

STAKEHOLDER REPORT

2021/22

Tk'emlúps te Secwépemc

Business and Economic Development Department



Weyt-k

Table of Contents

OVERVIEW

- 4** Mission Statement
- 5** Vision, Values, Guiding Principles
- 6** Kúkpi7 & Tkwenem7íple7
- 7** Your Business & Economic Development Department Team

PROJECTS

- 8** Grocery Store Update

DEVELOPMENT OPPORTUNITIES

- 10** Land Ownership
- 11** The Leasing Process
- 12** A Year of Milestones

JOINT VENTURES

- 13** Rokstad Power
- 14** Stswékstem Engineered Waste Management Facility
- 16** The Arrow Group of Companies

BAND MEMBER OWNED BUSINESSES

- 18** TteS Member Owned Businesses
- 19** Mount Paul Barbers
- 20** Candice Camille Photography
- 22** Spiyu7ullucw Ranch



Photo of Eskit Jules by Candice Camille



Photo on TteS range lands of the Gottfriedson's bucking stock (foal in the water) by Candice Camille

T'k'emlúps te

MISSION STATEMENT

The Business & Economic Development Department mission is:

- To strengthen our people and human capacity by supporting TteS member-owned businesses.
- To maximize land use, development, business, and economic growth through stewardship of land, resources, environment, and culture.
- To responsibly and respectfully build economic sovereignty to support our community's needs and vision.

Photo of Arthur Paul by Candice Camille

VISION

The Kamloops Indian Band Development Corporation (KIBDC) and TteS Business & Economic Development Department (BEDD), guided by the T̓k̓emlúps̓emc ne Secwépemc u'łecw and our ancestors will responsibly develop the T̓k̓emlúpsu'łucw (lands) in a progressive and sustainable manner which respects our authority and jurisdiction to create culturally relevant, attractive, and successful economic opportunities for present and future generations.

VALUES

- Strong partnerships that respect our culture and nationhood.
- A high-performance team that practices networking and who are sound problem solvers.
- Humility and patience with service to others and to the community.
- Teamwork, accountability, transparency, honesty, understanding and agility to maximize economic opportunities and outcomes.
- Environmental leadership.

GUIDING PRINCIPLES

1. Service to T̓k̓emlúps̓ te Secwépemc Chief, Council, and members. Gratitude and respect for culture, and member experience.
2. Performance and goal-oriented results rooted in best-practices as defined in TteS Community and Land Use Plans relating to all aspects of economic growth.
3. Dedication to development and businesses in connection to innovation, sustainability, and environmental leadership.
4. Pride in professionalism, transparency, accountability and ethical standards.



Chief and Council

Kúkpi7 & Tkwenem7íple7

TK'EMLÚPS

TE SECWÉPEMC



(C) Simone Paul Photography

Back Row, left to right: Tkwenem 7íple7 Thomas Blank, Tkwenem 7íple7 Justin Gottfriedson, Tkwenem 7íple7 Joshua Gottfriedson, Tkwenem 7íple7 Dave Manuel
Front Row, left to right: Tkwenem 7íple7 Morning-Star Peters, Tkwenem 7íple7 Marie Baptiste, Kúkpi7 Rosanne Casimir, Tkwenem 7íple7 Nikki Fraser

Tkwenem7íple7 (Councillor) Kúkpi7 (Chief)

Your Business & Economic Development Department Team (BEDD)



Devin Gambler
Manager



Danalee Baker
Project Coordinator



Francesca Miccolis
Executive Assistant



Lizbeth Nickol
Project Coordinator,
Trans Mountain



Nova Sekhon
Project Coordinator,
Land Development

Grocery Store Update

At the recent ground breaking event for the new TteS-owned grocery store on May 12, 2022, the seeds were planted for valuable resource in an area that has been underserved in the retail sector for far too long. Construction of the new grocery store has started at Highway #5 and Shuswap Road with the estimated opening in late summer or early fall of 2023.

“With construction starting, we are one step closer to developing the commercial portion of the Chief Louis Centre, having fresh food closer to home, and creating tangible benefits for our members and neighbours.” Kúkpí7 Rosanne Casimir explained around the time of the ground breaking ceremony. “At TteS we are truly excited to be supporting business development and to be building the economy.”

