition of him serving and returning home and making a significant contribution to our Community. We will be watching closely with great Pride!
- Congratulations to the LLTD and our environmental officer Mark Diffin, we have received positive response on letter of intent for a proposal to the climate change adaptation program. What this means is several possible opportunities: up to \$600,000.00 dollars funding over 3 years to investigate climate sensitive plants and species living on Tk'emlúps Reserve, participation of our elders, students, and band members to be a part of this project and help us all learn how climate changes in the ecosystem and how it impacts us, the environment and how we as stewards of the land need to realize the importance of sustaining our lands for the next 100 years and longer. So next steps, proposal and again review by the review committee at AANDC.
- Another media release in February: The TIB's Natural Resources department along with the Ministry of Forest, Lands and Natural Resources, the Kamloops Fish and Game Society and the Wild Sheep Association of B.C. moved lambs, rams and ewes out of the Sun Rivers area and relocated them to the west side of the Fraser River north of Lillooet, north of McKay Creek. Purpose of relocating some of the sheep is to help preserve the herd and to start new healthy growth in other areas and reduce the herd size here from Sun Rivers.

- Congratulations to TIB's Natural Resources Department for receiving the award of the 2011 Gold Archery Award where TIB was the outfitter of the hunt.
- Watch out for more FPOA community meetings, it's all about creating opportunities for TIB and ensuring that we make informed decisions, so I am very excited about where we want to take this next initiative. It's about a vision, inspiring each other; creating opportunities and making it happen for our community and its members. For more information on FNPOA you can contact C.T.(Manny) Jules, Chief Commissioner at FNTC at 250.828.9857 or check out the website at [www.fntc.ca](http://www.fntc.ca).
- Tax Time March 21, and April 18 2012 TIB's annual service for membership to have your taxes prepared and electronically submitted.
- Congratulations to Sarah Jules (Manny and Linda's daughter) for inspiring success and making things happen – she is currently showcasing her art works being exhibited on iPhoneography at the Kamloops Art Gallery until March 10 so if you get a chance I highly recommend that you go and be sure to say congratulations to her.



**SPECIAL NOTE ON SECTION 50**, what it is and how you can ensure this doesn't happen to you or your family.

It is important to mention that Section 50 of the Indian Act can threaten us as individuals, and as a family unit, in our community. What it is a section that states if we die without a Will AANDC (formerly

known as INAC) do have a fiduciary authority and responsibility to take care of your interest. So to prevent this from happening, please do a WILL. Contact us and we would be happy to ensure you have a template for completing your Will, and watch for upcoming Wills and Estates Workshops, as well. So what AANDC (formerly INAC) will do is write TIB (KIB) a letter informing us that an individual and their asset (s) (their land and or house) has a non-bandmember spouse and inform us that the non-bandmember spouse is ineligible to hold title or interest to reserve lands, and the band member who passed away owns a registered interest and therefore cannot pass to someone who is not a member of the same band. Section 50 of the Indian Act AANDC (INAC) will offer the land (s) for sale to other Band Members and or the Band and then pay the proceeds to the non band member spouse, whether common law or married. As long as the non-bandmember is willing to disclaim any interest and than the land sale will not be required.

If in the event the non-bandmember spouse does not sign a disclaimer than AANDC (INAC) will ask for the following:

- Provide them a list of all last known addresses of off reserve adult members
- AANDC will prepare a sale information package for each estate consisting of a notice of sale, ILR concerning the land to be sold
- Copies will be sent to the band and notices will be posted within the band office –full copies will be available from AANDC
- AANDC will mail to off-reserve band members and advertise in local newspapers as well
- AANDC will wait 90 day and on the 91st day open all bids
- If no bids are made than will offer for another 90 days and after 180 days still no bids than the land (s) will revert to the Band as common Property.
- In addition, the Band can bid on the land as well and make available for housing or whatever other common property of TIB. So times change we need to talk about Wills and Estates, we do not automatically pass to our biological children, we need to write a Will and ensure that our affairs

are in order, and that it is on our terms and not what AANDC (INAC) decides; however if you think that is the best solution than it is your call and your terms, and that is all I want to ensure, that you decide.

- The Elders went on a trip to Hawaii, thank you for the Post Card I received! Hope you all had lots of fun!

A special message from Spanky: wanted to say hi to everyone including all the Elders; as always he is one of the happiest people I know and always a pleasure to talk to, have a good one Spanky, hope you read the whole Lexey'm!

