



2013 - 2014 ANNUAL REPORT

> TK'EMLÚPS TE SECWÉPEMC

WITH TEAMWORK WE CREATE ACTION & PRIDE

Chief & Council Portfolios



CHIEF SHANE GOTTFRIEDSON

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



COUNCILLOR ED JENSEN

Primary: Education
Secondary: Natural Resources
Backup: All Council



COUNCILLOR RICHARD JULES

Primary: Lands, Leasing & Taxation
Secondary: Social Development
Backup: All Council



COUNCILLOR KATY GOTTFRIEDSON

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



COUNCILLOR JEANNETTE JULES

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



COUNCILLOR COLLEEN MOSTERD-MCLEAN

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



COUNCILLOR FRED SEYMOUR

Primary: Planning and Engineering
Secondary: Housing/Business Development
Backup: All Council



COUNCILLOR ROSANNE CASIMIR

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

CHIEF SHANE GOTTFRIEDSON

Wey'tkp7,

As Aboriginal people, we straddle two worlds. Guided by our ancestors we understand the importance of traditional values while also understanding we have an important role to play in the modern day world. Modern society is now discovering what we have known all along. If we live in harmony with our environment it will provide us with all we need. If we only seek to take and exploit, the world around us will show us the consequences. The Mount Polley mine disaster is just one of many examples of how the Creator shows us the price of poorly considered decisions.

As we complete our cycle of four seasons, we can reflect upon another successful year of growth. Each small step in the foundation of our organization and governance builds solid financial and operational structure for our people.

Each year our organization undergoes an independent audit. This year, KPMG Accountants reviewed our finances and provided us with an unqualified audit opinion which is the highest standard achievable. We have been reaching this top standard for many years now and that is a tribute to our hard working staff, particularly those in our finance department. Accountability is a team goal that could not be accomplished without cooperation and shared responsibility.

An unqualified audit is just part of the story. We have also passed a financial administration law which will provide even higher levels of transparency and accountability for our organization. Our finance committee is following the procedures strictly and our new Chief Financial Officer, Laura Bouchard and the finance department have the checks and balances in order administratively.



Over the last number of years we have seen our families grow with the increase in membership, meanwhile our Contribution Agreements have stayed the same. This poses a huge challenge for providing a level equally and fairly for all membership which truly has an impact on the organization's financial picture. We will always strive with delivery of our programs and services as required for our people to ensure that nobody is left out.

We have pared down our staffing and changed our organizational structure, therefore all our staff including our council members, have been managing their portfolio responsibilities with less human resources. This challenge is being met to the best of everyone's

abilities and, I know our staff appreciate and thank our members for their patience. Our goal is to provide services



professionally, confidentially, and efficiently. I know lines of communication and authority can be difficult to navigate so please if necessary, contact me or any council member personally for assistance.

As a community we share the sorrow of our members who have lost family members and those close to them. We should all pause to remember our people who have traveled on to the spirit world, may the Creator bless them and the ones left behind. May we all find the courage and strength to deal with our losses. At the same time, we celebrate the joy in the arrival of new members; the babies who will one day serve as the backbone and leadership of this nation.



Each one of us grows by putting our community first while being positively involved and engaged towards our shared goals. Our unique personalities, beliefs, challenges and strengths contribute to the whole. We all have a part to play in fostering an environment where the free exchange of ideas is welcomed and encouraged. As such, constructive feedback only makes us stronger when done in a professional environment. We don't grow as a community when individuals take cheap shots behind each other's back. I know we are better than that and we have to address this and other forms of lateral violence if we want to move forward united.

Being united and making steady progress is what has made Tk'emlúps a leader in Indian country. Each modest step forward builds new partnerships and streams of new revenue. We continue to exercise our Aboriginal title and rights respecting our land claims, upholding our laws and jurisdiction, as well as protecting our people's human rights.



Setting and implementing our priorities is coming together. Our council meets with our managers on a quarterly basis to review achievements, assess existing goals, and present new ones. It's like making a basket with the linking and weaving, the detail in the work is outstanding from our team.

Changing times require changing approaches and innovation. Building new and maintaining existing

partnerships is essential as we go forward.

Our Partnerships are finally paying off; bringing in a new stream of revenue from our participation agreements. Last year our revenue through the Economic and Community Development Agreement (ECDA) with New Gold (New Afton Mine) administered through the Ministry of Aboriginal Relations and Resources was \$323,000 and our Forestry Contribution Revenue Sharing Agreement (FCRSA) revenue totaled \$606,000. The revenue from both of these agreements is focused on initiatives to enhance and improve the social, cultural and economic well-being of our community. We are also starting to see some of the NSR through New Gold to SSN (SSN Napa Trust) which should start to flow through to the Band in the upcoming year.

While we have landed other small contracts with the New Gold project, we need to do more. There are still contract opportunities we are missing and we need to connect our members with opportunities at this project. We welcome Victor Tom to the SSN team, he has already made tremendous early strides as the economic development officer for SNN. I encourage any band member looking for contracting opportunities to contact Victor at 250-373-0023 for more information. Other sources of revenue brought in this past year include \$1.9 million in a consultation accommodation of land sales in the city of Kamloops from the crown.

In addition, we have had our land appraisals and rent reviews increase moderately and have signed new leases within Mount Paul Industrial Park establishing we are open for business.

Over the decades we have proven ourselves to be a fair and reliable business partner with our tenants. Our taxation and mill rates are consistent and stable sources of revenue that we use to run our administration and governance.

The Chief Louis Centre developments are moving along judiciously as we work with Tribal Design out of Kansas City. Phase 1 developments should be finalized before December and then we go before the finance committee for next steps. We are following the mandate of the membership from referendum. Our challenge has always been marketability and feasibility of the project and finding the right tenants. This will ensure we have a successful and viable project. We are on track so far and if all the stars line up we should be start-

ing construction in the new fiscal year. Our Economic Development, Planning & Engineering as well as our Lands department are all working to ensure the project is successful.

Our mission is to LEAD

LEVERAGE: our rich and vibrant culture, utilizing our world view to position our band for greater success.

EDUCATE: ourselves and other concerning our responsibility

ADVOCATE: for our members- keeping them at the centre of all that we do.

DESIGN: and deliver Governmental services that reflect who we are as a people and make best use of our resources to fulfill identified community goals and needs. Engage our members to ensure we respond to needs that are expressed at the individual, family, community and nation levels.

We know that there will always be problems and room for improvement. No organization is perfect and by working together we can continue to build a community where we value our traditions of equality, respect and fairness. If you feel you have been treated poorly or disrespected I do apologize on behalf of the team and I want to work with you to address the problem. Holding a grudge or being upset is no way to move forward and build a nation.

In closing, as our seasons come to an end, let the new cycle of life inspire us. Let's continue to grow as strong as the wind blows and shine warmly like the Sun, letting the rain drops cleanse a new way forward. Let's embrace our Yucwminem re tmicw as stewards of the land and all it contains.

My wish for you all is a year of health, peace and prosperity. Let's embrace a new year where we can gather and celebrate our success together by our continued communication with one another.

HOUSING DEPARTMENT

For the Membership,

It is my pleasure to provide an update on my departments activities over the past fiscal year. I want to start by thanking our members who have cooperated with new policies, paying rent and working with us to improve the overall responsibilities of homeownership and rental units.

I cannot believe that it has been almost two years since I took over the management of the housing department. We have had many successes starting with the policy which had been in draft for the past 5 years. The legal review is now complete as of this month, the third reading approval by Council is complete and now just a few small edits prior to final review by the policy committee needs to be done. The policy is the key to improving the current housing needs of our people. The policy will enforce expenses, rental agreements, band owned home costs, new home infrastructure and the rental charges as approved in 2009 for all current rental units and rent to own homes. We have broken the policy out to reflect the different areas of housing for simplicity and an easy to read format.

Prior to this policy one would receive a 179 page document that covered all aspects of housing and it was very confusing. With the new policy everyone will receive the first 22 pages which covers off Introduction, Governance and General, plus the specific section of the policy that pertains to your personal situation and they include one of the following; Rent-to-own(section 95) / Rental units / Shelter Allowance(social assistance) / Privately owned homes / Appeals / Renovations / and finally the ministerial guarantee market based housing program. Each section is 2 – 9 pages in length so in summary you may receive a maximum of 24 – 31 pages. I do want to add that if you have interest in other areas please feel free to request at any time and we would be happy to provide the information to you. The only intent here was to create a document that was understand-

able and shortened for your convenience. The appendices to the policy are all the forms we keep in house to fill out with you such as work orders, rental agreements and renovation applications and so on.

We have a mandate to update the current housing waiting list, as many of you may have heard we are moving forward in the application to build new single family dwelling homes. When this happens, they will be the first ones built under the CMHC program in over 14 years. For me to make the recommendation and move forward I needed to prove that new policy and rental arrears



recovery could work and things are slowly, but consistently improving. Based on current policy, new housing applications are not considered if they are not submitted in the current fiscal year. This would mean that we only have about 10 current applications in our department. I know that many of our people may have given up but it is important that if you have housing needs to have your request in, we will accept letter, housing application or email as annual confirmation.

