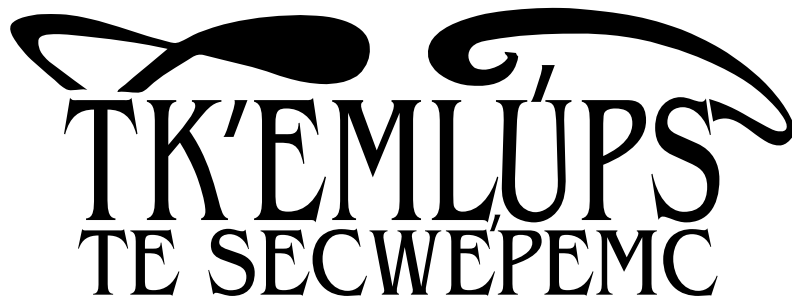


The logo features a stylized white bird in flight above the text "TK'EMLÚPS" in a large, white, serif font. Below it, "TE SECWEPEMC" is written in a smaller, white, serif font. The background is a scenic landscape with a river, green hills, and a blue sky with white clouds.

TK'EMLÚPS TE SECWEPEMC

2019

Spring Lexéy'em



Business Development

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External Affairs and Public Relations

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Planning and Engineering

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Page 16–25

Housing

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Kúkpi7

Rosanne Casimir

Primary Portfolio: External
Affairs and Public Relations

March 2019

Biography:

Family:

I am a strong Secwepemc Woman leading by example and am the 13th elected Kukpi7/Chief for Tk'emlúps te Secwépemc. I have lineage to hereditary Chief Louis Clexlixqen (1852 -1915). (Chief Clexlixqen-Casimir and Elizebeth-Patrick and Lucindy-Thomas and Sadie- Kyé7e Annie and Stanley- Kí7ce Patricia and Qé7tse George). Proud mother: Vanessa, Denise and Stepmom to Jordan, and one grandchild, Kaidence. Married in 2013.

Professional and Academic Achievements:

- Currently, Elected Chief/Kukpi7 2018-2021
- Elected three (3) terms as Councillor for Tk'emlúps te Secwépemc bringing nine (9) years' experience as a political advocate for membership
- Thompson Rivers University Foundation Board Member, two (2) years volunteer
- Certificate and a Diploma in Business Administration, Okanagan University
- Certificates in Negotiation Skills Training, Banff Leadership Development Center
- Certificate of Certificates Completion for the AANDC Capital Projects Process
- Certificate of Attendance for the completion of First Nations and Taxation, A Pragmatic Approach
- Certificate for On-Reserve Matrimonial Real Property Training
- Received three (3) Business Excellence and First Nation's Women in Business Awards as a Wrap Artist and Female Entrepreneur of the former WrapZone.
- Graduate of the Home Support and Long-Term Care Aide Program
- Choices Leadership Training
- Cultural Secwepemc Songs and Dances
- Housing Manager, The Kekuli Center, for Youth at Risk, Vernon Friendship Center
- Seven Generations Institute for Training and Development formally located at the Round Lake Treatment Center

- Volunteered at Armstrong Community Center completing supports for all employment readiness and office activities
- Fashion Speaks Model for TteS 2017, Families of Sisters in Spirit, MMIW
- 2001 International Year of Volunteers Certificate from Canada Revenue Agency as a Canadian Volunteer from Jean Chretien, Prime Minister of Canada

Values:

I uphold the integrity of myself and others and live by the words of: "Know your Passion, Visualize your Plan, Collect your Resources, and be Determined to Succeed!" I practice those values in both my personal and professional life.

Beliefs:

I believe that personal wellness will lead to community wellness and that in order to be a good leader one must possess the basic skills of communication to effectively communicate with all others in a positive and respectful manner that we are all equal and all have value.

Having balance in life with serving my community as Kúkpi7/Chief is also shared with quality time with family, playing recreational soccer year-round, and world travels with my husband.

I have been a frequent speaker across the Nation sharing how we raised awareness of the Matrimonial Real Property ("MRP") legislation within the community and our experience creating the law. We were also positioned to provide comment on the need for legislative amendments and ongoing supports for us and for other First Nations across the Nation.

BC Faculty of Law also invited me to present our story and gain a better understanding of the MRP Law. I was truly honoured to assist by sharing and creating greater awareness and



appreciation of how we take ownership of our own laws as opposed to those that are imposed and incorporating our Secwepemc Laws and values.

In addition, I would love to share how proud I am of my involvement in advocating for all our members and other stakeholders to bring Public Transit to our Community, a service that took a decade to become a scheduled route within TteS.

As your elected Chief, membership can continue to expect my commitment to community, that it thrives for the benefit of our future generations, and that I stand tall on my code of ethics which includes honesty, fairness, trust, and that I proudly represent all of Tk'emlúps te Secwépemc Membership.

I am bringing in an agenda that will address our economic drive, fiscal responsibility and enhancing the powers of council to achieve better health care, a better education, support the development of much-needed infrastructure for our community and to address better roads, lighting, and sidewalks, and truly making our

Photo provided
by: Tk'emlúps
te Secwépemc
Kúkpi7
Rosanne
Casimir.

community a safer and healthier place we want as a home for our children.

Kukwstsetsemc to all membership for electing me as your Kukpi7/Chief. Your support speaks volumes, and I look forward to this term as your External Affairs and Public Relation

A Message from Chief/Kukpi7 Rosanne

Weytk tp an-kw-sa-sal-k-tens – Hello to all of you, you are all my family! Thank you for your continued support. Le7 re n'pupsmen nel7elye te sitqt. It makes me very happy.

Weytk-kp Xwexwe'tep, Rosanne Casimir_re n skwest , Tk'emlúps te Secwépemc for the last nine (9) years and now proudly serving as your elected Chief/Kukpi7 for this term 2019-2021.

It is an honor to be representing our community and working for all of you! My decision making has always been based on all of you, my community members as a Collective.

Background information on Genealogy. I am a strong Secwepemc Woman leading by example and am the 13th elected Kukpi7/Chief for Tk'emlúps te Secwépemc. I have lineage to hereditary Chief Louis Clexlixqen (1852 – 1915). (Chief Clexlixqen-Casimir and Elizebeth-Patrick and Lucindy-Thomas and Sadie – Kyé7e Annie and Stanley – Kí7ce Patricia and Qé7tse George). Proud mother: Vanessa, Denise and Stepmom to Jordan, and one grandchild, Kaidence. Married Since 2013. Le nQe7tse (My Father)



BC Transit Bus.

George Parker, Nxpe7e(Grandfather) Stanley Sinclair,(Good Fish, Alberta), Edith Parker and Harry Parker of OKIB

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community, that it thrives for the benefit of our future generations, and that I stand tall on my code of ethics which includes honesty, fairness, trust, and that I proudly represent all of Tk'emlúps te Secwépemc Membership.

I am bringing in an agenda that will address our economic drive, fiscal responsibility and enhancing the powers of council to achieve better health care, a better education, support the development of much-needed infrastructure for our community and to address better roads, lighting, and sidewalks, and truly making our community a safer and healthier place we want as a home for our children.

In this election, Band Members have said loud and clear. That too many families can't make ends meet, employees are living paycheck to paycheck, and rents continue to rise, with no to minimal rises to meet rent increases and members who are in arrears with the band, are only growing, that too many youths, elders need an elders lodge to address growing ageing members within TteS, and families are living in poverty, and many homeless, and or couch surfing. Other areas of concern are the public safety within our community, which include but not limited to drug overdoses, speeders, break and enters.

Cultural
Heritage
Protocol
Agreement,
Letter of
Understanding
signing between
Tk'emlúps te
Secwépemc
and the City
of Kamloops.
Photo taken by:
Dolan Paul

Members need to be treated with RESPECT and DIGNITY, and that includes leadership.

Kukwstsetsemc to all membership for electing me as your Kukpi7/Chief. Your support speaks volumes, and I look forward to this term as your External Affairs and Public Relations, and ex officio to all portfolios for our community, working for you with Pride, Respect, and Integrity advancing our collective voices.

Chief/Kukpi7 Rosanne Casimir

kukpi7.rosanne@kib.ca

250-819-2255

Chief and Council Initiatives Update:

Day Scholars Class Action It has been an exciting and long legal haul since we first signed the Day Scholar Class Action on behalf of our Band Members here on TteS (Tk'emlúps te Secwépemc) back in 2010 seeking reclamation and now we have Judge Harrington who Certified the Day Scholars Initiative is now ready for retirement and this April 2019.

What does that mean?

It means that the judge certified the class action to include the survivor class, the descendant class, and the band class covering every Day Scholar in Canada from 1920-1997 and that everyday scholar who attended one of the IRS in the Settlement



Tk'emlúps te Secwépemc
Kúkpi7
Rosanne Casimir
with Prime
Minister Justin
Trudeau.

agreement is part of the Class unless they opt out. Canada may appeal and drag out legal arguments against our claim. In Kamloops, there are estimated 196 day scholars at KIRS. A new judge will be appointed, and prior to his retirement, the survivor class will be determined the beginning of April.

I wanted to acknowledge Joanne Gottfriedson for staying with us start to date with these proceedings. Her commitment, and determination to see this through on behalf of our members, with support of council, as this is a council-driven initiative, and we are making history for our people/, and thank you to the previous leadership and their involvement and their passion to stand up for all of us in our shared endeavour to assist our people to reconciliation.

TteS and CoK LOU – CHS

CoK and TteS signed an important document that will solidify our commitment to preserving and promoting Secwépemc Values, including the protection of TteS cultural heritage resources.

- The LOU serves as a building block for all future engagement plans.
- What is included in the cultural heritage protocol agreement includes but not limited to:
- Commitment to promoting awareness and understanding of the history and culture of TteS and the CoK
- Commitment to promote and enhance awareness of the cultural and heritage sites
- Shared Practices to protect cultural heritage resources and sites
- And of course opportunities for joint initiatives.

Importance of the LOU to TteS:

It is our rich history, our connections to the land, our communities, our villages, our hunting and fishing

grounds, it's the innumerable historical oral stories of this whole region, and it is our responsibility to protect and preserve by creating awareness and contributing to the preservation and protection of our cultural heritage resources.

This LOU is a relationship agreement that represents each of our commitments to continue to develop a strong, committed, and fair working relationship between our First Nation, TteS and a local government, CoK for the benefit of our TteS, our Kamloops, where our North and South Thompson Rivers meet.

