



Fall 2017
Lexéy'em

TK'EMLUPS TE SECWEPMC

CHIEF & COUNCIL

KUKPI7 FRED SEYMOUR
PUBLIC RELATIONS



COUNCILLOR JEANETTE JULES
NATURAL RESOURCES



EAGLE CASIMIR
COMMUNITY SERVICES



KATY GOTTFRIEDSON
HUMAN RESOURCES



NACOMA GEORGE
HOUSING
PLANNING & ENGINEERING



ROSANNE CASIMIR
LANDS LEASING & TAXATION



HOWARD CAMPBELL
BUSINESS DEVELOPMENT



VIOLA THOMAS
EDUCATION



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Natural Resources

Lexéy'em Report October 2017

Tkwenem7íple7 Jules

***Primary Portfolio – Natural Resource Department/Legal/
Douglas Reserve Initiative –
Title and Rights/Justice***

Weyt-kp Natural Resource Management: Our NRD/CRM must continuously deal with matters relating to Aboriginal Title and Rights issues, potential infringement, and impact related to major land-use and resource development projects. We need to keep ourselves thoroughly informed of the major court judgments that set the legal standard for consultation, accommodation and infringement on aboriginal title and rights issues.

By being thoroughly informed this sets the standard for the conservation, negotiations, and management of resources on our territory as we continue to seek compensation and joint management on development projects that infringe on aboriginal title and rights.

Over the past years, we have received funding for the Forest Consultation & Revenue Sharing Agreement (FCRSA). These funding dollars are to be used for Governance, Social, Economic Development and Culture.

We need to complete the "Hunting Ordinance" as well as the "Community Based Justice Intervention in Wildlife and Fishing Offences Memorandum of Understanding with Ministry of Environment – Conservation Officers". Both of these need a few areas cleaned up and I'm pretty sure we will be ready to work with them. Note the Hunting Ordinance is a TteS document and Restorative Justice MOU is with SIB. I can have copies made available for you please call my office 250-828-9731 or Barry Bennett 250-314-1563. NRD will be calling the hunters together once again to review and finalize the changes that were recommended at the last meeting. Also on September 23, 2017 SNTC held a "Pixem" Hunting Gathering for discussion with the Nation on Hunting and Protocols, the wildfires and impact to our nations the four legged and our traditional form of governance and management our ancestral lands. For a copy of the complete bulletin please visit our website, excerpt from the bulletin;



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- Douglas Reserve Initiative and other Specific Claims, ATR Processes and Indentures
and Permitting: Douglas Reserve Initiative (DRI) we need to establish what is rightfully ours, in a fair respectful way. Our negotiating team as well as our legal are still in the exploratory talks with the Provincial and Federal Government. We are having ongoing meetings teleconference and in person meeting with our legal team. C&C signed a BCR to join as an Intervenor in the Williams Lake Indian Band's Court Case at the Canadian Supreme Court, court proceeding was held at the end of April and the ruling will be coming out sometime in November, please keep an eye for this ruling as it will have huge implications for us.
- Specific Claims – (Lac Le Jeune (cut off), Cherry Creek (cut off) Colonial Reserve), Louis Creek (cut off shared reserve with Simpcw), and Typhon (expropriated under the War Measures Act). We are researching and gathering all of the historical background documentation first with our Lac Le Jeune – “Trout Creek” cut off reserve and then moving forward with all of the others.
- Grasslands Technology Centre – we have completed our historical research (Strength of Claim), genealogy, on our use and occupation of this area. Kukpi7 Fred Seymour, Councillor Rosanne Casimir and I met with Public Works and Government Canada on September 6, 2017 and a teleconference on October 6, 2017. At the teleconference we found out there is still some work to be completed by Canada on this file and then by early summer of 2018 we will start meeting with them.
- ATR Process for Westsyde and Rayleigh properties are ongoing and Spiyu7ul'lucw Ranch we need to complete all of the resurveying of all of the properties.
- Section 35 Indian Act – Highways completing our negotiations and then moving towards settlement which may still take a couple of more years.
- Section 35 Indian Act – BC Hydro we have contracted Van Den Verg and Associates to gather and compile all of the right of ways of BC Hydro on all of our IR's

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- Section 28.2 Indian Act – Fortis (BC GAS then Terasen Gas) we have just started the research with INAC to check for a permit.

Community Tripartite Agreement (CTA):

- CTA Meeting June 13th TteS Moccasin Square Gardens.
 - Reports from Tk'emlúps to Secwepemc, Skeetchestn, Whispering Pines and RCMP
 - Letter of Expectation (LOE) amendment to section 5E.
 - We need to develop an MOU regarding Critical Incidents.
 - Research and meetings with BC and Canada Public Safety Ministries.
 - On October 18, 2017 Bonnie Leonard, Kukpi7 Ron Ignace and I met with Olivier Cullen, Senior Issues Manager Indigenous Advisor Office of the Minister of Public Safety Ralph Goodale. This was a very productive meeting and Kukukpi7 Fred Seymour, Ron Ignace and Steve Tresierra will have a follow-up meeting with Minister Goodale.
 - On October 31st Councillors Eagle Casimir, Terry Deneault, Darrel Draney, Deb Van Der Mosselaer will be meeting with Chief Commissioner for the RCMP – BC Brenda Butterworth-Carr.
 - John Kiedrowski did two reports 1996 and final report 2000 “Review of the Policing Needs for Kamloops, Skeetchestn, Whispering Pines/ Clinton Indian Band. We have contracted him to do another review for the upcoming
 - Renegotiations of First Nations Policing with Public Safety Canada and B.C. Public Safety” Emergency Measures Review for Kamloops, Skeetchestn, Whispering Pines/Clinton Indian Band”. Renegotiations of the First Nations Policing begin this November as the CTA expires March 31, 2018. During the AFN AGM this past July Minister Goodale made a commitment to add more funding.

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Stk'emlúpsemc te Secwépemc Nation (SSN) :

- Government to Government (G2G) – negotiations' bi-weekly meetings.
- Secwépemc Hydro Agreement/ SSN Hydro, we've signed a Capacity and Cultural Heritage Agreement and have been awarded the Sub-Station contract
- Bi-Monthly SSN/MOTI meetings
- KGHMI/Ajax and other mines within our traditional territory as well as having a voice in the other proposed mines. The Public Review period was completed on October 10th and the administrative staff are now preparing the necessary documents which will be three weeks from the 10th to present to the Ministers for their final rejection or approval of the project that they have 45 days to make.
- Title Claim on the KGHMI/Ajax/Abacus filed on September 21, 2015
- New Gold – Water License, acquisition of New Afton Tailing Storage Facility.
 - Bi-Monthly Executive Meetings between Darrel Draney (SIB) John Richter Mine Manager and Martha Manuel FN Coordinator (NG) and I.
 - NG will again coordinate Elders and C&C above and underground tours.
- On September

Secwépemc Reconciliation Framework Agreement (SRFA)

- Secwépemc Reconciliation Framework Agreement (SRFA) – the five communities who signed onto the SRFA Splatsin, Adams Lake, Shuswap Band, Skeetchestn and TteS are in the process of the re-negotiations, we agreed to a one-year extension, so we can do a more robust SRFA.
- On October 11 to 13, I traveled to Invermere for meetings with government and technical staff
- October 19 & 20th strategic planning at Quaaout Lodge with the 5 communities to develop a path forward. Protocols' with other Bands/Nations:
- "Secwépemc Nation" means those people who are descended from the northern most speakers of the Salishan language known as the Secwépemc language (Secwépemctsin) and further are the descendants of the Northern most practitioners of the Plateau culture.
- Secwepemcúl'ecw, TteS is a leader in the Secwépemc, we must continue to work with all of the other Secwépemc bands for our collective Title and Rights to our land, resources, land claims, and specific claims and any overlapping interests.
- Honour and reaffirm our signed protocols and historical treaties with other bands/nations to work together to advance our collective interests and advance our Title and Rights and our campfires.
- All of this stems from the foundation that our ancestors stated within the Sir Wilfred Laurier Memorial.
- Thompson Rivers University (TRU) and other Post-Secondary Institutes (Memorandum of Understanding, Intellectual Property/Copy Right) and other Post-Secondary Institutes.
- Day Scholar Class Action Suit – Language/Culture/Healing Fund/Individual/Descendant

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Ancestors, Intellectual Property/Copyright

Ongoing July 11. 2016 a meeting with Professor Ripan Malhi discussion on DNA results from British Columbia First Nations and to discuss the potential for a DNA project. We are still going to be doing this and are finalizing the MOU. Here is the link to the project: <https://uofi.box.com/s/psvtg21lyq25p5f7ppxqbbbs03cucj5n5>

Read the Article below.

We demonstrate how the analysis of complete mitochondrial genomes from previously unanalyzed populations in North America can provide important insight into the evolution of founding haplotypes. We sequenced the complete mitochondrial genome of a Shuswap individual that belongs to haplogroup C4c. Before this analysis, only one complete mitochondrial genome belonging to C4c was sequenced in the Ijka of Columbia (Tamm et al., 2007). The presence of this haplotype in only one South American tribe may have been a result of undocumented historical migration from Asia. However, the possibility of undocumented historical migration is much less likely now that mtDNA haplotype C4c has been identified in the Shuswap of North America. The estimated coalescence date for the two mitochondrial genomes that belong to haplogroup C4c is 18,440 (plus or minus) 6,520 years before present (ybp). This date suggests an early split of the Shuswap and Ijka mitochondrial genomes and the early date combined with the large geographic distance between the Shuswap and Ijka confirms haplotype C4c as a founding haplotype in the Americas. We defined "Shuswap 03"

above article from Brief Communication: Mitochondrial Haplotype C4c Confirmed as a Founding Genome in the Americas

Ripan S. Malhi,^{1*} Jerome S. Cybulski,² Raul Y. Tito,³ Jesse Johnson,⁴ Harold Harry,⁵ and Carrie Dan⁶

1Department of Anthropology, Animal Biology and Institute for Genomic Biology, University of Illinois

Kinder Morgan Cultural Heritage Study:

Regularly Scheduled Meetings:

- Tuesday – Chief and Council
- 1st Thursday of the month Stk'emlúpsmc to Secwépemc (SSN) Joint Chief and Council
- 2nd Thursday Secwepemc Reconciliation Framework Agreement (RFA) Chief and Council
- 2nd Wednesday Senior Council for RFA
- Bi-Weekly Policy meetings – Mondays

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- Finance Committee as required
- Bi-monthly Technical Staff meetings SSN/SIB/TteS
- SSN Executive Rep's meeting
- NRD Manager and Portfolio
- Bi-Weekly Government to Government meetings with MMPO, BCEAO, Regional Government Representatives, CEAA

Quarterly:

- Spiyu7ullucw Ranch Corporation
- Tk'emlúps Forestry Corporation – Limited Partnership – we will be sending out a call for band members with experience in the logging industry to sit on the board of directors as per GBM motion.
- TteS ¼ Finance Committee
- Community Tripartite Agreement (CTA)
- KIBDC/MPC
- SSN Executive Meetings with New Gold Mine Manager – John Ritter
- Bi-monthly MOTI meetings
- Bi-monthly Hydro Meetings

Other Meetings/Conferences/Workshops;

- AFN AGM – Regina Saskatchewan
- September 5-7 BC Ministers Meetings Vancouver B.C.
- September 10 to 14th National Elders Gathering – Edmonton Alberta. There were over 5000 Elders attend from across Canada.
- Upper Nicola Indian Band "Going Home Ceremony" for the Residential School Survivors and Descendants.
- BC Repatriation Kelowna B.C – Former Premier Christie Clarke announced 2 years ago a Repatriation Fund of 27 million and committed to the Secwepemc we would be the first to access this fund to date no funds have been disbursed.