I am happy to say that we have had 3 consecutive housing committee meetings and the next is scheduled for October 8th. Please come out and be a part of the process to improve housing in this positive atmosphere with people who want to see many more opportunities and improvement in this area. This is the forum where we can openly discuss housing applications, waiting lists, renovations, new subdivision for housing, external funding, current budget status and monthly departmental updates and so much more. We want to bring in guests to discuss home maintenance, financial budgeting, and tips on reducing insurance claims. These are all important issues that will improve our overall understanding of our community housing.



In the area of collections we are moving ahead with the zero tolerance initiative that was passed by our membership. We have an addendum to all policies which allows us to withhold discretionary funding if you have rental arrears. We have many of those in that category who have been paying monthly, on time and the correct amount and have been removed from this area and are now in good standing. I want to congratulate those individuals for showing their commitment to the signed agreements with our community. The more positive action and voluntary payments as well as signed arrears agreements will see us move faster in building new homes for our people.

We are moving towards the extension of the current subdivision by at least 42 new serviced lots. We have submitted and was approved for \$50,000.00 to get the work done such as surveys, geo-technical work, archeology and overall feasibility. We will be applying for more funds to do the road work, pipe laying and bringing all the services to the new lots. We work closely with planning and engineering in these initiatives and thank the whole maintenance crew for all their hard work in putting in community water systems, assisting in removal of dead trees and rubbish as well as the ongoing services they provide.

As we move along we will be incorporating a strategy for market housing as many of our people can go to the bank and get mortgages based on their personal income and debt servicing and good credit standing. We have been successfully using the First Nation Market Housing program and have completed 5 new projects in the past 20 months; we have completed 1 ministerial guarantee and have 3 applications on the go. We have to support all creative ways, new initiatives in order to overcome our ever growing waiting lists for rental units and new homes. Rent is always the key to moving forward; right now 11 out of the 48 are in good standing with keeping up rental payments.

The department has been reviewing the services of all contractors to select only those who provide the best services in a timely and affordable manner. We want to work with all homeowners and renters in communicating their needs and ask for patience when it comes to filling out the forms. We have been able to bring in a large amount of external funding for programs such as HASI, RRAP, and AANDC Renovations. We will also be introducing the energy efficiency program that will give rebates when we purchase furnaces, hot water tanks,

Housing Department



insulation, and windows that meet energy efficiency criteria.

I want to voice my appreciation to my hard working staff, Joyce Fraser, Sharla Paul, Marie Tronson, Hazel Quilt and our newest team member, Teresa Gorman (Baptiste). They all have their jobs to do in their specific area and work hard to provide services to everyone. We have the mandate to ensure that everyone gets treated fairly as we provide services from general revenue and all external funding sources. Please have patience as well when filling out forms as we have to abide by their criteria such as income levels, qualifying repairs such as roofs, mechanical and windows to name a few.

If you have any concerns about the recommendations from the CMHC inspector about standards, building code and suggested repairs please call me directly and I will work with you to ensure that you get the appropriate work under the fund. I depend on my staff to do many on site inspections and coordinate the work that needs to be completed as well as we all work together on required reporting to the funding institutions. I also ask that if you receive notices, disagree with the process, have any concerns please communicate so that we can work on the issues as I am always open to discussion to assist where I can.

Speaking of my staff, I will start with Joyce who works on many FNMH files and we have had 4 completed, two under construction and new applications coming in each week, she ensures programs such as energy efficiency and smoke detectors are completed. Joyce also compiles physical completion reports for all new and old CMHC homes and annual reporting requirements for AANDC. She is also the interim manager when I am away.



Sharla has, on the go right now, 8 AANDC Capital project renovations, 2 AANDC mould renovations, 3 HASI home improvements for elders, 6 CMHC RRAP renovations as well as oversees the BC power smart ECAP energy conservation program. As the renovations coordinator she also works with me on all the band house health and safety projects as well.

Marie Tronson ensures that policies of the rental units are abided by such as clutter, uninsured vehicles and the overall management of the 48 units, she works with accounting on arrears agreements, monthly statements and renewing of all rental agreements. Marie also ensures that all demand for payments are sent

out to all old and new section 95 program homes and organizes all committee meetings. Marie will be working with other departments on developing community information and the upcoming housing newsletter.

Hazel who compiles all expenses onto spreadsheets so that we work within our budget on a weekly basis, she files and tracks all purchase orders for reporting to myself which helps in my daily decision making, she records all incoming and outgoing mail, submits work orders and takes care of all the office supply needs.

Teresa Gorman is the newly created and externally funded position as the CMHC/AANDC account coordinator; she updates all files and prepares them for all targeted year end reporting dates. Ensures all verifications are up-to date and accurate with all supporting documentation such as T4's, paystubs and social assistance verification. Teresa makes sure all occupancy reports are complete, financial statements are filed and attends all interdepartmental meetings and monthly attendance in social development to work within the shelter policy.

I can say much more about my staff but I know we all work together as a team, work hard and make the best of every day. We all want to see our department succeed and hope to be working with all our membership in a positive, professional and of course helpful manner.

Take care and please call if you have any enquiries.



KAMLOOPS INDIAN BAND DEVELOPMENT CORPORATION (KIBDC)

The KIBDC continues to be the corporate arm of the Tk'emlúps te Secwépemc (TteS) Chief and Council. The KIBDC Board of Directors is comprised of the Chief and Council and the Lands, Leasing and Taxation Manager. The Board's primary responsibility is the long term sustainability and growth of business and economic opportunities within the Corporation's mandate. These activities are driven by the goal of increasing revenue to support band activities.

In order to foster and further build our business community, the KIBDC Board and team are focused on the development of viable business opportunities. We conduct business in a fair and careful way that demonstrates our intention to protect membership interest. With regular strategic planning sessions, we are able to maintain the design and implementation of the areas established by the membership.

KIBDC OPERATIONS

The KIBDC staff team is led by the General Manager, with the assistance of the Economic Development Specialist and Administrative Assistant. Staff oversee the day to day operations of the development corporation and business units. The business units include the Kamloops Indian Band Utility Corporation operating as the Tk'emlúps Petro Canada and the Tk'emlúps Car Wash and the Mount Paul Centre lands operating as Sagebrush Downs.

In order to create and enhance business development opportunities, KIBDC has updated the marketing brochure - improved to include a Developer's Guide that is designed to provide direction on required processes. Business moves fast, competitors emerge or the economic climate shifts and when these changes occur our best practices and plans have to evolve. Consequently, best practices are reviewed and updated in order to properly plan, streamline and improve communications for anticipated developments.

Chief Louis Centre (CLC) Lands

In conjunction with the KIBDC, the Planning & Engineering and Lands Lease Taxation departments engaged Urban Systems Ltd. to develop a cost recovery model for recovery of capital improvement costs associated with development of the CLC lands. The project helped to define specific costs attributed to developable lands and the methods by which the costs could be recovered through leases and development agreements. In addition, a Development Cost Charge Bylaw – recovery plan through developer's agreements, appraisals and property taxes.



A new building has been added to the CLC Lands –All Nations Trust Company (ANTCO). Previously, KIBDC Board and staff attended the ground breaking and ribbon cutting ceremony for ANTCO in 2012. This year, Board and staff members attended the grand opening of the ANTCO building (353,525m2) which is located adjacent to the Tk'emlúps Petro Canada and Tk'emlúps Rural RCMP.

KAMLOOPS INDIAN BAND UTILITY CORPORATION

Tk'emlúps Petro Canada

The rebranding from Tk'emlúps Petroleum to Tk'emlúps Petro Canada and new management has been a huge success. Fuel volumes have significantly increased and in-store sales have shown enormous growth which is attributed to competitive pricing.

Customer service, teamwork and training are a high priority to ensure the success of the business. This includes image, merchandising and personal leadership with staff and customers. Given the level of commitment to customer service, the head office of Petro Canada has awarded Pat Tronson, a TteS and staff member a plaque for providing a 100% in customer service. The criteria in meeting this type of service is high and we are proud to have a staff member earn bragging rights to this exclusive club.

We are also proud to acknowledge that 95% of the staff is First Nation, including the new manager who manages both the Tk'emlúps Petro Canada and Tk'emlúps Car Wash. Management and staff take pride in ensuring a safe work environment for themselves as well as our customers. This process involves demonstrating a Safety First mind set, which is a high priority for our customers.



The Tk'emlúps Petro Canada is currently in the top three in all marketing categories within independent sites throughout the southern central interior. The results of these key factors and increased revenue have made our gas bar a viable and profitable business.

Tk'emlúps Car Wash

The car wash has seen a significant increase in revenues in the past twelve months due to rebranding of the gas bar, new management with new strategies, customer service and teamwork. One of the marketing strategies is fleet accounts and the manager has been successful in setting up a large fleet account for a local branded dealership at a discounted rate.