The grocery store will be a TteS-owned independent grocer with a supply relationship with a major grocery supplier. The need for a local grocery store in the area

has been strong for many years. Local residents and visitors will soon be able to enjoy access to a full grocery selection, including superior fresh departments; in-house butcher, bakery, and deli; online ordering and deliveries; meals ready to eat program; and a loyalty program.

For VisionQuest Advisors this is the fourth grocery store project they have built in partnership with First Nations. “The major step was getting approval at the leadership level and ensuring they are comfortable moving forward with a big project,” says Jay Savage, Principal VisionQuest Advisors. “It’s a huge investment. The license to move forward is a big step and shows a lot of confidence at the leadership level.”

The 22,000 square foot store, with a budget of \$13.2 million, will create 50 jobs in the first year and up to 100 jobs by year five. Already local members have been working on the construction of the project. As the store is closer to completion, VisionQuest will be holding hiring fairs to fill both entry level and specialized positions. They will also be talking to local growers and food producers to ensure locally sourced products will be available for customers when they walk through the door.



\$13.2 million budget

22,000 square foot store

Up to 100 jobs by Year 5

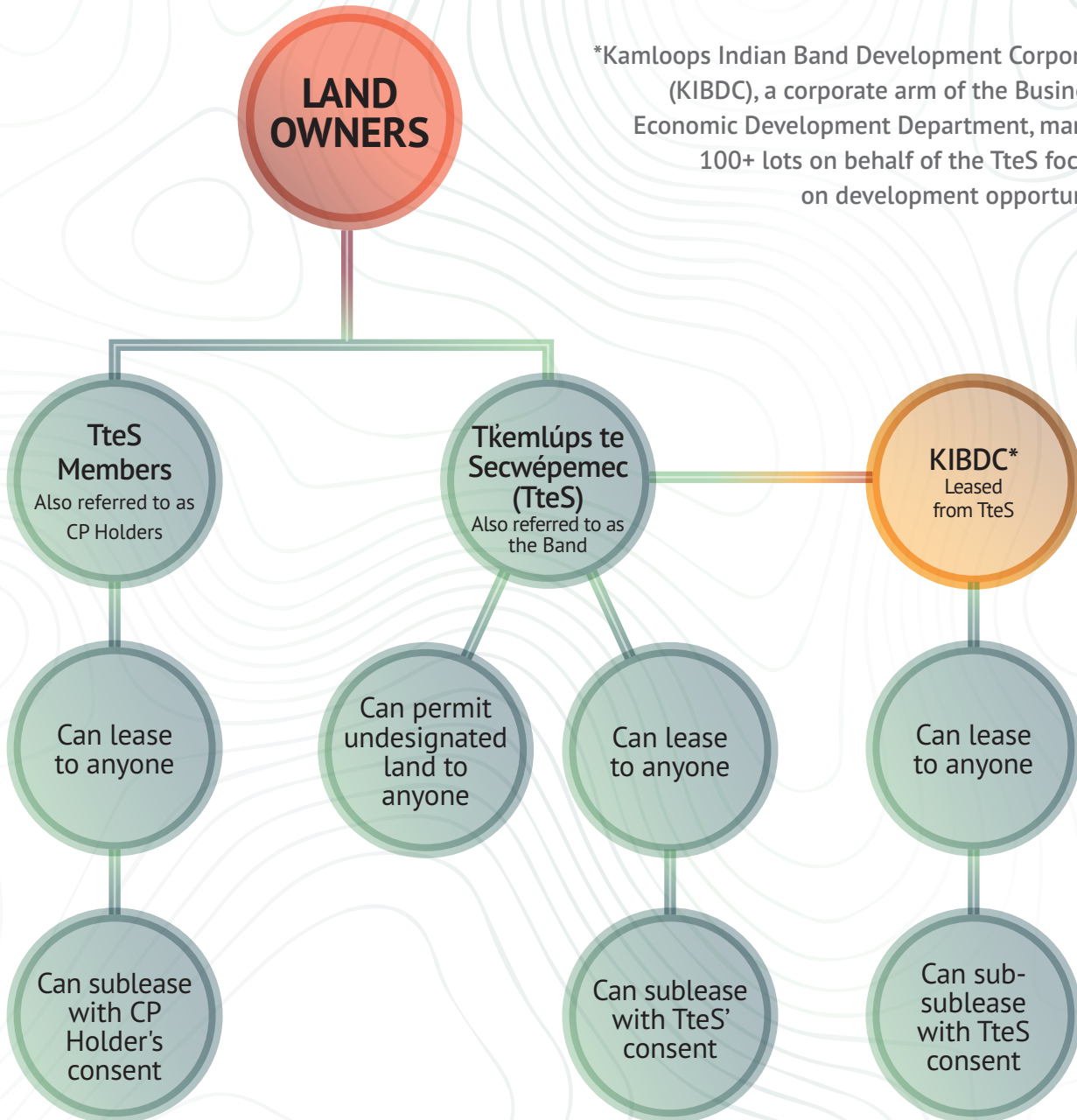


Photo, right: Groundbreaking ceremony
Photos, below: Proposed renderings of project

