



TK'EMLÚPS TE SECWEPEMC

2018

Spring Lexéy'em



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Tk'emlúps te Spring L

kúkwpi7 (Chief)
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Tk'emlup te Secwépemc
Chief Executive Officer
Miguel Romero

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Weyk-pt,

Hope this finds you all doing well with this early summer upon us. We all must look after ourselves, stay hydrated, wear a hat and loads of sunscreen on. With the temperature rising, also comes the rising of our rivers and creeks, be careful out there by the waters. Again, our thoughts and prayers are with all the families that have lost a loved one. Take care; it is a very difficult time when this happens to our families.

I will start off with our Strategic planning sessions. Council has worked very hard to get our priorities straight with limited funds. Also trying to fit our Comprehensive Community Plan into it as well.

That leads right into our designated lands, that you, the membership voted on, to generate more revenues for Tk'emlúps te Secwépemc (TteS), so that all our departments can advance on some very special initiatives. It all takes time, but we will get there. There are so many opportunities that bypass us, as they are time sensitive business that cannot wait, and they move on. We at TteS must move at the speed of business because if we do not, there goes another opportunity.

For sure, there are some of our department's that need attention, and housing is one of them. Everyone that is in

that department, for sure feels the stress and ongoing battle with our arrears problem will never go away. We need a strong committee and representatives appointed from the 13 families to help.

As with other departments, they are looking well. As for our Spiyu7ullucw Ranch, it needs attention. We are looking at ways and means to look at new opportunities to offset some costs that are occurring.

With our haying and irrigation operations, it's doing all right. Why I say, all right, because we need to get the Typhon field fixed up and running, as that field brings in revenue. We need to get the hydro re-connected and build a new pump house. With that happening, we should be back into good hay production.

With the Mount Paul Center, it has been a struggle since TteS took over and ran with it. Now we have a new individual by the name of, Jim Cornelsen, that is trying to make a go of it with his current budget. More equine events are scheduled starting with barrel racing on Thursdays. It will be posted on our TteS website. I'll leave it at that. Come in for a coffee and visit. Take care out there.

Love you all,

Chief Sups

Fred Seymour



Weyk-pt,

Firstly, I would like to wish all of the graduating students of 2018 a well-deserved congratulations! Summer is always a vibrant season of growth and celebration, and the successes of our students is a testament to that.

I would secondly like to add my regrets for not having the regular statistics from our HR report this Lexéy'em. Currently, our staff is running without a manager. However, that position will be filled at the beginning of June.

Day Scholars:

Our bands, (TteS, Sechelt, and the Grand Council of the Crees) have jointly agreed with the Department of Justice (Canada) to go into mediation with the assistance of the Federal Court. This moves us out of negotiations and into conversations with a third party mediator. Our first mediation session was May 2-4, 2018. This will be a series of conversations with the hopes of settlement in the future. Our approved mediator is Justice Harrington. Harrington is the Judge that had initially heard and certified our Class Action. Because of this, our team believes that having

him involved reduced the time it would have taken to have a new judge brought up to speed on our class action and hopefully this bring us through mediation sooner than usual. The Executive along with their respective Council's hope that this mediation process achieves a fair resolution focusing on reconciliation and to promote healing, language and culture for our Day Scholars and the 101 Bands that have opted-in to the class actions.

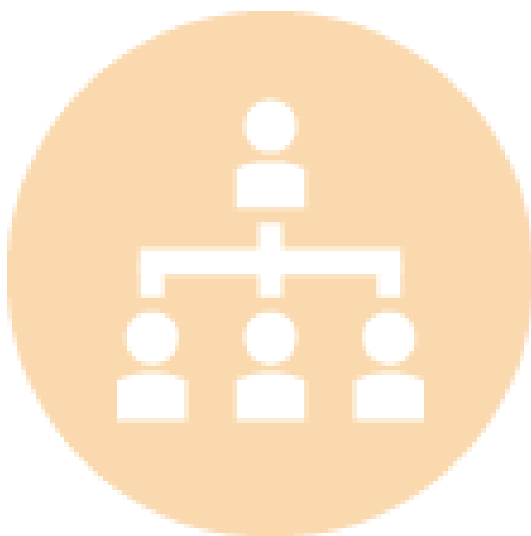


Please note that because of this in an active legal file that we cannot publicize or share confidential and detailed information about the suit.

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

Human Resources:

As I mentioned at the beginning of my report, I normally would have statistics and charts on the demographics of the organization, ages, band members versus non, etc. However, because of the management position being empty for a little while the HR Team has had to focus their efforts on other priorities in the department for the time being, however, the Manager position is being filled in June, and I would expect to have the HR report back



in the next Lexéy'em.

Some of the work that is being undertaken right now are the applications for the summer Aboriginal Skills & Employment Training (ASETS) Positions. These positions are for building work experience for students and individuals (re)entering the workforce. These positions should be going through the approval process in the next couple of weeks, and we will have posting in various departments open for summer term work.

The HR team is also working on helping other departments fill their seasonal work, on-call and full-time positions. One of our top priorities is to fill suited band members into these positions, so please look at our website and encourage others who are looking for employment to visit the site as well. If you would like more information on upcoming job postings or training

opportunities, please visit our website at:

<http://tkemlups.ca/current-openings/>

Contact

Salvina Holcomb at salvina.holcomb@kib.ca

Contact

Veronica at veronica.seymour@kib.ca

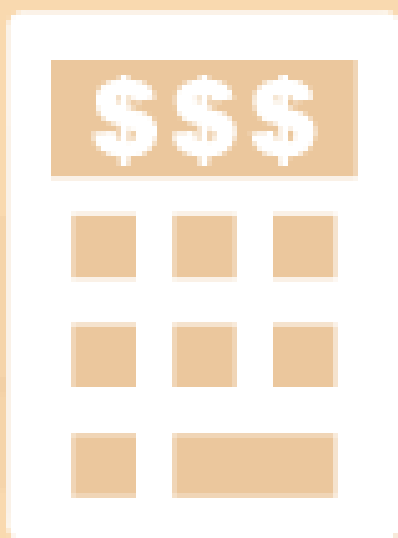
Finance:

At the end of the April 2018/19 fiscal, the budget had been passed. This budget

focused on the on-going strategic plan that council and managers have been working on, alongside the departmental staff. This is a working budget that still requires business cases to ensure the best use of funds, as well as making sure the level of funding is efficient for plans and projects.