Looking forward to serving all of you this 2012 and what opportunities are waiting to be considered! Kukstsetsemc and me7 wikt1-men



Tkwenm7iple7 Rosanne Casimir

I want to send out my heartfelt condolences and prayers to honor and remember everyone who has lost loved ones very near and dear, prayers of strength and courage to those that are sick and prayers for all my relations and colleagues.

Hello everyone, here we are at the start of 2012 with a number of initiatives to implement this year, it is hard to believe that over two years has come and gone since last election. I have a number of things to report since the last Lexyem and I will start with a meeting I had attended in Vancouver with the provincial roundtable where there were a number of delegates including UBCIC provincial chief Stewart Philip and local MLA Kevin Krueger amongst the other 60 or so participants. The discussions were focused around funding and training and how the province could support economic development in a meaningful way. I think there were a number of ideas and opinions that hit home and hopefully we will see some results and not only how government, but INAC views economic development. The lack of funding is obvious as each budget comes down with little funding towards this area. We are at a point where business development is needed to supplement programs of the band and realization that along with infrastructure and leasing it is an area we need to focus and improve on.

Having the proper land tenure for not only the community held lands but for individual CP holders is also a topic of discussion that will need to be addressed. We have five areas of designation voted by our membership for 99 year leases and have recently had the term increased from 25 to 49 years for undesignated lands in which we have the approval to sign off on behalf of our membership. The problem is that with bigger higher end developers they are seeking tenures of 99 years to ensure the investments are secure and that the returns are justified.

An example of this is Sun Rivers, where without a 99 year lease the project would not have moved forward and this is typical with larger developments that happen on first nation's lands. We will have to engage the community in seeking their input for land use and how that ties in with the overall infrastructure and plans of the community. We cannot tell individual land holders what they can and cannot do on their lands but we can support them with administration and supports to ensure they are protected as they make those decisions for themselves.

In accordance with a few developers to date, they have identified the lands between the Chief Louie Center and the Mt Paul industrial park to be the lands of most interest. If the right opportunity came along with the right investor that satisfied all the requirements and policies of the band it could be very beneficial in terms of business opportunities and employment. It is projected that with an anchor tenant such as Lowes or IKEA and all the surrounding development that approximately 1500-2000 jobs are created not to mention the opportunities for band members to become entrepreneurs' in their own community. I only mention this because many companies have been and continue to look for parcels of highway frontage 20 acres and larger in size. The lands and leasing department has provided a lot of excellent information on how to go about getting the tenure needed to move these types of interests forward if the landowners wanted to do so.

Recently I attended a provincial news release attended by another local MLA, Kathy McGregor for the announcement of an agriculture program hosted by First Nations Agriculture Association. This area in itself is important to us as a community as we talk about health issues and how they are related to what we eat. The only way to know what we are consuming is to grow or raise the food ourselves so I congratulate FNAA on this great initiative to train and provide education around not only growing our food but preparing it as well. This could be an opportunity for membership to actively participate in things such as growers markets and providing culinary skills to our young people. It will be nice to bring back some old farming skills to the community in things like greenhouse operation, seed propagation and even animal husbandry. We have the land, the resources and we have a number of band members who are very good at gardening and farming so hopefully this is something we can encourage our band members participate in if they are interested.

I was reviewing our corporate calendar from now till the end of November of this year and realized how busy everyone's schedules really are. There are expectations not only from our membership but from us as Council to be at all meetings and to participate

## Councillor George Casimir

in providing opportunities for our people. From business to culture to the most important issue of all which is our land we are kept busy each and every day fulfilling the guidelines of our Oath of Office. We have the comprehensive community plan meeting March the 3thrd and we will cover many areas including social, justice, education, land, history to name a few so we are all looking forward to a day where we can share not only the challenges of our community but celebrate our successes as well.

Business development and TIB administration will be short a respected and hardworking manager as Neil Leonard resigned as of February 17th. It is hard to see him go at this time as he was and is still a very big part of this organization and our community. It is very rewarding when you reflect on the many good things a person has done in a position for the band as Neil has, and as well has taken up many challenges and never backed down when things were tough. I want to acknowledge him for all the positive years he has given to his community and wish him all the best in his future endeavors.

We have a number of ongoing business related projects on the go which includes training to be

an entrepreneur which is now currently underway, coffee shop, cannery, MPC best use plan, pharmacy, daycare and all the usual administration of current corporations and businesses we operate. In conjunction with Lands department will be hiring the new KIBDC manager soon and we all look forward to adding a new depth and knowledge base in business to our organization.