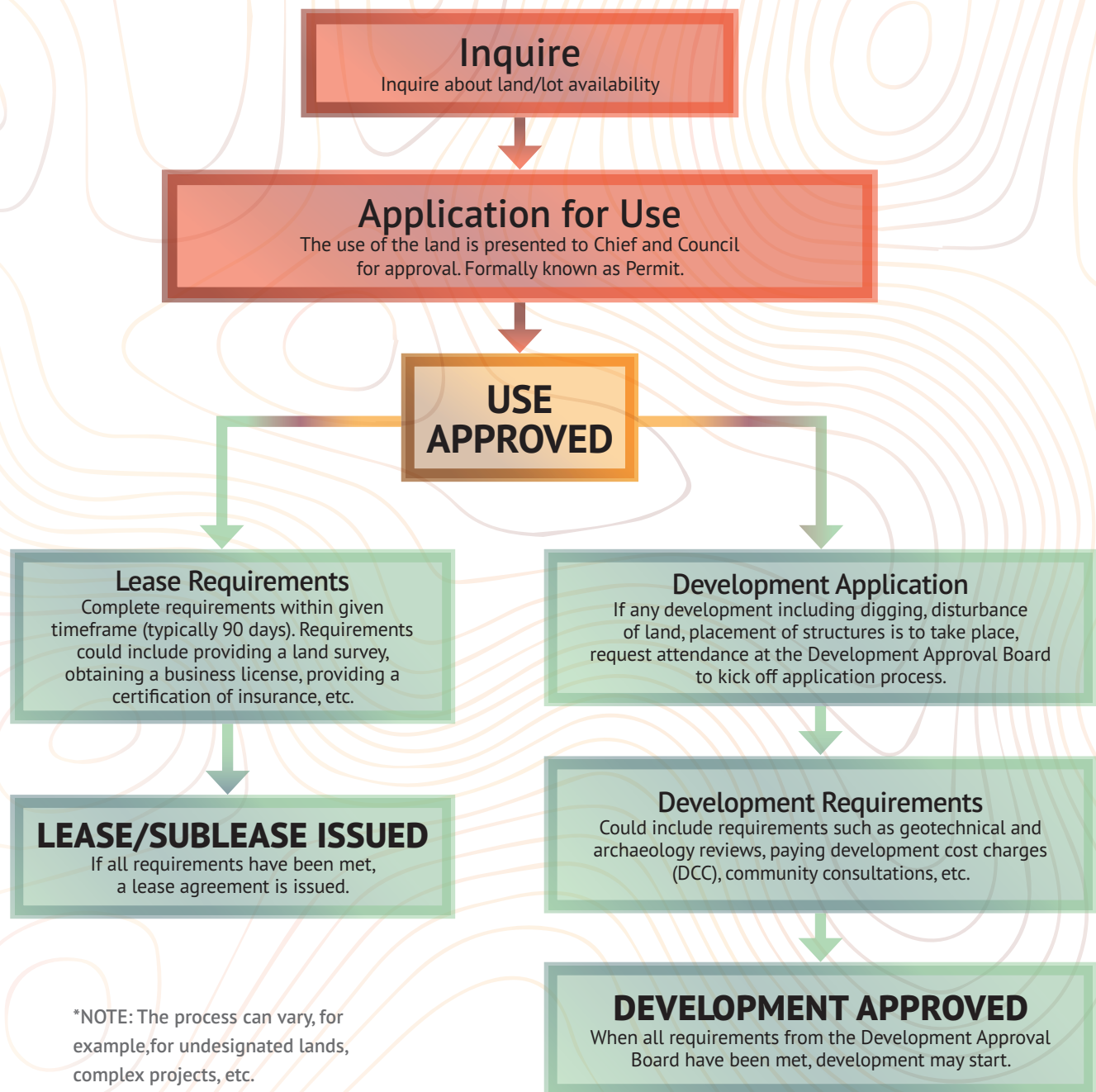


Land Ownership

*Kamloops Indian Band Development Corporation (KIBDC), a corporate arm of the Business & Economic Development Department, manages 100+ lots on behalf of the TteS focusing on development opportunities.



KIBDC Leasing Process



A Year of Milestones

Successful Projects

- Setting up GIS Database/ Infrastructure for KIBDC properties.
- Support of Ranch economic development projects.
- Clean energy project – strategy and presentation being developed.
- Grocery Store design and construction plans 75% complete.
- Traditional Berry Walk complete.



Successful Partnerships

- GRASSLAND ORGANICS JOINT VENTURE: Stswékstem Engineered Waste Management Facility.



Stswékstem
Engineered Waste Management Facility
RESPONSIBLE • SUSTAINABLE • RESPECTFUL

- TRU Indigenous Education and Coop departments.
- ROKSTAD POWER JOINT VENTURE: Regional optimization contract with BC Hydro.
- TOURISM KAMLOOPS: Funding opportunities for filming and tourism initiatives.



Other Successes



KIBDC successfully submitted a 50-million-dollar federal grant application for a multi-use facility including a twin ice arena on July 6th, 2021.



KIBDC WEBSITE – COMPLETED! Website was launched on July 21th. www.tkemlupsbusiness.ca



Two Project Coordinators join our team.



Successfully completed Phase 1 (project scoping) for CLC Master Plan update through a grant from National Aboriginal Land Management Association (NALMA).



Successfully awarded ISC CORP PF funding for Shuswap Road roundabout project at the entrance to Sun Rivers.

Stsekwtsétskwe7ten

Rokstad Power

Whether it's the power needs of today or the future, Rokstad Power, working with TteS, is generating a revenue stream that will continue to thrive for many years to come. The partnership with Rokstad Power strengthens the position of both of these organizations and the future of the partnership looks very promising.