October 2&3rd Trans Mountain Federal Court of Appeal Judicial Review – this did last for two weeks.

I gave a presentation on October 4th to the Canadian Environmental Assessment Agency (CEAA) ensuring we had input into the changes to the Act. The National Energy Board (NEB), Navigable Waters Act are also going through a review and we have ensured that we have written and given formal presentations to these proposed changes.

Yeri7 Stsukws!

"Wel Me Yew te Tk'emlúpsemc -The Kamloops people will flourish and endure"

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Weykt,

I have had a busy year this year and have traveled a lot over these last few months going to business meetings in Edmonton to have a look at the benefits of medical marijuana which was interesting to say the least and to a rediscovery camp in Kitwanga BC, which is located 12 hours up north. I learned some wilderness survival skills and received tickets in wilderness first aid, as well, canoe rescue level 1 and 2. This was offered through SCFA and the experience was to learn how to create and run a cultural camp within our traditional territory.

Unfortunately, I was unable to attend the last GBM and AGM as I was attending a regional health caucus meeting in Williams Lake to discuss the wildfire situation and the effects it has on our lives as many people and animals who live off the land were displaced from their homes in our traditional territory. And a reminder of how much we came together as a nation to help our brothers and sisters to the north by opening our doors to them in need and I would like to give a big shout out to all the community volunteers who helped make everyone feel comfortable so far from their home. Other discussions included the allocation of health dollars that we will be receiving in our community as we move into the winter months and into a new year.

I would like to acknowledge the hard work and dedication that the Community Services team has demonstrated over these last few months and I would also like to send my thoughts and prayers to all those families that have lost a loved one this year, all my relations.

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Community Services

We've come through the busy summer and fire season into fall. A season to spend time with loved ones, gather food for the winter ahead and to find new, perhaps indoor, activities to keep active! Community Services is working hard to provide the programs and services the TteS community wants and needs. Please read on for some of the highlights from our latest programs, updates regarding services and for upcoming events.

Community Services is seeking your assistance to form a Community Services Advisory board! The board would meet (at least) quarterly to provide suggestions, feedback and assist with activities such as strategic planning. Per the TteS Governance the committee must consist of a representative from each of the 13 grassroots families. For your applications please stop by Community Services!

With teamwork we create action and pride.

The annual TteS parties are everyone's favourite crazy, fun time and there are two right around the corner! You are invited to:

- TteS Kids Halloween Party, October 27th from 5-7 pm in MSG (fireworks at dusk)
- TteS Annual Kids Christmas Party December 15th 5-7pm in MSG (Santa has RSVP'd!)
- We can't wait to see you there!

The Gathering Strength Domestic Violence Prevention Program (funded by the BC Association of Aboriginal Friendship Centre's) received partial funding in 2017/18 to continue offering workshops to Indigenous people in the TteS and Kamloops area. Gathering Strength Coordinator Katrin Eberhard has stretched those funds the length of the fiscal year to provide year-round workshops aimed at teaching non-violent communication, traditional ways of healing, and other holistic workshops. In the past three months Gathering Strength programs included:

- Four (4) Traditional Medicine workshops,
- A 6-week Ladies Self Defense series,
- Preparation and Canning (peaches and tomatoes), co-facilitated with Elder Diane Morgan,
- Traditional Uses of Sage and Bundling,
- CTRI facilitated Family Violence Prevention,
- Dr. Darien Thira's "The Community is the Medicine" 5 day workshop

Upcoming workshops scheduled so far include:

- Nov. 9th Wellness Wheel with Shirley David
- Jan. 20th (tentative) Positive Parenting with Rhoda Tom & Lynda Fernyhough
- Feb. 10th Wellness Wheel with Shirley David

If you are interested in attending any of the upcoming workshops please contact Aboriginal Justice Worker/Gathering Strength Coordinator Katrin Eberhard (250) 314-1551.

Katrin, the Acting Community Services Manager Sarah Candido, and the entire Community Services department are dedicated to the safety and wellbeing of the TteS community. It is with that in mind that the department will be hosting a series of collaborative community safety meetings. The first meeting is scheduled for October 24th from 5-7 pm in Moccasin Square Gardens. There will be meetings scheduled in the New Year as well.

The idea to host meetings came from online community member feedback, as well as other requests to invite everyone together to discuss how to help each other keep children and families safe, lower drug use and corresponding violence. Community Services is hosting the meetings in

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collaboration not just with the TteS community but also with the RCMP, other TteS departments, and the health sector (others as needed). We look forward to meeting with everyone, and together making a healthier, safer community for now and future generations. For more information please contact Sarah Candido (250) 828-9811.

The annual Winterworks employment program starts November 6th and runs until November 17th, 2017. The program provides 17 hours of employment for unemployed TteS band members to help with the cost of the upcoming holiday season. Projects range from janitorial work to building the Christmas parade float to filing. Students and TteS employees do not qualify for the program. Please contact Denise Thomas for more information (250) 828-9814.

The Family Support program, funded by Ministry of Child and Family Development, is busier than ever providing support, resource referrals, and workshop facilitation for TteS families in Kamloops. Both workers (Rhoda and Alexis) manage full caseloads currently. They work to assist families as they navigate the Family Law system. To ask for support or for information please contact Rhoda Tom (250) 828-9812 and Alexis Gosselin (250) 828-9705.

As part of the Family Support program Alexis and Rhoda also facilitate workshops for parents and youth respectively. Alexis, in partnership with a facilitator from the White Buffalo Society, will be facilitating "Strong Me, Strong Mind," a six week program for female youth ages 12-14. Starting in later October, the program will combine fun activities, food and wellness. Registration filled up quickly and there are only a couple of spots left! To register a youth please contact Alexis Gosselin. Rhoda will be co-facilitating several Traditional Parenting focused programs starting New Year 2018 so check the Tk'emlups Facebook page and your mail frequently if you're interested!

National Aboriginal Addictions Awareness Week (NAAAW) is November 13-17th and our Drug and Alcohol Counselor Dave Manuel, and various wellness committees have workshops, feast and ceremonies scheduled throughout the week from 6-8pm nightly! Please contact Dave Manuel for more information (250) 828-9704 or email dave.manuel@kib.ca. With the goal of community wellness, Dave also:

- Meets one-on-one with clients,
- Provides rides to AA meetings,
- Helps host a weekly Men's Sweatlodge ceremony (every Wednesday),
- Teaches groups and individuals how to administer Naloxone in a drug overdose emergency,
- Represents TteS on the Addiction Matter Coalition, the Aboriginal Corrections Healing Committee, The Community Action Team with the City of Kamloops, and the Wellbriety Committee

Upcoming wellness events include:

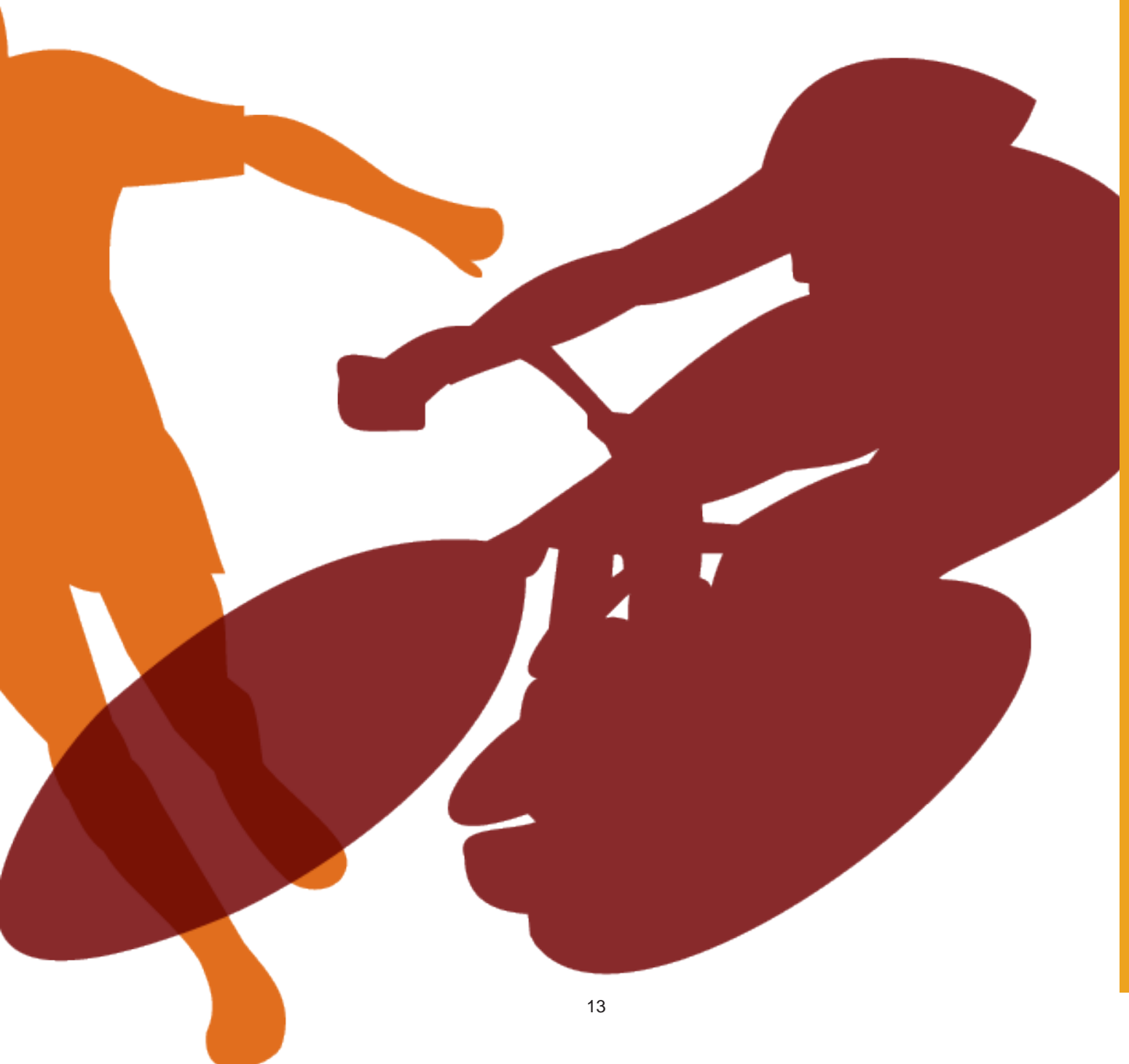
- November 2 (6-8 pm) Drug Presentation (with RCMP) and Naloxone Training (with Q'wemtsin Health) at MSG

Women's Sweats occur every Thursday and are currently hosted by Elder Diane Morgan. Harm Reduction training with Dave is available upon request.