We will also be rolling out the Chief Louis Center guidelines by hosting an open house which the date has yet to be set. The guidelines are basically the controls we apply to all new developments from the way a building looks, the colors, landscaping, parking etc. All new structures have to include a cultural component in design and or using native species in the landscaping surrounding all new businesses.

I want to end my report by thanking the Social Development for offering the six week health and fitness program. The activities related are very beneficial and I think it has inspired a big number of us to do things differently and introduce changes to ourselves that will have lasting benefits to our overall health. See you all soon.



# Councillor Dolan Paul

Hello and welcome to the springtime edition of my lexeyem report.

I am writing this at a difficult time in my life, referring to the passing of my grandfather. I do not wish to reflect on this, only to mention what a great influence he has been on my life. With that, it has been told to me that from the passing of anything comes new life. So it comes with joy that I announce the birth of my grandson Rylan Ray Paul. It has been such a great experience and I am looking forward to the many years I will share with him.

This time of year is when the organization looks to complete strategic planning. This is the time when each department puts together their ideas of how the year will unfold. Please stay in touch to find out any new developments as well as discuss your academic intentions for the upcoming year.

February 21 is the date of an important information session. This meeting will bring together First Nations of this region to review the Tripartite Education Framework Agreement. This agreement has been in discussion for over a year. It was first proposed as an only option, and was rejected by various levels of First Nation organizations. This forced AANDC back to the table to discuss this issue. This agreement is the culmination of various First Nations groups. There were some positive strides made and this agreement is the result. If you have any further questions regarding this subject please feel free to contact me to discuss this issue.

I would like to thank all of the 24 people who attended the education department post sec dinner on January 24th. Congratulations on a job well done by the education department! I wish I could have attended myself but my grandson was in the midst of entering this world and that was a moment I could not miss.

This concludes another addition of my report. Thank you for reading and wish all the best to you in 2012.



# Sarah Jules Q&A



By: Kelley O'Grady and Malin Otmalm

Sarah Jules of the Tk'emlúps Indian Band has a knack for art and photography and currently has an art exhibit featured at the Kamloops Art Gallery called iPhonography. The exhibit runs until the middle of March and we strongly suggest you go check it out.

We talked to Sarah to find out more about this special hidden talent.

**How did you come up with this idea?**

S: I just started taking photos with my iPhone and they looked good. I take hundreds of photo's everywhere I travel.

**Do you have any formal training in photography; you have such a great eye?**

S: No, but I have a degree in art history, so I have experience with composition and design.

**How long have you been taking picture?**

S: I have literally been taking pictures since I was a kid. I got my first camera when I was five years old and I have been playing around and taking pictures ever since. I have many different camera's, I also have a professional grade Nikon, big ones, little ones, digital, film and I take a ton of pictures.

**We noticed you seem to have photos from all over the world, where have your travels taken you?**

S: I have been all over the world but the photos featured in my exhibition are from New York, Japan, Denmark, Sweden, and Kamloops.

**Where was your favourite place that you have photographed?**

S: That is an unfair question, I loved them all. Every place is so different that it's impossible to compare them. Tokyo is very different from say Stockholm.

**Where do you get your inspiration?**

S: Basically I just take pictures of things that interest me. When I have a travel day I will take upwards of 200 photos at a time, then I just look through them and pick out my favorites'.

**What's your next destination?**

S: Well I try to travel to Europe once a year.