"When it comes down to it, we're in the business of moving electrons," says Brody Rokstad, Indigenous Relations Manager/DBE Manager at Rokstad Power. Rokstad and TteS have worked together on a number of projects already and have more lined up in the future. The partnership between the two organizations is already creating positive results.

A strong local economy and a skilled and trained workforce will benefit both TteS and Rokstad Power. One of Rokstad Power's goals is to have educated and trained crews from TteS working on current and future projects. Working with band-owned businesses and providing training opportunities and avenues for long-term employment is a high priority for the company.

Green technology and the power needs of the future are front and centre in all the projects TteS and Rokstad power are doing together as well. "Any new form of power needs to move and that's where Rokstad comes in," Rokstad explains.

Rokstad Power takes their commitment to Indigenous engagement very seriously. Recognizing that much of the work they do on powerline infrastructure across BC occurs on or near the traditional territories and treaty lands of Indigenous communities, Rokstad Power believes that working with the communities who will be impacted by these projects is crucial.

Photo top left, top row: Brody Rokstad, Rokstad Power; Saige Girouard, TteS Business and Economic Development; Nova Sekhon, Kamloops Indian Band Development Corporation; Aron Marsh, Bird Construction // Bottom row: Danalee Baker, TteS Business and Economic Development; Derek Hrynyk, Vision Quest



Together, TteS and Rokstad Power are looking forward to a long future together.



Strawberry Heights 11210 Structure 10/7 Relocation Project

Stswékstem Engineered Waste Management Facility

While landfills might not be the most glamorous of business operations, the new Stswékstem Engineered Waste Management Facility currently under construction through Grassland Organics is pretty exciting from an environmental perspective.