Qwelminté Secwepemc G2G QS-G2G Letter of Understanding:

The G2G is a Government to Government relationship that consists of 7 Signatories in Secwepemcúlecw and the various ministers and dignitaries of the provincial government. The Letter of Understanding is an agreement that represents each of our commitments to continue to develop a strong, committed, and fair working relationship between our signatories and the provincial government. We have previously had a commitment, and for the last year we were all without any kind of formal or informal agreement.

The Ministers and the dignitaries who attended confirmed their commitment to work together to build on a relationship of trust. We all can confirm the rocky road, the discussions that would make others and ourselves feel uncomfortable at times, but all those discussions and each of our mutual interests led the way to overcome those obstacles and led to our collective commitment to advance our government to government relationship and took pride in the formal signing of the basic building block of an LOU.



Adams Lake Band ~ TteS Cstélen Protocol Resolution:

A protocol resolution was previously signed in 2010 by TteS Kúkpí7 and Council. On March 5, 2019, both TteS and Adams Lake Band Chief and Councils agreed to re-assert the resolution by re-signing the resolution. A date of April 26, 2019, has been set for the ceremonial signing. TteS will be seeking 1 Elder and 1 Youth to participate in the signing. All TteS Membership is welcome to attend this event at the Adams Lake Band reserve, location to be determined.

CLC Roundabout and Road Realignment Project: TteS has completed a detailed design, class 'A' construction cost estimate and a tender-ready set of drawings. TteS is currently working towards a financing plan with Sun Rivers. The result of these discussions will determine whether the road works are scheduled for construction in 2019 or 2020.

Next General Band Meeting ~ April 24, 2019

Agenda items to be included, watch for your mail out package.

Tk'emlúps te
Secwepemc
Kúkpí7
Rosanne Casimir
with City of
Kamloops
Mayor Ken
Christian
during Cultural
Heritage
Protocol
Agreement,
Letter of
Understanding.

Meetings in Review:

November 29-30, 2018 ~ First Nations Leadership Gathering (Vancouver)

TteS Chief and Council met with various Ministers and presented Briefing Note's / Updates regarding Day Scholar, Douglas Reserve Initiative, Grasslands ATC, and Cannabis Tax Jurisdiction, 7-Mile Rail Development, Elders Care Facility and SSN Trans Mountain Expansion.

December 4-6, 2019 ~ AFN Special Chiefs Assembly (Ottawa)

Attended 3 days of extensive agenda items including Education, Bill C262, Child Welfare, Carbon Tax, Language, Fisheries, Health/NIHB, Environmental/Climate Change, Economic Partnerships, Fiscal Relations, Housing and Rights & Recognition.

January 9, 2019, ~ Meeting with Prime Minister Justin Trudeau

Met with PM Trudeau and presented and discussed Briefing Note's on Day Scholar, Grasslands, Cannabis, 7-Mile Rail Development and Master Plan, TteS Elder's Care Facility as well as the SSN Judicial review. (see photo)

January 9, 2019, ~ SNTC Kukukwpi7 Meeting

Discussion items included: Community updates, Elder/Youth Reports, Letter from Minister of Crown-Indigenous Relations, Tribal Chair Terms of Reference, Ktunaxa Consultation letter, SNTC application for Professional & Institutional Development



Tk'emlúps te Secwépemc Kúkpí7
Rosanne Casimir and
Tkwenem7íple7 Jeanette Jules at
the City to City meeting held
in Moccasin Square Garden.
Photo taken by:
Lyle Paul

Program 2019/2020, Directors and Chairman's Reports.

January 15, 2019, ~ TteS Annual General Meeting

Quorum was not reached; however, presentations and updates continued for those present. There was a full presentation on the Tk'emlúps te Secwépemc 2017-2018 Financial Statements by BDO and pertaining TteS Department Managers. (see team photo)

Follow-up: a list of "asks" from the community is being drafted from the minutes; copies to be delivered at a future GBM

January 17-18, 2019 ~ TteS Chief and Council Strategic Planning

Updates the TteS CCP Summary showing items that are In progress, Active, Early Progress, Ongoing and Completed.

January 29, 2019, ~ TteS General Band Meeting (Day 1)

Quorum was reached with 56 Membership in attendance. Presented on Old Business updates, i.e. Membership Code update and House Policy update via power point presentation. There were also legal updates on the DRI, Day Scholar, Corporate Structure, Section 35 as well as a presentation by Tk'emlúps RCMP Rural detachment. The Planning and Engineering department did presentations on the 7-Mile Development Master Plan, North Reservoir and Rail Project.

A Motion was presented and passed with regards to TteS Chief and Council are to allocate and designate whatever funds received from the Province for gaming revenue sharing to support language revitalization within the community.

January 30, 2019, ~ TteS General Band Meeting (Day 2)

Quorum was reached with 54 Membership in attendance. Presentations were given on the Strategic Initiatives, Community Safety, Introduction to Cannabis and the TteS Draft Governance Bylaw. The meeting was ended with a Question and Answer period.

Feb 5-8, 2019 Vacation Leave

February 13, 2019, ~ Day Scholar Meeting
(Vancouver)

February 20-21, 2019 ~ Qwelmínte-Secwepemc
Government to Government (QS-G2G) TWG and
JC Meeting (Quaaout Lodge)

February 22, 2019, ~ Petro Can Business
Celebration (Calgary)

Attending the SUNCOR Petro Can in Calgary
with Dessa Gottfriedson, A/CAO. The celebration
showcased our very own Petro Can and the
business and services that it has created for
TteS programs and services. During our stay, we
also attended the Indspire awards event which
showcased First Nations individual contributions
and their accomplishments across the Nation.
(see group photo)

February 25, 26, 2019 ~ TteS Budget Meetings
Internal Budget Review meetings with all
department Managers for the upcoming Fiscal
Year. Further meetings are scheduled to finalize
and approve 3rd and Final Readings of all
department budgets by March 31, 2019.

March 6, 2019, ~ Kukukwpi7 Meeting

Discussion items included: community
updates, Restructuring of SNTC and Tribal
Director Role, Postcard Campaign, St'át'imc
Chiefs Council NSTQ Treaty letter, Post-
secondary Housing pilot project, Nation to
Nation MOU, Elder/Youth Reports as well as the
Chairman's Report.

March 11, 2019, ~ Community to Community
Forum (MSG)

Met with the City of Kamloops, Mayor, Council
and staff. Presentations and updates were done
on "A Year in Review" as well as, Archaeology,
Affordable Housing, West Highlands Carbon
Part, Stuart Wood Cultural Centre. After lunch
media was asked to leave for "In Camera"
discussion between Tk'emlúps and the City.
An exchange of Flags between the Kúkpi7 and
Mayor were done. (see photo)



Tk'emlúps te
Secwepemc
Kúkpi7,
Tkwenem7íple7,
City of
Kamloops
Mayor and
council member
at Moccasin
Square Garden
for Tk'emlúps
te Secwepemc
swearing in
ceremony .
Photo taken by:
Lyle Paul



Tkwenem7íple7 Colleen Mosterd– McLean BA

Primary Portfolio: Education

Secondary Portfolio: Planning & Engineering

Biography

Colleen is currently serving her third non-consecutive term on Council. She has been appointed Education as her primary portfolio and her secondary as Planning and Engineering. She is very excited to have the opportunity to work hard in both of these significant areas.

Some areas of focus of this term will be the following:

- to strengthen Secwepemc language and culture, at both a personal and a community level
- to collaborate with education stakeholders to provide the best services and opportunities for Tk'emlúps te Secwépemc learners
- to improve community safety and active living opportunities
- to move forward on a Tk'emlúps te Secwépemc Elder's facility
- to support a strong economy while maintaining high level services to membership
- Colleen strongly believes in equal rights, transparency and evidence-based decision making.
-
- She is an avid learner and recently completed her undergraduate degree with a major in Psychology.
-
- She would like to extend an open invitation to membership to contact her at 236-597-4241 with any concerns or questions about what matters most to you.

"If you're walking down the right path and you're willing to keep walking, eventually you'll make progress." Barack Obama

Introduction

Weytkp Membership. It is my honour and pleasure to have this opportunity to once again serve on Council as one of your elected leaders. Thank you to the members who participated in the last election, whether that was by way of putting your name forward in the nomination or by casting your vote so your input could be counted.

As a Council, we try to work as a team on all issues. Officially, my primary portfolio assignment is Education, and my

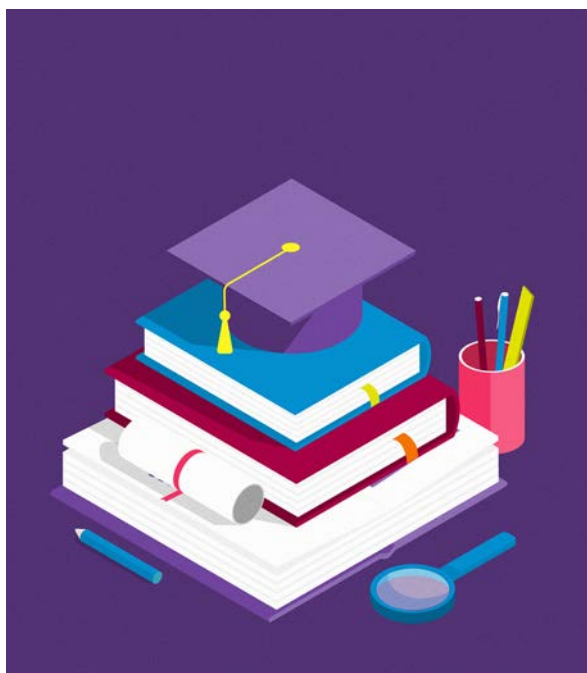
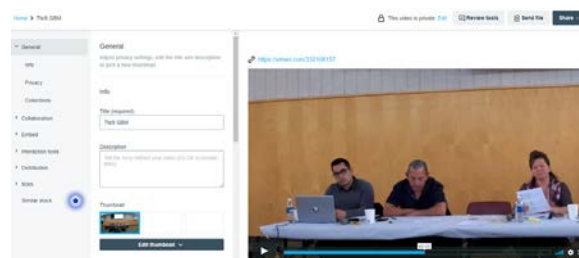


Image from:
Adobe Stock,
stock.adobe.
com. By: jeler



secondary portfolio assignment is Planning and Engineering.

Since the election in November, we have been very busy with planning sessions, meetings, networking with different levels of government, lobbying for community projects and educating ourselves on current issues. It is important that we represent the membership in a good way at all times and provide opportunities for membership input as much as possible.

There are many exciting projects and initiatives either underway or in the planning process and both the Council and the various departments throughout the organization have been very busy with the logistics that will lead to improving the lives of our members.

How the Times Have Changed. Or, Have They?

I have been reading past issues of our Lexé'yem and found evidence that we have been stressing the importance of language and culture revitalization for a very long time.