After budgets are completed Finance jumps into preparing for last years auditing process. The Audit will ensure that our financial practices meet accounting practices as well as recommending improvements for the finance department as well as the whole organization.

Another one of Finance's goals is to create a better document management system. An improved document management system would reduce duplication of work, reduce data storage, save costs overall as well as many other spinoff advantages. Finance will be working with the administration team as the "test subjects" to move this initiative along. This will be an ongoing project that may take several months to assess our current state of files and plan a system that works for the organization.



Bev has been working to collect names of individuals that are interested in the Financial Literacy sessions that were discussed at our Corporate Annual General Meeting. This has been delayed because of our budget planning as well as other requirements as per our Financial Administration Law, but I look forward to hosting these courses. If you are interested, please contact Maureen Frank to have your name put on the list.

Contact Maureen Frank-Cramer at maureen.frank-cramer@kib.ca

Communications:

Our Communications team, Lyle and Dolan, have been working at relaunching our email platform. If you have signed up your personal email with the communications team, you should have received an email with the updated mailouts. If you haven't, please check your junk email and implementing a communications plan that is more effective for the end users, our band members. We want to ensure our efforts are being focused on where our members are receiving or wanting to receive their information; this would include mail-outs, door-to-door, emails, social media, etc.

The Communications team is also working towards a branding strategy. This would unify our overall image internally and externally. This would include how our emails go out to what our signage looks like. This has been a topic of discussion for many years, and finally, the plans to move towards one identity for all will heighten our professional look for the entire organization.

Website design is another area of improvement for Lyle and Dolan. The changes to the website are focused on improved usage, better security that will in time allow members to access more sensitive information.

For Communications inquiries, please contact:

Lyle Paul at lyle.paul@kib.ca

Dolan Paul at dolan.paul@kib.ca

Education:

As most may be aware of the resignation of one of our colleagues, Jeanette and I have been appointed to share the Education portfolio in the interim until the fall election. Some of my areas of focus in the meetings I have attended so far are around language enhancement, child and family support, and First Nations involvement at a larger scale.

In the coming weeks, I have meetings with working groups of the school district to strategize on better ways to utilize the report card system. In our district, the grading system with a few comments from teachers seems to be the norm. However, there are more creative ways to ensure parents and children know how to use the report cards as a tool to improve on where children may need improvement and foster children's strengths.

I will also be working with the school board on an Enhancement Agreement that will promote the education of the Secwepemc People in the territory. This seems like it would be an easy conversation and agreement to have, but unfortunately, it is education the educators on the importance of recognizing our people for reconciliation and to move towards removing racisms at the school

levels.

Equitable funding for off-reserve students when it comes to supplies for the school year, this is in area where INAC have created an area of inequity, they only fund our members that live on-reserve, but we all know that we have a large majority of members off-reserve and they may also need the financial support to assist in their success. The Education Department has done a fantastic job to find these resources. For more information regarding Education, please visit our website's contact directory.

**Yerí7 skukwstsétsemc!
(Thank you very much!)**

If there are any other questions, you may have for me regarding my reports or otherwise, do not hesitate to contact me:

phone: 250-319-2816

or email: katy.gottfriedson@kib.ca

Katy Gottfriedson

Weyk-pt,

The Tk'emlups te Secwepemc Business Development Team, consisting of Michael Eibl, Devin Gambler and Shyla Hazelwood have been very active in developing opportunities.

Tk'emlups Petro-Can Update

Tkemlups Petro Canada is now pumping over 9 million liters per year, this success has placed the business fourth highest retail gas station in the Kamloops area, the bands dominant footprint in the business community has allowed us to invest the profits into expanding the building adding more restrooms and a quick serve restaurant (QSR) this creating a one stop shop concept, for years the industry has relied on fuel, tobacco and in store sales to keep the business profitable, however with cigarette smoking at an all-time low and the increasing price of fuel, we had to look at other cost effective options for increasing revenue, after consideration and close review by Ttes BOD the decision was made to add QSR franchise (Chester's Chicken) the project is approximately fifty percent completed and on schedule to open in July 2018, this growth is another opportunity for band membership employment, now at eighty-five percent band members.



Ttes carwash has shown increased revenues of 20% and record-breaking car counts; however, the band will be needing to replace some of the ageing equipment over the next few years, this ensuring our customer service levels and expectations are kept high,

The Tk'emlùps Petro-Can is undergoing a facelift as the gas station building is being expanded to house Chester Chicken take out and also the addition of two more washrooms.

The addition of the washrooms was a must as bus tours indicated a need for more washrooms; otherwise, they wouldn't be able to stop at the Tk'emlups Petro-Can.

Hops Farm

In the past year, the Hops farm went through a process where we devoted a lot of energy to get the operation to the point where it was productive and on a path toward profitability. TteS terminated the partnership with Noski Ventures and renamed the company "Big Horn Hops".

Band Member, Lyle Paul designed a logo

for the new entity which was received well by all who viewed the logo. Michael Eibl, Devin Gambler, Shyla Hazelwood, Don Funk, Alison Sharpe, John ter Berg were all instrumental in getting the hop farm more productive and able to harvest, dry and sell their product.

The hop farm was besieged with plant health problems such as fungus which cut the hop yield down significantly. The timber poles which were part of the original construction of the trellis system were untreated and subject to rot.

In August 2017 a windstorm blew down many acres of poles and trellis. The hops operation crew were able to harvest some of the hops from the downed trellis.

Once the season was over the finance, planning and engineering and business development team provided new projections for the hop operation. It was determined that the TteS would have to make a sizeable investment to replace poles and ensure the soil was suitable for hop production.

Unfortunately, it was determined that there was too much risk to continue on with the hop farm, so the operation was discontinued.

It is now May 2018, and the reclamation work is close to completion.

The Hop Farm area has received interest to lease the property as part of a haying operation. The business development team is reviewing lease opportunities on the site.

Mount Paul Centre

The Business Development group was approached by a group wanting to lease the

MPC for equestrian and rodeo events. The MPC has entered into a lease agreement with Kamloops Race Central. The new lessee held a barrel racing event at the MPC site in April.

The event was well attended and received positive feedback that the site is being used for equestrian uses once again.

The new lessee plans on various improvements to the site over the next few years.