Built in the 1960's, the original landfill site was constructed with no environmental considerations. The new facility, which began construction in November 2021, utilizes innovative technology and industry practices to ensure the operation diverts waste away from landfills, reduces greenhouse gas emissions, and incorporates wildlife protection measures, including many for species-at-risk.

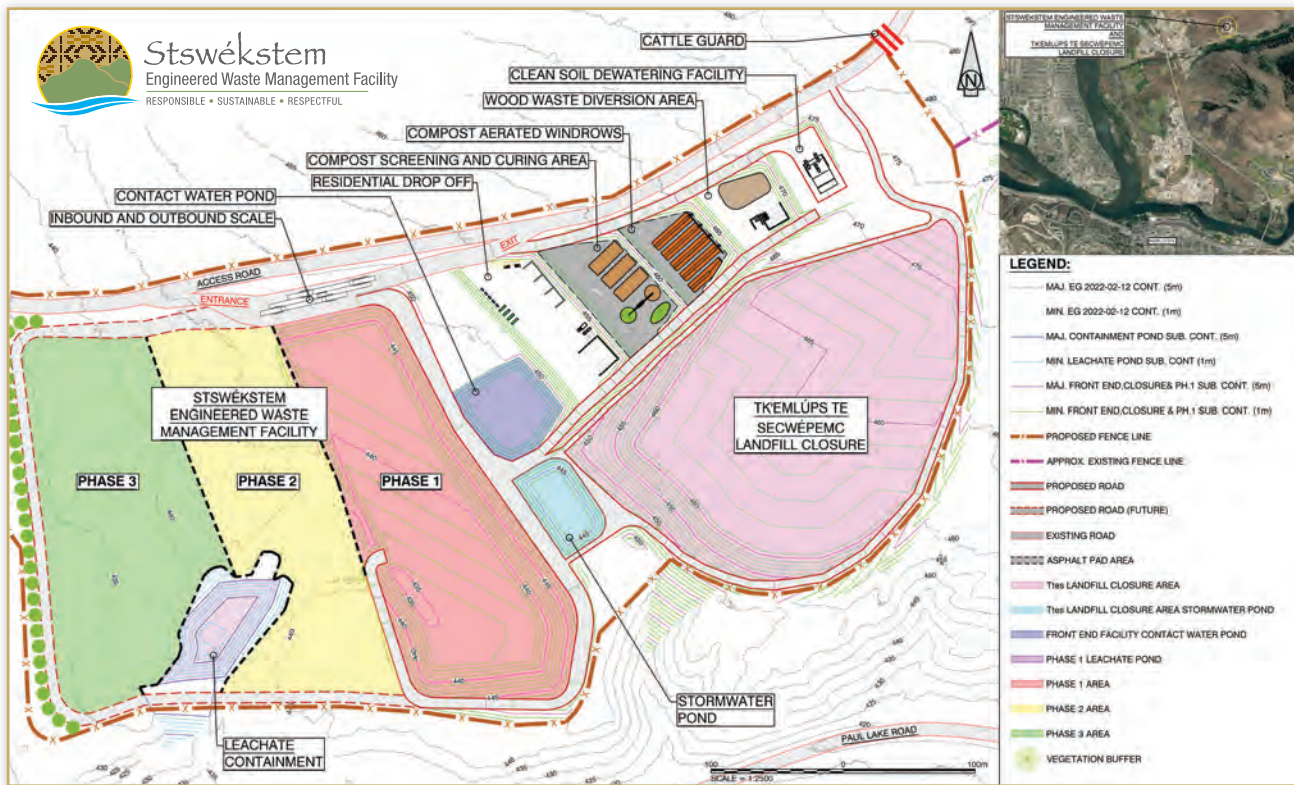
A double-lined landfill with leachate collection infrastructure will ensure any contaminants are contained, while any rain or snow that falls on the site will be collected and re-used to keep dust under control and in the compost production facility, further preventing any contamination from running off the site. Robust environmental monitoring methods in will ensure all aspects of the operation are functioning at

all times to prevent any contaminants leaking into the surrounding land.