The Community Services Department can also help connect you with a variety of mental wellness supports through Sarah Candido (250) 828-9811 sarah.candido@kib.ca or Community Health Representative Lesa Frezie (250) 828-9707 lesa-frezie@kib.ca. Sarah can assist with referrals to one-on-one counseling, and both can assist with navigation of the health care system, processing traditional wellness treatment fees and many other health related supports.



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This fall Lesa attended training to facilitate canning workshops, which she will do in the New Year as part of Community Services food security training workshops.

Community Services will host a new pilot project in 2018 to help TteS families with food, fitness and screen time goals. One of only two locations in the province to have the opportunity to host the pilot project, the TteS community will help create a new holistic program for families with dependent children 12 and under in the home. Expected outcomes are an increase in food and fitness knowledge, improved communication between children and their parents, and the creation of a how-to guide to be used by other first nations in BC. In November, together with the funders and other program creators, Community Services will host an engagement session with eligible TteS families to decide when and where the program should be hosted and to discuss the program ideas to ensure the program can provide value to participants. Please contact Sarah or Lesa to take part!

Anne Keith and Miranda Powell (Finance Dept.) were just awarded a grant worth approximately \$150,000 for the promotion of snowboarding for First Nations children and youth! The Indigenous and Northern Affairs Canada (INAC) grant was only awarded to two organizations in Canada and will be considered as a model for how to build a community snowboarding program. We congratulate Anne and Miranda on this success and look forward to seeing the project unfold over this winter! For more information and to see if you can get involved please contact Anne Keith (250) 828-9801 or akeith@kib.ca.

The TteS Elders in Kamloops were recently invited to help build the 5 year community health plan for primary care at Q'wemtsin Health (QHS). The session, which included the monthly Elder's luncheon, was a success with amazing feedback and input provided by the many Elders in attendance. We will work collaboratively with QHS and its partner communities to complete the 5 year plan and to implement its goals.

QHS also has several health screening events in November:

- November 14th is Diabetic Screening
- November 21st is the Mammogram Clinic and Pap Screening Day
- November 22nd is Men's Night, hosted by the Skeetchestn Community (rides provided)
- November 23rd Dr. Art Hister, recognized for appearances on Global news, will host an afternoon of lunch and learning from 11:30-3pm at Hotel 540 (registration required (250-314-6732)

Please check www.qwemtsin.org frequently for news and

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events or stop by the clinic!

We love celebrating TteS band member milestones with you! With that in mind, upcoming Elders birthdays are:

November:

Lillian A Manson
John A Davis
William F Camille
Leslie S Jules
Garry Gottfriedson
Margaret LeCamp
Anthony J Doucette
Mary V Jules
Melvin Seymour

December

Sophie Davis
Alvina Wood
Mildred Dillabough
Sharron E Purvin-Good
Alice C McCaleb
Mildred E Manuel
Marie C C Baptiste
Sandra L Seymour
Peter D Campbell
Mary V Manson
Marvin L Dean
Daniel R Pilkington
Freda D Bateman
Janet L Doucette
Lucienne C Jules
Gloria C Manuel
Bruce D Gurnsey

January

Geraldine E R Collins
Russel R Leonard
Bernard T Mclvor
Willy Jules
Gerald W Davis
Kenneth C Jensen
Elizabeth A Manuel
Rogette C Mason
Hether L Conway
Charlotte A Jensen
Barbara R Stewart
Clayton R Peters

Sheila R Raweater
Margaret R Larue
Antoine E Larue
Doris S James
Robert B Egan

Together with Council, TteS departments are working hard to bring BC Transit to the TteS Reserve. Currently, TteS has applied to BC Transit for hours of service and routes, with earliest implementation starting in September 2018.

The next step towards bringing BC Transit buses on reserve is to get your input! The TteS Community Engagement session has been scheduled for December 5th in Moccasin Square Gardens. The first session will take place during lunch from noon-1pm, the second session is in the evening from 4pm-6pm. Please share your feedback!

As always, we welcome your comments. Please stop by the department, email or call and we will be happy to assist you and your loved ones in any way we are able. We wish you a happy and safe holiday season 2017!

Human Resources

Weyt-kp,

It seems that there is so much to share since we missed the opportunity to publish a summer edition of the Lexey'em. Thankfully our past GBM and first ever Annual General Assembly (AGM) took care of a bulk of information that I would have provided so I will ensure to hit only highlights in my report.

Day Scholars:

Since the launch of our class action in 2012 there has been some important milestones, this summer brought another significant step forward in the litigation and the Memorandum of Understanding was signed between the Canadian Government and the three Nation Plaintiffs. The memorandum commits the Government and the First Nations to resolve this litigation without resorting back to the courtroom and to find a fair settlement in a timely manner.

The Canadian Government committed to finding a fair and equitable settlement to the lawsuit outside of the court process. For ten months the government and the representatives for the plaintiffs met regularly to develop the groundwork for further conversations. This exploratory process is common in negotiations between Canada's Indigenous peoples and the Government and allows for a method that can be respectful of Indigenous peoples' culture and heritage and in line with the goals of reconciliation.

The Day Scholars Class Action lawsuit seeks compensation on behalf of all Day Scholars across Canada. The case also seeks declarations regarding Canada's role in the failure to protect Aboriginal language and culture, and looks for compensation for the children of survivors, and the bands to which survivors belong.

In planning for settlement Council along with a working group have started early conversations on creating a culture and language revitalization. Once we have more movement and momentum we will share more information with Membership through the bi-monthly updates.

For more information on our Day Scholars Class Action please contact Jo-Anne Gottfriedson at jo-anne.gottfriedson@kib.ca.

Shared Services:

With the Human Resources Department being short staffed and bringing on a new HR Manager, Violet Frost, there has been a delay in creating up to date statistics and charts relating to Band Member employment. Once HR is caught up on higher priority tasks I will ensure this is included in future reports.

However, one of the tasks the HR staff is working on is

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filling vacant positions in the organization and I would highly encourage everyone to check the Job Posting section of the TteS website and apply for positions that may fit your skills and/or interests.

For more information on upcoming job postings or training opportunities please:

Visit our website at <http://tkemlups.ca/current-openings/>

Contact Violet Frost at violet.frost@kib.ca

Salvina Holcomb at salvina.holcomb@kib.ca

Finance:

I would like to thank the Members who were able to make it to the GBM and AGM mid-October. The enthusiasm from everyone to learn more about the organization and its entities finances is extremely valued. Because of the questions we received from everyone, Chief and Council along with our CFO/A.CEO Bev will be hosting an information session focusing on more in-depth reports of our Finances. The meeting will be held at the beginning of December, please stay tuned for a date.

Other recommendations that I took from the AGM was the analysis of all sectors of TteS and its business entities. This has been noted and raised in Council discussions such as strategic planning and is to be implemented in the upcoming months. Regarding strategic planning, we will be completing this exercise mid-November which will also have financial components attached. As Kukpi7 mentioned, once we have strategic planning finalized we will bring this back to membership for review and rollout.

For more information on our Finances please contact Bev Bull at Beverly.bull@kib.ca

Human Resources

Communications:

Through the summer our communications team had tendered out a contract for a communications strategy, the successful submission came from an Aboriginal owned company, Copper Moon. Copper Moon assisted us with the development and disbursement of the communication survey; I would like to thank all of you that took the time to fill out our survey, all your feedback was essential in creating a tailored plan for TteS. With your feedback, we have received a draft plan along with a draft policy to implement the plan. This still requires some work to be completed but once we have more familiarity on the plan and adoption of the policy Council will bring the communication plan forward to Membership.

For more information regarding events and other communications inquiries please contact Monica Parker at monica.parker@kib.ca

Education:

After our past AGM I recognize that there is a need for more information to be shared with our Members regarding the relocation of the Little Fawn Daycare.

Since 2014 the Education Department has been working towards the new build of the Little Fawn Daycare. This involved several conversations, emails and motions with Council and other key staff along the way.

August 2, 2016 Council passed a BCR approving the extension of the projects application to the Ministry of Children and Family Development Major Capital Funding for the Creation of New Child Care Spaces with the understanding that the Daycare would take more time to finish the project and the relocation of LFDC.

August 2, 2016 BCR also speaks to the Chief and Council supporting the Education Departments initiative to the revitalization of Language and Culture through the new Daycare.

Since 2007 there has been a deficit of \$1.2 million dollars, this was created by outstanding debts from parents, 80% of them being NON-band members, the second factor contributing to the deficit is the high wages to staff from a past wage scale change that was implemented.

The decision made by Council was not an easy one to be made but it does create a lot of positive changes for the Members and the organization;

Better financial management by changes in policy, this will decrease arrears from parents and create wage equity to industry standards. Prioritizing Culture and Language and instilling Secwepemc teachings into our youngest Members. Prioritizing the

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health and wellness for our children and staff by moving out of the older building that could benefit from an update

For any additional information please contact Dessa Gottfriedson at desa.gottfriedson@kib.ca

Like always I appreciate the feedback, questions and concerns from membership so if you would like to share other questions or thoughts regarding my reports or other topics please do not hesitate to contact me via phone (250) 828-9743 or email katy.gottfriedson@kib.ca.

Kukwstsétsemc,
Katy Gottfriedson

Housing

Joyce Fraser, Housing Manager

I am currently completing the 2018 to 2019 Indigenous and Northern Affairs Canada (INAC) proposal budget and the strategic plan for housing. We are currently operating within budget and have successfully located and utilized outside resources to help with additional funding.