Trans Mountain Expansion Pipeline (“TMEP”)

The TMEP announced it would suspend all non-essential spending until it has more certainty with the

Pipeline expansion. Pipe for the project is still being delivered to a staging area which is the former Weyerhaeuser Sawmill site by the Pulp Mill.

TteS partner, All Peace Protection is hiring TteS workers for security positions. First subcontractors will be Security, Medical and Flagging.

Cannabis Update

The KIBDC have a desire to enter into a partnership for cannabis production, but the high cost of entry will cause a barrier to entry for TteS. To enter into a partnership, the TteS would have to provide millions of dollars in capital to construct a facility for production.

Cannabis production is still on the list of potential projects, but it isn't a high priority due to the lack of investment funds.

SEI

The SEI and its partner, Eagle Rock Construction were the successful bidders on the New Gold Tailing Storage Facility ("TSF"). The SEI formed a limited liability partnership ("LLP") with Eagle Rock Construction, to form the company Senle7 Construction.

The TSF is the largest procurement opportunity at the New Gold site, so it was a major coup for the SEI.

TteS and Skeetchestn Indian Band are active participants in the TSF contracts as both have provided mining equipment for the dam raise. TteS has an excavator, water truck and roller working on the project.

That is all for now, and I look forward to updating the TteS membership in the next Lex'yem.

Howard,

Weyk-pt,

Lexéy'em Report – May 10, 2018-
Tkwenem7íple7 Jules

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

Natural Resource Management:

Our NRD/CRM

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 as per the agreement these funds are to be kept in a separate reserve fund. The Economic and Community Development Agreement (ECDA) as well as the Net Smelter Return (NSR) also have the same stipulations. When the Audited Financial Statements come you will see the amount that is in the "Reserve Funds".

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



add link to ruling

Specific Claims – Lac Le Jeune (cut off), Cherry Creek (cut off) Colonial Reserve) has now been completed once C&C review we will give an update on next steps. Louis Creek and Barrier (cut off shared reserves with Simpcw) research and gathering all of the historical background documentation into these 2 reserves will need to be started, and Typhon (expropriated under the War Measures Act).

Grasslands Technology Centre – we have completed our historical research (Strength of Claim), genealogy, on our use and occupation of this area. We are waiting for Canada to send a letter stating they have completed the work 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'ucw Ranch we need to complete all of the resurveying of all of the properties. We held a naming contest for the Corporation as per GBM Motion September 23, 2010 to hold our Fee Simple Lands as they go through the ATR. Process.

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

Section 28.2 Indian Act – Fortis (BC GAS then Teresn Gas) we have just started the research with INAC if there is permit with them and still waiting for the Lands Staff with INAC to get back to us.

Community Tripartite Agreement (CTA):

- CTA Meeting June 13th TteS MSG

Reports from Tk'emlúps te 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 December 4,, 2017 Bonnie Leonard, Kukpi7 Ron Ignace met with Olivier Cullen, Senior Issues Manager Indigenous Advisor Office of the Minister of Public Safety Ralph Goodale. This was a very productive meeting. On December 8, 2017 Kukukpi7 Fred Seymour, Ron Ignace and I did a follow-up meeting with Olivier Cullen, Senior Issues Manager Indigenous Advisor Office of the Minister of Public Safety Ralph Goodale and during these meetings it was confirmed that the Rural Detachment would be staying within



our community. So, the many meetings, teleconferences and flights to Ottawa and Victoria to meet with the Public safety Ministers was well worth these important discussions.

On May 16, 2018 Councillors from TteS, SIB, & WPCIB we will be meeting with Indigenous Policing Services in Vancouver to discuss plans moving forward.

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, 2019. During the AFN AGM this past July Minister Goodale made a commitment to add more funding.

Stk’emlúpsenc te Secwépenc Nation (SSN) :

- Government to Government (G2G) – negotiations’ bi-weekly meetings.
- Secwépenc Hydro Agreement/ SSN Hydro, we’ve signed a Capacity and Cultural Heritage Agreement and these are done for each area that is within our Ancestral Lands.
- Bi-Monthly SSN/MOTI meetings
- New Gold – Water License, acquisition of New Afton Tailing Storage Facility. In February

- Bi-Monthly Executive Meetings between Darrel Draney (SIB) John Richter Mine Manager and Martha Manuel FN Coordinator (NG) and I.
- ¼ Independent Tailings Review Board (ITRB) with Executive and SSN, TteS, and SIB staff.
- ¼ 3 R’s (reclamation, remediation and restoration) meetings
- On February 20th SSN did a site visit of tailings dam erosion event
- NG will again coordinate Elders and C&C above and underground tours.
- Secwépenc Government to Government (SG2G)

Secwépenc Reconciliation Framework Agreement (SRFA) now called the Secwépenc Government to Government – the communities who signed onto the SG2G are Splatin, Adams Lake, Shuswap Band, Simpcw, Little Shuswap, Skeetchestn and TteS are in the process of the re-negotiations, we agreed to a one-year extension so we can do a more reboused agreement

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.
- On April 20-22 was the Secwepemc Water Conference, a lot of really good information was presented, and on April 23rd was the Secwepemc Chief’s meeting in Invermere B.C.
- Day Scholar Class Action Suit – Language/Culture/Healing Fund/ Individual/Descendant
- Ancestors, Intellectual Propriety/Copyright

We will be working on a submission to send into the Royal BC Museum to review and research which museums are ancestors are housed in, as well as recordings, spiritual, sacred and burial treasures are.

Kinder Morgan Cultural Heritage Study:

In March 2018, the oral history portion of the TteS Cultural Heritage study along the Kinder Morgan TransCanada expansion route was completed.

In total over 1200 TteS cultural sites were documented. This final product included a 460 page Technical Report and a smaller booklet that included the executive summary and a strategy for implementing the Technical Report's recommendations. The larger Technical Report will be delivered to Elders in late May and the smaller booklet is available to TteS Band members.

The second stage of this study was initiated in April 2018 and will focus on completing the field work and genealogical study, creating a cultural heritage employment database (June/July), offering Knowledge Keeper training (late May), implementing data management through the hiring of a Young Canada Works student (June, July and August), and the development of Coyote Markers monuments on each of the sensitive cultural landscapes and the major highways. The coyote markers will have interpretive text panels in Secwepemctsin and English that describe the cultural heritage of



the area. If funding is available, we would like to design an app that is linked to each of the markers, where visitors can hear stories about TteS's history and stories. This app and histories could also be used for curriculum development as well.