It will offer new options while maintaining the free services of the previous landfill. One of the most exciting new offerings will be an organic matter compost facility that will have the capacity to provide services not only to TteS members, but also the City of Kamloops and surrounding areas. The result will be locally generated, nutrient rich organic topsoil for sale to use in gardens and yards.

Other features include a demolition, land-clearing, and construction material depot, drop-off services for residential and commercial solid waste, a recycle transfer station, and hydrovac truck solidification sumps for non-hazardous materials.





Grassland Organics is a Kamloops-based business that develops and operates environmentally safe waste management facilities and manages the closing and remediation of existing sites. Focused on building greener communities by managing a wide range of waste materials, they utilize industry leading practices to reduce greenhouse gas emissions and divert waste away from landfills.

For Robert Maciak, CEO and Director of Grasslands Organics, local employment is a driving factor in the project plans. “The goal is to have all local members working in skilled jobs at the site and all local companies providing services when needed,” Maciak explains. **“There will be 20-30 employees who will be working in part-time and full-time roles that will include operating**

the scales, performing maintenance, and monitoring environmental factors in the compost generation area.”

“This project is fairly unique,” says Maciak. “Not a lot of bands across Canada are doing this. The environmental benefit will be significant.”

Maciak expects to begin operations in the fall of 2022 or spring of 2023, depending on the weather.

“This project is fairly unique,” says Maciak. “Not a lot of bands across Canada are doing this.”

Learn more at:
grasslandorganics.com



Grassland Organics
Strawberry Hill GP Ltd



The Arrow Group of Companies

Economic growth for Tkemlúps te Secwépemc (TteS) comes not only from the growth of locally owned Indigenous businesses, but also from strategic agreements with other companies who share the same values and commitment to economic success. This past July, KIBDC signed a new Joint Venture Agreement and a Community Benefits Agreement with the Arrow Group of Companies, formalizing a working relationship between the two organizations that has been building, project by project, for over ten years.

Although most people know Arrow for their substantial fleet of trucks that transport goods across North America, this 103-year-old company boasts a broad suite of affiliated companies and services including those in the trucking, fiber, marine, environmental, civil construction and technology fields. Throughout their

business operations Arrow maintains a constant focus on creating long-term relationships with communities that strengthen local economies and expand capacity for growth in a way that is beneficial to both organizations now and for future generations.

Photo: Kelly Hawkins



“Arrow Group companies have been operating in Kamloops for more than 60 years, and we have strong local ties, including with Tkemlúps te Secwépemc and its members,” says Tim Bell, the Arrow Group’s Executive Vice President.

Training and employment are just some of the key factors in why the relationship between Arrow and Tkemlúps te Secwépemc is so beneficial. Their shared vision of sustainable economic development leading to social well-being, a healthier environment, and economic reconciliation are factors that ensure this relationship will continue to grow and prosper for many years to come.

Devin Gambler, KIBDC Manager, also stresses the value of working with companies who are honest and respectful relationships and who are dedicated to supporting the growth, self-sufficiency, and independence of the Tkemlúps te Secwépemc. “Our ever-strengthening relationship with the Arrow Group illustrates what is possible when industry and Indigenous communities are truly committed to each other’s values and economic success.”



Photo, left: Warren Edwards
Photo, below: Jaycee Hendricks



TteS Member Owned Businesses

TteS is proud of the hard work many TteS members have put into not only owning their own businesses, but creating businesses that are thriving. Their entrepreneurial success is an inspiration to other members who are considering this path.

4Generations Creations

Ambush Art

Camille's Horsemanship

Candice Camille Photography

Complete Floors Ltd.

Coyote Contracting

Deckya Construction

Electric Avenue Ltd.*

Eltovar Management

Extreme Contracting

Farm "N" Stuff

G&M Trailer Park/Leonard Estates

Gunster's Garden & Sheds

GY Ranch

Hazelwood Designs

Jimmy's Liquor Store

Lash and Glow Bar*

Le7Malumen

KDNA

Little Jewels Daycare

Little Fawn Nursery

Many Moons

Mount Paul Barbers

Puss N Boots Daycare

QELMUCWETKWE Designs

Sanctum Metals Inc.