KAMLOOPS INDIAN BAND UTILITY CORPORATION

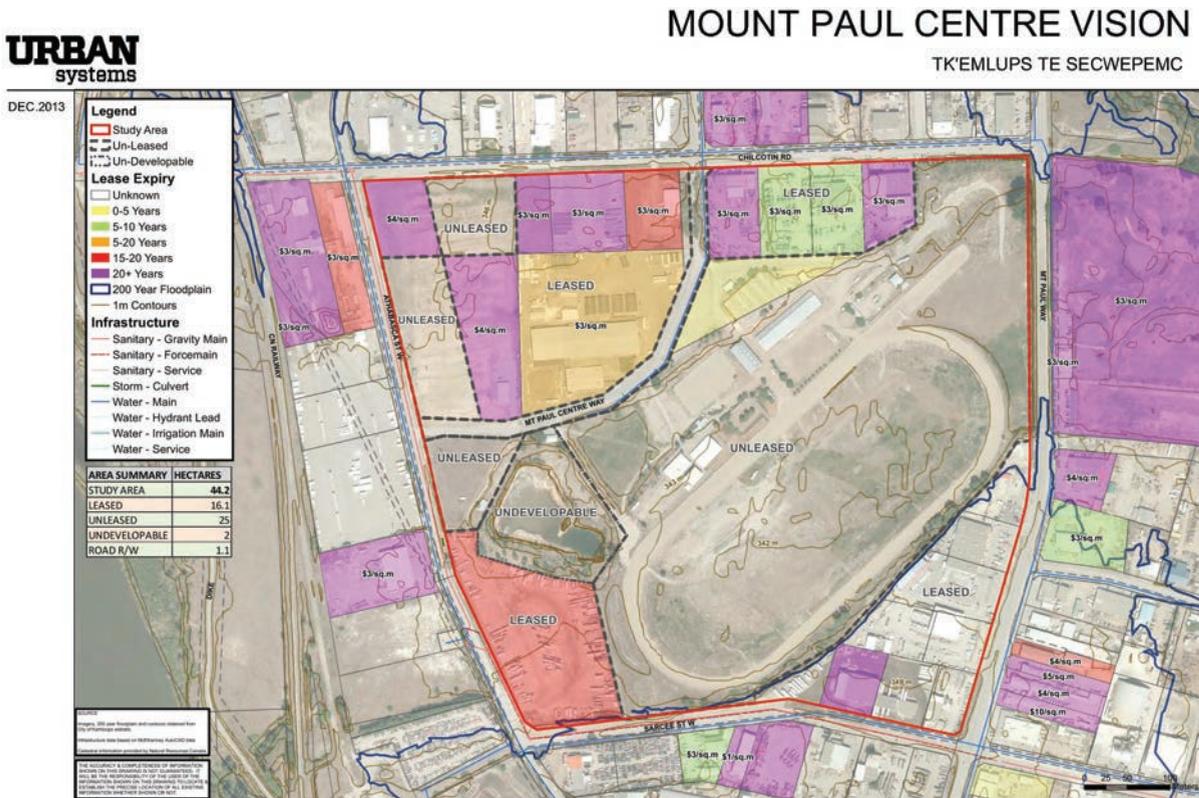
Consistent cross-marketing between the Tk'emlúps Car Wash and Tk'emlúps Petro Canada has increased repeat business for the car wash along with the added bonus of having customers use the services and amenities of the Tk'emlúps Petro Canada.

MOUNT PAUL CENTRE (MPC) INC

KIBDC has engaged Urban Systems Ltd. to develop a Master Plan for the MPC Lands. The master plan will be completed in four (4) phases:

- Phase 1 - Background and Visioning (complete)
- Phase 2 - Development Plan
- Phase 3 - Marketing and Implementation Plans
- Phase 4 - Reporting.

The completed master plan will include lot-size configuration, building design guidelines, and landscaping and street-scape guidelines. These will help ensure highest and best-use for subleases resulting in increased returns to Tk'emlúps te Secwepemc.



HIGHLIGHTS

The TteS reserve is located east of the north Thompson River and north of the south Thompson River, adjacent to the City of Kamloops (centrally located in the southern interior of British Columbia). Due to the prime location the Band has had its hands in projects from real estate development (www.sunrivers.com) to commercial and industrial leases (Mt. Paul Industrial Park) and office space subleases in the CLC.

PLANNING & ENGINEERING DEPARTMENT

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

Objectives

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

Activities

- P&E staff co-ordinated several housing infrastructure installations including substantial water main extensions, as well as regular operational maintenance co-ordination of CLC buildings.
- Public Works continues to provide efficient and timely snow removal in winter, garbage/recycling collection throughout the year, landscaping services in the summer. Also, the department supports development with the installation of fire hydrants and water connections to facilitate development and housing initiatives.
- Water Treatment continues to maintain high quality water standards at the plant with staff enrolled in training to keep current and increase knowledge for their certification.
- Permits continues to be busy with the issuing of business licenses, earth works permits, and building permits in an efficient manner
- By-law updating and enforcement continues to be an important function within P&E.
- Custodian group is very busy providing the administrative buildings with janitorial services and supporting the many events that are an integral part of the community.
- Security is providing timely service and supporting all departments in minor carpentry and office relocation.

Highlights

1. Planning and Engineering
 - WWCP – Phase 2 in the Mt. Paul Industrial Park was completed with over 25% of the businesses connected to the sanitary sewer system to date.
 - Water Rates and Regulation By-law – revision of water rates
 - The Development Cost Charges law was adopted in January 2014 to assist in the cost of infrastructure upgrading due to development activity now and in the future.
2. Public Works
 - Public Works continues to provide infrastructure installation for band housing, both new and rehabilitation installations.

Future strategic projects being contemplated include:

Construction of the North Reservoir project in conjunction with development in the area.
Completion of the Mt Paul Industrial Park sanitary sewer servicing.
The construction of the Sun Rivers Entrance Roundabout and CLC Road Realignment.

LANDS, LEASING & TAX DEPARTMENT (LLTX)

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

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

To maintain an ongoing communication network with Aboriginal Affairs and Northern Development Canada (AANDC), First Nations Tax Commission (FNTC), internal and external agencies, other First Nations and related Associations.

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

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

To embrace the Secwépemc culture in the development of KIR lands. We are the caretakers of Tkemlupsullcw and preserving Tkemlupsullcw for future generations

Leases and Permits for TteS and Locatees 2014

| | |
|-------------------------------------|--------------|
| Locatee Residential Leases | 111 |
| Band Residential Leases | 775 |
| Locatee Buckshee Residential Leases | 348 |
| Band Recreational Leases | 2 |
| Utility Permits | 23 |
| Locatee Commercial Leases | 49 |
| Band Commercial Leases | 191 |
| Locatee Buckshee Commercial Leases | 2 |
| Locatee Registered Permit | 1 |
| Total Leases and Permits | 1,502 |

Development Projects Registered Jan 1st to Dec 31st 2013

| | |
|----------------------------|----|
| Locatee Leases Commercial | 5 |
| Band Leases Commercial | 11 |
| Locatee Leases Residential | 1 |
| Permits | 1 |



1871



Today

| | |
|--------------------------------------|------------|
| Subleases Commercial | 21 |
| Subleases Industrial | 1 |
| Subleases Offices | 1 |
| Subleases Residential | 39 |
| Total transactions registered | 775 |

Highlights

- LLTX Annual Events
- The LLTX staff annually tours the various reserves (KIR # 1 to 5) and updated photos of the reserves lands in the addition to reserve process;
- Distributes property tax newsletters, brochures and notices for all regions
- Advertises in the local newspapers and posting of notices of the important dates for the tax cycle
- This year's LLTX Open House theme was on the First Nations Property Ownership Act
- Annual Earth Day clean up/Rez clean up April 22nd, with participants from the band staff, students, band members and lessees, this year we took down some of the camps at Indian Point Park, in addition we would like to do start making this a bi-annual event
- Developed and implemented the Rates and Expenditure Laws for 2014 with approvals by C&C and FNTC Commission;
- Assisted the Assessment Review Board in organizing and hearing the 2014 assessment appeal hearings
- Underway with the Additions to Reserve Process for Westsyde and Rayleigh Lands
- This past year LLTX took over the Douglas Reserve Initiative portion of the former Legal Department.



Internal and external meetings with

- Aboriginal Affairs and Northern Development Canada (AANDC)
- First Nations Tax Commission (FNTC)
- Ministry of Transportation and Infrastructure
- BC Hydro
- Tenants Associations
- Locatee Landlords
- Housing Department
- Planning & Engineering Department
- Finance Department
- Development Approval Board
- Kinder Morgan

It is worth a mention that over the past couple of years due to a restructuring within TteS, the leasing revenue has dropped since the leasing budget has been split between LLTX and the Kamloops Indian Band Development Corporation (KIBDC) making a difference of about \$800,000.

Lands, Leasing & Tax Department (LLTX)

Mt. Paul Industrial Park

The MPIP Phase 1 was surrendered (now known as designated) for leasing in March 1965 of 420 acres of land. Phase 2 of the MPIP was surrendered in 1980 which expanded MPIP to 484.8 acres. In 2005 we also added the Mt. Paul Golf Course to the designated lands with 12.3 acres totaling the MPIP to 497.1 acres of designated lands. Currently there are over 300 businesses located in the MPIP. As per our delegation of authority under section 53 we can lease land up to 99 year terms.



The 497.1 acre subdivision is almost completely leased, we have a few acres left in the Phase 1 of the MPIP. Phase 2 of the MPIP has a headlease with the KIBDC the remaining lands we are looking at alternatives to the use of the lands. There are some lots opened for leasing in the Mt. Paul Centre (formerly KXA), that we are currently working on design criteria/architectural standards and a master plan these lands also have a headlease under the KIBDC as well.

Property Taxation

After successfully setting up a planned subdivision MPIP the leasing revenues started coming into the band and successive Chiefs and Councils tried to go after the property tax revenues that were generated from the leasehold interest there. It wasn't until the former Chief C.T. (Manny) Jules led the amendment to the Indian Act in 1988 known as the Kamloops Amendment allowing First Nations to collect property taxes on designed lands. The band started to collect property taxes in 1991, the first year there was about \$600,000 in revenue.