Timelines for this work are: the final Field report will be completed by October 2018, the genealogy booklet will be completed by March 2019 and coyote markers/interpretive text to be installed by March 2019.

Other initiatives include revisions to the Tourism By-law to accommodate the cultural heritage study findings and address sensitive zones.

- Case Law
- Sitka Decision
- Williams Lake Indian Band

Regularly Scheduled Meetings:

- Tuesday – Chief and Council
- 1st Thursday of the month
Stk'emplúsemc te 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
- 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
- Bi-weekly:
- SSN Government to Government meetings
- TteS Government Meetings
- Secwepemc Government to Government meetings (formally Secwepemc Reconciliation Framework)

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 SSN Hydro Meetings

Yeri7 Stsukws!

“Wel Me Yew te Tk'emlúpsmc — The Kamloops people will flourish and endure”

Weyk-pt,

Dear TteS Community Members:

The administration has recently received word from our insurance agent (Hub International), that changes are occurring this coming fiscal year to the Community property insurance coverage. Increasing costs and larger deductibles are causing us to re-evaluate our coverage options. In the short term, we will maintain the coverage that we have always had, and we want to make sure all residents are aware that in the longer-term some changes are inevitable. We are committed to sound fiscal management of your resources, and we need to look at how we ensure the Community buildings (commercial spaces, offices, and residences).

The largest increase is to deductibles for private residences, that have risen from \$2,500 to \$15,000 per claim, meaning: only damages over \$15,000 will be covered; and, only after the claimant has paid the first \$15,000 in repairs. This is a 300% increase and is the result of an average of 10 claims per year on the Communities collective insurance policy.

In that same period, our premiums have risen from \$210,000 to \$250,000 annually for residential properties alone.

This upwards trend is having us take a serious look at how the Community deals with residential insurance coverage in order to maintain its commitment to supporting community while managing its financial affairs responsibly (CCP Strategic Priority 3.1 TteS Government – Become a cost-saving enterprise. Actions 1) Analysis of expenditures that highlight over-expenditures, and 4) Identify and implement effective cost-saving measures.

Most concerning is the potential risk of no longer becoming insurable. This has the potential to have a substantial impact on the long-term security of TteS infrastructure (now totalling over \$133 Million). Should any of this infrastructure be damaged without coverage, replacement by the Community could have disastrous consequences. Initially, we will be:

- Implementing a process for what to do when damage occurs (whom to call and when);
- New information and planning sessions with Tenants and Home Owners on schedules for regular maintenance and repairs; and,
- Workshops on easy home repairs.

These measures are intended to reduce the number of claims and streamline the way claims are dealt with. Last year alone, claims totalled \$360,000 plus an additional \$100,000 in repairs (these costs are on top of the \$210,000 for insurance carried by TteS).

We are also revising our Housing Policy to put in place better practices and reflect the common standards in First Nations across BC. We hope you will participate in these review



sessions and provide your input on possible solutions to some of the challenges we are facing.

Lastly, we do need to look at the way insurance is handled in TteS. As a result, we will be doing an analysis of the costs and benefits of a variety of insurance options. Maintaining the level of services and supports provided to members is important to us, and we are also committed to managing the community's money efficiently. Once this analysis has been carried out, we will begin to discuss with you the options available in order to make sure all Community assets are safely managed.

If you have any questions or concerns, do not hesitate to contact the Housing Department.

The Housing Department is looking on how to better the services for the community we know as a community that we need more affordable housing in for our members. We need to address the lack of housing for our elders, disabled, low income and young families because if we continue to do what we've always done, we will continue to get what we saw what we've always gotten.

- The current number of homes in our community
- 160 Private Owned Units – No Mortgage
- 41 Private Owned Units – Ministerial Guarantee Mortgage Loan
- 38 CMHC Rent-to-Own Units
- 48 CMHC Rental Units
- Making that a total of 287 homes in the community



70% of all the Homes in our community are Privately Member owned homes, and that number continues to grow as each Phase is paid out.

So we're currently looking at establishing a Housing Authority a non-profit corporation that would be at arm's length from Chief & Council and strictly focused on housing that would be overseen by a board of Community Members and Industry professionals that is accountable to Chief & Council through budgeting and auditing but more importantly accountable to the community so that as a community we can move forward and start looking at the opportunities for more homes in our community and that we are planning for our future generations.

North Reservoir & Chief Louis Way Watermain extension

Site preparation has already begun at the North Reservoir site above Chief Louis Way. The construction tender has closed, and upgrades to the TteS water storage and distribution system will soon be proceeding. This project will allow TteS to expand opportunities for future residential and economic development on reserve by providing underserved and un-served band-owned and band member held lands with fire protection to City of Kamloops standards.

TteS Bus Service

Years of discussions between Tk'emlúps te Secwépemc and the City of Kamloops have resulted in the successful expansion of bus service to TteS lands. Planning & Engineering is actively working with TteS Community

Services, BC Transit, and the Ministry of Transportation and Infrastructure to identify bus stops and signage requirements along the proposed route. Look forward to your first trip on this expanded service in September 2018.

Road Network Study

Partnered with the BC Ministry of Transportation, TteS is entering the final stages of a study that will guide traffic planning for IR#1 now and into the future. The road network study prioritizes traffic safety, improved highway access, and emphasizes pedestrian/bike corridors.

Community Energy Plan

TteS interdepartmental energy committee is working with an energy planning consultant to develop a baseline energy profile for the community that will allow for targets to be set that support energy generation and energy efficiency measures at the individual and community level.

East Shuswap Telus Fiber Optics

We have been successful in receiving funding from that Pathways Program through All Nations Trust Company to work with Telus to install Fibre Optics along East Shuswap which will be a major upgrade along that route. Currently, they are creating the scope of work, so measuring out the distances from the main line to each of the homes once that is completed then we will have a time frame for the project to be completed.

Message from the Housing Department

With summer coming, so are hundreds of opportunities to take advantage of the warm weather and have some fun in the sun. This would be much easier, however, if you didn't need to spend thousands on expensive home repairs. Where would you rather spend your money?

There are many cheap and easy ways to help maintain your home on a month-to-month basis that will ultimately save you incredible amounts of money, money that you

could be spending on far more exciting things.