Sandstone Gallery

See-More Creations

Seymour Drywall

Silver Sage RV Park

Simone Paul Photography

SkyHawk Courier

Stewart MacMillan Resouces

Sun Ridge Contracting

Pinnacle Access

TG Ranch

The Smoke Pit

The Stoned Goat Ranch

Tim Hortons @ 490 Powwow Trail

TL Dean Pipeline Services

Vicki Manuel Consulting

*Denotes that the business operates in Secwepemcúl'ecw but not reserve land.

Tcalqenélcw

Mount Paul Barbers

Located at: 704 Mt Paul Way, Kamloops

"I started at Mount Paul Barbers on February 1st," explains new owner, Loreena Seymour. "When I found out it was available, I jumped on the opportunity to own my own business." For someone who has been passionate about cutting hair professionally since 2006, the timing was right, so Seymour took the chance and hasn't looked back.

After working at a high-end salon in Kamloops for a number of years, Loreena made the move to Salt Spring Island, where she learned the craft of being a barber. She takes an enormous amount of pride in the quality of work she does and taking over the barber shop allowed her to give the business a fresh start with a new look, a clean, happy, welcoming atmosphere, and talented staff with great attitudes who are supporting her all the way on this new adventure.

Loreena has more plans for the shop in the future. "There are still some things I want to do to modernize the business," she admits. The thing that won't change, however, is the connection she's made with the existing clientele in these few short months.

When asked about the best part of owning the business, she says without a doubt it's connecting with the people and enjoying some great and often heartfelt conversations. "The best part of my day," she says without hesitation, "is making connections with community members. When that happens, it just doesn't feel like work."

Loreena strives to be an example for other women in the community as well. Her kids are proud of the fact that their mom is an indigenous woman who owns her own business.

Loreena believes that the way it all happened was like it was meant to be, and now the owner of Mount Paul Barbers is excited about the future and looking forward to growing the business.



"The best part of my day, is making connections with community members. When that happens, it just doesn't feel like work."
– Loreena Seymour

Candice Camille Photography

Eight years ago, Candice Camille needed great horse photos to help showcase the horses she and her husband, Jordan, were training and selling through their business, Camilles Horsemanship. Sitting on the rails of a pen one day, she used a point and shoot camera to capture the power and beauty of the work Jordan was doing with the horses. **The pictures were captivating, and she realized how much the act of telling a story through photos fuelled her inner creative drive.**

"After that I spent a lot of time studying the technical aspects of photography and how to create the images I was envisioning," she says, "and gradually it grew. It was addicting!"

Now Camille has established a reputation for her stunning equine photos featuring the horses on their ranch and the feral horses on the grasslands. Telling the story of these horses through her lens has led to her work being in demand around the world. Later she expanded her photography business to include events, weddings, and lifestyle portraits-all connected to the western theme that is the backbone of her life.

In 2020, when the COVID-19 pandemic hit, all of Candice's event bookings dried up almost instantly. "It all came to a screeching halt," she admits. But at the same time

as the events were drying up, Camille's Horsemanship boomed, and she returned to photographing the horses she loved. She created a popular calendar that sold out multiple printings, and she began to explore the medium of video. Now videos of her and her family's life with horses, Jordan's gentle natural horsemanship style, and feral horses, many who have been cruelly abandoned by their owners, from around the area can be found on their YouTube channel, Candice & Jordan Camille, which currently has over 19,000 subscribers. Several of her vlog-style videos have been viewed hundreds of thousands of times, helping Candice find an even broader audience for the visual stories she wants to tell.

Candice says the best part of the business is the creative aspect of it. "I'm always telling my clients 'Just one more!' and then knowing what that drive means to my clients when they see the final images is amazing." Finding the best way to create images that share a deep range of emotions is a satisfying goal.