Today there are 1,460 folios on our assessment rolls, with total combined revenue of property taxation of other revenues of over \$6,000,000. Our own source revenue provides hard and soft services for the tax payers such as: fire protection; snow plowing; road maintenance; administration costs; BC Assessment Authority; servicing agreements, garbage collection, recycling and city user fees in some areas, all paid for from tax dollars. Band members are provided program and services as well through transfers to programs and services to: education, recreation, youth, elders, housing, social programs, and culture.

Sun Rivers

Another success story for the LLTX is the Sun Rivers Development. The designation was held and the 99-year headlease was signed in 1996 on a 460 acre parcel. The lease is structured in a way that once a new subdivision is built we issue and new 99-year headlease for that subdivision and take out the lands by way of modification from

the original headlease. Sun Rivers started construction in 1999 and hasn't stopped since. The community is built around an 18th hole golf course.

This multi-use development is also award winning, has geothermal heating and cooling, there are currently 15 subdivision and they are already planning their 16th subdivision. At build out there will be 2,000 residential units at Sun Rivers currently there are about 770 units sold. For more information see their website at www.sunrivers.com.

7-Mile

Located along Highway No. 5 just south of Rayleigh, the 7-Mile Subdivision was designated in 2 phases totaling 195 acres of land. The land has been designated as commercial, retail and residential. Currently the 7-Mile Subdivision is not serviced, and we have 1 lease and 1 permit to Great Canadian Rail Tours. Once the TteS sewer expansion project is financially capable to provide services to the 7-Mile project we will keep you fully informed.

New Developments over this past year

We are excited to announce the new developments and new leases this year. The All Nations Trust Company has set the bar high with their beautiful new building in the Chief Louis Centre, with a totem pole raising ceremony and open house and are completely moved in and operating in their new location across from the Petro Canada station.

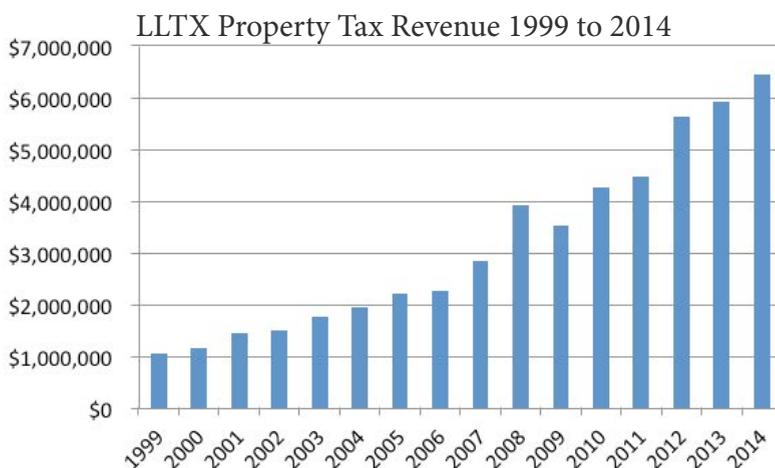
Amongst the other new developments are two new mobile parks on locatee properties South Bend is located along East Shuswap Road and Mt. View Estates is located along Ricardo Road.

Locatee Leasing Policy Directive

In 2013 AANDC approved a new Locatee Leasing Policy which is a result of the Canadian Human Rights Tribunal January 2011 Beattie decision. Although all of the federal acts and regulations still apply and the band bylaws and laws still apply to locatee leasing, what has drastically changed is:

- Band members can lease their lands up to 99 - years without a band vote
- Band members can set their rents without an appraisal
- Band members are not required to disclose their rents to council

However, with these changes, the band still does not have the authority to sign leases for locatees for over 25 years. For more information on the Locatee Leasing Policy Directive see the AANDC website at www.aadnc-aandc.gc.ca search for the Indian Lands Manual.

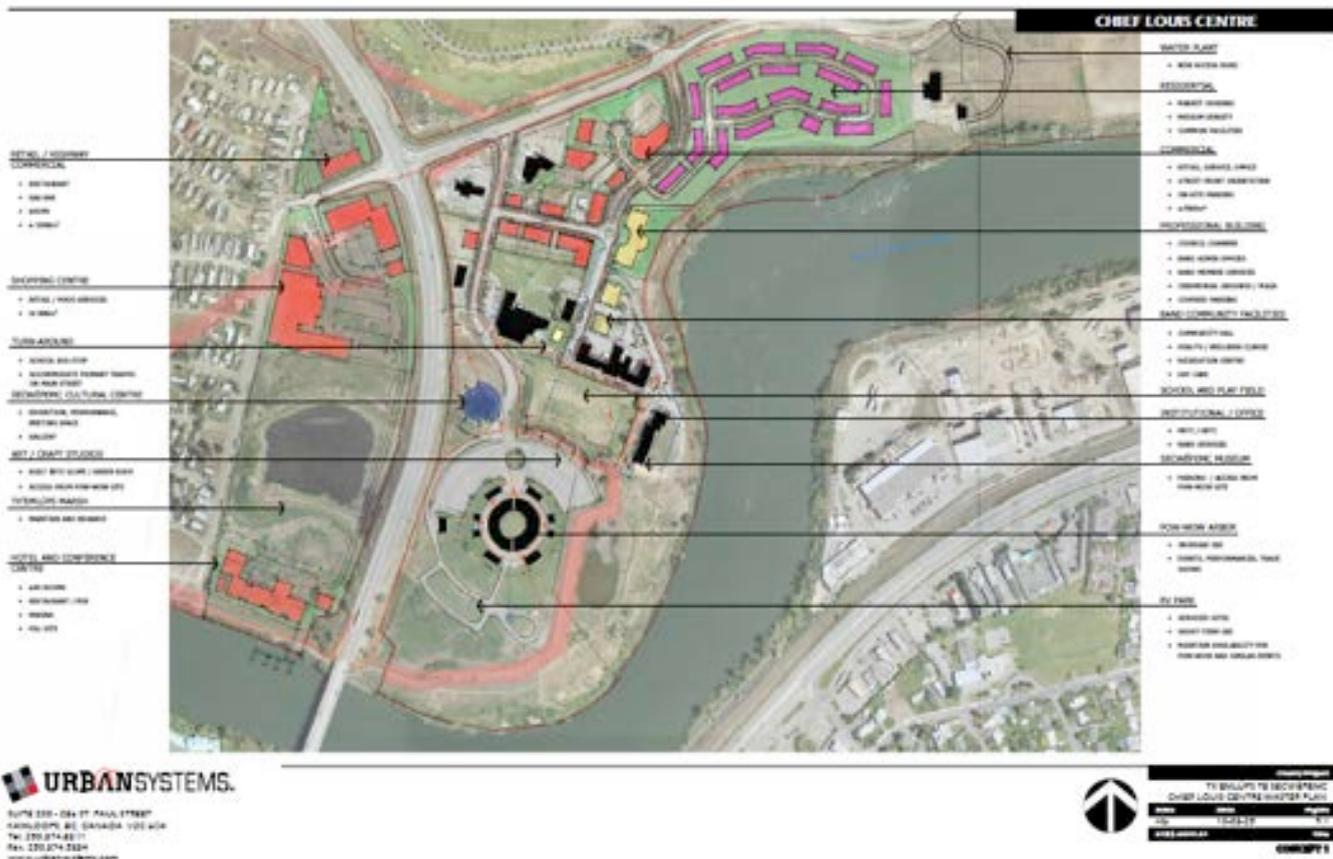


Lands, Leasing & Tax Department (LLTX)

Chief Louis Centre

The 130 acre Chief Louis Centre subdivision is our government and administration centre for TteS. We have gone through several CLC conceptual plans over the years, in 1988, 1993, 1994, 1996, 2001, 2002, 2003, 2005, until we finally have a 'CLC Master Plan' along with a Vision, Guiding Principles, and Architectural Guidelines approved in 2012.

We are really looking forward to the new developments within the CLC, and welcome ANTCO.



Douglas Reserve Initiative

In summary, the Tk'emlúps te Secwépemc filed their Douglas Reserve Initiative claim on December 17, 2009 at the Kamloops Courthouse after many years of preparation and research on a long standing claim and pursuing the claim through the Specific Claim process.

Canada and the Province requested that the trial be deferred on November 2012, so that the Band, along with Canada and the Province may engage in negotiations and discussions out of court. So far this has been positive and we remain in meaningful discussions. The negotiations team continue to strategizing with our legal counsel, and our experts and are confident we are making progressive on our claim.

SOCIAL DEVELOPMENT DEPARTMENT

The Tk'emlúps te Secwépemc (TteS) Social Development department served community members in the areas of Income Assistance, Indian Status, Drug and Alcohol Counseling, Community Health, Homemaking, Family Support, Recreation, as well as Sports, Recreation and Youth programming during the 2013/14 fiscal year. In 2013/14 the department welcomed Aboriginal Justice Worker Christine Thompson to the Social Development team. Previously with the Legal Department, the Aboriginal Justice Worker assists with various legal areas such as First Nations Court, Legal Aid intake and the Alternative Measure program.