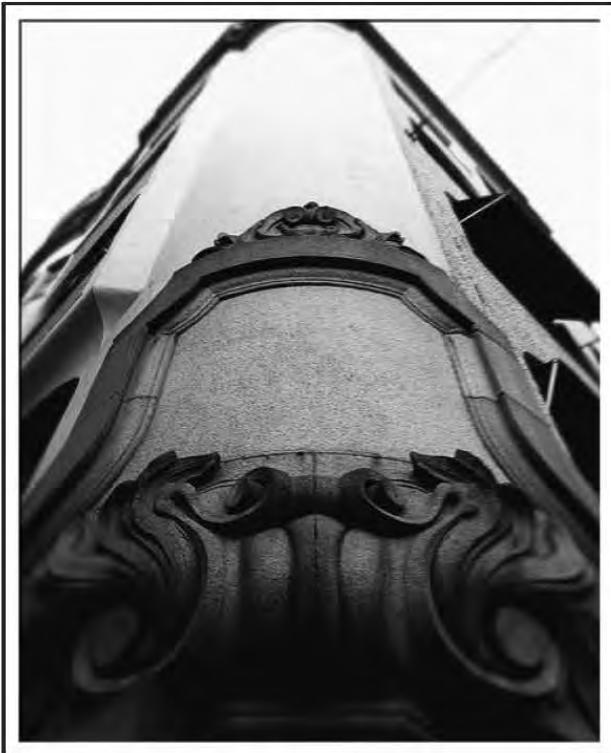
**How were you discovered?**

S: I posted all my pictures on Facebook. Originally the Art Gallery was interested in my photos from the Kamloopa Powwow, but then they saw my iPhone pictures and asked if I would be interested in having an exhibit.

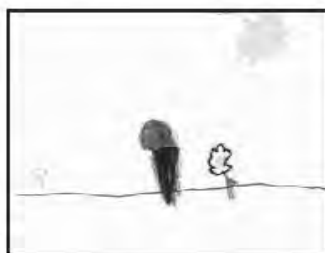
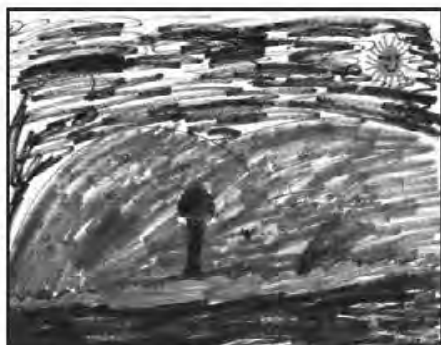
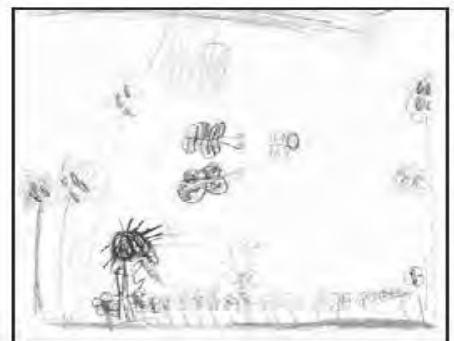
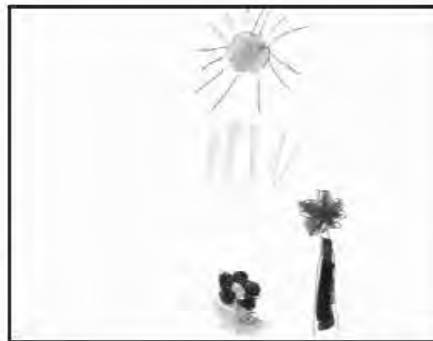
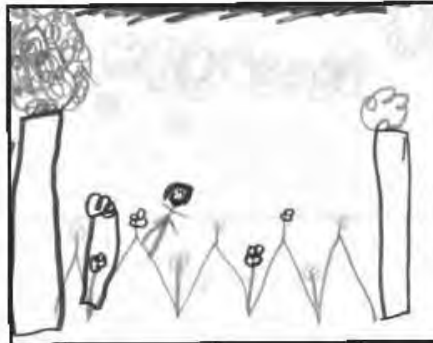
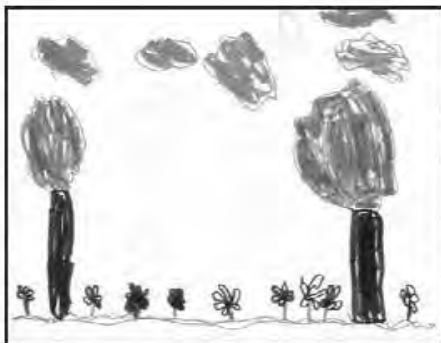
**What would you like people to know?**

S: That you can do anything. Taking photos has always been just a hobby of mine and something that I do for fun. Now I am getting attention for my work and have an exhibit!