Like many people in creative businesses, Camille finds the business side, the hustle and the administration, the hardest part of being in business. **"Sometimes you get tired," she says, "but then I get back to my creative core and my passion, which makes it all worth it."**

Photos showcased here by Candice, Jordan and Tyrell Camille | candicecamillephotography.ca & camilleshorses.com

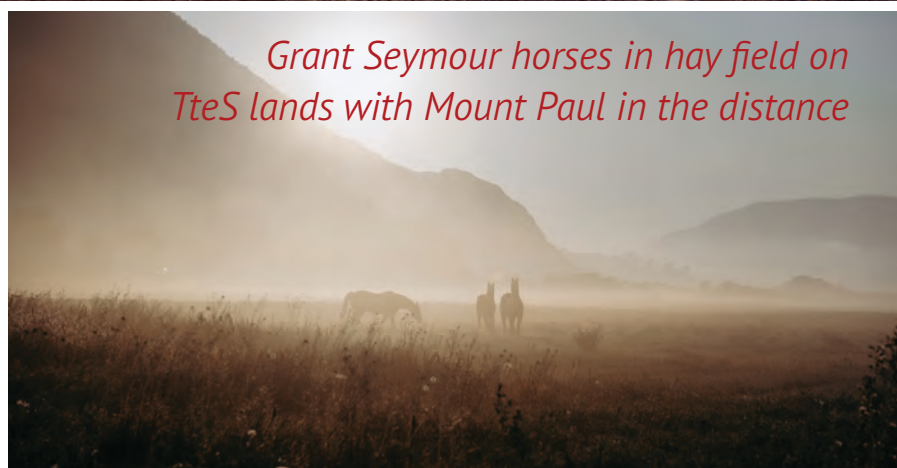




Photo of Laura taken on TteS lands



Candice Camille Photography



Grant Seymour horses in hay field on TteS lands with Mount Paul in the distance



Photo taken on Spiyu7ullcw Ranch TteS owned ranch





Spiyu7ullucw Ranch

2204 Harper Ranch Road

“It’s got the bones to be a beacon for the people,” says Guy Gottfriedson about the Spiyu7ullucw Ranch where he is on his third stint as manager for the working ranch that was purchased by TteS in 1999.

With the rising cost of fuel, seed, and fertilizer, Gottfriedson says the ranching industry as a whole is challenging right now. Add in the effects of climate change on the land and aging infrastructure on the property and the challenges for the ranch add up.

Ensuring the reservoir and the systems are in place to meet the needs of the ranch over the next 50 years is one of Gottfriedson’s priorities. “A new 240 acre pivot (sprinkler) has made a big difference, but there is a need to improve the water delivery systems to maximize the potential of the land while requiring less human resources.”

But Gottfriedson is optimistic. He believes strongly in food sovereignty and teaching people how to grow and control food locally. He wants to educate kids from kindergarten to university about how food is medicine and ranching is all about science. “We need to provide the opportunity to connect people to the land. Food gathering is part of our culture. We need to feed and educate our people and package and sell our own products,” he says.

With a vision of naturally grass finished First Nation beef and the new abattoir in the planning stages, Gottfriedson is looking at raising the type of beef that will do well in our climate and finish well. The current frontrunner is a Wagyu / Angus cross, sometimes referred to as a Wangus. He believes the time is right for this vision to happen.

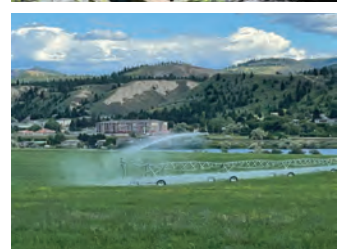
The ranch, which is also popular as a location for film crews, is a busy place with crops in the ground, buildings to maintain and new operations on the horizon. Gottfriedson sees great things in its future.

Gottfriedson believes strongly in food sovereignty and teaching people how to grow and control food locally. ”

Photos below: Old camp field, Barn, Monitoring Spiyu7ullucw ranch lake levels, Typhon field irrigation upgrades

CURRENT REVENUES LEASES

- ➡ Grazing
- ➡ Dyno Noble
- ➡ Cell Tower on Upper Box Canyon
- ➡ RCMP
- ➡ Filming on Site



Me7 yecwmin- tem re T'k'emlu psemcúlecw

Let's all care for
these lands.



A special thank you to our photographers and contributors:

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Kelly Funk Photography | kellyfunkphotography.com

Mary Putnam | maryputnam.ca

A special thank you for translation contributions:

Language & Culture Department



kukwstsétsemc

Photo of Arthur Paul by Candice Camille

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