As with previous years, the Social Development Department hosted the TteS Community Easter, Halloween and Christmas parties; partnered with Secwépemc Child and Family Services to host the TteS Community Picnic in August and with Q'wemstin Health for the TteS Health Fair in September. The department hosted the 13th Annual TteS Women's Retreat in February and the Elder's Retreat in June. These events take a lot of cooperation and dedication from not only Social Development and partners, but also from the Janitorial and Security teams. Social Development thanks all of our event partners for all you do! Attendance at the community events was excellent and was an opportunity for community members to interact in a relaxed, fun atmosphere.

Look for posting of upcoming events on the TteS website, as well as the community message boards in Kamloops.

Community Health

Community Health Representative (CHR) Lesa Frezie assisted band members with First Nations health benefits such as patient travel and filling out reimbursement forms, as well as reimbursements through the TteS band member Medical/Dental fund. When available, Lesa may be able to provide band members with rides to medical appointments, when no alternative transportation can be found.

In order to increase community health and wellness, CHR Lesa Frezie organized several health related workshops in 2013/14 including: Prenatal/Postnatal Care, Unusual Careers in Medicine for Youth, and an Elders Health open forum. Additionally Lesa organized a Men's Health Night which, due to its success, will now be a reoccurring event to raise awareness around health issues for men. Lesa also worked in partnership with the Qwemstin Health Society on a Kidney Screening, Mammogram Screening, Seabird Island Diabetes Team Visit, Honouring Our Elders Community Response Network meetings and the annual Health Fair. Lesa also worked with Recreation to coordinate and host the Annual Moccasin Mile Fun Run. Lastly, Lesa co-facilitates the Girl Power and 2BBoys programs, which run at least once per year for youth aged 9-12.

If you would like information on these or any other Community Health Workshops and programs please phone (250) 828-9707.

Drug & Alcohol Counseling



Social Development Department

In 2013/14 Drug and Alcohol Counselor Veronica Green continued to provide TteS community members with one-on-one substance abuse counseling, referrals to substance abuse treatment programs, and coordinated health and Social Assistance benefits for those entering into treatment. Veronica has a Level 3 Certification with the First Nation Wellness/Addiction Counseling Certification Board of Canada. Social Development welcomes all community members affected by substance abuse to contact Veronica Green for support and access to services (250) 828-9704.

Elders/Indian Registry Administration (IRA)

Denise Thomas is the Elder Worker as well as the IRA for Tk'emlúps Te Secwépemc. As Elders turn the age of 60 Denise contacts them to notify them of any programs/services they may be eligible for. Denise organizes the monthly Elder's luncheon, as well as the annual Christmas luncheon, Elder's Retreat, and other Elder programming, in addition to distributing the annual Elders Heat and Seed Allowances. Denise also organized and facilitated the Remembrance Day ceremony and luncheon, Annual Graveyard Clean-up and was the senior Christmas Elf for Santa's gift wrapping team.

In November Denise facilitated the annual Winter Works Employment program. The program is 2-3 weeks in duration and is an opportunity for unemployed TteS Band members to earn extra money prior to Christmas, while also providing the TteS band with valuable manpower. Each year the Winter Works program employs up to 100 community members. Contact Denise Thomas for more information.

As the Indian Registry Administrator, Denise maintains the TteS band list, assists families with birth, death and marriage registry, issues status cards and replacements, and is present at all General Band Meetings to record band membership attendance. In accordance with Aboriginal Affairs IRA policies and procedures, Denise requires two pieces of valid/current government issued identification in order to issue a status card, one picture and one other. Due to the urban location of the TteS IRA office, status cards are in high demand. If you notice your card is expiring please contact Denise as soon as possible to book an appointment (250) 828-9814.

Home Visitor

The Home Visitor provides transportation (by appointment) for TteS band members to various medical appointments, the food bank, and other essential services. Sherry Peters is the Home Visitor and can be reached by phoning (250) 819-0850 (Monday to Friday, 8 am - 4 pm). The Home Visitor program is a step towards ensuring on reserve band members have the same access to essential services as those who live off reserve with access to public transit. Sherry transports an average of ten TteS community members to various appointments and services daily.

In Home Support

Tilly Hlatky and Kelly Jacobson were the In Home Support team in 2013/14. The focus of the In Home Support program is to connect TteS families with resources, assist families as they work with Secwépemc Child and Family Services, identify and facilitate children to stay in safe places during crisis and assist with career planning and employment services. Additionally they provide information to TteS youth and families regarding child development, parenting skills, effects of drugs and alcohol on personal health and family functioning, suicide prevention, employment, and education opportunities. Tilly Hlatky worked with clients to build essential life skills and to improve communication. Kelly Jacobson worked with families on Social Assistance to draft career and education plans in order to assist with finding meaningful employment.

Workshops hosted in 2013/14 included Non-Violent Communication with Leslie Williamson, Mother Goose Parent/Toddler program (6 weeks), Dare to Dream with Carissa Jackson and they will continue to organize more healing and skill building workshops for 2014/15.

To access any of these great services and supports please contact Kelly Jacobson (250) 828-9705.

Aboriginal Justice Worker

In 2013/14 the Social Development Department welcomed Aboriginal Justice Worker Christine Thompson to the team. For over 20 years, TteS has been involved in the successful administration of a Community Corrections program. The Aboriginal Justice Worker provides justice-related services to Aboriginal people within the Secwépemc territory, administers the Community Corrections program for Aboriginal offenders, and supports TteS Justice led initiatives.

In her role as the Aboriginal Justice Worker, Christine Thompson acts as a Probation Officer delegate and liaises with Kamloops Community Corrections, and receives referrals from Kamloops Community Corrections Branch to monitor and supervise Aboriginal (adult) clients who are subject to court orders including bail, probation, and conditional sentence orders. Christine also receives referrals of court ordered community work service from Community Corrections and provides community work service programming to clients. Christine also assists with planning of Aboriginal justice workshops and conferences that provide information/resources that are relevant to Aboriginal communities.

Additionally in 2013/14 Christine Thompson received a Legal Aid contract. In her work for Legal Aid she ensures First Nations people living on-reserve have better access to legal aid intake services and legal information. Christine is able to provide legal aid intake services to the communities served by the Kamloops Court Registry.



CKNÚCWENTN, FIRST NATIONS COURT

Cknúcwentn First Nations Court is a provincial sentencing court located in Kamloops, which the Aboriginal Justice Worker attends and supports each time they sit. Under advisory of the Aboriginal Justice Council, Cknúcwentn began offering this alternative to the traditional court process in March 2013. For the last year, participants have benefited from the combination of problem – solving approached and restorative justice principles, providing sentences that integrate cultural values with established sentencing practices.

To date, fifty-two adults and three youth have participated in the sentencing and subsequent review process, comprising of 32 males and 23 females. Overall, there has been positive feedback and full engagement from participating parties. The future holds promise as Cknúcwentn continues to become a sought after option for Aboriginal individuals in conflict with the law.

Homemakers

Wendy Tronson and Annie Leonard are the TteS Assisted Living Homemakers. They implement the Aboriginal Affairs (AANDC) Assisted Living program to help keep special needs, elders and those with disabilities in their homes as long as possible, rather than in full time institutional care. Homemaking is considered supplementary, non-medical care, and is not intended to replace care provided by family or other volunteers. If you require Homemaking services please contact Winterswan Casimir (250) 314-1522 or Lesa Frieze (250) 828-9707 for more information.

Social Development Department

Sports & Recreation

Recreation Coordinator Anne Keith continued to grow Sports & Recreation opportunities for TteS Community members in 2013/14. Anne planned fitness class, organized the ongoing Fit Nation program, hosted PAL/CORE courses, and organized lessons for golf, stand-up paddling and a variety of winter sports, as well as facilitating a multitude of other programs. Anne is committed to helping TteS community members to be healthy and active by providing programming for all ages and experience levels. She coordinates week long summer day camps for youth, such as the Xplore Sportz and Canoe and Kayak Camps, as well as the First Nations Snowboard Team and Archery programs.



Anne Keith continued to be awarded grants in 2013/14; applying for and receiving over \$10,000 in programming funds. The funding received helped Anne to grow the Sports and Recreation programs and assisted with new equipment for Archery and youth programs.

In 2013/14 Shyla Hazelwood was the Sports, Recreation and Youth Worker. She facilitated the Tk'emlúps Run Club and worked with youth in the after school programs. Shyla has since moved to a position with KIBDC. The new Sports/Recreation and Youth Worker is Vanessa Sterling. Vanessa will help Anne to process Recreation Reimbursements and to facilitate Sports and Recreation programming for children and youth. Vanessa has previously worked in First Nations communities as a youth worker and has many certifications which will increase the capacity of the Sports, Recreation and Youth programs for the TteS community. Kirt Paul continues to assist part time with the Youth programs and has provided mentoring and coaching to community youth for the past year.

The TteS Recreation policy and reimbursement form can be downloaded from the TteS website, or from the Social Development Department. The funding in 2013/14 remained unchanged since 2012/13.

To contact the Sports, Recreation and Youth team please phone Anne Keith (250) 828-9801 or Vanessa Sterling (250) 828-9712.