Firstly, we have been voicing the importance of supporting Secwépemcstín Language for many, many years. Lexé'yem issues from 1978

and forward included announcements for language classes, included Secwépemcstín vocabulary for beginners to learn new words and our Secwépemc stories complete with illustrations by our talented band members. The effort to preserve and bring back our language has been steady.

The good news is that, although it has taken decades, we are finally investing in a more meaningful way. At the January GBM, a motion was made to commit any future gaming revenue to language and culture. Also, in response to the Community Comprehensive Plan (CCP), the Council is working with the Education Department to establish a Language and Culture Department.

Secondly, in the early 1980s, there were reports that the museum was being created in the former residential school and it was noted that this was not an ideal location and the plan was to build a stand-alone museum within the following 5-6 years. Unfortunately, this did not happen. The band has done an amazing job operating the museum on a minimal budget. The fact is the current location of the museum has put the contents of the museum at risk of damage.

It is my hope that the museum will also be a good news story. We have been researching

Tk'emlúps te
Secwépemc
General Band
Meeting
streaming
service.
Screenshot
taken by:
Tk'emlúps te
Secwépemc,
Communications
and Events
Department.

what kind of funding opportunities are available for us to explore the building of a new museum. Our museum is such a little treasure and is carefully tended by the Education Department. Sadly, it is very underfunded. Bringing it out of the basement will raise visibility and increase the number of visitors. Let's hope a new museum can be built sooner rather than later.

Education Department Statistics and Highlights

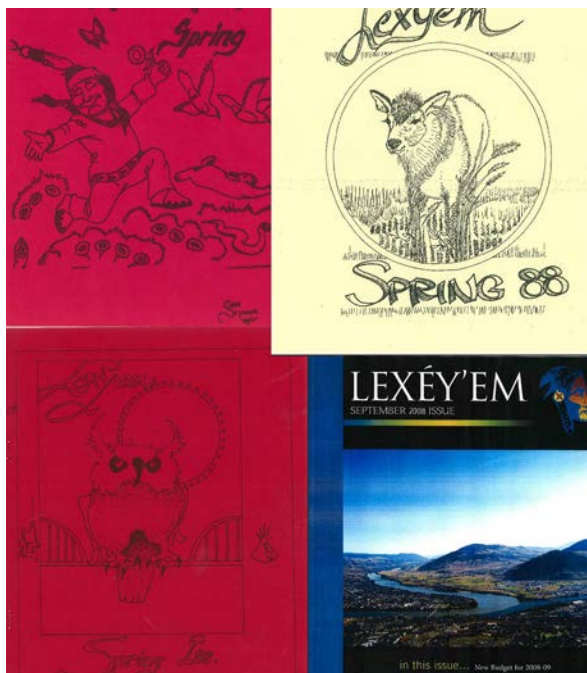
TteS currently funds 45 post-secondary and trades students (total OSR allocation \$225k)

There are approximately 190 students on our nominal roll, 57 students are nominal roll enrolled at SSoE; the school has approx. 144 students enrolled in total

We budgeted to assist approximately 180 K-12 off-reserve band member students with school allowances (total budget \$22,910), after promoting the funding to our membership, only 25 families used the funds

We are expecting 8 grade 12 students to graduate and 8 post-secondary graduates

We have a very successful Trades and Training Program that is delivered in partnership with Thompson Rivers University



Screenshot of previous Tk'emlúps te Secwépemc Lexé'yem's.

Adult Basic Education Classes continue to be a success

Seasons of Change is in its third year of delivery

Little Fawn Nursery offers Secwépemctsin immersion including, Secwépemctsin songs and dances

Secwépemc Museum and Heritage Park

Secwépemctsin curriculum development to support educational programming and cultural activities

I am very proud of our Education Department. They work so well as a team of dedicated and skilled individuals who work very hard to meet the needs of learners of all ages. The Education Department is in good and capable hands.

Meetings and Travel

In the first 4 months of our term, we have had 1 Annual General Meeting to present the 2017-18 audit, 2 General Band Meetings and 1 Open House to present programs and services. It is very important to continue to increase the lines of communication between Council, Administration and Membership. One way we are doing this is by live streaming our GBM's. Members can now login online and watch the GBM's from the comfort of their own home. To get more information about this option, please contact Dolan Paul or Lyle Paul in the Communications Department.

In November some Council members attended the Annual BC Joint Gathering in Vancouver where we had the opportunity to meet Provincial Government Ministers and begin to build a dialogue with the province and set the groundwork to work collaboratively with them to better serve our membership.

In January some council members attended the AFN Joint Gathering where we gained a better understanding of how programs are funded and delivered. We also heard some success stories about how other communities have accessed funding to support their housing and infrastructure projects.

In February some council members attended the Cannabis and Hemp Conference in Ottawa where we learned about the effects of cannabis use, the jurisdictional issues for cannabis production and distribution on-reserve and the economic opportunities that the legalization of cannabis can bring to communities. This trip to Canada's capital also provided an opportunity for council members to meet with representatives of the AFN and Indigenous Services Canada where we lobbied for infrastructure funding, Elder's Facility funding and funding for our museum.

In March I was sent to Vancouver to participate in the Indian Registrar's Collaborative Process on Indian Registration, Band Membership and First Nation Citizenship. This government consultation is in response to Bill S-3 and what the proposed amendments might mean to membership. The amendments outlined in Bill S-3 aimed to end sex-based discrimination and is being delivered in a phased-in process. It is being argued that the government is still not addressing all the ways our people were discriminated against causing them to lose their Indian Status. It was a very frustrating two days as we repeatedly argued that we are the rightful authority in determining who our members are and that our self-determined members should all be granted Indian status.

Conclusion

I encourage you to go to the TteS website and read some of the archived Lexe'yem newsletters. They reminded me of how far we have come and how important it is to connect with your community and communicate with one another. As a child, the part I looked forward to the most was the birthday, wedding, welcome home and new birth announcements section. Seeing my name or the names of my family members in print made me feel connected and important.



The Front of the Secwépemc Museum and Heritage Park. Photo taken by: Tk'emlúps te Secwépemc, Communications and Events Coordinator, Lyle Paul. 2019.

Some of the early issues even included notices of overdue library books that tried to keep some of us book nerds honest.

Thank you for taking the time to read my report, and I look forward to working hard for you to advance in the direction you have set in the CCP.

Kukwstsétselp



Biography

Weyt-kp xwexweytep

Jeanette Jules nskwekwst

Te Tk'emlúps re st'7e7kwen

- Le nQe7tse Clarence Jules
- nKi7ce Delores (Casimir) Jules
- Le Agnes (Duncan) Jules ell le Sadie (Leonard) Casimir nkikye7e.
- Le Joe Jules ell le Tommy Casimir nxpe7e
- Le Christine (Tswélne) Duncan ell le Amy (Manuel) Leonard nkikye7euwi.
- Le Eugenie (Grant) Sisyésq't ell le Lucindy (Bushy) Casimir nkikye7euwi.
- Le Thomas Graham ell le Duncan Joyal ell le Alex Leonard nxpe7euwi.
- Le Jules Sisyésq't ell le Patrick Casimir nxpe7euwi.
- Re Sisiaskit, Greg ell Colton nsqwesqwses7e
- n7em7imts - Zunika, Shiloh, Ambera, Alexys, Malaina, Craig, Keila, Azlan, Kayleb, Kennedy, Rylan, Cayden, Breanna ell Jada imts7uwi Ku'Nu ell Waziya

As a recognized traditional genealogist within Secwepemcúl'ecw, the interior of BC and beyond, I have conducted much research and interviewed many Elders and have verified that both of my parents can trace their lineage to this community and within the nation for centuries/millennia and have also confirmed that they come from a long line of hereditary political, warrior, medicinal and spiritual leaders.

In order to clarify my vision, goals and objectives to the people, I will begin by relating the traditional upbringing by my parents, grandparents and extended family members. although they lavished me with love and affection, I had to adhere to the family and community values of love, respect, integrity, not only to ensure I became self reliant, but to ensure I was capable of helping those in need in order to clarify my vision, goals and objectives to the people,

Our grandparents were born in the early 1900's, except our paternal grandfather Joe Jules who was born about 1885. Secwépemctsin was their first language, along with the languages of neighboring nations and the Chinook Jargon. My paternal grandparents rarely, if ever, spoke English.

Our grandparents worked hard everyday. On the main reserve, they cleared the irrigation ditches, the land and tilled the soil so they could plant the gardens, orchards and hay fields, not only to feed their large families, but also to feed their horses, cattle and

Tkwenem7íple7

Jeanette Jules

Primary Portfolio: Title and Rights, Legal-Day Scholars, Douglas Reserve Initiative, and Community Services

Secondary Portfolio: Natural Resource Department

Weyt-kp xwexweytep
Jeanette Jules nskwekwst

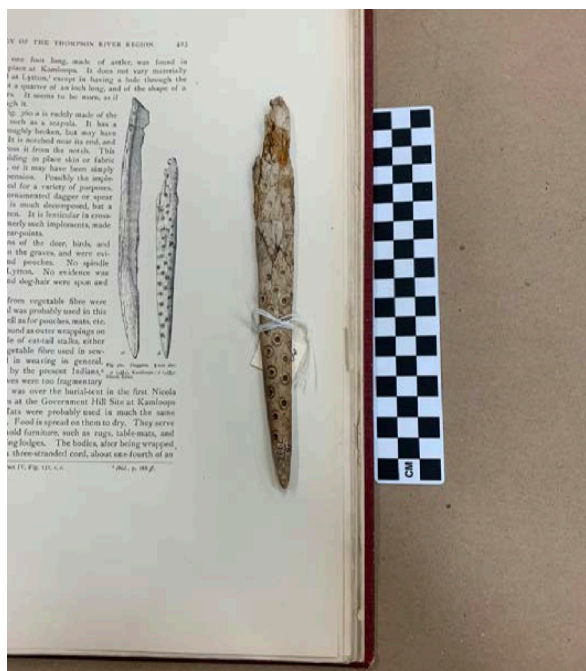


Photo taken
by: Tk'emlúps
te Secwepemc,
Tkwenem7íple7
Jeanette Jules.



Band Meeting motions ever passed, including all applicable laws and regulations as a band councillor.