We have completed three ministerial loan guaranteed homes this fiscal year and I would like to congratulate Nacoma George, Katy Gottfriedson, and Lace Gottfriedson on their recent step into home ownership! We are working to fulfill the last remaining lot and are hopeful to be breaking ground soon.

There are several housing related policies that are amid reviewed. Several updates are expected to be made to existing policies, as well as more being added to the mix. These changes will help both streamline some of the housing processes, ensure funding is being allocated as intended, and help protect homeowners and tenants alike. I am also working on our phase 12 payouts, and the five-year housing plan.

We hosted our latest maintenance workshop on October 12, and it went very well. The workshop allowed us to cover a variety of topics, such as how to improve housing conditions, making goals to provide better housing for our children, tenant's responsibilities, accountability required from both the tenant and council, and new housing, among others.

These workshops will continue in the upcoming months, featuring new topics at each event. We invite everyone to attend and learn useful information that you can use at home whether you are a homeowner or a tenant.

Are you curious to know when you should change your furnace filter? Or how often your chimney should be cleaned out? Let us know if you have any suggestions on topics to cover at the upcoming maintenance workshops, email them to joyce.fraser@kib.ca, and we will add them to future workshop topics.

I am also working on housing questionnaires which we will be giving out to the community on behalf of the Housing Department. These questionnaires will help give us an idea of changes you would like to see happen and what you would like to see continued.

A housing committee has been formed to help provide input and make decisions on things such as housing policy within the community. So far only two families have joined the committee. Any community member who wishes to have their voice heard and be part of the decision-making process, is welcome to join the committee. A notice will be sent out to notify community members of the date for the first meeting once finalized and will

be discussing housing policy among others.

We also encourage members to utilize crime stoppers whenever they see activity they might consider suspicious.

Jazmine Richard – Interim Tenant Relations Officer (Emergency Backfill)

Wey-ktp,

Recently, I have taken on the short time position as the Interim Tenant Relations Officer (Emergency Backfill). I work 2.5 days a week on Wednesday, Thursday and Friday. I have also worked this position in the past and I feel honored to be back. Since I have been working in the department, I have recently been focusing on the CMHC inspections, processing verification of income forms, organizing rental applications and putting together notices for home care dealing with the rental units. Below are some friendly reminders from the department on my behalf:

- If you have applied for a rental unit in 2016, please re-submit your application because to keep your application valid it is required to be done annually to hold your spot on the waiting list.
- Please, clear clutter for fire and safety hazards and reminder to turn off hose bibs for the winter months.
- For rental tenants, be sure to have all rental forms filled out (VOI's, Occupancy Report)

Janice Michelle – Housing Coordinator

I am happy to be on board within the Housing Department as one of the newest staff members, hired within the last six months.

I have taken on the new role which covers a wide range of duties including, working closely with the housing manager to administer and implement all housing policies, and programs.

I prepare applications for CMHC, ensure emergency housing repairs are completed in a timely manner, and support the Renovation Coordinator. I manage the housing budgets and audits in collaboration with the Department Head, among many other jobs.

Members in CMHC homes are reminded that they need to contact the Housing Department for work orders for any jobs they would like to see done. If you are unable to come into the office, I am willing to make home visits afterhours.

I would like to make a friendly reminder, when someone puts in a work order for something such as a furnace issue, we are on a waiting list just like everyone else when it comes to the service provider. These service providers are in their busy time of year and are booking two to three weeks in advance. Priority will be placed on more severe cases, but we would suggest that those who have concerns regarding repairs around their home, put in their work orders as soon as possible.

Also, to help keep the costs of insurance down, please remember to take down hose bibs, sweep around your furnace and dust where you can, and don't forget to change your filter. This cheap form of maintenance could prevent a fire and other issues.

Be sure that you have smoke detectors installed, particularly near bedrooms where they can be heard while you are sleeping. Also, be sure that you also have a working CO2 alarm installed in your home. Ensure the batteries are good AT LEAST twice a year (every spring and fall) by doing a test of the alarm. Notify housing if your alarm is not working.

Housing

Please do not flush baby wipes or other such materials down the drain, or wash down coffee grounds as they do not break down properly and will cause problems within your septic.

We have recently done chimney cleans as well as septic cleans, however if you have any concerns regard either please contact our office.

Hazel Quilt, Filing Clerk

I help provide organization and filing support for the entire Housing Department. I have many responsibilities that include conducting data entry of weekly paid invoices for each band member. I also record incoming and outgoing mail and answer phones when everyone is busy with a call as well as answer the door. I assist customers daily, order office and supplies as well as coffee supplies. I help Joyce code off invoices every week, and match invoices with purchase orders.

Office Assistant

I am a new hire, funded through CMHC's Housing Internship for First Nations and Inuit Youth program. I will be working with the Housing Department for four months, during which time I will be on the frontline to greet band members, professionals and contractors daily.

I will assist with correspondence for the Tk'emlúps Housing Department and process important messages through to an accurate employee. I will help with things such as filing maintenance and offer overall support to all housing staff wherever needed.

Renovation Coordinator


I work with membership, funding agencies, health care agencies, care givers, bylaw and natural resource services and aboriginal resources. I initiate and administer the application process with membership for funded programs for CMHC and INAC, as well as for First Nations Health Authority Assessments, Building inspections and Occupational Therapist Assessments.

Housing Department Reminders and Updates:

The Housing Department has been working hard to clean up the rental units, and the community. The chimneys have been cleaned out, the hose bibs will be disconnected in the next few weeks and workers will be going around to clean out the gutters of our units. Rental units have been receiving minor renovations to update them, some units have received appointed parking, and other minor maintenance has taken place to the inside and outside of properties.

We would like to ask your help in keeping our community looking its best by doing just a few simple things. Keeping the clutter off your decks and stairways not only helps the overall esthetic look of the community, but it helps keep you and your family safe as well. Cleaning up after your dogs is another easy way to keep the community looking great. If you have any large items that need to be picked up, don't just leave them outside, call the Maintenance and Housing Departments and see if a pick-up can be arranged.

For more ideas on how you can help keep your home and community looking great, check out the CMHC's Homeowner's Manual. The Housing Department is ordering more copies of the manual that will be free to pick-up in the office. For those who already have the manual, you are encouraged to have a look through it and utilize the many tools it provides. This manual is a complete guide to owning and maintaining your home. It helps you find cheap and affordable solutions for common problems and walks readers through regular home maintenance.



The guide covers everything from troubleshooting furnace problems, finding solutions as to why a room is so cold, your foundation is cracking, or why the costs of heating and cooling are so high for you.

The easy-to-read guide also provides a maintenance calendar that helps allow you to stay on top of all jobs that need to be done around the house monthly. Keeping up with these types of things will ultimately keep down the long-term maintenance costs of owning a house.

Some of the maintenance items you should take care of over the next few months are as follows:

October

- Check fireplace and chimney; service or clean if needed
- Clean range hood filter
- Clean leaves out of eavestroughs
- Check roofing and flashing for signs of wear or damage
- Close outside hose connection
- Close windows, skylights
- Winterize landscaping

November/December

- Clean or replace furnace filter
- Check or clean heat recovery ventilator; wash or replace filter
- Clean humidifier
- Check exhaust fans

Every item on these maintenance lists are explained step-by-step how to complete to them, how to troubleshoot problems, and how to resolve any issues you may run into. This free resource can potentially save any homeowner thousands of dollars if used properly.

The Housing Department has a limited supply of books remaining to give out, and will supply them on a first-come first-serve basis. More books have been ordered from CMHC for those interested once the current supply runs out.

Recent Motions

- We have had two motions passed by Chief and Council recently that impact the housing department.
- We brought forth a motion seeking funding for INAC for the three on-reserve housing, Capacity Development applications.
- The motion recommended that the Chief and Council approve the INAC on-reserve housing, capacity development fund. We sought a total of \$64,000 to move forward on these applications.

Housing

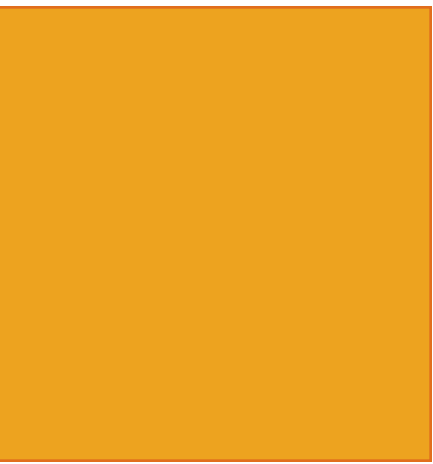
- This motion requested approval from the Finance Committee to approve the three parts of the on-reserve housing – Capacity Development Application with INAC, which are Management, Governance and Maintenance. The \$64,000 of contributed funds would be distributed between the three areas.

To summarize, the funded portion will have Governance be given \$100,000 from INAC, and an additional 21% TteS contribution of \$27,000.00, on the management side INAC will give \$100,000 with an additional 21% being contributed by TteS amounting to \$27,000. Maintenance will also see some money contribution, with INAC giving \$30,000 and TteS contributing 21% got a total of \$8000. The 21% contributions for each of these projects by TteS will maximize our contribution points for the evaluation of the applications.

Since this motion was approved, we have worked with the Finance Department to set up the accounts. This was short notice as the deadline was only three days after the day the motion was seen by Chief and Council, but we managed to submit a briefing note and BCR in time for the deadline. We worked with the TteS Funding Office to make sure our application is submitted in the time frame given.

The second motion that was approved by Chief and Council allowed a total of \$35,000 to be transferred from the General Revenue account for Emergency Flooding Repairs; and further that the 2016 to 2017 budget be amended per the recommendation us.