Social Assistance

Winterswan Casimir, the Band Social Development Worker (BSDW) facilitated the Aboriginal Affairs (ANND) Income (Social) Assistance program for the 2013/14 fiscal year. The AANDC Social Assistance program basic applicant criteria are:

- Must permanently reside on the TteS reserve for 30 days minimum
- Unemployed and unable to obtain work for 30 days (or more).
- Unable to obtain Employment Insurance (EI)

Applications packages can be picked up in Social Development. Winterswan and Social Development Coordinator Sarah Candido both attended training to ensure the Social Assistance program is compliant with the policy and procedures, as there were many changes in the area of compliance in the last few years. In order to maintain compliance new documentation such as Income Tax Assessment forms and a record of each recipient's highest level of education

is required. A copy of the policy can be downloaded from: <http://www.fnsds.org/> and if there are any questions regarding the policy or how to apply for Social Assistance, please contact Sarah or Winterswan in Social Development. Appointments to apply for Social Assistance can be obtained by calling Winterswan Casimir (250) 314-1522. Social Assistance is distributed on the last Wednesday of each month.

The Social Development department also distributes proposal driven AANDC funding for Child Nutrition, the Skelep School Meal program, Cultural programming, Parent Support, transitioning youth and low income families into employment and for a small summer student employment program. In 2013/14 the program provided fruit and vegetable delivery to families on Social Assistance, Christmas hampers, a Birch bark Basket Making course, Regalia Making workshops, the Community Garden employment projects and materials, as well as funding the youth employees of the Full Circle Youth Centre from July-August.



Upcoming Department Goals & Programs

For the Social Development Department the Tkemlúps Te Secwépemc community and its people are at the centre of everything we do. We strive to be transparent, increase equitable treatment and to be a safe, healthy place for community members.

In 2014/15 Social Development is training to assist with the exploration of a TteS Membership Code, and is finalizing dates for membership focus forums.

Department programs in 2014/15 will include the 9 week Mind over Madder course, workshops on working through grief and loss, as well as Non Violent Communication techniques for parents and grandparents.

Cultural programs so far in 2014/15 have included moccasin, flute and drum making, with more to be announced.

Youth programming includes workshops on financial literacy, baby sitting and cultural classes. Also in Sports and Recreation the Future Stars basketball program will be running in October, and the First Nations Snowboard team will be starting up in late fall with dry land training. Sport skill programs, such as Olympic Way swimming, will continue to provide essential skills to children and youth in the coming year.

The after school Attendance program, facilitated by Anne Keith, Vanessa Sterling and Kirt Paul, remains popular with youth aged 10-13 and is designed to develop leadership skills, employment readiness and provide fun, new experiences for youth. In the past couple of years there has been a noticeable decline in participants in the 14-18 age group. We encourage parents and youth to contact Anne Keith or Vanessa Sterling to enroll in this amazing and free program.

The Social Development Department looks forward to working with the TteS community in 2014/15 and we hope to see you at the community gatherings throughout the year!

EDUCATION DEPARTMENT

Weyt-kp,

The primary portfolio holder is Ed Jensen and the secondary portfolio holder is Katy Gottfriedson. On behalf of the Education Department staff, we appreciate the time you spend with us at our strategic planning sessions for the Little Fawn Daycare Center, Little Fawn Nursery School, K-12, Post Secondary Education and Secwépemc Museum and Heritage Park. Your guidance and support have assisted us in improving the quality of our educational programs and services to best meet the needs of band members.

Vision

To build a skilled TteS work force so all may become self reliant and to record, preserve and enhance our language, history and culture.

Philosophy

Our ancestors identified and nurtured the gifts and talents in all of the children to help them attain their fullest potential, especially those with extraordinary gifts and talents, for the gift of one is the gift of all. Our ancestors lavished with love and affection on the children and mentored them in becoming a valuable man or woman within their family and community. The children were taught how to be responsible citizens through the legends and stories that were told and retold by our ancestors.

Mission

To strengthen our internal and external partnerships so our most precious resource, our children and youth, may have the love and support needed in building healthier families and community members.

Objectives

The objective of the Tkemlúps te Secwépemc Education Department education; provide quality educational and cultural programs and services

The objective of the Snine Adult Basic Education Program; enable students attain the academic level required for entrance into either a professional or trades and training programs.

The objectives of education programs: support all to achieve higher graduation rates from high school, trades and training and post-secondary education programs, higher employment rates, increased knowledge and skills of our Secwépemc Language, History and Culture so we may function well within greater society and within our communities.

Education Department accomplishments

2013

- HR and the Education Department partnered and hired a STEP worker, Tanya Pellet to develop an HR database on an Access program
- With our partnership, we continue to utilize this information to assist internal and external industry partners

to match employees with prospective employment opportunities.

- Darin, HR and I presented a business case to C&C and New Gold so TteS and SIB may host an ABE program on our reserves.
- We hosted the DSTC - Secwépemctsin courses so Language Teachers may obtain a bachelor degree through NVIT three ECE courses were offered within the community and was accredited through NVIT. about 6 band members and band staff successfully graduated from this program
- The management of the Secwépemc Museum and Heritage Park was handed over to me after I transferred over \$200K to keep the museum open. This year C&C provided more funding to offset the operational costs.
- STEP and the summer youth employment program was transferred to HR
- Significant changes have been implemented in the museum which is generating revenue



2014

- The museum has been renovated and remodelled for the first time since it was placed in its present location
- Many long time users, such as those from the SD#73, have complimented how much improved has occurred over the past year.
- In February 2014, both bands entered into an agreement with SD#73; Sharon Gottfriedson, Peter Grnberg, Street School SD#73 and Larissa, post secondary coordinator hosted the programs for SIB and TteS.
- SIB authorized their band staff to attend p/t with pay so they had regular students and it was considered a success from SD#73 so it is continuing
- Peter Grinberg and SD#73 cancelled TteS contract because our program for one semester was considered a failure because all of our students withdrew from the program; C&C did pass a motion for band staff to attend with pay for 2 hours per week
- We are continuing to work as a team to have a new building for the early childhood education programs
- Jessica Arnouse submitted a proposal for the museum and obtained a significant funding proposal for the Secwépemc Museum and Heritage Park. This will ensure we will have many more funding allocations from now on.
- HR and Ed dept. distributed a Labor force survey to all membership
- Tutoring program; since 2012 Jade has offered a math tutoring program; due to teachers strike we are working in partnership with Social Development. We are seeking tutors for English, science socials. No response to our offers yet

New Gold and SSN: Joint Implementation Committee

- Revised Participation Agreement signing at John Jules building on December 1st, 2011
- Environmental Monitoring Board; Dennis Wilson (Mark Diffin, Lands Dept..
- Current Stats- fluctuate but are generally about
- Aboriginal Employees: 105
- SIB employees - 12
- TteS employees - 25
- AMTA- TOWES assessments, job interview practice, resume and cover letter support
- Draft Aboriginal Job Application Process Pamphlet; assist SSN band members
- Revised New Gold Cultural Orientation Handbook with Candy Lea

Education Department

- JIC Preliminary Planning Session in July 2012 at Quaaot Lodge
- SSN Conference at Quaaot; I was part of the JIC panel presentation and the education panel presentation
- Gap analysis of the Participation Agreement- 2011 and February 2014
- New Gold contracts; TteS, SIB and SSN working on joint ventures with other companies

Strategic Goals for 2014/15

1. Implementation of TEFA funding by AANDC
2. Update Local Education Agreements with public and private schools
3. Hosting family night so develop a Parent Committee so they will become more involved in children's education
4. Develop Data base for all nominal roll students for past 4 years and compare TteS students with SD73, and aboriginal students in the Province of BC
5. Career Fairs for high school students in trades and training and professional degree programs
6. Grandparents Group/Elders/Traditional Knowledge Keepers; Assess the status of the language so we may start language revitalization
7. Community mobilization and support, Planning and Research, Goal setting
8. Language Revitalization Projects
9. Create More Opportunities for Secwépemc language use
10. Self sustaining language use
11. Secwépemc Language Mentoring Program for needed for daycare and nursery staff
12. Incorporation of Secwépemc language, history & culture into all programs
13. Annual Spring Break Secwépemc Language Immersion Camp
14. Adult Beginners to advanced Secwépemtsín classes for band staff and community members
15. Honorariums needed for Elders who participate in Secwépemtsín classes mentorship program
16. Grandparents Group to mingle and share stories and develop Secwépemc curriculum and instruction materials
17. Grandparents Group encourage to participate in community intergenerational activities and be provided an honorarium as much as possible
18. Develop our own curriculum and instruction materials for the daycare and nursery school
19. Continue to work with child care and licensing legislation to improve our child care facilities
20. The mandate for the nursery school and daycare center is band members first; employees second; then the general public.
21. Goal: support band members to get their Early Childhood Education Certificate and to obtain their language proficiency certificate



Education Department Staff

Little Fawn Daycare Center (est. 1980); annual average of 40% band members

1. Rosemary Casimir, Administrator, employed 31 years
2. Wendy Bruzzese, Assistant Administrator, , employed 31 years
3. Michelle Thompson; Infant Room Supervisor
4. Tina Marie Smith, ECE, Infant Room Educator
5. Jaimie Rowse, ECE. IT, Toddler Room Supervisor
6. Lyndsie Many Wounds, Toddler Room, ECE Educator
7. Debra McNeil, ECE, 3-5 Room Supervisors
8. Lillawas Jules, ECE diploma, 3-5 Room Educator, , employed 8 years
9. Christine Atkinson, ECE, After School Room