During the months of May and June, you should ensure you have opened your hose connection after the winter months. While doing this ensure your hose lines are not cracked, and there are no broken sprinklers in your system, as both could result in substantial water damage if gone unnoticed. You should also clean your windows, screens, and hardware. If required, this is the time to install your screens once again.

Don't forget to check that your air intake and exhausts are clear of debris, nests, and other items. While you're at it, your range hood filter should also be cleaned out.

This is also a good time to take care of landscaping maintenance, including fertilizing young trees, and ensuring your yard has not become home to any invasive species. While trees offer great shade, privacy and are often pretty to look at, they can also cause a lot of damage. Some forms of invasive tree species can lay complicated root systems that can damage your septic system, house foundation and more, over a surprisingly large distance. Catching these trees while they are still young and easy to manage can save you a very large bill.

In July and August, you should air out your basement during dry days to help with dampness. Another great investment is a dehumidifier which can be used year-round and will help prevent mould from growing within your home.

Those who have central air conditioning should clean the filter in air handling unit.

Check exterior finishes and wood for deterioration. This is especially important if you have a wooden foundation or have had problems with termites in the past.

Be sure to check your caulking and weather-stripping, including around entry door from garage and house. Also, inspect the basement floor drain trap and replenish if it is needed.

Your furnace/heating system should be serviced every two years and If you have not done this recently be sure to schedule a servicing before you need your furnace.

The Housing Department would also like to remind you to ensure your smoke detectors are working, and if your detector is not wired in, to ensure you change the batteries once a year. If you are an elder and need assistance in checking your detector, contact the Renovations Coordinator to arrange for someone to help. It is a requirement that every band member in a rental unit has a working smoke detector in your home. By removing a smoke detector or allowing the batteries to die you could potentially void the insurance policy on your home, and as such are voiding your rental agreement.

By adding these items to your other monthly chores, you will potentially save yourself thousands of dollars, allowing you to have more spending money for the warm summer months ahead.



The Housing Department would like to invite any TteS members who are interested in becoming a first-time homeowner, and who have prequalified for a mortgage, to consider the beautiful band-owned home located at 780 Kamloopa Way. This home is being renovated and will be on the market soon.

Some of the selling features of this two-story home include a master bedroom with ensuite and walk-in closet, two bedrooms, and one bathroom, coming to a total of 782 sq. ft. The main floor totals 1116 sq. ft., and features a den, great room, kitchen, morning room, bathroom, laundry room, and storage. The home also comes with a double carport.

Those interested in purchasing the home are encouraged to seek pre-approval from their bank and come to the Housing Department for more information. An open house will be conducted once the home renovations have been completed, with more information a photo to be made available prior to the event. This home offer will only be granted to TteS band members, who will be first-time homeowners, and who have prequalified for a mortgage.

Joyce Fraser
Housing Manager
Tel: 250-828-9717 or
Fax: 250-828-9737
Email: joyce.fraser@kib.ca

Weyk-pt,

“Graduation Time is here!”

Spring, a time to acknowledge, recognise, and reflect the past year, and planning for the Future!

I would like to start off by thanking all of you for your continued support as your elected leader. It is an honour to be representing our community and working for all of you! Hard to believe how we are getting so close to another end of elected term. In saying that, I can definitely feel it in the air....

Overview of meetings attended, sick days, annual leave/holidays taken, and gifts/honorarium received:

MEETINGS ATTENDED:

- Council meetings Tuesdays
- Finance and Extraordinary Finance Meetings
- SSN Joint Council Meeting
- KIBDC/MPC/KIBUC/TteS Forestry LP/ TteS Forestry Development Corp/ Spiyu7ullucRanch/Big Horn Hops
- Portfolio Meetings with LLTX Manager

- Policy
- DRI, Jo-Anne Gottfriedson
- Minister’s Meetings Vancouver, TteS
- Joint Reconciliation Framework Agreement meetings, local
- All GBMs
- Community Tripartite Agreement, local
- FNTC Taxation Meetings, local
- City of Kamloops Community to Community Forums

SICK Days

- Five days sick leave from November 2017 to March 31, 2018.
- Approved Annual Leave Days taken
- five out of twenty days taken as approved annual leave since November 2017 to the end of March 31, 2018.
- Gifts/Honorarium Received
- \$ 150.00 from Cultural Heritage Funding for participation in Genealogy from TteS.

Canada is constantly evolving, and for us in leadership working in this dynamic area, is so essential to remain current on the latest developments. Staying abreast of the changing landscapes as it is fundamental for us to effectively, exercise our rights to maximize our collective potential. We must have in-depth information and practical insights to ensure that we are prepared to effectively address the current challenges and to take proactive steps to avoid common pitfalls, and or not capturing areas for our collective benefit. I look forward to sharing



with you many of these areas that are of significant importance. I look forward to working and sharing with you on these following points of interest and how they have complimented and or impacted our community.

Revenue System – Taxation

2018 is the kickstart for the GBM motion that was put to the floor to address the FNGST. Since we as TteS do not collect (occupy that jurisdiction) it goes to the province. The part that goes to the province is the percentage of all those goods and services that are purchased here on our reserve lands of the PST and GST; they do not write TteS a check for those revenues that they collect, and I ask: how is that fair when TteS is the legal land title holders?

We as individual band members save with our status cards, with the purchases of goods and or services we make on the reserve and or have delivered to the reserve. Other registered first nation member spouses and guests who reside or travel through also save with their status cards, but all those who do

not have a status card pay PST and GST. Just imagine the revenue generated by all others that we do not see; again, the province does not share in those money collected.

I would love to challenge any of you to go to the Rona, Home Hardware, Art Knapp, Dee's Kitchen, or Honda or any other business, and just watch how many individuals come in and not use a status card, they are paying the PST and GST and it is being paid directly to the province. (Please note I challenged myself on this exercise and I saw maybe one or two of our members at most if at all during this personal challenge I set for myself...however, saying that we all know that we all shop or eat in these establishments on our reserve...)

AS per the Oath to Office I swore with membership as my witnesses to involve all Tk'emlúps Members willing to participate in a common effort to improve all our lives. The Federal cutbacks are an ongoing theme and leadership is constantly begging Canada for more money to address infrastructure, housing, poverty, and other services with the same outcome. No available money and federal announcements are always of more cutbacks.