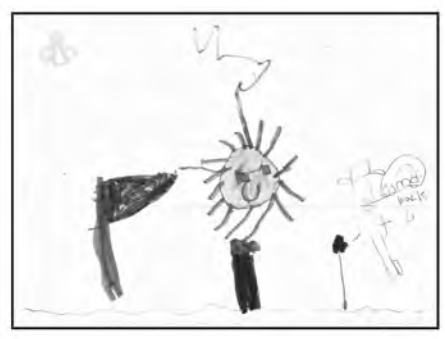
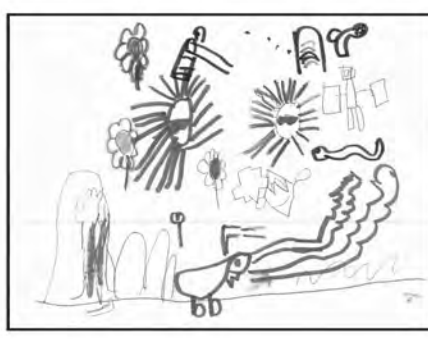
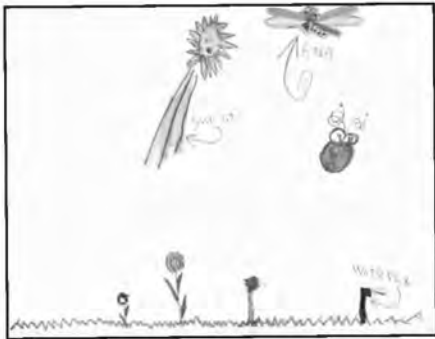
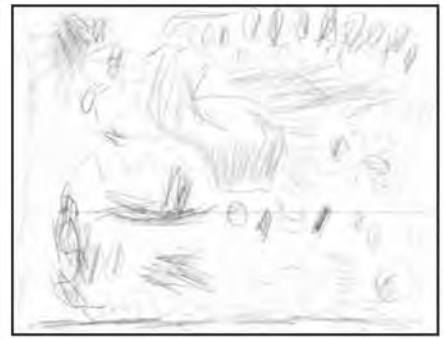
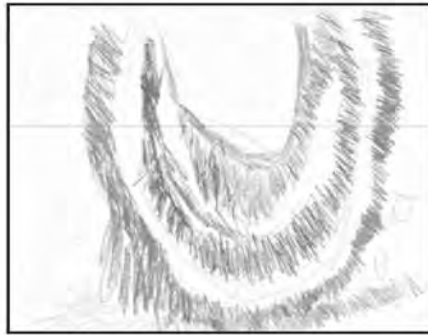
We would just like to congratulate Sara on her work and her success, keep up the good work.



# Drawings by Skelep



# Drawings by Skelep



# Stop Facebook Bullying

The TIB has seen an increase in Facebook/Cyber bullying as of late. With many community members linked into to social media websites such as Facebook/Twitter, people have been using this as a grounds to talk negatively about their peers. It is never ok to publically slander or harass another person. Even if the perpetrator did not intend to frighten someone, she or he can be charged with harassment if the target feels threatened.

Cyber bullying affects millions of people on a daily basis. Cyber bullying involves using technology, like cell phones and the Internet, to bully, harass or defame another person. Cyber bullying can take many forms:

- Posting hurtful or threatening messages on social networking sites or web pages
- Sending mean messages or threats to a person's email, Facebook or cell phone
- Spreading rumors online or through texts
- Stealing a person's account information to break into their account and send damaging messages
- Pretending to be someone else online to hurt another person
- Taking unflattering pictures of a person and spreading them through cell phones or the Internet

How the Law Addresses Cyber bullying

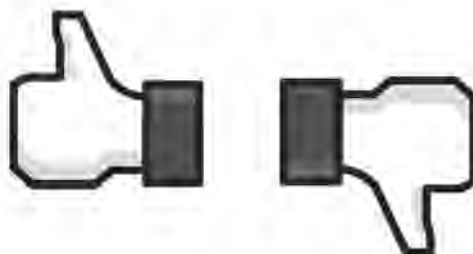
Cyber bullying can be addressed under civil law or criminal law, based on the situation.

- Harassment is a crime under the Criminal Code. Harassment is when something a person says or does makes someone fear for his or her safety, or for the safety of others. Even if the perpetrator did not intend to frighten someone, she or he can be charged with harassment if the target feels threatened. Criminal harassment is punishable by up to 10 years in prison.
- Defamatory libel is a crime under the Criminal Code. It is most often treated as a crime if the libelous statement is directed against a person in authority and could seriously harm his or her reputation. Defamatory libel is punishable by up to five years in prison.

Section 2 of the Canadian Charter of Rights and Freedoms guarantees freedom of expression. However, this right is guaranteed "subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society" and, in the case of cyber bullying, must be weighed against Section 7. The latter section guarantees "the right to life, liberty and security of the person." In general, Section 2 of the Charter has not been accepted as a defense in civil or criminal bullying cases.