Little Fawn Nursery School: (est. 1967) annual average of 50% band members; this year 75%

2010; 50-75% language immersion program was implemented

2012; 30 months to school age program added onto the pre-school license

1. Jessica Arnouse, Administrator
2. Rhonda Jules, Room Supervisor, , employed 18 years
3. Catherine Billy, Secwépemctsin Teacher, Licensed Aide
4. Cory Samson, Secwépemctsin Teacher, Licensed Aide

Secwépemc Museum and Heritage Park

1. Dan Saul, seasonal, Museum Curator
2. Jackie Jules, SD73 Museum Educator
3. Carryl Coles, seasonal, Archivist

Education Administration

1. Jade Seymour, (K-12)-Truancy Officer
2. Shawna Seymour (medical leave), EA
3. Lilly Gottfriedson, interim EA
4. Larissa Blank, Post Secondary Coordinator
5. Diena Jules, Education Manager, , employed 10 years



ADMINISTRATION DEPARTMENT

| | |
|----------------------------------|--|
| Portfolio Holder: | Councillor Katy Gottfriedson |
| Secondary: | Councillor Colleen Mosterd-McLean |
| Department Manager: | Darin Kennedy, CHRP |
| HR Department Staff: | Salvina Holcomb Band Member, HR Coordinator Ron Tronson Band Member, Safety Officer Paula Pellet Band Member, Work Search Administrator |
| Administration Department Staff: | Maureen Frank-Cramer, Executive Secretary to Chief and Council Grace Labossiere, Executive Assistant to Chief, CEO and CFO Tani Proctor, Senior Recording Secretary Nicki Fraser - Band Member, Secretary to Chief and Council Jana Chouinard, Recording Secretary |
| Nacoma George - Band Member | Communications and Events Coordinator Renee Gottfriedson - Band Member, Reception |

Wey-ktp;

Since last summer the Human Resources Department and Administration department has managed to keep up with many new initiatives.

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

We continue to be structured into 4 functional areas, each of which reports to the Human Resources/Administration Manager:

Administration and Record keeping

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

- Our recording secretary Tani, has been working towards using our civic web software to its full capability, thereby streamlining the search request process for motions, minutes, and BCR's. We continue to cross train in this department, and this year due to one of our senior team members having to deal with a seriously ill grand-child, we managed to shuffle staff to be able to get them exposed to different jobs and functional areas. The administration department has all pulled together in support of Maureen Frank-Cramer and her Granddaughter, Livia.
- We secured some additional outside funded help this summer, which allowed us to have a dedicated set of workers who focused almost entirely on backing up all our hard copy files to electronic format, some of these files go back decades, but now that they are digital, we can migrate them into search capabilities much easier, and we have a more secure record of the past. There has been approximately 15% of this work completed to date, and the plan is to have this all finished by the summer of 2015.

Safety

The Safety department, headed up by band member, Ron Tronson, has had a very good start to this new fiscal year. As we previously reported, our past safety record has been poor. Not only has this poor record resulted in our workers being injured and missing work, it meant that we were paying up to \$32,000 MORE than we should have each year in Worksafe BC premiums. Thanks to the focused approach that Ron and the safety committee have made since last summer, We are pleased to report that YEAR TO DATE, the organizations safety performance has improved by approximately 60% from the same time last year. Some of the following metrics for this are:

2013 April to August

Lost time injuries = 56 work days lost

2014 April to August

Lost time injuries = 22 work days lost

2013 April to August

Claims paid out = \$10,380

2014 April to August

Claims Paid out = \$4,260

As the above table shows we are a full 60% lower, YEAR TO DATE, on both number of injuries (frequency) and duration of time lost (severity). This is a very positive trend!

Over the past year the Safety committee has been focusing on some of the following initiatives:

- Initiating and conducting a new/young worker orientation program;
- Conducted information sessions with select departments on reducing the frequency and severity of strain/sprain type injuries.
- As well an entire ergonomic assessment was completed by Ron thereby helping each office set up their work stations to avoid strain and fatigue.

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

Administration Department

For this upcoming year, the Safety Committee will be focusing on getting our emergency management plan and response fully functional, this is a big initiative, but it will serve us well in the event of a natural disaster, major fire, or spill.

Corporate Communications and Events

This functional area handles all the corporate communications, weekly blog, social media and quarterly and annual band member reports and communications. Lexéy'em, and the annual report are designed and produced by our Communications and events Coordinator, Nacoma George. Nacoma puts his skills in graphic design and production combined with his strong technical IT background to good use for us, and he can usually be found working with many different departments helping with event planning, marketing plans and graphic design projects. In addition he is often tasked with working with our Chief and Council in any number of special projects, designing presentations, pamphlets and mail-out material. This past year Nacoma has worked with an outside firm to redesign our website making it more user friendly and including items such as a property tax calculator and on-line payment options. In addition to this, he has developed an advertising campaign which will involve space on an electronic billboard as well as bill boards along Highway 5. Please stay tuned as these are constructed over the autumn months.

Human Resources

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

- Provide support to the strategic leadership of the Tk'emlúps te Secwépemc,
- Deliver support services to staff, and
- Ensure all applicable labour laws are adhered to.

The Human Resources Department is composed of an HR Manager (Darin Kennedy) an HR coordinator, (Salvina Steele) and the work search administrator, Paula Pellet. Together, these positions provide strategic planning services and financial management for the HR and Administrative departments.

Over the past year, the HR department has moved forward on some exciting projects:

1. We have partnered with Harrison Electric and Kal Tire to provide employment opportunities for band members. These opportunities will be made available by the end of September 2014 for band members to compete on. We are continuously working on building Additional partnerships with businesses that operate on band lands to provide employment opportunities for TteS members. Please check in at the work search center or check our web page as these get posted.
2. We are working with Education on building a database for band members of working age (15-64). Having this information will help us in a number of different areas, including helping us get a sense of our people "capacity" as our Chief and Council work on negotiations with various business interests that are interested in partnering with TteS.
3. This past year the entire organization received training on workplace bullying and harassment. This training allows us to be compliant with all Work Safe BC regulations, but more importantly, it helps us be proactive in building a workplace culture that is positive, productive and sustainable.

Tk'emlúps te Secwépemc 2013 – 2014 Financial Report

Wey'tkp7

An independent financial audit is performed on the Band's finances once a year and provides a financial overview of the Bands Assets, Liabilities and Operations for the fiscal year. This information is important for Band Membership, the Bands' funding sources, and also for potential investors who may be interested in Joint Ventures and Partnerships with the Band. The Band is required to send a copy of their Audited Financial Statements to Aboriginal Affairs and Northern Development Canada (AANDC) every year. This is a requirement of the Funding Agreement the Band signs with AANDC. This year, for the first time, the Band also had to meet the standards of the First Nations Financial Transparency Act and as part of this process was required to submit their audited financial statements for publication on AANDC's website. TteS was one of only 20 Bands in Canada to meet this reporting requirement by the deadline of July 29/14. A great accomplishment! Thanks to all the hardworking individuals who made this possible.

Other notable achievements are that for the first time in two years, the Band realized an operating surplus and their overall equity position increased by 7.4%. Some hard decisions had to be made over the past fiscal year for the Band to be able to accomplish this, but these have paid off and I would like to personally thank Chief and Council, Management and all employees for their efforts in helping us achieve our goal. It is truly a success story.

We will need to continue on this path of constraint in expenditures, while looking for opportunities to increase our overall revenue if we hope to continue to strengthen our financial performance in the years to come. There are many competing demands on the Band's financial resources including the demand for Capital infrastructure/projects that we will need to plan and build up reserves for if we are to accomplish our goals in this area.

Consolidated Statement of Financial Position:

The financial results of the consolidated statement of financial position are very positive. Net Financial Assets increased \$4,100,923 from \$2,212,341 to \$6,313,264. This was largely due to an increase in both restricted and unrestricted cash.

Non-Financial Assets decreased by \$1,120,880 primarily due to a decrease in prepaid expenses.

Accumulated Surplus increased from \$40,253,358 to \$41,233,401* an increase of \$980,043.

Consolidated Statement of Operations and Accumulated Surplus.

The unallocated annual surplus for the fiscal year was \$980,043 an overall increase of \$4,489,553 from the previous year deficit of (\$3,489,553). This is a significant improvement, and was achieved by an increase in revenue (12.2%)* and a decrease in expenditures (8.8%). Own Source Revenue continues to increase from 81% last year to 82.6% this year. These are good indicators of continuing growth on our journey towards economic independence.

There was also a significant improvement in the operations of the Band's Government Business Enterprises from an annual deficit of (\$432,272) in 2013 to a \$675,465 surplus in 2014. Their overall equity position increased from (\$2,030,869) to (\$1,215,297).

In closing, while we were able to realize a surplus this past fiscal year, that surplus was not enough to cover the losses of the previous two years. In addition to this, our Government Business Enterprises, while showing great improvement, are still in a negative equity position. We are headed in the right direction but will have to continue working very hard if we want to achieve our goals and continue to improve the Band's overall financial position so it may meet the needs of its community members for the foreseeable future and for many years to come.