Planning & Engineering

Planning & Engineering

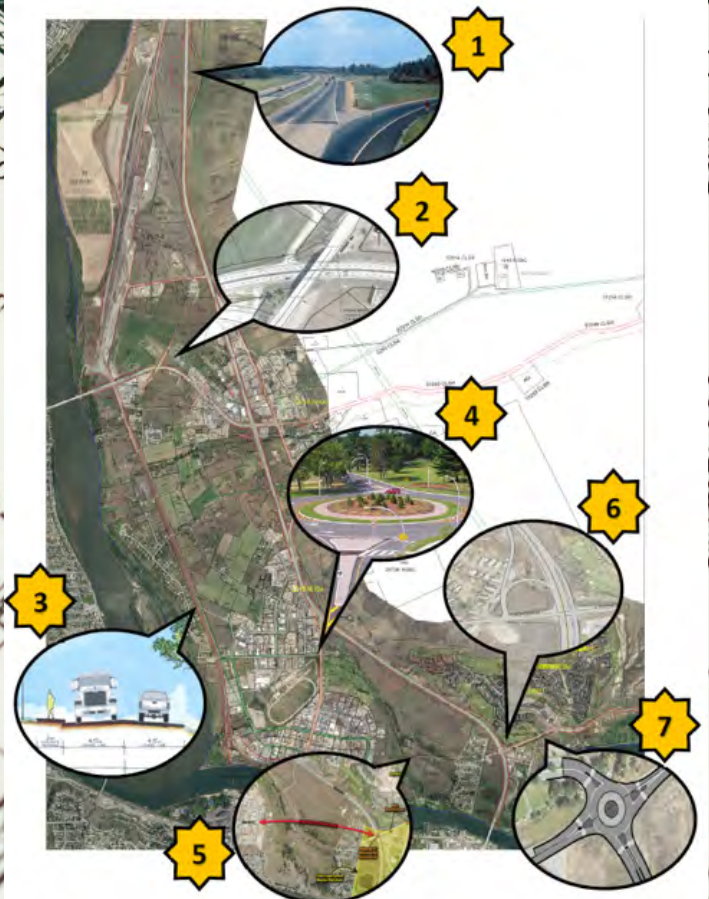
- Road Network Study
- North Reservoir
- Little Fawn Nursery School Expansion
- Community Energy Plan
- Development Activity
- + 6 development enquiries to DAB in 2016/17

Road Network Study

- Background
TteS partners with MoTi to develop road network study for KIR#1 Goals from TteS Comprehensive Community Plan
To confirm MoTi Highway Access plans (Hwy. #5, Halston Connector)
- Community Safety
Traffic control & traffic safety is first priority Identify safe and convenient pedestrian/bike (multi-use) corridors for band members
Include street lighting
- Future Road Network Layout
Efficient roadways to accommodate traffic now and into the future Input from individual CP Holders and community at large is helpful
- Online Survey
Band members can provide feedback by completing online survey. Closes November.
Link shared through TteS communications and social media

Potential Improvements

- 1). New 7-Mile Hwy Access
- 2). Halston Ave. On-Ramps
- 3). Kootenay Rd. Pedestrian/Bike Corridor
- 4). Chilcotin Rd. – Mt. Paul Way Roundabout
- 5). Connect Sarcee Rd. / East Shuswap Rd. (at Hwy #5)
- 6). Hwy #5/E. Shuswap Rd. Interchange
- 7). Sun Rivers Roundabout



ering



North Reservoir



North Reservoir

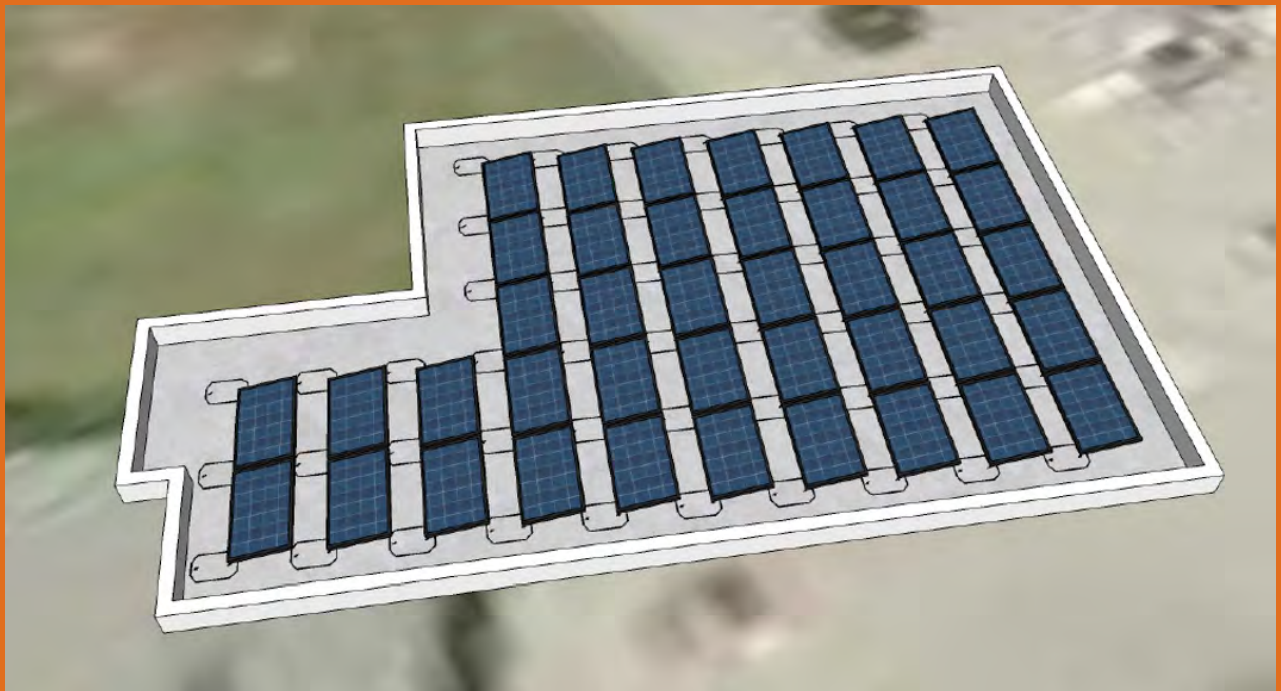


Little Fawn Nursery School Expansion



Little Fawn Nursery School Expansion

Planning & Engineering



Little Fawn Solar Installation

Big “Shout Out” to:

Public Works

For all their hard work with Spring flooding along Paul Creek

Water Treatment Plant

Awesome response in spring to keep TteS water within standards

When South Thompson River looked like chocolate milk

ering



TteS CEP looking for efficiencies and



Sienna Ridge - East Shuswap Road



Powwow Trail Coffee – Tim Hortons

Lands, Leasing & Tax

My Message as the Portfolio Holder for Lands Leasing and Taxation

I have included in my report a portion of how property tax dollars have been transferred to band services and does not include other tax revenues (FNGST-we do not have FNGST) transfers, KIBST etc. You will see the areas that tax dollars fund based on the stable revenue of property taxation. Implementation of the Property Transfer Tax, Recap on the TteS MRP law and some next steps, and overview of some of the political works I have been involved in, with my colleagues.

This past year also saw expansion on learning what tools are available to assist us as a community to advance our revenues by way of further establishing our taxation jurisdiction, and creating economic development opportunities and providing and working within the boundaries of good governance.

I will provide some information on the BC Hydro Protocol Agreement that the Band has signed a Secwépemc Protocol and what that means.

A political strategic plan can only be successful with the inclusion of our membership and attending GBMs. It will ensure that a continued open door will ensure that good positive communication is constant to and included within the alignment with our overall Comprehensive Community Plan.

I want to thank you for your continued support and I look forward to working for you with all your collective interests at the forefront.

FNGST

2018 will be the kick start for the GBM motion that was put to the floor and address the FNGST. I will be seeking your input and affirming that other FN and non-First Nations have a right to benefit from the taxation system within our Indian Reserves over our own recognized government (TteS Band and our membership) and since we do not collect (occupy that jurisdiction) it goes to the province.

Examples of what taxes we must pay in other FN and examples of what we pay as FN and as individual consumers off reserve whether it be at the mall, any retail stores, downtown, and restaurants etc.

There are many more areas to cover and I look forward to addressing all of our collective interests in the area of FNGST; being informed is a shared responsibility. I also want to add that the timing of the referendum may or may not run in alignment of the election.

I need all of you to participate in the FNGST affects to explore the collective interests of membership and to hear what the future of the services are, and what can we do collectively to advance our membership, our community, and all our futures.

The Motion that was presented at the GBM is as followed:

Please note that 61/1450 band members can make a difference – please be informed:

Motion:
Audio 00-31-25

August 27, 2015

To move the taxes to a referendum since the Tk'emlúps te Secwépemc First Nations Goods and Services

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Tax (FNGST) is presented as a means to generate economic revenues, this proposed tax creates a tremendous financial burdens on the members of the band and violates the rights of other registered First Nations in Canada and since there are no other economic options presented to the membership at this time and since there are no concrete formula that clearly addresses the distribution of its spending, I move to have the proposed taxation by way of referendum to be dealt with by the new Council in 2016. I so move.

- Mover: Gary Gottfriedson
- Seconder: Alice McCaleb
- Question: Dessa Gottfriedson
- In Favor: 39 Opposed: 22
- Chair: Chief Shane Gottfriedson

Property Transfer Tax

TteS is scheduled to the First Nations Fiscal Management Act and has the authority to enact a Property transfer tax and it comes into force when enacted by the Council and approved by FNTC, so this work is ongoing and notice is now approved and posted as required.

Revenues received from sale and transfers will benefit band members, the community and the taxpayers as a whole.

Band members will be exempt from property transfer tax on their primary residence in which they reside. Exemptions also include companies wholly owned by the TteS Band or wholly owned by the TteS Band Member, and also for new construction as comparable to off reserve.

If you would like to learn more please feel free to call the lands department at TteS and they would be happy to provide a list of frequently asked questions and answer any questions and or concerns you may have at 250-828-9794.

Property Tax and Allocations

Property taxes are based on land and structures. The greater the property values the more taxes that are paid on that property to TteS and a percentage to the City of Kamloops for the Service Agreement.

2016-2017 property tax dollars that get transferred to Band for these services:

- \$131,192.00 to Day Scholars
- \$152,517 Public Works
- \$549,572 transfer to D&M
- \$80,000 to Health and Safety
- \$347,184 to Housing

- \$116,194 to Education
- \$231,941 to Community Services
- \$51,613 to Environment
- \$223,108 to Recreation
- \$140,000 to Elders and Youth
- \$55,000 to Band School
- \$28,750 to Culture church and Powwow
- \$82,854 cultural CRM, wood, arbor
- \$88,954 to DRI
- \$137,517 to Planning and Engineering department
- \$6,986 to museum
- \$283,000 to DCC Band Contribution
- \$150,000 to Reserve Fund

Please note that these are transfers from property tax alone and does not include the transfers from our KIBST aka our FAT tax (fuel, alcohol and tobacco tax) from the gas station, does not include the AANDC funded portions or other, and or from the negotiated areas of funding like FCRSA, ECDA, and other. At the last GBM/TteS Special Assembly – Annual General Meeting it was stated that all departments are needed to share what is in their budget and what is allocated to services, I look forward future presentations and a total dollar that are spent on all services.