My paternal grandmother Agnes Jules visited us once or twice per day. She got our parents to take us up into the mountains regularly to gather berries, roots, bulbs, herbs and medicines. We have relatives in other nations, so we'd go to pick fruit or to hunt and fish. Often other grandmothers or extended family members would accompany us, pending availability of transportation. From all of this I am in western science word an ethnobotanist and I maintain our continued Secwépemc practice of food and medicinal gathering and processing, that I learned from my elders

My maternal grandfather Thomas Casimir was a former band councillor and he also came to see us daily. He spent time talking to us and encouraging us to do well and help with chores. While our father was out of town attending to his duties as the Chief of the band, he ensured we were well provided for until Dad returned.

Honouring the teachings of my grandparents and elders by sharing my knowledge and I was extremely fortunate to receive traditional, cultural, grassroots teachings. Even though we had to attend the Kamloops Residential School as Day Scholars and as residence, our family,

Photo taken
by: Tk'emlúps
te Secwepemc,
Tkwenem7íple7
Jeanette Jules.

other farm animals. They also hunted, fished, trapped and gathered herbs, bulbs, medicine and food in the mountains. My parents and extended family also carried out this practice, and all the children were expected to help.

My first memories were growing up in the mountains where I was raised since birth. My Grandfathers Joe and Tommy, my Dad and my Uncles were horse loggers. As children, we played but our training by our extended family members began.

My paternal grandfather Joe Jules (who also served on our band council for 32 years) visited us every evening and told and retold Stseptékwll (legends and stories) ell Stsekxmém (knowledge/truth) and, even acted out the parts of the animals, such as the owls, bears, coyotes and foxes. We were told that it is up to us to remember what we were told so we could pass it on to the next generations. This has helped me memorize all historical information regarding our Secwépemc genealogy, language, history, spirituality, sacred ceremonies, legal traditions and culture, all Chief and Council and General

extended family and elders ensured we received the teachings of our ancestors.

My maternal grandmother Felicity "Sadie" Casimir was a renowned teacher of our traditional songs and dances, but she passed away while we were young, and our parents raised my Mom's younger siblings. Afterwards many eminent elders to name a few as there were many i.e. Katy Petal, Mildred Gottfriedson, Issac & Adeline Willard, Angelina Seymour, Rosie Casimir and Nels "Uncle Mitch" Mitchell (just naming a few) taught me and my siblings our Secwepemc songs, dances and meaning behind them each of them, and significant places they were made, as well as the Stseptékwll ell Stsekxmém they were tied to.

I will continue to fight for the protection of our ancient burial sites, middens, cultural resources, cultural heritage preservation, cultural interpretation, indigenous education, Indigenous cultural and intellectual proprietary and copy right domestically and internationally. I have and will work with my nation and band on the repatriation to bring home our ancestors and reburial, funerary objects, sacred treasures.

I also worked for our band at Little Fawn Nursery School for 32 years and in all the other areas in education administering – K-12, Public and Private Schools, Sk'elep School, Post Secondary and Trades and Training before running for council. I've taken numerous certificate and diploma courses in the field of Early

Childhood Education, Special Needs/Speech Pathology, Archeology and Secwépemc Language Proficiency at SFU. I once counted the number of children I was fortunate enough to be a part of their early learning and came up with the number of 1,112 children. To be honoured to have parents have me and my co-workers entrusted in the care, nurturing and educating their children's foundational early learning was an honour and a privilege for me. Many of the former students still call me Auntie Jeanette or as they used to call me "teacher". For me I still have all our hopes and dreams of a brighter future for them and our future generations, so that they don't need to go through the same struggles we have gone through or our parents, grandparents and ancestors. One of the reasons I negotiate so hard is for them and our community.

Lexéy'em Report –March 12, 2019. Weyt-kp Membership



Photo taken by: Tk'emlúps te Secwepemc, Tkwenem7iple7 Jeanette Jules.

Title and Rights (T&R) 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, 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.

Specific Claims – We have completed researching and gathering all the historical background documentation Lac Le Jeune – "Trout Creek" (cut off) reserve and has been submitted to Specific Claims Branch, Cherry Creek (cut off) Pre-Colonial Reserve, Louis Creek (cut off shared reserve with Simpcw), and Typhon (expropriated under the War Measures

Act) Grand Prairie (Westwold). Research and gathering all the historical background for these Pre-Colonial Reserves and cut off reserves.

Grasslands Technology Centre – we have completed our historical research (Strength of Claim), genealogy, on our use and occupation of this area. At the teleconference we found out there is still some work to be completed by Canada on this file and we will soon start meeting with them.

ATR Process for Westsyde and Rayleigh Properties are ongoing and Spiyu7ul'luckw Ranch we need to complete all the resurveying of the properties.

Section 35 Indian Act – Highways are completing our negotiations and then moving towards a settlement which may still take a couple of more years.

Section 35 Indian Act – BC Hydro we have contracted Van Den Berg and Associates to gather and compile all the right of ways of BC Hydro on all our IR's

Section 28.2 Indian Act – Fortis (BC GAS then Teresan Gas) we have just started the research with INAC a permit is required.

Land Question

We need to continue our fight for a fair and just settlement of our land and rights and title. Our land use policy, approved by the membership, must guide the development of our reserve lands.

Ongoing negotiations, consultation, protection and jurisdiction.

Protection of our Tk'emlúps Tmicw—our land, resources, wildlife, especially our culture and language, biological and cultural diversity, traditional knowledge keepers of our medicinal gathering, berry picking, hunting, sacred areas.

There are two major settlements to long-standing claims in the forefront, the Douglas Reserve, the re-negotiation of the Qwelminté G2G Agreement (formally RFA). We are preparing for landmark negotiations and for

building a brighter economic future for our community.

Nationhood - Secwepemcúl'ecw, TteS is a leader in the Secwépemc; we must continue to work with all the other Secwépemc bands for our collective rights and title to our land, resources, land claims, and specific claims and any shared (overlapping) interests. I am committed to 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 this stems from the foundation that are ancestors stated within the Sir Wilfred Laurier Memorial reaffirmed by the nations August 1990, and July of 2010 (100 anniversary) as well as reaffirmed at the October 1990 GBM as our way forward in title & rights, land claims, and negotiated settlements, business opportunities, JV's, partnerships etc.

As a negotiator, I've been involved in innovative agreements, for TteS, SSN, Qwelminté-Secwepemc Government 2 Government (QS-G2G) with all levels of governments and resource developers. I as well as our leadership are willing to and will think outside the box. We ensure that our historical Sir Wilfred Laurier Memorial and other relevant Stseptékwll ell Stsekmém are referenced within them, because of this I have an active role in the defence of our Aboriginal Title and Rights.

I will continue with the current negotiations with other First Nations, Provincial and Federal ministries, proponents and Municipalities; Government to Government (Province) and Nation to Nation (Canada) Engagement Process/ Consultation.

Day Scholar Class Action

During the certification process for the Day Scholar Class Action Lawsuit in April 2015, it was clearly Cultural Genocide and a Human Rights Violation. I will work with the DS Executive to ensure that the plan that has been prepared moves forward with the Government of Canada regarding the loss of our Language, History and Culture. Here is the news release that was sent out

Community Tripartite Agreement (CTA):

The Community Tripartite agreement between the three bands Tk'emlúps, Skeetchestn and Whispering Pines, and the RCMP, is currently being renegotiated as this expires on March 31, 2020.

Monthly Reports from Tk'emlúps te Secwépemc, Skeetchestn, Whispering Pines and RCMP

Updating the Letter of Understanding (LOU) amendment to section 5E, I will continue to monitor and update as needed.

At our last CTA meeting Wednesday, March 13, 2019, we have agreed that there is a need to develop a Memorandum of Understanding (MOU) regarding Critical Incidents.

Research and meetings with BC and Canada, Public Safety Ministries



Tkwenem7íple7
Jeanette Jules
during the
Cultural Heritage
Protocol
Agreement,
Letter of
Understanding
signing between
Tk'emlúps te
Secwépemc
and the City of
Kamloops.
Photo taken
by: Tk'emlúps
te Secwépemc,
Communications
and Events
Advisor, Dolan
Paul. 2019.

Community Services will be hosting a Community Safety Meeting in April notices will go out on date and time.

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

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.

Qwelmínte-Secwepemc Government to
Government (QS-G2G)

Secwépemc Reconciliation Framework
Agreement (SRFA) now called the Qwelmínte-
Secwépemc Government to Government (QS-
G2G)– the communities who signed onto the
QS-G2G are Splastin, Adams Lake, Shuswap
Band, Simpcw, Little Shuswap, Skeetchestn and
TteS have completed the Letter of Commitment
signing ceremony today March 14, 2019. In the
coming months, Qwelmínte te Secwepemc G2G
will be working with the BC Government to
develop a terms of reference as well as a work
plan.

A community update is going to be posted
on our different websites, social media, in our
newsletters or delivered as a brochure.

Protocols' with other Bands/ Nations:

"Secwépemc Nation" are the 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.

Day Scholar Class Action Suit – Language/Culture/Healing Fund/Individual/Descendant

In my role as cultural, traditional, and spiritual teacher/advisor:

I will continue to share my extensive Secwépemc knowledge to help others

I will continue to perform ceremonies, such as the specialized lifelong cultural training, called Étsxem (Fasting).

I will continue to share my extensive knowledge of our medicinal, food plants, harvesting and processing.

Social Programs and Community Safety

I will continue to work in partnership with staff and committees to improve social programs and services, so the basic needs of our community members are met.

I will continue to listen to the membership and seek community input in addressing the social issues we face, such as, drugs, alcohol, gang and domestic/ family violence.

I will work and support our youth and families who are calling out for a safer and healthier community.

I will listen to the voice of our youth, as they are our hope and promise for a better future.

I will ensure policies are ratified by Chief and Council, so our membership may have fair and equitable access to services such as: health,



education, social, recreation, youth, housing elders and cultural resources and information.

I will ensure that adequate street lighting, traffic control, traffic lights, sidewalks are constructed. And that we invest in the infrastructure the water, sewer, and roads so our community will be safe.

I will ensure that adequate services are provided to our elders, a care home so they can stay in their own community.

I will ensure that I work in partnership with others and provide my support in areas such as:

Aboriginal Community Justice Program - renegotiating to ensure we are adequately funded.

Creating better Communication with membership

I will work with C&C to create better communication services with membership, so issues may be clear and transparent

I will invite dialogue by way of mail, our newsletter, Lexéy'em, social media, a secure webcast and talk to membership personally.

C&C will improve engagement, venues and committees so membership will have a voice that is heard in community affairs

Economic Development

We will work with our partners to build a sustainable economy

Tk'emlúps te Secwépemc
Tkwenem7íple7
Jeanette Jules
at the Xget'tem Trail Opening
with Kamloops Mayor Ken Christian.
Photo taken by: Tk'emlúps te Secwépemc, Communications and Events Coordinator, Lyle Paul. 2019.