Please help us put an end to Facebook bullying. If you see it happening, please step in and help put an end to this. Everyone is affected differently and you can never be sure how harmful or damaging your words may be to others.

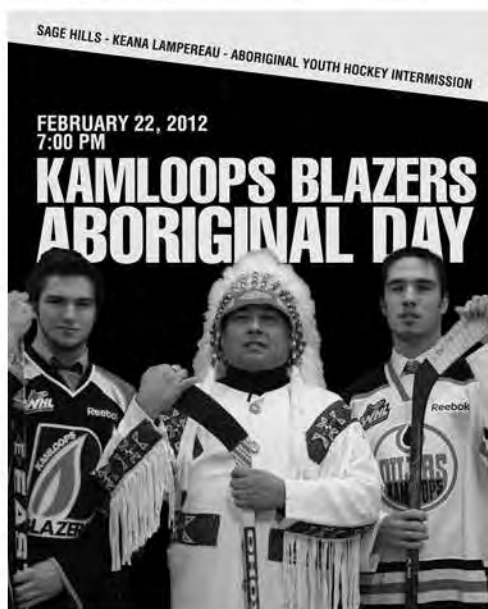
## ***FREEDOM OF SPEECH IS DIFFERENT THAN SLANDER***



# Blazers Aboriginal Night



# Blazers Aboriginal Night



# Blazers Aboriginal Night



## Rewards & Recognition



# Rewards & Recognition



# WHAT IS YOUR FAVORITE THING ABOUT SPRING?



Sara Joseph  
- Spring skiing and more daylight hours.



Michele White  
- Gardening!



Kai Pyper  
- Watching the buds grow!



Jennifer Camille  
- The warmer weather!



Carrie Leonard  
- Listening to the birds and all the energy you get!



Anne Langille  
- The warm weather and flowers!



Keri, Stephanie, Tani & Jules  
- Fishing, quading, Jules's birthday, outdoor scenery, and fresh air!



Jackie Jules  
- When the buttercups come up!



Sam LeCamp  
- That we're getting closer to summer!

## Tk'emlúps receives notification Mt. Lolo lands will receive Reserve status

February 7 2012  
Kelley O'Grady

**Traditional territory of the Tk'emlúps te Secwépemc (Kamloops, B.C.)** – The Tk'emlúps Indian Band received notice from Aboriginal Affairs and Northern Development Canada (AANDC) that the land commonly referred to as Mt. Lolo “Étsxem” is soon to be granted formal reserve status.

BC Region Additions to Reserve Committee has reviewed the Band's submission requesting reserve status be granted “approval- in-principle”, meaning that the Band's proposal meets departmental guidelines with respect to granting reserve status to the grounds. Currently B.C. region is preparing the documentation required to facilitate an Order in Council that will officially grant reserve status to the lands.

“Mt. Lolo has always been a very important and historic piece of land for that Band, our patience and commitment to this process has been challenging but also is very rewarding. Étsxem has always been in our hearts and will now officially be a part of TIB lands again,” said Chief Shane Gottfriedson. The process of returning the former National Defense site back to the Reserve started in 1986 and has been through three Chief's, numerous council members and two land managers. Freda Jules, Lands and Leasing department manager is one of the few who have seen this project through its entirety.

“This is really important because it has been such a long process and this is a large site that has significant spiritual importance to the Band,” said Freda Jules. “This is a historic place for young people's spiritual training and vision questing, it's also a place for many traditional medicines and ceremonies.”

The former CFS site was constructed as part of the Cadin-Pinetree line in 1957 and 1958 by the American Armed Forces and operated until 1988, when it was decommissioned. Since 1962 the station was the responsibility of the Canadian Armed Forces. (Hemmera Envirochem Inc., Supplementary Site Investigation, October 2001)

Although the Department of National Defense conducted decommissioning of the site in 1988, in 1991 another environmental review revealed that there was still environmental concerns that amounted to over \$1,000,000 in clean up. In 1998 another study was done for the site assessment, sub-surface assessment and state of the buildings. After many years of applying for funding for further environmental clean, decommissioning, dismantling of the building and remediation of the site to its original state; funding was allocated in phases. The final works were completed in, 2007.

The Band will now submit a BCR to AANDC to receive an Order in Council from BC Regional AANDC and the land will be officially returned to reserve status.