MRP Recap, Update and Next Steps

Our leadership in TteS is one that consults, motivates, and takes action for our membership. So when the postcard that was distributed across Canada showed up in our memberships mail on the new Family Homes on Reserves and Matrimonial Interests or Rights Act informing us that we had until December 16, 2014 to put in place our own community specific matrimonial real property law we addressed our membership, called on family heads and representation to come together and create our own law that respects our values and law making authority to take this very important proposed law to referendum.

As a result we continued to assume our jurisdictional powers and created a law that addressed the individual rights and incorporating our collective rights over our law making authorities to protect interests when it came to our homes and our lands. We were sure to inform and fully involve our community as there had to be membership support for the MRP through a majority vote with at least 25% of electors voting "YES" to apply the proposed law for membership who reside on any of our reserves. The interpretation of what the

Lands, Leasing & Tax

referendum results said is that 85% of the participating voters voted in favor of the law.

I have been requested to provide a short presentation on our experience in implementing Family Homes on Reserves and Matrimonial Interest's Right Act (FHRMIRA), and provide recommendations for best practices and lessons learned. So I will be presenting (at their cost not Band revenue) in Quebec, Toronto, and Calgary and will be sharing the presentation with Membership as this will lead us into our next steps for the amendments that are necessary to meet membership's wish to extend the recognition of a spouse in the law from 5-10 years with further discussion for your continued direction and recommendations.

Taxation

Section 83 of the Indian Act provides a power for Indian Act bands to make by-laws for the taxation of land or interest in land in the reserve. Real property tax by-laws, enacted pursuant to section 83 of the Indian Act, are submitted for review to the First Nations Tax Commission (FNTC), which may recommend them to the Minister of Aboriginal Affairs and Northern Development for approval.

First Nations also have the ability to exercise real property tax powers pursuant to the 2005 First Nations Fiscal Management Act (FNFMA). In addition, the FNFMA established the FNTC, the successor institution to the Indian Taxation Advisory Board. The FNTC became operational in July 2007 and assumed the Minister's by-law approval authority under a more transparent and accountable system for Indian Act bands that choose to exercise real property tax powers pursuant to the FNFMA.

Upcoming jurisdiction will be BAT (Business Activity Tax Law). This will apply to business activity that provides for a tax on business operators providing accommodations on reserves. Accommodations include the lodging in hotels, motels, resorts, and or other such as Bed and Breakfast.

Political Lobbying

I have met with many cabinet ministers at the BC Cabinet and FN Leader's Gathering in Vancouver this past August. The efforts were to discuss some of the real issues faced by us, I have provided a few below and provide topic areas of others:

Lottery Sharing:

It is a significant source of revenue for the province and for the First Nations back east who have an agreement. We don't have an agreement in place and are working towards one and have ongoing discussions with the local municipality. We know that an agreement will provide additional financial benefits for our First Nation and having one will be promoting economic growth not only for us but the local municipality as well as the surrounding areas as we are a transportation hub – all roads go through Kamloops. A stable revenue source will allow us to invest in our health, education, infrastructure and economic development.

Carbon Tax

Carbon tax is a real rebate to homeowners off reserve and the cities/municipalities do not lose nothing by the owners claiming this additional HOG – whereas on FN lands the costs are real and the loss of revenue is very real – we attempt to provide a competitive environment for economic growth through housing development and offer a similar grant at our own expense.

On our reserve we have 4 gas stations that collect carbon tax. – If the province will not provide taxpayers on FN lands with access to the NRHB (northern and rural homeowner benefit) then we should be occupying that carbon tax room, so that there is a level playing field in the Kamloops

ation

real estate market.

The carbon taxes collected on reserve right now when looking at all 4 gas stations is approximately 30 million, fuel retail liters, on TteS land – SO WHERE IS ALL THAT Money going?

As a result of previous provincial responses we want to be part of a process that ensures fairness and competitiveness so we will be asserting carbon tax jurisdiction.

Tobacco

There has been issues in the past and to date is more positive with our quota increases at our local establishments and we asked that there be a fair process on the regulations to ensure that tobacco is not being over capitalized on the sales to FN and to Non-FN on the wholesale pricing between the manufacturers and wholesalers so we continue to benefit on the tobacco sales on our reserve.

BC TRANSIT - Ridership soon will be Available

I have taken the community's PETITION on need for Transit seriously, and I have listened to your individual concerns to get a city bus to enable individuals to get to appointments or out, and diligently been working with other stakeholders of Sun Rivers to ensure that this did not get swept under the table at our joint city and council meeting, and have included it on last year's strategic plan to meet your needs as well as our taxpayers.

A lot of work has been put into Transit over the years; the problem was money and the plan was too big for what was actually needed. My goal and message were getting to yes and starting small, and with a realistic budget for a much-needed service.

Host engagement sessions with the joint efforts of TteS and BC Transit will be held early December, so please watch out for the Newsletters, Postings, and come out and be a very important part of the next steps and help plan in the proposed routes planned for 2018!

Other Ministers met include with the following and we met on behalf of TteS, SSN, RFA

- Ministry of Education
- Ministry of Finance
- Ministry of Sports, Recreation, Arts, and Culture
- Ministry of Transportation and Infrastructure
- Ministry of Public Safety and Solicitor General
- Ministry of Housing and Municipal Affairs
- Ministry of Indigenous Relations and Reconciliation
- Ministry of Forests, Lands, and Natural Resources

I also had the honor of sitting and addressing discussions with the BC Premier John Horgan. Political work is ongoing and a lot of work ahead for all of us.

Spiyu7ullucw Ranch ATR

We are still in the acquisition to Reserve mode. There are 55 parcels of lands at the ranch that had to be surveyed. A lot of work and timing is involved as per the water ways, roads, old wagon trails, etc. Further updates will be provided in the New Year as its completion to reserve status continues and community session of what will be next at the Ranch as brought up at the October 2017 GBM.

Lands, Leasing & Tax

Raleigh Property

The City of Kamloops has proposed a land swap, their KXA grounds for a parcel of ours. This request has taken some time and with Lands, Council and input from INAC we are ready for next steps. Those steps will be announced very shortly and will be reported out prior to the new year.

DRI Update

Prior to and at the BC Cabinet Minister's Meetings we were very insistent on the messaging to request the Minister to instruct the Deputy to engage in BC discussions over lands. We have been at a standstill since 2012.

The DRI continues to be one of most important initiatives between the province and us. Although these are joint negotiations with Canada over compensation, the solution will require BC to transfer some crown lands and accept private lands to reserve. Settlement will be monetary as well as land. As part of the land acquisition strategy the Band is willing to purchase private lands at market value. Lots of work ahead in negotiations, and working towards mutually beneficial solutions.

BC Hydro Protocol

The Secwépemc Protocol is the first step towards reaching any kind of settlement with BC Hydro regarding territorial or on reserve issues. The Parties are committed to working together in the spirit of mutual recognition, respect, and reconciliation to establish a reconciliation framework among the Secwépemc reserves who signed to establish a process to establish a common vision and objectives, understand and explore opportunities, jointly improve engagement and review of future proposed hydro projects and activities and undertake strategic initiatives to deepen the relationship and advance reconciliation. And please note that all FN communities have historical and continuing grievances with respect to BC Hydro presence and impacts to the lands and no way does this protocol interfere or supersede its rights to seek and work with to reconcile past infringements.

Word Fusion of Wearable Art Fashion Show

I had the honor of participating in a fashion show to help in the importance of raising awareness for the missing and murdered Indigenous women and men held at the Tk'emlúps Powwow Arbor. Professions in the fashion industry worked together with community to make a difference. There were fashion designers from all over the world and I had the privilege of modeling their fashions. I have never walked the catwalk, so it was amazing and empowering to have worked alongside the experienced models who shared their profession with me, this was a once in lifetime opportunity to do so. I want to also acknowledge Viola Thomas and our communications team for making this an awareness event.

Land Use Committee

There is a need to readdress membership at large as per the wishes in terms of land use, Dab Process, and benefits of Service Agreements. A Land use plan creates vision, conservation and where projects could occur.

For consideration:

- What are traditional land holdings and collectively define what that means?
- What does building a better future mean to our community?
- Create a common community vision with what lands are not CP held.
- Set goals and define them.
- Real estate on reserves on designated and undesignated lands.
- What are the legal considerations of land development for Band vs. CP holder?

Education

Working together will guide us as a community in a good way. In this term as your elected leader I would like to accomplish and achieve these milestones with you. Therefore, do sign up for the land use committee and let's complete this important work for membership and become a CLASS 1 service provider for membership and future stakeholders.

Conclusion

I believe that education and good governance will create the perfect balance in fairness, transparency and accountability and as your political Councillor I will continue to be accountable and to assist in achieving excellence in my role and responsibility to all of you, want our collective assets to be protected and expect you to hold leadership to be accountable as well.

Thank you and I want to acknowledge our War Heroes and War Veterans. Know that I will always express gratitude as we all know the pain of what war was and what follows you long after the experience and the sacrifices to your families. Your sacrifice is recognized as it symbolizes the freedoms we have today as you have fought to preserve for all of us.

If any questions in regards to lands, leasing and taxation do not hesitate to call 250-828-9794 to the lands department they would be helpful in addressing any concerns.

Kukwstse'temc,
Rosanne Casimir,
Tk'wampila7 (Councillor)
(250) 819.2255

Public Relations

Kukpi7 Fred Seymour Lexyem Report October 30, 2017

Greetings,

Time flies by and waits for no one. As fall is upon us and winter is around the bend. Hope you all had a good productive garden. That all you harvested was preserved and canned for the chilly winter months ahead. Condolences to all families that lost loved ones. Our thoughts and prayers are with you through the coming months.

Congratulations to all the newlywed's, and a huge congrats to all the parents with their new bundle of joy! The new babies will ensure our nation is strong into the future. The following is a general list of meetings I've attended on behalf of Tk'emlúps te Secwépemc between July to September, 2017.