The Tk'emlúps te Secwépemc Kúkpí7 and Tkwenem7íple7 visiting with local Tk'emlúps te Secwépemc members Nacoma George and Eagle Casimir at their new business.

I will continue to provide my negotiation and leadership skills to expand development and employment opportunities.

I will support the implementation of a capital infrastructure development program that will provide the infrastructure needed to bring investment into our community.

Lands and Leasing under section 53 and 60 must continue to protect our community interests, and I will support work that will encourage and help all band members write a will that is signed, witnessed and notarized.

Through the growth of land development our own source revenue in property taxation will increase, and we must go after all our sources of taxes to expand our financial base.

FNGST, ARDT, Cannabis, Carbon, Taxes Traffic Fine, Gaming Revenue and the Tobacco Regime can provide millions in own-source revenue that is critical for our community. These are new forward-looking Tax Regimes. Fuel, Alcohol and Tobacco (FAT) – Fuel Alcohol Cannabis Tobacco Taxes (FACT).

KIBDC and all our Corporations, reviewing the corporate structure, leasing & rentals, developing design standards the future development of the CLC Lands- ensuring our Secwépemc History and Culture as per GBM motion is reflected within them.

We are eEnsuring that all our policies, bylaws and laws are being followed by all our developers/tenants such as the

Development Approval Process, Building Bylaw, Business License, Water Bylaw, Sewer Bylaw, DCC's etc.

Administrative Reform

Our annual budget is more than \$ 32 million. We must manage this money carefully and invest wisely. Through my experience in managing budgets, I have learned that proper financial policies and controls will keep us on track. Our administrative policy also needs to be assessed to ensure that proper lines of authority are developed to direct both corporate, senior management and staff. We must also continue to recognize members of the band staff who have given years of dedication and service to our community.

Tk'emlúps te Secwépemc FINANCIAL ADMINISTRATION LAW so that we have sound financial management, internal controls, risk management and best practices. Updating and completing all of the TteS' Financial Administration Law policies and in this term establishing the Finance and Audit Committee as well as establishing a Trust Account, which is

a requirement within Financial Administration Law.

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

Regularly Scheduled Meetings:

Tuesday – Chief and Council
 1st Thursday of the month Stk'émłúpsém te Secwépemc (SSN) Joint Chief and Council
 2nd Thursday Chief and Council
 2nd Wednesday Senior Council
 Bi-Weekly Policy meetings – Mondays
 Finance Committee as required
 Bi-monthly Technical Staff meetings SSN/SIB/
 TteS
 SSN Executive Rep's meeting
 Bi-Weekly Government to Government meetings with MMPO, BCEAO, Regional Government Representatives, CEAA
 Bi-weekly:
 SSN Government to Government meetings
 TteS Government Meetings
 Qwelminté-Secwepemc Government to Government meetings (formally Secwepemc Reconciliation Framework)
 SSN meetings with Natural Resources Canada (NRCan) and TMX as per Judicial Review won on Phase 3 Inadequate Consultation

Quarterly:

Spiyu7ullucw Ranch Corporation
 Tk'émłúps 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

Ancestors, Intellectual Propriety/Copyright
 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. Last year a call for proposal was sent out and SSN submitted our application and we were successful in our proposal.

During the week of January 20-25, 2019 Freda Jules, Kukpi7 Ron Ignace, Marianne Ignace and I travelled to the American Museum of Natural History to gather information on our Ancestral Remains that were taken from our reserve and country by Harlan Smith. Being with our ancestors was so powerful, moving and heartbreaking at the same time. We did a smudge and fanning ceremony and sang songs for them and Ron spoke Secwepemctsín to them. That night I dreamt of our one grandfather and when he spoke to me, he said in Secwepemctsín "I'm ready to go home", "I

Photo taken
 by: Tk'émłúps
 te Secwepemc,
 Tkwenem7íple7
 Jeanette Jules.



Tk'emlúps te Secwepemc, Lands, Lease, Taxation Manager Freda Jules and Kúkpi7 Ron Ignace. Photo taken by: Tk'emlúps te Secwepemc, Tkwenem7íple7 Jeanette Jules.

had to explain we couldn't take them just yet and need to get the paperwork in order to bring him and all the others home. We spent 2 other full days in archives and library ... there was not enough time to see everything they have there. For those who've read the Jesup North Report or Teit, seeing the actual cultural treasures was awe inspiring. We've done our draft report and submitted to Royal BC Museum who gave a grant to SSN for the Repatriation this first trip was to see what they had. I will ensure to keep everyone updated on the progress we've done first getting letters of support from the Secwépemc communities, meeting with both levels of government and the US government and the state of NY.

In closing, I will quote what our Elders have always stated:

"If you do not know who you are, you can never go forward." We must continue the teachings to preserve the ancient ways of our people for all time. The children are our future,

and we must prepare them to know their past and live and work in the modern world.

Yeri7 Stsukws!

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



Tk'emlúps'te
Setwepe'm
Paul Creek
Road. Photo
taken by Kait
Elkins, 2019.



Tkwenem7íple7

Justin Gottfriedson

Primary Portfolio: Planning and Engineering

Secondary Portfolio: Housing

Biography:

Justin is in his first term as a TteS councillor. A grassroots member of the Tkemlups te Secwepemc. Husband to Vanessa and proud father of 4 (Calen, Logan, Danika and Oliver) he has worked for TteS in various capacities over the past 15 years. For seven years, he has served the community in the water and wastewater utility department. He believes in leading by example, which is demonstrated through his strong morals, work ethic and integrity. He is always willing to learn and strives to represent TteS with the highest of standards.

Weyk pt

This will be my first report out to the membership, and I am eager to share the work that is being conducted on my end. First off, I was given Planning and Engineering as my primary portfolio and Housing as my secondary. The first order of business was to find out where we stand in terms of all the hard work the previous portfolio holders had put in motion and adapt those visions and strategies into my own. Part of the challenge is that regardless of who is in office, there are things that are set in motion and finding out where we stand in that regard and how to continue progressing in a positive way.

Council came together to develop a strategic plan based off of the community's concerns and needs. To provide a bit of a recap on some of those initiatives, I can say we came up with around 28 strategic goals that were shared with us from our community members either through campaign talks or directly through the Community Comprehensive Plan (CCP). We prioritized what a top ten list would look like with considerations to short term, mid-term and long term deliverables. This terms list is:

Develop a political strategy such as government to government relationship building, tied to title and rights and jurisdiction over our traditional territory. To accomplish this, we are hoping to have a staff member in the role of policy analyst or secretariat.

- Create a Language and Culture Department. We will be restructuring our Organization Chart to utilize this department as the focal point for this important work.
- Elders Facility. Exploring the feasibility of an Elders Lodge with assisted care.
- Take a critical look at "leakage" throughout the corporation and ways to effectively use our resources and own source revenue.

- Get the Governance Bylaw completed and implemented.
- CLC round about on East Shuswap Road.
- Complete the North Reservoir Project.
- Implement a communications plan.
- Conduct a thorough feasibility study of an on reserve grocery store.
- Improve community infrastructure with community safety as the priority.

We have also set some action items to our senior staff to put into motion items such as: professionalism and workplace conduct. Community Services – increase prevention and safety and wellness. Look into options for an improved rec center, address the housing arrears and land availability for members to build on, create a consolidated workbook for budgets, explore the possibility ERP system-wide for leveraging technology at TteS, lease vs buy options for our work vehicles, procurement department, landfill remediation, create more joint ventures between TteS and other stakeholders, explore ways to save on Hydro throughout CLC, KIBUC review and assessment, Emergency Response Plan, continue to work towards 7 Mile development. Kootenay North infrastructure improvements. These project initiatives will provide a foundation to build off and a starting point to provide the TteS community with some tangible results.

January was a busy month as we had our AGA to provide our long overdue audit from the previous year. This was quickly followed up by two back to back GBM's. The first of which was to wrap up previous councils business and start this new council off with a fresh slate. This smoothly transitioned us into our GBM the next day, which allowed us to present to membership the strategic plan and provide a glimpse of the direction we are looking to take.

Ensuring that our relationship with the City of Kamloops keeps evolving and strengthening has been very rewarding. Our two government tables came together and signed a historic



Letter of Understanding regarding culture and heritage. Moving forward with that in mind, it is a great milestone between our two communities. Building that trust and working together in this sensitive area to help create a cultural awareness between both communities. We had also sat down together in a Community to Community Forum which shines a light on a few of the areas we have worked together in collaboration. Some of these topics include: Archeology, affordable housing, West Highlands carbon park, Stuart Wood Cultural Center, Biosolids, Tournament Capital Ranch and RV park, Intercommunity Business and License Partnership and Cannabis Industry. This list is evolving as well, with new topics to set up and achieve.

Looking at the Planning and Engineering road map, we have two main capital projects that are short term goals. The first being the North Reservoir Project. The first phase of this plan has already been completed last year with the installment of roughly a kilometer of new water main going North up the Chief Louis road and going under the highway to the CN junction road. This new line will be tying into existing water mains to help close the loop and increase pressure in low pressure areas. It will also be one of the first steps into potentially developing

North Reservoir Project, North of the Chief Louis Road and going under the highway to the CN junction road. Picture taken by: Tk'emlúps te Secwépemc, Public Works, Heavy Machine Operator, Harry Paul Jr.

land in the 7-mile area. Our team has been diligently lobbying for funds to help offset costs on the project, and I am happy to report that we have been successful as Indigenous Service Canada contributed a large portion to this development. I am very proud of our team and what we were able to accomplish in this area.

The second capital project that we are working toward is the CLC Roundabout. This form of traffic control is to help ease the flow of commuters from Sun Rivers and CLC entrances to the highway access. As Sun Rivers reaches certain development milestones, there are agreements set in place to help accommodate this flow. We have been working very closely with Sun Rivers and the Ministry Of Transportation and Infrastructure, and I feel very confident that this new traffic control will be implemented soon.

There are several other projects on the P&E radar: 7 Mile development, Kootenay road infrastructure enhancements, Bike Network Plan, TteS Landfill strategy, TteS signage, Bus stop enhancements, Dog kennel (Bylaw) Pow Wow Arbour upgrades and various other projects. I want to commend the P&E staff for their foresight, hard work and dedication to serving the TteS community.

I had the good fortune to meet the Federal Minister of Infrastructure and Communities Minister Francois-Philippe Champagne. Our team was able to impress upon him the difficulties we are having navigating the new funding structure as it is now a bilateral process. This essentially means we must have the Province endorsing us to the Feds. Minister Champagne was very courteous and attentive and seemed to look upon our briefings in a favourable light. I have also had the opportunity to meet with Indigenous Services Canada and Assembly of First Nations staff and impress upon them our funding needs in some of these areas.