We need to be creative in how we capture this leakage of revenue, and we need to recognize that the only reliable source of revenue we have is through Taxation: FAT, Property, Property Transfer Tax Revenues and based one profitable business - the Bands very own Petro Canada. Revenues generated subsidize all the programs and services that membership have access to and without this fund, we wouldn't have any services to provide, and the federal government does not pay for the majority of any of our services that our membership accesses. A careful review of financials have shown that the band does a lot of economic development with minimal or losses of revenue, and forestry is very limited in its ability to accommodate

more than it does. Part of last year's strategic plan was for department manager's and their portfolio to work together to explore ways to save money and ways to generate revenue within their departments with the alignment of our Community Comprehensive Plan which all of you helped to create.

- Upcoming in the foreseeable and very near future is local governments want to negotiate with TteS to pay for the following:
- Hospital Funding
- 911 Emergency Telephone Service Agreement
- In Kamloops this Week, September 17, 2016, there was an article, and it stated the following:

RELATED STORY:

"Should TteS, Sun Rivers residents help pay for hospital-expansion costs? The new formula means the hospital district, through taxation, will pay \$172 million of the \$400 million to \$430-million cost of the tower. Hospital district taxation covered \$28

million of the \$69-million clinical-services building. The funding means a tax increase for homeowners in the Thompson-Nicola Regional District, including Kamloops."

So, just weeks ago, during a mini Community to Community Forum, this discussion came up. What will that mean for TteS members and for Sun Rivers or any of our taxable stakeholders who reside on our reserve? We do not pay and no funding from any level of government pays for those direct costs, and for the taxpayers on the reserve it is not within the taxations services,



so that will be part of the upcoming taxation meetings. So this will have to be addressed sooner than later.

Other FN do pay and have agreements in place for the 911 Emergency Telephone Service;; we do not have a signed agreement yet. So, again we need to consider the impacts of where these revenues will be coming from within the budgets and we will be facing costs per resident (band member or not, including the non-band member spouses), we sit with tight budgets at TteS and my concern is that when we are billed these we all need to figure out how we will do that.....will we have to consider cuts to existing services? You all need to be aware of these future impacts, and we all need to be creative, and I look forward to advocating your concerns and hearing your ideas. Please note that The TNRD has provided a cost analysis which demonstrates a cost of \$17 per resident on TteS.

Lands leasing and Taxation hosted an open house sharing and displaying all the important works that they do as a department;; we were able to provide brochures and newsletters and takeaways

that included the latest copy of "Clearing the Path," volume 11, issue 03, winter of 2018. In that issue, I want to emphasize the importance of working together, taking the necessary steps towards jurisdiction and creating our own revenues to defining what our community priorities are for our future, and really learn and participate in helping our community become more self-sufficient and truly creating a legacy for our future generations.

There are many more areas to cover and I look forward to addressing all of our collective interests in the area of FNGST. It is a shared responsibility and is a work in progress.

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.

Property Tax

Directly from TteS Tax Law property tax applies where non-band members are

holders and occupiers of registered or non-registered leased land and they are taxable once they become a holder/occupier of the land. Assessments are values placed on the land and the improvements to ensure fairness when taxes are levied to support local services. Those assessments come from BCAA of Kamloops. Regarding status FN being liable for taxes, the band is willing to pay for their own band member's local services, but not for non-band members whether status or not.

For the Tax Payer

The services they receive for paying property taxes include: Fire protection, Railway Crossing Maintenance, Road Maintenance, Storm Drain Expenditure, Minor Improvements, Snow Removal, Lift Station R&M, Hydrant Maintenance, and Landscaping. (This is the area we have to consider the hospital funding and the emergency 911 with FNTC).

For the Band Member

The services they receive for taxes collected from property tax collected directly

to TteS and not the Province includes: Fire protection, Railway Crossing Maintenance, Recreational and Cultural, Education, Housing, Economic Development, Heritage/ Rights and Title, and Community Services, Day Scholar, and other (Programs and Assistance).

How Property Taxes have Grown since Inception

TteS started to collect property taxes in 1991 starting with 600 folios that brought in roughly \$600,000.00. Today we raise \$7,328,083.00 dollars and have over approximately 1,548 folios.

Lands Leasing and Taxation Quick Facts

Property Tax and Leasing Revenue for the Band is more than in excess of 10 million

Funding for the Lands Management under RLEMP (Reserve Lands Environmental Management Plan) brings in \$400,000.

Environmental Position brings in some environment revenue from some of its administration costs through billings of their time, and waste generator permits

DRI

Very happy that I have been quite active in this area since 2009 and to be able to report out that I started my first term with this initiative along with my elected colleagues and knowing that now 2018 we are nearing its completion. I hopeMy hope is to have this completed in 2018 as discussions continue with the Province and Canada. We have spent over 20 years on DRI and since the specific claim process was unsuccessful, we opted to make a claim through the court process.

Additions to Reserve:

Spiyu7ullucw Ranch ATR

A hHuge milestone for the band, this was 120 years in the making of seeking just settlement and today still standing firm through the DRI. These lands consist of 4,763 acres of deeded lands held in fee simple and approximately 16,000 acres of provincial grazing leases. There are 55 parcels and that is why it has taken seven7 years to survey. The Lands department with the political support isare working on the next steps of:

- a phase 1 of an Environmental Assessment
- waterways
- species at risk - Western Rattlesnake
- current and past uses
- leased and permitted uses
- waiting on the legal survey and mineral rights

- appraisals as per survey
- processes with AANDC/INAC/DISC

We have are having an initial strategic plan in May to identify the updates of the next steps, look at potential opportunities, identify band member concerns to date in regards to access, and seek the manager's recommendations on maintaining the ranch's needs.

Raleigh and Westsyde Lands

Both properties have had BCRs to initiate the ATR process back in 2012. Lands that will be added to reserve is 20.05 hectares/49.63 acres in Raleigh and 14.2 hectares/35.1 acres in Westsyde. All requirements have been met and support confirmed by first nations within the 70 km radius and also local municipalities. The delay entailed a request from the city of Kamloops for a land swap; however, with extensive discussions with TteS council, the city, the lands department, and INAC/AANDC/DISC representative it was confirmed a no, so now we are waiting for INAC/AANDC/DISC to confirm the addition to our reserve.

GAMING REVENUE

Our community has been long seeking involvement and inclusion on the allocations of gaming revenue to support our existing programs and services as well as improvement of a greater quality of life through infrastructure within our reserve lands. As the portfolio holder for LLTX, I am privileged to share these updates on the Gaming Revenue within BC and what it means to us as we look forward to continued talks and continued updates.