Kukwstsétsemc,
Laura Bouchard CPA CGA
Chief Financial Officer

MANAGEMENT'S RESPONSIBILITY FOR THE CONSOLIDATED FINANCIAL STATEMENTS

The accompanying consolidated financial statements of Tk'emlúps te Secwépemc ("TteS") are the responsibility of management and have been prepared in compliance with legislation, and in accordance with generally accepted accounting principles for local governments established by the Public Sector Accounting Board of the Chartered Professional Accountants of Canada. The significant accounting policies are described in Note 1 to the consolidated financial statements. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

TteS' management maintains a system of internal controls designed to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and recorded in compliance with legislative and regulatory requirements, and reliable financial information is available on a timely basis for preparation of the consolidated financial statements. These systems are monitored and evaluated by management.

Chief and Council meet with management and the external auditors to review the consolidated financial statements and discuss any significant financial reporting or internal control matters prior to their approval of the consolidated financial statements.

The consolidated financial statements have been audited by KPMG LLP, independent external auditors appointed by TteS. The accompanying Independent Auditors' Report outlines their responsibilities, the scope of their examination and their opinion on TteS' consolidated financial statements.

ACTING 
Chief


Chief Financial Officer



KPMG LLP
Chartered Accountants
200-206 Seymour Street
Kamloops BC V2C 6P5
Canada

Telephone (250) 372-5581
Fax (250) 828-2928
Internet www.kpmg.ca

INDEPENDENT AUDITORS' REPORT

To the Members of Tk'emlúps te Secwépemc

We have audited the accompanying consolidated financial statements of Tk'emlúps te Secwépemc ("the Entity"), which comprise the consolidated statement of financial position as at March 31, 2014, the consolidated statements of operations and accumulated surplus, change in net financial assets and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Consolidated Financial Statements

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

Auditors' Responsibility

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

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

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



Opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of Tk'emlúps te Secwépemc as at March 31, 2014, and its consolidated results of operations, its consolidated changes in net financial assets and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

KPMG LLP

Chartered Accountants

Kamloops, Canada
July 22, 2014

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TK'EMLÚPS TE SECWÉPEMC

Consolidated Statement of Financial Position

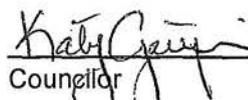
March 31, 2014, with comparative information for 2013

| | 2014 | 2013 |
|--|----------------------|----------------------|
| Financial assets: | | |
| Unrestricted cash and cash equivalents (note 2) | \$ 4,112,706 | \$ 339,098 |
| Restricted cash and cash equivalents (note 3) | 3,549,499 | 276,569 |
| Funded reserves (note 4) | 519,466 | 992,846 |
| Ottawa trust funds (note 5) | 394,585 | 394,571 |
| Accounts receivable (note 6) | 2,841,658 | 1,366,175 |
| Property taxes receivable (note 7) | 1,527,630 | 1,356,218 |
| Loan receivable (note 8) | 133,353 | 133,709 |
| Long-term investments and advances (note 9) | 472,943 | 470,945 |
| Investment in partnerships (note 10) | 386,501 | 154,058 |
| Advances to related entities (note 11) | 10,068,687 | 10,022,365 |
| | 24,007,028 | 15,506,554 |
| Liabilities: | | |
| Accounts payable and accrued liabilities | 2,559,128 | 2,129,993 |
| Landfill remediation liability (note 12) | 200,000 | - |
| Deferred revenue (note 13) | 5,093,916 | 2,278,126 |
| Debt (note 14) | 8,625,418 | 6,855,220 |
| Equity in deficit of government business enterprises (note 15) | 1,215,302 | 2,030,874 |
| | 17,693,764 | 13,294,213 |
| Net financial assets | 6,313,264 | 2,212,341 |
| Non-financial assets: | | |
| Tangible capital assets (note 16) | 36,563,256 | 36,896,214 |
| Prepaid expenses and deposits | 356,881 | 1,144,803 |
| | 36,920,137 | 38,041,017 |
| Accumulated surplus (note 17) | \$ 43,233,401 | \$ 40,253,358 |
| Economic dependence (note 18) | | |
| Contingencies (note 19) | | |
| Accumulated surplus is comprised of: | | |
| Internally and externally restricted surplus | \$ 12,013,857 | \$ 7,809,783 |
| Investment in tangible capital assets | 30,860,253 | 33,229,811 |
| Accumulated operating surplus (deficit) | 359,291 | (786,236) |
| Accumulated surplus (note 17) | \$ 43,233,401 | \$ 40,253,358 |

The accompanying notes are an integral part of these consolidated financial statements.

Approved:


 Chief Financial Officer


 Councilor

TK'EMLÚPS TE SECWÉPEMC

Consolidated Statement of Operations and Accumulated Surplus

Year ended March 31, 2014, with comparative information for 2013

| | Budget (note 1(i)) | 2014 | 2013 |
|---|-----------------------|----------------------|-----------------------|
| Revenue: | | | |
| Aboriginal Affairs and Northern Development Canada | \$ 5,462,947 | \$ 5,306,878 | \$ 6,035,221 |
| Administration fees | 1,220,325 | 128,229 | 173,894 |
| Canada Mortgage and Housing Corporation | 239,539 | 282,664 | 311,066 |
| Capital recovery - sewer | - | 2,000,000 | - |
| Contract revenue | 278,919 | 593,882 | 337,587 |
| Gain on disposal of tangible capital assets | - | - | 380 |
| Government business enterprises income (loss) (note 15) | - | 675,465 | (432,272) |
| Health Canada | 11,000 | 12,375 | 12,222 |
| Interest and investment income | 7,400 | 258,785 | 149,253 |
| Kamloops Indian Band (K.I.B.) Sales Tax | 1,480,000 | 1,672,665 | 1,512,405 |
| Lease and rental income | 979,291 | 3,496,266 | 3,583,036 |
| Management fees | 548,195 | 548,199 | 669,159 |
| Partnership income (loss) (note 10) | - | 232,443 | (222,516) |
| Property taxation | 5,730,681 | 5,917,903 | 5,270,156 |
| Province of British Columbia | 1,216,790 | 1,433,410 | 1,169,305 |
| User fees and other | 2,709,835 | 2,665,472 | 2,138,243 |
| Total revenue | 19,884,922 | 25,224,636 | 20,707,139 |
| Expenses: | | | |
| Administration | 2,692,072 | 2,870,366 | 3,383,563 |
| Band council | 934,786 | 969,172 | 1,035,932 |
| Chief Louis Centre | 313,200 | 339,793 | 332,434 |
| Legal | 669,354 | 728,515 | 1,160,612 |
| Social development | 1,701,641 | 1,623,289 | 1,729,463 |
| Sk'elep school | 1,762,757 | 1,822,688 | 1,865,089 |
| Education | 3,553,346 | 3,201,244 | 3,665,550 |
| Property tax | 3,383,813 | 2,721,790 | 2,288,490 |
| Land and leases | 760,552 | 741,460 | 1,074,624 |
| Housing | 819,913 | 851,845 | 1,498,861 |
| Maintenance | 2,914,793 | 3,532,403 | 3,156,253 |
| Cultural resource management | 602,139 | 550,566 | 460,579 |
| Social housing | 860,181 | 750,510 | 738,200 |
| Amortization | - | 1,505,951 | 1,803,282 |
| Other | - | 35,001 | 3,660 |
| Total expenses | 20,968,547 | 22,244,593 | 24,196,592 |
| Annual surplus (deficiency) | (1,083,625) | 2,980,043 | (3,489,453) |
| Accumulated surplus, beginning of year | 40,253,358 | 40,253,358 | 43,742,811 |
| Accumulated surplus, end of year | \$ 39,169,733 | \$ 43,233,401 | \$ 40,253,358 |
| Segmented information (note 20) | | | |
| Allocations of annual surplus: | | | |
| Debt repayment - sewer | \$ - | \$ (2,000,000) | \$ - |
| Unallocated annual surplus (deficit) | \$ - | \$ 980,043 | \$ (3,489,453) |

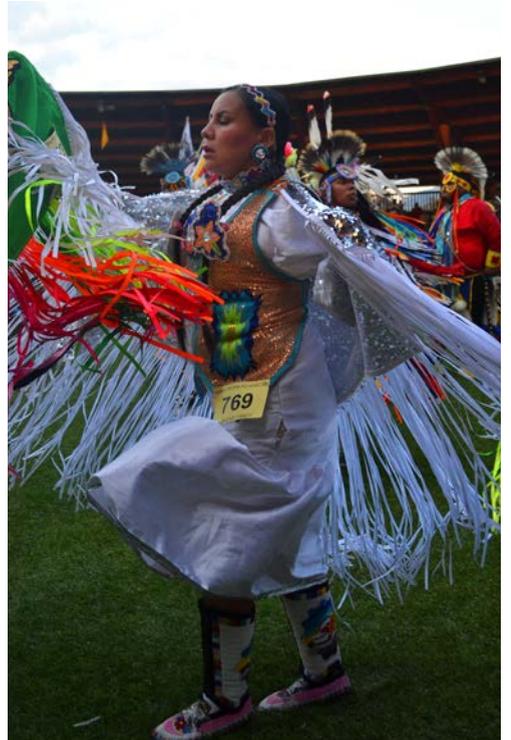
The accompanying notes are an integral part of these consolidated financial statements.

If you would like to see the 47 page
Consolidated Financial Statements of TteS
Year ended March 31, 2014
Please visit

www.tkemlups.ca

Kamloopa Pow Wow 2014

Photos by Vicki Manuel





YWM Photography 2014



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