Tk'emlúps te Secwépemc, Public Works rototilling withing the community. Photo taken by: Tk'emlúps te Secwépemc, Public Works, Heavy Machine Operator, Harry Paul Jr.

In regards to Housing, our main goal first and foremost is to help provide the staff with any supports to ensure they have the best chance to succeed and best serve our members. Looking at the organization structure and hopefully adding some key components. Solving the arrears dilemma is a major component to help this department in its plans for future housing opportunities. I also tip my hat to the staff that put their whole heart into their work in arguably one of the most challenging fields First Nations face across all of North America

In closing, it has been my sincere pleasure to represent this proud community to the best of my abilities. I look forward to continuing to serve, evolve, learn and lead with a kind heart, an open mind, with respect and with the best interests of our people in mind.

Kukwstsetselp

Justin Gottfriedson

Kukpi7
Xle Xxlé xken
Cplukwten



Chief Louis Centre

SECWEPEMC BUILDING

- Aboriginal Apprenticeship & Industry Training (A.A.I.T.)
- Aboriginal Healing Foundation
- Aboriginal Human Resources Dev. Assoc.
- Collaborative Planning & Training Centre (A.P.T.C.)
- Kamloops Indian Band Administration Office
- Kenec'enetwec Dev. Corp.
- Shuswap Training & Employment Program (S.T.E.P.)
- Secwepemc Child & Family Services
- Secwepemc Cultural Education Society (S.C.E.S.)
- Secwepemc Museum & Heritage Park
- Secwepemc News
- Shuswap Language Department
- Shuswap Nation Tribal Council (S.N.T.C.)
- Shuswap Natural Resources Board

RED BRICK BUILDING

- All Nations Development Corporation (A.N.D.Corp.)
- All Nations Trust Company (A.N.T.Co.)
- Assembly Hall
- B.C. Native Coworkers Workers Association (B.C.N.C.W.A.)
- Community Futures Development Corp.
- Dining Room
- First Nations Education Council
- First Nations Adult University Trades & Tech. (F.N.A.U.T.T.)
- First Nations Agriculture Lending Society (F.N.A.L.A.)
- Indian Taxation Advisory Board (I.T.A.B.)
- K.I.B. Band Member Services Department
- K.I.B. Cultural Resource Management Department
- K.I.B. Education Department
- K.I.B. Lands, Leasing & Tax Department
- K.I.B. Little Fawn Daycare
- K.I.B. Security Department
- K.I.B. Social Development Department
- K.I.B. Bookings / Custodians
- Native Indian Teacher
- Education Program (U.B.C./N.I.T.E.P.)
- Smoke Signal Confectionary
- iyuuuullucw Ranch
- Union of B.C. Indian Chiefs (U.B.C.I.C.)





Tkwenem7íple7

Katy Gottfriedson

Primary Portfolio: Lands,
Leasing & Taxation

Secondary Portfolio: Business
Development

Weyt-kp,

I would like to start off my Lexey'em by sending out a heartfelt kukwstsétsemc to the membership that has come out and supported our last council as well as those who had taken the time to speak with me during the campaign trail. I also want to share my sincerest appreciation for those that have supported me over the years and help me obtain a successful bid in the recent election. I look forward to many conversations with those of you that would like to share your thoughts, ideas or concerns with me on how we can better our community over the next three years and into the future.

Our new council has had many conversations about the implementation of our Community Comprehensive Plan, our Strategic Plan and any other plans to incorporate more community engagement throughout the term.

Lands, Leasing & Taxation:

At the beginning of the year, our departments and council had run exercises to go through strategic planning. I was very excited to participate in the Lands departments strategic planning session and to assist in moving their priorities forward. The top priorities of Lands include,

Land Acquisition and/or expansion of our reserve boundaries and territory.

Completion of Section 35 research and negotiations including highways, hydro, etc.

Taking control of waterways and water rights to reduce erosion of lands and to protect our waterways.

Law Development which would include Aboriginal Resource Tax, a Taxpayer Representation to Council Law, Cannabis Taxation, etc.

A reinvigoration of a Land Use Committee to inform membership and the have representatives give direction on whether to vote on such things like amending designated riverfront properties and other reserve areas.

Completion of feasibility studies on developable areas

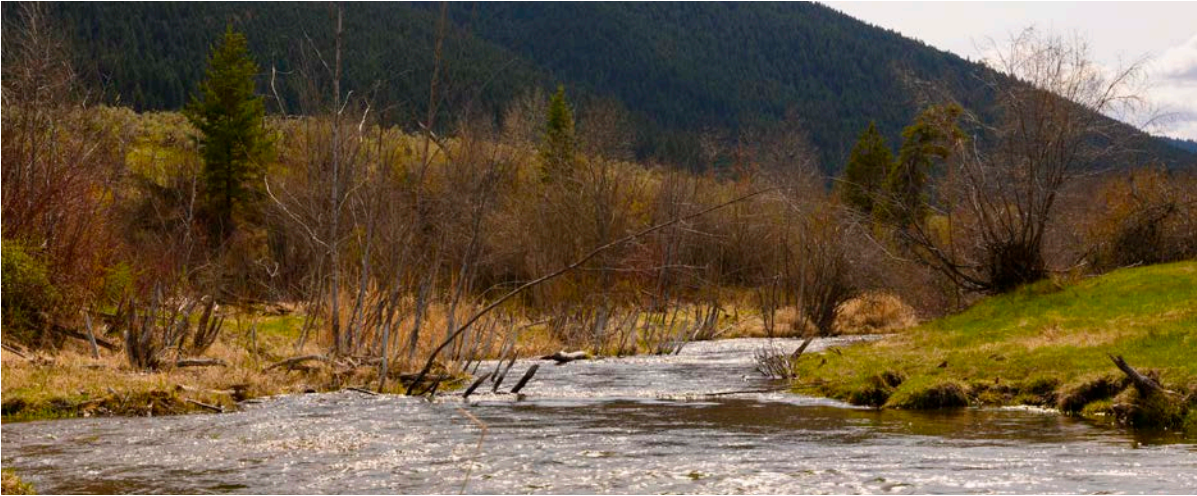
And completion of our Douglas Reserve Initiative negotiations

Economic Development:

As Economic Development is my secondary portfolio, I plan to spend more time in the upcoming months to get more familiarized with this department and the direction it has been moving.

Some of the priorities that I have been involved in are as follows, Creation of an Economic Development Board to create separation from the political and business entities.

Completion of the north reservoir to ensure the ability to develop the 7-mile project.



Tk'emlúps te
Secwépemc,
Scheidam Flats.
Photo taken by:
Katt Elkins.

Assessment of the business entities to ensure the return on investments is realized, if they aren't currently, how do we get our businesses to make us money or other returns through high band member employment, etc.

Lastly, based on many years of community consultation and through high priority within our CCP we will be looking at options for a grocery store in the future.

I am sure there are many other priorities that Sonny and the team have identified and will be mentioned in his report.

Other Priorities:

A current priority based on our Financial Administration Law is to complete the 2019-2020 budget that is in draft stages to be completed at the end of March.

Other priorities that came out of our strategic plan and CCP was to elevate to the importance of our culture and language. Because this is so important to our council and community council have supported the creation of a Culture and Language Department to ensure we are focusing on the restoration of our practices and language.

We also identified the importance of our team is the political leaders and not the administrative body of our community. Council has planned to create political strategies that would help improve the quality of life for our members by lobbying other

governments and creating necessary policies and laws.

Again, if you would like to take the time and have a coffee or a chat, please feel free to contact me, and I would be happy to hear from anyone looking to assist us in improving our community, phone (250)319-2816 or email katy.gottfriedson@kib.ca. Yeri7 skukwstsétsemc! (Thank you very much!) Katy Gottfriedson



Tkwenem7íple7

Marie Baptiste

Primary Portfolio: Housing

Secondary Portfolio: Education

Biography

Since 1975 I have only missed TWO Tkemlups te Secwepemc General Band Meetings and I have listened and I have heard the concerns of our members.

I am an experienced administrator, fundraiser, public speaker and project coordinator in Aboriginal Business and Employment programs locally and provincially.

I am knowledgeable of financial, legal, economic, social, health, education and traditional policies, issues and concerns.

Previous member of the TteS Governance Committee and Housing Committee.

Education Background

- Graduated from Kamloops Senior Secondary School, June 1969.
- Bookkeeping Certification – Cariboo College – March, 1980.
- Computer Program Certificate – Cariboo College – 1986.
- Private Education Institute instruction relation to Specialized training on computer programs – 1986 – 1987.
- Journalism Certificate – Kam-Ed Education Institute
- Advanced Management Skills for Supervisors – Thompson Rivers University – January 2011
- Attendance at various workshops on (no certification given):
- Economic Development
- Responsibilities of Board of Directors.
- Business Administration
- Community Economic Development

HONORS OR CERTIFICATES RECEIVED FOR WORK ACCOMPLISHMENTS

- Received "Certificate of Appreciation in the form of an engraved plaque" from the five Tribal Councils (SNTC, KIAC, LTC, OTC and NNTC) in the Central Interior Tribal Councils upon its dissolution.
- Received an "engraved plaque" for work done for All Nations Trust Company (ANTCo) on November 20, 1987.
- Received "The Commemorative Medal for the 125th Anniversary of the Confederation of Canada" Certificate and Medal in recognition of significant contribution to compatriots, community and to Canada – 1867 – 1992.

PREVIOUS BOARD OF DIRECTOR – POSITIONS

- Board of Director – Canadian Community Economic Development Network 2008-09
- Board of Director – All Nations Trust Company 1986 to 2004
- Board of Director – Community Futures Development Corporation of the Central Interior First Nations (CFDC-CIFN) – 1989 to 2004
- District Advisory Board Member (DAB) – CEIC – October 10, 1986 – 1990
- Board of Director – Kamloops Native Housing Society – 1987 – 1988
- Member – Western Indian Agriculture Producers Association – 1986 – 1988

Weyt-kp,

Housing Staff

I have had the opportunity to have had meetings with the Housing Staff and appreciate the amount of work that they have to do, and I definitely appreciate the work that they have accomplished.

They are involved in contacting and accessing funding from various sources, repairs and maintenance, emergency calls after working hours, collections, working with various TteS departments to ensure band members needs are met, house inspections with the Certified Inspector, meeting with band members on their concerns, making briefing notes for Council, preparing the Housing Budgets for Council. Tasks are endless.