Grand Chief Joe Hall of UBCIC proudly reported that a mandate from Premier Horgan to expand opportunities for BC First Nations to share in BC Gaming benefits is finally within a foreseeable future. And that for the first time ever we can look forward to the real progress of this important work as it continues to advance, and for the first time in BC history the government is ready to implement revenue sharing with all BC First Nations. How this will look is yet to be determined and I look forward to providing updates and being involved working for our community

We at TteS have been engaging with various ministers with the BC and Federal Governments to engage on our long-standing territorial grievances related to existing gaming facilities operating in our territory without our involvement or consent, also that grievance extends to knowing the efforts that we have made at all levels of government and to our local shared discussions with the City of Kamloops.

PROPERTY TRANSFER TAX (PTT)

A quick update on what this tax is:

- A tax that is charged and paid at the time that a transfer from one owner to another and registered, the new owner/interest holder is the one who pays
- We are scheduled in the First Nations Management Act (FMA), so we have the authority to enact this property transfer tax law
- Revenues generated from those transactions are safeguarded by way of an Expenditure Law
- Duly noting that Band Members primary residences are exempt and TteS and their wholly owned companies are exempt. There are other exemptions and are available for your perusal
- These local revenues generated under this law and under FMA can be spent by TteS for

Summary of the benefits to TteS under the FMA:

Can be spent on sewer, water, garbage, recycling and compost services, snow removal, sidewalks, cultural events, administration, bylaw enforcement,

community development, and capital projects

Accountability is transparent and reported and approved annually. Each year Council must pass an expenditure law to account for how the revenues will be spent as permitted under FMA (Financial Management Act).

Training

Towards a New Fiscal Relationship, two2 days and the benefits were to receive up to date changes and learning of new areas for consideration. Below I will share some of the topics; however, I wanted to duly note a segment on the layout the federal rollout of Cannabis Taxation.

- Areas and topics included the following in the training session:
- The fiscal relationship that we have with the government
- Discussions on the problems with federal transfers to supporting FN
- Impacts on infrastructure
- Cost of building homes on our reserve
- Revenue Based Fiscal Relationship – what it is and how it could assist us as FN

To date what they have done is mandated the First Nations Taxation Commission to work with first nations on the implementation of the legalisization and fiscal establishments. What I have learned is that the Federal government has determined the following fiscal model: 75 percent of profits to the Federal Government, and 25% to the provincial, what they failed to include is First Nations in that funding model. So my involvement and commitment areis to continually get updates on information for consideration

to all aspects of making our community a better, a stronger and a constantly thriving and self-sufficient community. How we have done that was to agree that we would be in the involved and protect our existing tax jurisdictions, and support the development of the necessary legislative and framework to implement and support and protect the potential jurisdiction for us and other interested first nations to ensure that we as FN are included in the future fiscal equation.

Secwépemc Spring Gathering and Upcoming Gatherings

I attended the Water Conference and Columbia River Treaty presentations and discussions as well the leadership meeting, held and hosted by the Shuswap Indian Band First Nation - our most Easterly part of Secwepemc'ul'ew in Invermere, BC.

Water Conference:

Out of respect and honouring for the sacred theme of our Waters, participation by many was held at the headwaters, in

Invermere. Sacred Tobacco offering along with prayers were sent to the creator in the water, we all participated in the singing our traditional Secwépemc Salmon Song and Secwépemc Nation Song led by our Secwépemc womenfolk. We also had the rare opportunity to witness the passing of a ceremonial pipe from an elder down to his son. Many traditional pipe carriers spoke of the meaning, rites of passage and teachings and the responsibility of accepting that gift. It was incredible.

The conference included many speakers from our nation to guest speakers from other nations who have implemented a Water Law. The purpose was to share collective concerns of the many changes we have seen in the water whether it was in the creeks, streams, rivers, and lakes, where we remember when they were healthy and full of life and sustenance from was not an issue or given thought. Now we carry water bottles, no longer drink directly from creeks, streams, and the lack of fish and other foods that we either have a shortage or none. So, therefore, it is important to come together to share



knowledge and responsibility to care for the future of this valuable resource.

At the leadership meeting with Kukpi7s and Twamipila7s, and community band member witnesses we discussed and provided input in the revisions that are under review for the Secwépemc Unity Declaration.

Nathan Mathew shared his Simpc community water declaration. During a roundtable discussion, it was recommended and decided to make a declaration for the whole of Secwepemc'ul'ew recognizing our collective interests and to have a signing

declaration ceremony at the next gathering to be held in Green Lake June 29, 30, July 1, and 2nd, 2018. There were other discussions as well, but wanted to hit the highlights. Waiting for confirmation of those dates and a posting will be shared publicly for your considerations to attend.

Notable Acmes

Councillor Viola Thomas gave a voluntary resignation of her duties as Councillor. I am saddened to see her resign, but as she stated in her letter, she had her reasons. I have always respected her intelligence, the knowledge she carries, and always admired the strength she carried in her passion to speak on behalf of her/our people and fight for our people, with other levels of government.

On another note, it was stated to us chief and council at the last GBM, "why did this not come to a GBM? 200 plus band members voted her in, so why was it not shared? ..." or on the agenda," that night? In my opinion, being in leadership is tough,

and you have to have thick skin, it is important to be able to work together as a team regardless of who sits at that table. I was told, that each one of us at that table is not there because anyone of us supported the other, but because membership voted us here to be their voice, and that it is because of membership we sit at that table. With that we all must ask ourselves, how can we ensure that the member we vote stays in for the term? Be involved in the governance committee. Always at the forefront is RESPECT.

2017/2018 has been a devastating time with the passing of many of our relations and members of within our community. I can't say enough how sorry I am for the losses we had as it does affect us all and it is only through unconditional love and being there for one another that helps us to get through these tough times, whether the loss was sudden or expected, we need to heal together.

2017 we opened our community to many of our relatives and provided a safe haven for many who were impacted by the wildfires. To the operations team, again I just wanted to express my regards to note all who participated, stepped up, volunteered, and for all those not mentioned, In my eyes you are all heroes and I hold my hands up to each and every one of you for what you did to provide refuge and safety for all those displaced and for your commitment and dedication to doing what had to be done!