“Congratulations to our staff for 25 years of perseverance and dedication towards continuing to advocate for additions to the reserve such as Mt. Lolo and the Douglas Reserve Initiative,” said Gottfriedson.



# Aboriginal training group grads seven more but future unclear

*January 12 2012  
Kamloops Daily News*

Seven women walked to the stage at Chief Louis Centre Thursday to receive certificates from BCIT in human resource management.

But questions remain whether the federal and provincial governments will continue to fund a program that advocates say is helping B.C. industry fill needed positions in mining and First Nations people acquire stable employment.

The formal ceremony saw the seven women receive certificates from British Columbia Institute of Technology, a partner with B.C. Aboriginal Mine Training Association. The mine training group, which operates to train workers around B.C. has offices in Kamloops, Vancouver and Northern B.C.

"In the last year and a half since we've been open we've placed 229 people in full time positions," said association president Leonard Jackson.

"Overall we're placing 10 or 11 in full-time jobs each month."

The association is funded by government as well as the mining industry. New Gold Inc. is a major partner and has recruited a number of workers out of the program.

Its funding ends March 31.

The program helps train First Nations people in skills ranging from underground mining to administration. The seven most recent graduates will work in human resources, whether in mining or elsewhere.

Three of the grads are members of Tk'emlups Indian Band. Chief Shane Gottfriedson said they are qualified to work in any human resources capacity.

"I challenge the (mining) companies and others to give these people a chance... . A lot of time all our people need is a chance to succeed."

The program has three phases: assessing needs; upgrading worker qualifications; and identifying or creating specific programs. Its educational partners include BCIT, Thompson Rivers University and Northwest Community College.

Jackson said the jobs are there and so are the workers. But funding is needed to put them together and make sure the workers succeed in their training.

Katy Gottfriedson, Jackie and Barb Jules are the Tk'emlups Indian band members and three of the very accomplished women who graduated from the BCIT program. The program, which ran Monday to Thursday from 4:00pm – 9:00pm for the last ten month was very intense and fast paced.

"This partnership with BCIT, BCAMTA and TIB has provided some great opportunities for our people," said Chief Gottfriedson. "It has shown the dedication and success of the individuals who have committed to getting their certification, and proven we can work together to generate meaningful employment."

## Tk'emlúps receives prestigious award from Sheep Foundation

*February 2 2012  
Kelley O'Grady*

Traditional territory of the Tk'emlúps te Secwépemc (Kamloops, B.C.) – The Tk'emlups Indian Band (TIB) Natural Resources Department has been awarded the prestigious 2011 Gold Archery Award for the largest California Ram taken in 2009-2010 from the Wild Sheep Foundation (WSF).

The TIB was the outfitter of the hunt and the sheep taken in the South Thompson River region, by American Richard A. Smith, was the largest of the year scoring 175 1/8.

The ram was one of the five harvested during the Band's pilot project from 2006 – 2010 and came in ranked as number one taken by bow, which makes the kill even more impressive. The award was presented at the WSF award ceremony in Reno, Nevada this past January.

"This is something that the Band should be proud of; it shows proper resource management," said Barry Bennett, assistant Manager Natural Resources.

The sheep hunt raises significant capital in which all the proceeds go back into habitat enhancement for the sheep.

The Natural Resources department spent significant time dedicated to the pilot project where the sheep were harvested and has now been recognized on a world stage.



## Tk'emlúps move sheep to new habitat

*February 9 2012  
By Kelley O'Grady*

Traditional territory of the Tk'emlúps te Secwépemc (Kamloops, B.C.) – With over 100 sheep taking over the development area at Sun Rivers, the Tk'emlúps Indian Band's (TIB) Natural Resources Department has stepped in to move some of the sheep out and create a better habitat for those remaining. The goal of the move is to maintain the local heard and avoid high localized sheep density.

The TIB's Natural Resources department in conjunction with the Ministry of Forest, Lands and Natural Resources, the Kamloops Fish and Game Society and the Wild Sheep Association of B.C. moved eight lambs, five rams and twenty-five yews out of the Sun Rivers area and relocated them to the west side of the Fraser River north of Lillooet and immediately north of McKay Creek. This area is particularly good for the sheep because the habitat is in great shape and also because of a low population in the area, they will be helping to re-grow and re-populate the land where there was a sheep die-off many years ago.

The sheep were moved out using a humane man-made trap and then relocated by trailer. The team bated the area with fruit and salt for the past month to get the sheep used to it, and then set the trap for approximately a week.