Thank you, Joyce Fraser, Housing Manager; Janice Michel, Housing Co-ordinator; Sharla Berg, Renovations Co-ordinator; Jazmine Richard, Tenant Relations Officer and Hazel Quilt, Filing Clerk.

Jazmine Richard will soon be on Maternity Leave, and we now welcome our new Employee: Brian Leverre, Tenant Relations Officer. He will be starting on March 18, 2019.



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com. By: doomu

CMHC Report

Tk'emlups received a letter from CMHC dated November 2, 2018 – which specifically stated that TteS has to put more focus on two key important areas:

Explore and identify opportunities to address the operating deficit for the Post-1996 Program project operation

Housing is presently dependent on generating sufficient revenues to meet our operating expenses and housing repairs and maintenance requests. By continuing to experience deficits TteS needs to access our own source revenue to subsidize the housing on our reserve.

CMHC felt that Tk'emlups te Secwepemc should conduct an assessment of the Housing revenues and operating expenses and may also want to identify opportunities to increase revenues and explore various options for cost savings.

Continue to address the collection of historical rental arrears

CMHC basically said that "Ongoing and long term financial viability of the housing

portfolio is dependent upon consistent revenue collection. Failure to collect appropriate revenue from housing occupants will have an impact on the housing operations. "

It is to be noted that failure to collect on rents and arrears increases the amounts of money that the Band subsidizes.

CMHC also basically said that "Tk'emlups te Secwepemc needs to continue to monitor all tenants in the collection of historical rental arrears on a consistent basis. It is imperative that the

housing department, with the support of Chief and Council, address the collection of rental arrears that have been outstanding for several months/years, as the control of rent collection is essential to the success of this program."

With the two key important areas recommended by CMHC the Housing Department, Community Services and Finance Department are working together to ensure that there is a focus on collections of rent and arrears. Rental agreements are being reviewed, and more arrears agreements are being put in place. Family needs to help family where needed in these situations.

Rent increases have been approved for April 1st of at least 3% to eventually reach a break-even point so that Housing is not in a deficit in the future and we can build more housing in the future.

Housing Authority – Potential for TteS

John Kiedrowski did a presentation on the concept of a Housing Authority to the previous Chief and Council on March 13, 2018 . The TteS Housing Department hosted a workshop to the community regarding the Housing Authority and had 17 individuals attend.

There was a Housing Committee Meeting on May 23, 2018 where the Housing Department shared the Housing Authority presentation along with the Housing Authority Policy for the committee members to review and have input.



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com. By:
FrankBoston.

Development of a TteS Housing Authority has been in the planning stages with the previous Council and will continue to be explored for our future direction in Housing.

Once a Housing Authority is established it would be an arm's length housing management body that manages, operates and administers housing on behalf of Chief and Council. Planning is key to the successful development of a housing authority and will take a lot of work with our Housing Department and will involve community input and support from our membership. Some of the work needed includes:

- Data Collection (demographics, needs, etc.)
- Sub-division survey plans
- Infrastructure (hydro, water, septic/sewage system)
- Legal
- Strategic Plan
- Business Plan
- Board Governance Manual

We need to consider where we are today in terms of housing, where do we want to be in five years, ten years and how do we achieve these goals. What types of housing is needed based on a needs assessment and the demographics and growth potential of our membership. We need

to also consider the funding sources and our band rental and homeownership strategy.

First Nations Housing & Infrastructure Council

The FNHC have been hosting community engagements sessions over the last couple of years in order to set up a First Nations Provincial Housing Authority to eventually take over the Housing Programs and Services from Indigenous Services Canada within the next 2 or 3 years. I attended the First Nations Housing and Infrastructure Council (FNHC) two-day conference in Richmond on March 5th and 6th to learn more about the process they are going through and what their future plans are. More community meetings have been scheduled throughout the Province this month to seek input on the structure of the FNHC.

First Nations Market and Housing Fund (FNMHF)

The Housing Department had a good meeting with Scott Flamond, FNMHF, on February 14, 2019, and have invited him back on March 18th to do one on one information sessions with band members that want to know how to qualify for house loans or just to fix their credit rating in order to qualify. Housing staff have been contacting members to see who would like to have these one on one sessions in order to set up appointments for them. As we are a member of FNMHF, there is no charge for his services.

Housing Committee Dates

The Housing Department is seeking members for the Housing Committee in order to develop a strategic plan for future housing. Meetings will be held from 5 p.m. to 7 p.m. on the following dates:

- May 15, 2019 – 5 – 9 p.m.
- August 14, 2019 – 5 – 9 pm
- November 13, 2019 – 5 – 9 pm
- February 12, 2020 – 5 – 9 pm



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com. By:
FrankBoston.



Tkwenem7íple7 Sonny Leonard

Primary Portfolio: Business
Development

Secondary Portfolio: Lands,
Leasing & Taxation

Biography:

Mission – Generate funds Through New business to build Elders Group Home

Grandparents

Grandfather: Alexander Leonard

Grandmother: Amy Leonard/Manual

Parents

Father: Joseph A.S. Leonard

Mother: Vivian Leonard

Siblings

Neil Leonard

Nadine (Sissy) Gillespie/Leonard

Patricia Leonard (deceased)

William (Dale) Leonard

Ricky Lewis Leonard

Constance Leonard

Carolyn Leonard

Sports – Golf, Triple A Baseball, Hockey with Vernon Totems: won 5 BC Championships

Work Experience: Electrician, Security Alarms sales/Technician,

B.C. Lotteries Gaming Technician, K.I.B Administration, K.X.A.

Administrator, Recreation Co-Ordinator, T.R.U. Heavy Equipment

Training, 40-ton Rock truck operator/Sun Ridge Equipment, SkyHawk

Satellite Owner/Operator

Hello Membership

Been busy with meetings from 6:30 am and even evenings. Travelled with Elders tour of 3 lodges and we as a group did a de-briefing at the end of each trip with notes recorded by Aurora Casimir. We identified strengths and weaknesses.

We discovered that all 3 were funded by Provincial and federal funds, which they became public Lodges to open the door to first come, first serve. This means we must plan to build an Elder's Lodge large enough to meet the needs of our elders would be at least 100 rooms for today's needs with future expansion phases to accommodate our Shuswap nation. Careful planning must be done to ensure our needs when we currently have 200 Elders over 60 on our reserve alone, and because of our central location, we are the only Shuswap band with a Hospital, when there are 17 bands in our Nation, which our total elders population over 60

could presently be in the area of 1,000 elders in need of care that would over load present assisted and full time care facilities in our territory off reserve.

With my portfolio Economic Development and Lands/Leasing and taxation shared with Katy Gottfriedson, we have our work cut out for us as a team Chief and Council along with our administrative staff to assist this goal.

We all have loved ones in need of care.

I would like to congratulate my colleague's Chief Rosanne Casimir, Marie Baptiste, Jeanette Jules, Thomas Blank, Colleen Mosterd-Mclean, Katy Gottfriedson and Justin Gottfriedson for the hard work we and our Administration that do for our community.

Congratulations to Delyla Daniel, Victoria Casimir, Sharon and Ted Jr. Gottfriedson as new Managers, Dessa Gottfriedson Chief Administrative Officer (C.A.O.) & to Freda Jules Chief Operations Officer (C.O.O.)

Special congratulations for Katy and Ottis newborn son!

A heartfelt prayer for Colleen and her husband Dan and family.



Tk'emlúps te
Secwépemc,
Scheidam Flats.
Photo taken by:
Katt Elkins.



Tkwenem7íple7

Thomas Blank

Primary Portfolio: Natural Resources

Secondary Portfolio: Title & Rights, Legal and Community Services

Biography:

Thomas is in his first term as a TteS Councillor (2018-2021).

Education:

- Various certificates earned with Ministry of Forests
- Certified Incident Commander level II/ Emergency Operations Director
- Prescribed Burn Boss Level II
- Certified Wildland Fire Cause Investigator level II
- Courses in Emergency Management
- History: 25 plus years involved in Wildland Fire and Emergency Management. Various certification and training and a combination of education and experience in Management.

Vision:

We must create better communication services for our membership through community engagement. We must create a safe community for our membership. We must protect Secwepemculecw and our title and rights. We are responsive leadership and practice good governance.

Weyt-kp,

I was born in Kamloops in 1966, my mother Carol Jules, my father Roger Blank. My grandmother Maria Jules and my other grandmother Delores Jules, my other grandfather Clarence Jules. Community to Community (C2C) forum:

I am very humbled and thankful to be elected to represent our membership as Tkwenem7íple7 (Councillor). Firstly, I would like to acknowledge all the previous Tk'emlups te Secwepemc Chief and Councils; I appreciate that they worked hard to get our community to where we are currently. I have seen their commitment to our community, and for that I say Kukwstsétselp. Secondly, I would like to thank TteS membership for believing in me, and I was very honoured to sign my Oath of Office. Also pictured, Mayor Ken Christian and his Council for the City of Kamloops.

Mayor Ken Christian and his Council for the City of Kamloops
As a new Council we travelled to Vancouver to the First Nations Leadership Gathering which allowed us to present the



Fishing Weir at
the Secwépemc
Museum and
Heritage Park.
Photo taken
by: Tk'emlúps
te Secwépemc,
Communications
and Events
Coordinator, Lyle
Paul. 2019.

top issues of our community to the Ministers responsible for those programs Provincially, we submitted several briefing notes to the Ministers outlining what we heard from membership while campaigning and we will continue to lobby on behalf of our membership. This was a great opportunity for Council to participate in.

First Nations Leadership Gathering

I attended the Winter Solstice Celebration at Moccasin Square Gardens and was able to see one of the SSN panel members that I haven't seen since the panel decision was released the general public. It was great to visit, but more importantly, it was an awesome presence to witness the attendance of people from across the Nation and to Witness and stand up our Secwepemc Speakers.

Winter Solstice Celebration Stk'emlupsemc te Secwepemc Nation and District of Logan Lake to sign Historic Relationship Agreement.

I represented Tk'emlups in our signing ceremony with the District of Logan lake which was at a historic location: South Thompson Inn, where our Fishing Weirs are located. The agreement is the first step in our commitment to work together. The Stk'emlupsemc te Secwepemc Nation (SSN) and the District of Logan Lake (DLL) are pleased to announce the upcoming signing of a historical Relationship Agreement between the two parties. The agreement signifies a commitment by the SSN and the DLL to develop a strong, committed, and fair working relationship between First Nations and a Local Government, working together for the benefit of all individuals in traditional territory. The agreement is an important milestone towards building a meaningful relationship and partnership



Winter Solstice
Celebration
at Moccasin
Square Gardens.
Photo taken
by: Tk'emlúps
te Secwepemc,
Tkwenem7íple7
Thomas Blank.

between the SSN and the DLL. As a framework, it provides guidance and principles on sharing knowledge, working towards common goals, focusing on environmental stewardship, and fostering mutual respect and understanding between the two communities.