Monica Parker has officially resigned after 22 years of committed service to TteS; we all wish you so much happiness and prosperity in your future endeavours and we can all attest that her dedication at any capacity was always met with challenges and each challenge she hit head-on with professionalism. Her sense of humour will be missed here. Enjoy life, we all have just one, so continue to take care of yourself and share your true self with the world.

Gregory Seymour has retired, and we too wish him much happiness after 17 years of service to the Band. Thank you and I know your sense of humour will be missed, and we look forward to seeing you at future community meetings. Till then happy trails and I will either see you at A&W or racing you for the Ichiban at Save on More!!!

Matrimonial Real Property Law

I received an invitation to participate on a Community Perspectives Panel at a series of Family Homes on Reserves and Matrimonial Interests or Rights Act (FHRMIRA) engagement sessions.

The Family Homes on Reserves and Matrimonial Interests or Rights Act has been identified as one of the laws to be reviewed under the Review of Laws that received commitment by the Ministers of INAC and Justice

INAC has proposed an engagement process that focused on responding to technical amendments to the legislation identified by INAC. This is where I came in for the process: The agenda included a “Community Perspectives Panel” during which panel members would provide a short presentation on their experience in implementing FHRMIRA, recommendations for best practices, and lessons learned. The panel would be consistent across the four sessions, so my attendance at all four was requested.

Given our success in enacting our Tk’emlúps te Secwépemc Matrimonial Real Property Law, I shared how we raised awareness of the legislation within the community. They felt that sharing our perspective would benefit other First Nations in attendance. From our experience, we were also positioned to provide comment on the need for legislative amendments and/or ongoing supports.

This required Council approval for my absence, and all travel funding came from Center of Excellence and an honorarium of \$1000.00 for each session I participated, and that went directly to the Band, I did not slip any into my pocket. I attended and shared our story with following Regions: Wendake, Toronto, Saskatchewan, Halifax, Manitoba and Calgary.

Since our participation, we have also received funding fromby the MRP Special Pilot Project Funding Program to increase availability and awareness of the community-specific law, for \$25,000.00. Our Lands department has taken on this initiative and is made available to ensure we have a resource of all life's unexpected turns of events in our Marital Relationship as defined in our MRP Law. I look forward to sharing our story that I have presented with all of you as well.

To conclude, I will continue to work for all of you and our future generations and always respecting our language, our culture, and our people and maximiszing opportunities for membership wherever possible. My next report I will be providing an update on lands that have been purchased, and share current

outstanding land issues that are on the table, not with our people but with industry and or government.

To the grads of 2018

Remember how you got here and remember that to get anywhere in life you have the endless power to create and make your life what you want it to be. I participated in Choices and one of my favorite tools is leaning that "fear is the opportunity to be courageous!" YOU are Our Future Generation, so whatever you do be the best you can be!

I am a strong, confident Secwépemc woman leading by example for our community, and OUR PEOPLE! Have a wonderful and safe summer. Kukwtse'tsemc, (Thank you to many)

Rosanne Casimir



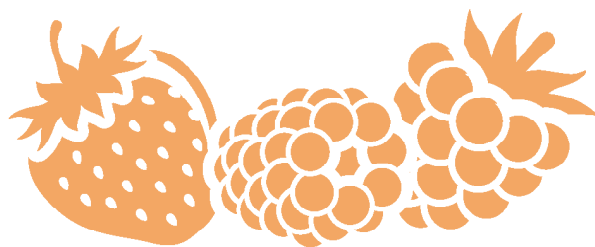
Weyk-pt,

friends and family thank you for taking the time to read our newsletter.

I would like to report that I have had a busy few months, where I have had the privilege to say the welcoming at the winter games and the closing as well, it was another first for me. I was able to speak in front of a crowd of roughly 5000 people and share the podium with elder Connie Jules who did the prayer. I also have had the opportunity to be a part of the business development as my secondary portfolio I have participated in many discussions around business opportunities within our territory and partnerships that we would like to build as well. I had just recently returned from a business meeting in Hamilton. I have had the privilege and honor of welcoming the new babies into the community, welcome new band members and future leaders. We

have the Red Cross contract that is going full swing right now with the firewood deliveries, and the traditional food and berries were offered at the community service office. Firewood is being provided by band members to the elders first and then to people with sweats and wood stoves. The membership code is in the process of being completed and will we be holding a special assembly in June to move it forward. I would like to say to the community services department that I appreciate all of you and all your hard work and dedication to the community that you serve.

kukwstsetsemc



Weyk-pt,

CEO Report-May 11th, 2018

Hello everyone,

For those who have not met me, my name is Miguel Romero, TteS's new CEO. I'm a small-town boy who grew up in Fort. St. James, BC. Fort. St. James is located two hours north of Prince George, BC., and has a population of approximately 1200 people. It's a community where everyone knows everyone, and the bonds of friendship are tight; hence, from elementary to secondary and even through post-secondary education, you have a connection with your old friends.

I earned my BA and MBA at the University of Northern British Columbia, in Prince George BC. I must say, (and can't stress enough) that my education has helped me in my life. I strongly recommend anyone who is thinking about going for post-secondary education to go. It will change your life.

Since starting my employment with TteS, the time has gone by fast - I can't believe we are in the month of May. During this time I have gotten to know how Ttes operates, and must say it's a complex, and

fast-paced organization that keeps you on your toes. Keeping up means you're either speed-walking or running, either way, it's a busy time for everyone. That being said, I must commend all Chief, council and staff for hard work and professionalism. This is an amazing group to work with.

On the economic development front, it is critical that we continue to develop, and grow economically in order to meet the social and fiscal needs of a growing community. TteS continues to look for opportunities that will improve the communities overall financial, and strategic position for the future; therefore, all of us need to think outside the box. Developing a mindset where teamwork, hard work, while having a focused vision will be the tools for success. Developing a better future also requires a strong strategic plan, that is in alignment with our organizational

structure, Comprehensive Community Plan, and Vision and Mission statements.

In regard to the custom election code presentation at the GBM, we will move forward methodically, and in phases, so the community takes the lead in this process. In order to keep the membership informed, findings will be presented after the electoral officer's final report.

Lastly, I hope to meet all of you to discuss your thoughts and ideas for moving the community towards success. Please feel free to drop in to say hi. My door is always open.

Sincerely,
Miguel Romero
TteS CEO



TK'EMLÚPS TE SECWE'PEMC

2018