Currently there are 100 plus sheep living in the Sun Rivers area of the reserve which wreaks havoc on the habitat and in turn causes stress on the sheep resulting in lungworm and death. To help preserve the herd and the habitat the best move is to relocate part of the population to start new healthy growth in other areas.

The team wants to move around 15 more sheep to the McKay Creek area and bring the numbers on the Reserve back down to around 50.



# Tk'emlúps te Secwépemc Officially Returns to its Original Name

*March 9 2012*

*By Kelley O'Grady*

## Tk'emlúps te Secwépemc Officially Returns to its Original Name

The First Nation formerly known to most Interior residents as the Kamloops Indian Band has received official confirmation from Ottawa that its name has been replaced with the title of Tk'emlúps te Secwépemc (TteS).

Tk'emlúps te Secwépemc is the Band's traditional name. Translated into English it states that we are the Tk'emlúps (Kamloops) division of the Secwépemc (Shuswap) Nation. The word Tk'emlúps means where the rivers meet. The phonetic spelling of the name is "t-kem-LOOP-s tu su-KWEP-emx".

"We are going back to our traditions and customs, it starts with our name, Tk'emlúps te Secwépemc is who we are. Our roots have brought us to the traditional name, our foot prints are deep in our lands and it echoes through the wind to the mountain tops," said Chief Shane Gottfriedson.

The Band changed its name through a Band Council Resolution (BCR) which was the result of a unanimous vote by the membership almost three years ago; however, the change had not been formally accepted by Aboriginal Affairs Northern Development Canada (AANDC) until this week.

It's important for the TteS and Band's alike from across the country to utilize their traditional names to help preserve the culture of the people.

"We are proud of who we are and the future is only going to be brighter as we continue to develop and foster change for the future," said Gottfriedson.

## Tk'emlúps te Secwépemc Un-sung Hero's

The TteS Comprehensive Community Planning Department will be starting a new feature in the next Lexey'em newsletter.

The Community Un-Sung Heroes Award will be a way to recognized those who do great work in the community but never receive formal recognition. For example: volunteers, cooks, fire keepers, performers, teachers etc. There are so many people in the community who dedicate their time and skills to make the community a better place and do their part to preserve the culture and land for future generations.

Sometimes these people are taken for granted and not properly recognized for all that they do. We want to make sure that our people are being recognized for their hard work and dedication to the culture.

If you would like to nominate a member of the community for the Un-Sung Heroes Award please contact: Ed Jensen, Comprehensive Community Planning Project Coordinator at (250)828-9710 or [cjensen@kib.ca](mailto:cjensen@kib.ca) Jeff White, Comprehensive Community Planning Assistant at (250)828-8729 or [jeff.white@kib.ca](mailto:jeff.white@kib.ca) Or drop by the band office to let us know!

**We look forward to hearing your suggestions and recognizing those who deserve it!**

**8TH ANNUAL  
JAZZMAN  
FISHING DERBY**

**SUNDAY, APRIL 1ST 2012**

**7AM - 3PM**

**Pre-registry required**

**SUNDAY MARCH 25 2012**

**10AM - 4PM**

**At Tk'emlups Gas Bar**



**\$20 Jackpot  
style winner  
takes all**

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**. TOP TEN**

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**Volunteers and Donations Wanted!!**

**Contact Ed Jensen 250 819 3343**



# LITTLE NHL HOCKEY TOURNAMENT

**Kamloops, BC  
April 13 - 15 2012**

**Cost: \$750 per team (payable by certified cheque or money order. Payments received by April 2, 2012 will ensure entry into tournament)**

**\*All Divisions will be according to the players age as of January 1st, 2012. Note there is NO body contact for Initiation, Atom or Pee wee divisions.**

**Daily Admission \$5.00 per person or \$10 for a weekend pass  
Children under 12 and Seniors Free Admission.**

**For more information please contact:**

**Kelley O'Grady (250) 828- 9775**

**Karra Farch (250) 828-9787**



Be part of Rick Hansen's Journey and cheer on the difference makers of your community

# Rick Hansen 25th Anniversary Relay

The TteS will have two medal bearers to carry the Rick Hansen Medal!

Tk'emlúps te Secwépemc Powwow Arbor

Sunday, April 1, 2012

9:45am – 10:00am



Visit [www.rickhansenrelay.com](http://www.rickhansenrelay.com) for more information



**“With Teamwork,  
we create Action and Pride”**



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