Stk'emlupsemc te Secwepemc Nation and District of Logan Lake to sign Historic Relationship Agreement

As a Council, we attended the Community to Community (C2C) forum with the City of Kamloops and Tk'emlups to discuss the many joint concerns and initiatives such as; Archaeology, Affordable Housing and West Highlands Carbon Park just to name a few. Tkwenem7íple7 (Councillor) Jeanette explains the Tk'emlups flag to the City of Kamloops Mayor and his Council. Kukpi7 Rosanne presented the flag to Mayor Ken Christian, and

he stated that they would be honoured to have our flag displayed in their Council Chambers.

Community to Community (C2C) forum Other Meetings attended:

- Stk'emlupsemc te Secwepemc Nation
- Qwelminté te Secwepemc QS (G2G)
- Q'wemtsin Health Society as Board Director
- Indigenous Cooperation and Participation in the Impact Assessment Process Workshop in Merritt
- First Nation Emergency Management Partnership Table in Osoyoos

As we as a Council work through our Strategic Planning and budgeting process, we want to work with membership to address the Comprehensive Community Plan.

I am very thankful for the staff in the Natural Resources department:

Jim McGrath, Barry Bennet, Leslie LeBourdais, Dena Jules, Jessica Eustache, Jordan Dickie, Ryan Dickie, Dwayne Paradis and Lori Edwards they continue to be dedicated to the protection of our Natural Resources and processing the many Referrals within our Territory. I am looking forward to working with the Natural Resources team throughout this term. My next report will focus on the day to day activities within the department, for example; major land-use and resource development projects within the Territory.

I am supporting Tkwenem7iple7 (Councillor) Jeanette in the Community Services Portfolio as my secondary portfolio.

Kukwstsetsemc

Tkwenem7iple7 (Councillor) Thomas Blank



Photo provided by: Tk'emlúps te Secwepemc, Tkwenem7iple7 Thomas Blank.

TteS 2019/2020 Strategic Objectives

Item	Goal	Plan	Deliverables	Responsibility	Timeline
1.	New Policy Analyst or Council Secretariat Position	Use this position to develop a political strategy & execute this strategy over the next 3 years	-update org chart -budget for position -develop job description & put on wage grid	-HR Manager -CAO/COO -HR, CAO, COO	March 31st, 2019
2.	Create a Language & Culture Dept	Provide focused efforts toward preserving & enhancing our language & culture	-restructure org to redeploy existing staff into a newly created dept -separate budget: investigate budget amendments to transfer existing funding -reclassify jobs based on new duties & objectives, place on existing wage grid	-CAO -EDU Manager -CAO, EDU Manager & Finance Controller -EDU & HR Manager	March 31st, 2019
3.	Build an Elders Facility	Explore feasibility & options available for elders' facility	-look at proposed cost, annual operating costs & service levels -strike up elders committee to assist with planning -research other existing Elders facilities for potential layouts & options -develop a comprehensive work plan (includes feasibility, community involvement/ approval) to build the facility -break ground to start building facility	-Plan & Eng. Manager -Comm. Serv. Manager -Plan & Eng., Comm. Serv. Manager -Plan & Eng., Comm. Serv. Manager, Elders Comm. -Plan & Eng., Comm. Serv. Manager	July 26, 2019 -March 31, 2020
4.	Conduct Department Evaluations	Take a critical look at all areas within TteS to identify leakages	-Analyze all the for-profit businesses with goal of being able to show an after tax profit -analyze all not-for-profit departments to determine leakages and/or issues	-All For Profit Managers -All Not For Profit Managers	March 11, 2019

5.	Complete & Implement Governance Bylaw	Working through the Governance Committee, finalize the governance bylaw	-schedule committee meetings, final readings & special assemblies	-LLTX Manager -Governance Committee	-Within 15 days Gov. Comm. Proposes final ready for approval
6.	Complete CLC Roundabout	Construct roundabout as proposed in the Master Plan, utilizing Public Works, Plan & Eng. & Sun Rivers input	-project scope, plan, budget based on team approach -schedule special assemblies for community input -complete interim report -break ground for construction	-Plan & Eng. Manager	-July 26, 2019 -Between April 1, 2020 & March 31, 2021
7.	Complete North Reservoir Project	Construct the north reservoir as proposed in the Master Plan, utilizing Public Works, Plan & Eng. & outside consultants as required	-project scope, plan, budget based on team approach -schedule special assemblies for community input -shovel ready	-Plan & Eng. Manager	-Between July 26, 2019 & January 31, 2020
8.	Implement a	-update/amend & implement the current & existing Communications Plan	-do a simple gap analysis on what is in place already, what needs to be completed & deadlines -work with & direct Communications team, with aggressive timelines to amend & implement plan -communicate plan to membership	-Communications Team -HR Manager	June 1, 2019
9.	Feasibility Study for On-Rez Grocery Store	-conduct a thorough study on the feasibility of an on-reserve grocery store & present findings to membership for final decision	-explore all existing data/studies on the feasibility of a grocery store -research all available market data & cost information -write a comprehensive report & present to membership	-KIBDC -COO -Gas Bar Manager	-April 30, 2019

10.	Improve Community	<ul style="list-style-type: none"> -create a work plan to address community infrastructure over the next 3 years -prioritize safety, with sidewalks, bus shelters, signage, etc. 	<ul style="list-style-type: none"> -Plan & Eng. will spearhead this initiative working with C&C & other relevant depts -develop a working committee to collaborate & assist with developing a plan -write a realistic & achievable work plan that falls under a solid budget -widely communicate plan to membership -shovels in the ground before end of C&C terms 	<ul style="list-style-type: none"> -Plan & Eng. Manager -Plan & Eng. Manager - Plan & Eng. Manager & Working Comm. - Plan & Eng. Manager & Working Comm. -Plan & Eng. Manager 	<ul style="list-style-type: none"> -January 30, 2020 -October 31, 2021
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TteS 2019/2020 Action Items

Item	Goal	Plan	Responsibility	Timeline
1.	Improve Professionalism & Work Place Conduct	Improve TteS Branding Reinforce customer service training CAO & COO to hold all staff meetings to outline workplace conduct & expectations Consider looking at some type of employee incentive program to tie conduct to rewards DG Suggestions: Look at current personnel policies around workplace conduct Amend policies as necessary with manager input	-CAO, COO -HR Manager -Policy Working Committee -Interested Managers	June 30, 2019
2.	Membership Safety & Wellness	Investigate crisis prevention, look at additional options for these types of initiatives Focus on "prevention" work with regards to drugs & alcohol, opioid crisis, etc.	-Comm. Serv. Manager & Dept	June 30, 2019
3.	Youth Recreation Centre	Investigate and propose a newer, age-appropriate youth recreation centre Research and propose options to replace or upgrade existing facility Ensure this ties in and supports the elders facility	-Comm. Serv. Manager -Comm. Serv. & Plan & Eng. Manager	June 30, 2019
4.	Arrears & Collections Issue	Solve the arrears and collections issue with tenants Create and implement effective policies and practices that recovers money owed to the band (1st Priority) Use recovered arrears payments (and other sources of revenues) to plan and build social housing Decrease wait list for members looking for housing	-Hsg. Manager	June 30, 2019
5.	Land Availability	Free up more reserve land for membership use Explore options for TteS to allocate land for members who have the means to build Provide a report back to Council with options, cost/benefit & recommendations	-LLTX, Plan & Eng. & Hsg Managers	June 30, 2019

6.	Consolidated Budget Workbook	Deliver a consolidated MS Excel workbook for all budgets Must show bottom line numbers, last year, YTD actuals and forecast cashflows All TteS Dept.s to use this consolidated workbook with month variance reports that include comments from manager	-Fin. Controller	June 30, 2019
7.	ERP System Wide Technology	Look at an RFP process for a system side ERP that ties in payroll, accounting, HRIS procurement/purchasing, inventory & asset management, etc. Deliver (3) options to C&C for consideration; options should include timeline, cost, benefits	-Fin. Controller	June 30, 2019
8.	Board Structure & Business Liabilities	Research and recommend best options to C&C on corporate board structures, oversight, membership articles of incorporation, etc., from a view of protection to the Band & reducing risk and liability A thorough review of Insurance rate risk will be looked at with this initiative	-COO	June 30, 2019
9.	Leasing & Buying	Research and provide a report with recommendations on a lease versus buy regarding all rolling stock and band equipment Forward to C&C	-COO	June 30, 2019
10.	Procurement Dept.	Research and provide a report with recommendations to C&C regarding the possibility of creating a stand along procurement dept within TteS; Items considered will include cost, staff levels, mandate, benefits, ROI	-COO	June 30, 2019
11.	Landfill Remediation	Provide a clear and concise report on future liabilities and effects of landfill to C&C Report to outline closure costs, remediation costs, clean up, environmental liability, environmental impacts Report to also include recommendations and options on what TteS can do with the landfill to offset some future liability	-Plan & Eng. Manager	June 30, 2019

12.	Joint Ventures	Create more joint ventures between TteS & other stakeholders like local businesses, the City, Regional District, etc. Show how these partnerships benefit TteS membership	_____	June 30, 2019
13.	Cost Saving on Hydro Expenses	Explore options to save on hydro costs for the CLC and Admin office Explore billing rates, bulk rates and passing some of those accrued expenses onto leasee(s)/tenants so that expenses are shared equitably Research previous reports and provide follow up recommendations to C&C	-Plan & Eng. Manager	June 30, 2019
14.	KIBUC Review & Assessment	Provide report and recommendations on the utility corporation (KIBUC) Show that the corporate structure is reasonable from a profit, liability and risk standpoint	-COO	June 30, 2019
15.	Emergency Plan	Ensure TteS Emergency response plan is up to date, widely circulated and understood by all staff and TteS community	_____	June 30, 2019
16.	7-Mile Development	Continue to work with 7-Mile Development Submit proposals and involve community	-Business Dev. Manager	June 30, 2019
17.	North Infrastructure Development	Continue with Kootenay North infrastructure development work Submit proposals and involve community	-Plan & Eng. Manager	June 30, 2019

Any TteS Member who wishes to access past GBM meeting minutes or motions please contact our administration team at 250-828-8557, or e-mail administrationdept@kib.ca

We will be more than supportive of e-mailing or mailing you the requested information.



TK'EMLÚPS TE SECWEPEMC

2019

Spring Lexéy'em