Day	July 2017	August 2017	September 2017
1	Canada Day	CNCL Regular Meeting	TteS Elders Luncheon
2	Sunday	SNTC Chiefs Meeting	Saturday
3	TteS Office Closed	Preliminary Overdose Data for FN's teleconference	
SSN Joint Council	Sunday		
4	CNCL Regular Meeting	TteS Elders Luncheon	Labour Day
TteS Office Closed			
5	SNTC Chiefs Meeting	Saturday	CNCL Regular Mtg
BCAFN Caucus Mtg			
SNTC Chiefs Mtg			
6	SSN Joint Council	Sunday	BC & First Nations Leadership Gathering
7	TteS Elders Luncheon		
TteS Wildfire Reception Centre Opens at Powwow Grounds for 4-legged critters	BC Day TteS Office Closed	BC & First Nations Leadership Gathering	



Day	July 2017	August 2017	September 2017
8	Saturday	CNCL Regular Meeting	Secwepemc Hydro Meeting
9	Sunday	Vacation Leave	
Funeral Ryan Joseph Leonard	Saturday		
10	CNCL Policy Meeting		
Province Declares BC a State of Emergency – Wildfires			
TteS Emergency Management Meeting – wildfires			
TteS Wildfire Evacuation Centre Opens at Powwow Grounds	Vacation Leave	Sunday	
11	CNCL Regular Meeting		
TteS All Staff Meeting	Vacation Leave	CNCL Policy Meeting	
Mini C2C Follow up Meeting			
12	CTA Review Meeting	Saturday	CNCL Regular Meeting
TteS Corporations AGA			
13	Day Scholar Actuary Mtg	Sunday	CAL visit to Kamloops
CTA Meeting @ WPCIB			
14	PE Planning Meeting	CNCL Policy Cancelled	SSN Joint Council
15	Saturday	CNCL Regular Meeting	
16	Sunday	TteS / MoTI Bimonthly Meeting	Saturday
17	Day Scholar Case Management	KIBDC BoD Meeting	
Day Scholar Executive Teleconference			
SSN Litigation Committee	Sunday		

Public Relations

Day	July 2017	August 2017	September 2017
18	Day Scholar Case Management		
GBM Cancelled	Secwepemc Gathering	Community Day Scholar Meeting	
SSN G2G Meeting			
QHS AGM			
19		Saturday	
Secwepemc Gathering	CNCL Regular Meeting		
SSN Executive Meeting			
20	SSN Litigation Committee Mtg		
RFA Joint Council Meeting			
TteS Financial Audit Review			
Regional Director General and Senior Deputy Minister Visit to TteS	Sunday		
Secwepemc Gathering			
@ Splatsin	Hometown Hockey Meeting		
Day Scholar Executive Meeting			
GBM			
21			Day Scholar Executive Meeting
RFA Joint Council Meeting			
SSN Litigation Meeting			
SSN BC Hydro Meeting			
Transit Meeting			
22	Saturday	CNCL Regular Meeting	Section 35 Meeting
McLean Pit Expansion Meeting			
23	Sunday	New Gold 3 R's Meeting	Saturday



Day	July 2017	August 2017	September 2017
24		SSN BC Hydro Meeting	
Hometown Hockey Mtg	Sunday		
25	CNCL Regular Meeting	Vacation Leave	
Finance Audit Committee	Finance Audit Committee Meeting		
26	TteS Community Energy Planning	Saturday	CNCL Regular Meeting
27	SSN Monthly Hydro Meeting	Sunday	UBCIC AGA @ Musqueam
RFA Senior Council Mtg Postponed			
28	Finance Audit Committee Cancelled	LFN/LFD Planning Meeting	UBCIC AGA @ Musqueam
Secwepemc BC Hydro Meeting			
SSN BC Hydro Meeting			
29	Saturday	CNCL Regular Meeting	UBCIC AGA @ Musqueam
Day Scholar Executive			
30	Sunday	Sundial Visit Calgary	Funeral Amberose Peters
TMEP Federal Court of Appeal Hearing			
31	TteS Shirley Seymour Funeral	Sundial Visit Calgary	

Education

Tá7a ri7 k stsc7emtéps re tmicw-kt. Our land doesn't have a price on it.

Weyt-kp! Greetings Elders, Band Members and my relatives! It is my pleasure to share information with you on the work that I have been doing on behalf of our community!

First and foremost, I want to offer a very hearty congratulations to Bob (Tonto) Gottfriedson and his family for his induction to the Indian National Final Rodeo Hall of Fame. I want to acknowledge Gabby Blank as well who was selected to participate in the National Youth Leadership with the RCMP in Regina Saskatchewan. She was the only Indigenous youth from BC selected and I am sure that her new leadership skills she has picked up will be reflected in her membership to Tk'emlups Snowboard club.

This past September I co-produced along with Fashion Speaks International an Indigenous Fashion show to raise public awareness on Murdered and Missing Indigenous women and girls as well as raise awareness to promote a violence free community. We had International Indigenous designers participate besides Professional Indigenous models besides local members partake as models. I want to acknowledge all of the volunteers/staff and a special shout out to Lyle Paul and Nacoma George for their musical talents to support the soundtrack for the show.

A big Thank you to the new members for the Sk'elup Board of Governors and special thank you to Vanessa Gottfriedson to being elected to President of the parent's club. WE continue to find ways to strengthen the school's participation through parents ,grandparents participation. A big welcome to the new educators at SK'elep!

Here is the following listing of project funding for various language/education and cultural activities

- These aLEDSP – INAC – LFN - \$5,000
- Language Nest – FPCC for LFN- \$20,000
- BC Language Initiative – FPCC – Language/Museum - \$15,000
- Skills Link – FNESE – Museum, Education, P&E - \$42,908
- First Nations and Inuit Child Care Initiative (FNICCI) – LFD - \$71,000



New Paths for Education – Innovation: Land-Based Education and Physical Activity and Sport – INAC (in conjunction with Canada Snowboard) – Community Services/Sk’elep -Estimated funds/benefit to TteS \$1500,000-\$200,000support in the form of training, mentorship development, wages, equipment, lift passes and transportation, etc., over the next seven months. Furthermore, the project is a collaboration between the Community Services Department’s established snowboard program and the Sk’elep School of Excellence.

Seasons of Change 300,000 over three years from Status of Women Canada to develop an Leadership/mentoring opportunity for Indigenous women based on Secwepemc teachings and to provide an Gender analysis relating to services and programs/policies for Indigenous women.

Two-week introductory training on installation of solar panels. We hope to continue discussion with Thompson River University to develop a more comprehensive pilot Project in the New Year to expand this training opportunity and will be pursuing potential funding from Federal Ministry of Labor through their Deputy Minister’s office in the New Year.

Pending approvals for recent applications include First Peoples Cultural Arts in the Schools” and Aboriginal Community-Based Training Partnerships Program (ACBTP) – Ministry of Advanced Education (in conjunction with Neskonlith and TRU; Building Capacity and Community Through Construction Trades) - \$1.26M

The late Richard Wagamese well known writer /journalist has donated 7,000 books from his personal collection of books to Sk’elep School of Excellence. Additionally, Sk’elep will be pursuing funding through two new programs from INAC which are First Nations Student Success Program:

This program is focused on activities such as, school success plans, student learning assessments, performance measurement and early literacy besides the Education Partnership Program.

I would like to introduce the new Curator /Administrator for the Museum Glen Guthrie His background includes archaeology, biology, palaeontology and communications with many years’ experience working with and for, First Nations.

As part of the future vision for the future of the Secwepemc Museum and Heritage Park is a venue that promotes Secwepemc culture in the minds and hearts of our visitors to provide unparalleled opportunities and experiences to visitors that leads to increased revenue through current gate fees and sales through marketing. In terms of support for repatriation of cultural heritage from other museums and repositories staff have started compiling a list of target institutions that currently house Secwepemc property.

Education

The goals for achieving this vision are based on:

- Development of the heritage park to
 - (1) include 3 new pit houses; two to replace the damaged structures and one closer to the museum that is large enough for workshops and that provides easy access for elders
 - (2) establish a comprehensive ethnobotany collection within the park
 - (3) provide culturally meaningful signage
 - (4) provide better access to the picnic area beside the heritage park

Tourism development that includes

- (1) support and promotion of local artisans that help them develop business plans and sales opportunities
- (2) expanding consignment artist partnerships with the museum
- (3) creating a web-site option for gift shop sales that target European and Asian markets
- (4) producing a powerful tourism exhibit at the Kamloops airport
- (5) partnering with other local and out of town businesses that promote the museum and heritage park
- (6) utilizing media including local news, radio and T.V. to promote the museum and Secwepemc culture
-

Moving forward toward 2018 workshops will be coordinated for all Indigenous artists with representatives from BC Arts Council, Canada Council for the Arts, BC Cultural Foundation. These free workshops for artists to assist each artist to access funding to market their work, access funding for materials and expand their opportunity to sell their arts through increased venues. WE will be seeking as well Museum Internship funding in the new year.

This past summer I was elected to First Nations Education Steering Committee Executive (FNESC) which is a Provincial Not for Profit organization that provides technical support to Indigenous communities on matters relating to Education. I attend monthly Executive meetings. Currently FNESC is pursuing bilateral agreements with Canada and BC for a five-year agreement. It is



anticipated that an Memorandum to Cabinet will be submitted in January 2018 hopefully with new funding in all areas.

Additionally, I participate on the School District 73 First Nations Education Council. There continues to be challenges with the School board to honor the local education Agreement and with a new Provincial Government in place I anticipate some changes relating to their various policies with respect to Indigenous Education and addressing their mystery funding formulas which do not adequately meet the needs of Indigenous students.

Another area I have participated on has been the Indigenous advisory committee for TRU which does not have adequate representatives from the Secwepemc nation. This committee has no real authority to change the face of the TRU in terms of Indigenization at all levels. I continue to collaborate on hosting annual Truth and Reconciliation events with the law faculty.

I will be pursuing a Truth and Reconciliation event in collaboration with School District 73 which will screen new film called "Indian Horse" in our community along with the coordination of a wide variety of learning events throughout School District 73.

I want to offer my wishes for great success and high achievement for all of our students and want to acknowledge three Tk'emlups members pursuing Doctoral studies in conjunction with TRU and University of Auckland New Zealand they are Hilda Green, Dessa Gottfriedson, and Jeffery Seymour!

I want to acknowledge all of the hard work of the staff within the Education Department and hope the New Year will provide you and family good health and much happiness!

Lé7es ke7 swé7ec! I wish you well.

Respectfully Councillor Viola Thomas

Education

Weyt-kp,

My name is Dessa Gottfriedson and I'm a band member with the Tk'emlups te Secwepemc. I'm married to Jim McGrath of Canim Lake and together we have a son named Ts'ewtin Gottfriedson. I'm the daughter to Ted Sr. and Evelyn (nee Thomas) Gottfriedson. My grandparents were Gus Sr. and Mildred (nee Manuel) Gottfriedson and Squwey and Elizabeth (nee Lampreau) Thomas. I'm a continuous learner with a Master of Education degree from TRU and I was both a student and teacher in the Kamloops school district. Until recently, I was the Technical Advisor to Sk'elep School of Excellence Board of Governors and I have worked in various capacities within the field of education and Aboriginal education for over 15 years. I'm very passionate about furthering the culture, language, education, skills, employment readiness, trades and training of our people. As the Education Manager, I'll be actively working toward promoting and implementing programs and services in these areas with the Education Department Team.

Our department works very closely with various organizations, agencies and institutions to further enhance the education, culture, language and skill set of our people. Our vision is to build a skilled TteS work force, so all members are self-reliant contributors to our community while preserving and enhancing our language, history and culture.

Some of the programs and services we provide are:

- K-12 on-reserve education—financial assistance with school supplies, tutoring, school related extra-curricular activities. These funds are made available to TteS children registered on the Nominal Roll by September 30th of each year;
- Post-Secondary funding—financial assistance for certificate, diploma or degree programs that are a minimum of 8 weeks in length. Funds provided for tuition, books and living allowance. If TteS band members are interested, please apply for consideration;
- Language programming—free weekly language class for TteS band members, Elders and staff;

- Early Childhood Education—language immersion program for preschool aged children at Little Fawn Nursery. As of January 2018, these services will be provided for infants, toddlers and 3-5 year old's through the nursery.

Our team delivers additional services and programs, so if you have any questions or inquiries, please do not hesitate to call our department for more information.

Carryl Armstrong, Museum Archives, 250.828.9765 carryl.armstrong@kib.ca
Jessica Arnouse, Early Childhood Education Immersion Program, 250.828.9734 jessica.arnouse@kib.ca
Larissa Blank, Post-Secondary Education, 250.828.9726 larissa.blank@kib.ca
Rosie Casimir, Early Childhood Education, 250.828.9767 rosie.casimir@kib.ca
Dessa Gottfriedson, All TteS Education Programs, 250.314.1505 dessa.gottfriedson@kib.ca
Ted Gottfriedson, Jr., Language Programs, 250.828.9785 ted.gottfriedson@kib.ca
Glen Guthrie, Museum Collections, 250.828.9842 glen.guthrie@kib.ca
Jade Seymour, K-12 Education, 250.314.1578 or jade.seymour@kib.ca
Sabrina Thomas, Cultural Education, 250.828.9728 sabrina.thomas@kib.ca

Business Development

Weyt-kp

The first order of business to report out for the Economic Business Development Department is the hire of Michael Eibl in the role of Economic Business Development Manager and Devin Gambler who takes on the role of Economic Business Development Project Coordinator.

A brief bio on Michael and Devin is as follows:

Michael Eibl is honoured to be working with the Tk'emlúps te SecwepemcSecwépemc (TteS). He is an award winning Economic Development Manager and most recently worked as Senior Partner, Advisory Services, for the Business Development Bank of Canada (BDC). At BDC he was a leader in the Aboriginal Business Unit- supporting Indigenous entrepreneurs and corporations within the Kamloops Area, BC North Region, Yukon Territory & Northwest Territory. He is trained in entrepreneurship, co-operative education, economic development, management best practices and banking.

Michael helped many businesses achieve success by focusing on profitability improvements, capacity building, quality assurance and financial reporting from 2008-2017 – during the economic recovery in Western Canada. He has led more than 400 business plan projects. Michael earned his BBA (Human Resource Management) from Simon Fraser University, Certificate, Economic Development from University of Waterloo, Certificate, Business Model Canvas Facilitator from HEC Montreal, Certificate, Internet Strategy from UBC, Diploma, Sales & Marketing Management from Langara College.

Michael is personally dedicated to helping entrepreneurs and organizations to be the most competitive businesses in the world. In his spare time Michael volunteers for community projects with the United Way. He also enjoys skiing with his family at Sun Peaks and golfing in the summer with friends and colleagues.

Devin Gambler is a Woodlands Cree from Bigstone Cree Nation in Northern AB. He has been established in the Kamloops community since 1994, graduating high school from Norkam Sr. Secondary, his ties to the Kamloops community include serving on over 15 boards & committees (Education, Provincial, Non-Profit, Social Causes, & Housing).

His education is in Business Administration & has taken schooling at NVIT and TRU. Devin has owned four businesses, from project consulting, web-based e-learning technologies, leadership development, & a moving company. A family man that enjoys spending time with his wife, kids, & extended family here in Kamloops. He is grateful for the opportunity to serve the Tk'emlúps te Secwepemc community.

I'd like to welcome Michael and Devin to the TteS organization and I'm confident they will achieve a high level of success.

As I've stated many times, the First Nation opportunities in the business world has changed immensely in the past few years. The Supreme Court decision which has upheld a strong Title and Rights component have opened the doors for First Nation procurement. An Executive with a large construction company stated to me the following "five years ago we had one aboriginal liaison person in our organization whose main role was diplomatic, now we have an entire Aboriginal Relations Department".

The new reality is that First Nations, including TteS, have to seize the business opportunities that present themselves. I believe we have the team to be very successful in this area.

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Business Development

I'll update on our current operations.

Tk'emlups PetroCan

The Tk'emlups PetroCan continues to be a solid producer for TteS. The Gas Station and Convenience store are doing very well in spite of the forest fire and smoke in the region which lowered the number of travellers in our area.

There has been a decrease in sales volume of food and beverage products since the opening of the Tim Horton's which is between the Gas Station and Car Wash. The increased traffic due to patron's visiting the Tim Horton's should offset any loss of sale for food or beverage products.

Tk'emlups PetroCan management are looking to expand the product offerings by introducing a quick store restaurant ("QSR's") to the operation. Chester's Chicken which offers fried chicken, mojo's and salad is being considered.

Tk'emlups Petrocan will add another two washrooms with any expansion of business offerings.

Mount Paul Centre ("MPC")

The MPC consists of 109 acres, which is located on Mount Paul Way. The MPC is managed by Ernie Thomas and its main activities are stall rental and lease of a building. The MPC will be the subject of strategic planning as it is underutilized and is in a maintaining stage.

Big Horn Hops

The Hops Farm came to life as a partnership between Noski Ventures which held a 33% holding and TteS which held 67%. The partnership ran under the name Hops Canada. Although TteS had a larger holding in the company it was being managed by Noski Ventures.

In 2017, the partnership was dissolved and TteS became the sole owner of the Hops Farm business operation. The new organization was named and branded Big Horn Hops. Band Member Lyle Paul created the logo for Big Horn Hops.

The company had a trying year as the operation was beset with issues such as smoke cover during the prime growing months, disease outbreak which curtailed production and the blow down a trellis during wind storms.

The Hops Farm produced 3,500 pounds of hops for 2017 year which is far below the forecast for the year.

Although the Hops Farm is under producing compared to projected amounts, the quality of the hops is very good and the brand recognition is very good within Canada.

A Hops Development Team has been established to support the growing operation and to ensure the hops operation is viable.

KIBDC

KIBDC houses the business development arm of the TteS and has some interesting and potentially lucrative projects which it is pursuing.

The Projects are as follows:

Trans Mountain Pipeline Expansion

- Tk'emlupsTteS has signed an Mutual Benefits Agreement with Kinder Morgan on August 2015
- The pipeline commencement in January 2018. The construction cycle is 18 to 24 months
- KIBDC has signed a Revenue Sharing AgreementsAgreement with 15 partners for the construction and on-going maintenance of the pipeline
- The pipeline project has been delayed with problems due to regulatory issues
-

7 Mile Development

- 205-acre site: ideal for a rail yard
- Located near CN rail yard and Yellowhead Hwy 5 North (proximity to Rayleigh)
- Currently assessing highest and best use, such as an inland port
- Project to potentially provide rail storage, servicing, and logistics solutions for Central Interior B.C.
- Feasibility project awarded to Holyface Consulting – to determine the business framework for the best mix of services

Cannabis Production

- Retail market expected to be between \$5B and \$8.5B annually in Canada.

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- Over \$20B including grow facilities, testing labs, security, lighting and capital requirements
- First Nations lands are being sought out as growing areas
- TteS is conducting meetings with various Cannabis grow organizations

Aggregate Pit

- Aggregate is in high demand for construction sector in the Kamloops area Uses include: pipeline, roadways, highways, land related projects (aggregate used as a base) Concrete and asphalt companies are potential customers for aggregate supply business TteS is conducting a feasibility to determine where the best opportunities are for an aggregate pit

Solar Power

- Why pay for Hydro when you can own it?
- 45MW plant would cover all the power needs of TteS including industrial park and residential
- Excess power would be sold back to BC Hydro
- Another step toward self-reliance
- Will conduct a feasibility study and business plan

Tk'emlúps Industry Career Fair results 12 interviews and 2 hires

KIBDC Partners Connects with Industry Employers

On September 19th, 2017, nineteen employers and more than 120 job seekers gathered at the MSG to discuss career and work opportunities.

The inaugural Industry Career Fair showcased training and employment opportunities for construction trades and office administration sector. Jobs include: traffic control and flagging, security, first aid, landscaping & tree cutting, modular home building, transport, and equipment operators. Candidates attending the Industry Career Fair spoke directly to recruiters inquiring about company culture, jobs that are available now, and in the next 12 months.

Job seekers completed job applications, submitted resumes and were selected for interviews. Chief and Council strengthened relationships with our Partners by hosting an employer luncheon discussing future work opportunities for our membership.

Business Development

“Our goal for this event was to provide a forum for Tk’emlúps te Secwepemc community members and other Indigenous groups to connect with employers and work towards training and employment opportunities. Whether you were interested in a new job opportunity or were looking for a career change, the event had something for everyone,” explains Councillor Howard Campbell, Tk’emlúps te Secwepemc, Economic Development Portfolio.

Sheila Collins, Director of Aboriginal and Community Relations from Horizon North (a modular home builder located on Mt. Paul Industrial Park), stated: “Horizon North was very fortunate to be invited to the first inaugural Industry Career Fair as it provided an excellent opportunity to connect with eager job seekers that are interested in the Modular/Manufacturing Industry. We received over twenty resumes and are excited to share that we have so far, hired two Community Members. The Career Fair was very well organized, and we look forward to participating again in the future. For any of those that were unable to attend this Career Fair, we encourage you to still apply online at www.horizonnorth.ca

Also because of the Industry Career Fair three training courses were developed: 1) Basic Security Training, 2) Level 3 First Aid, 3) Construction Craft Worker Level 1. For more information please contact Veronica Seymour at: Veronica.Seymour@kib.ca.

Big thanks goes out to the Industry Career Fair working group for all the collaboration to make this a successful event. Members include: Tk’emlúps te Secwepemc Economic Business Development, Human Resources, Education, Marketing and Communications, Funding Development, Community Services, Stk’emlupsemc te Secwepemc Nation (SSN).

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