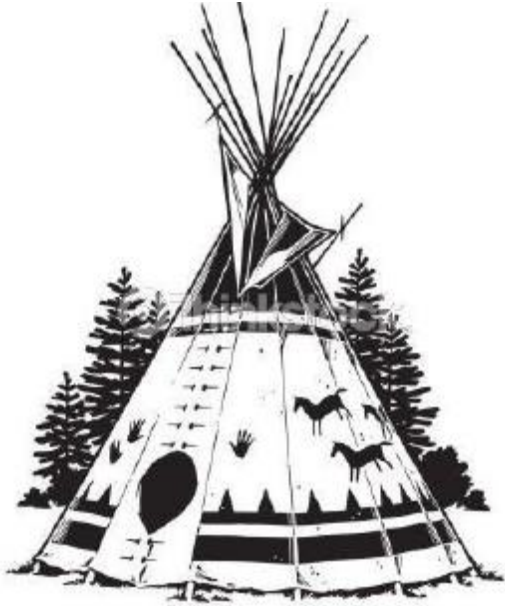


ʔakisq̓nuk First Nation Annual Report 2018



“Power of the Past...force for the future”



ʔakisq̓nuk First Nation Annual Report 2018

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There will be more reports added as we receive them.

A Year In Review

Report from Senior Administrative Officer, Stephen Olson

It seems remarkable that over a year has passed since I first joined Akisqnuq as the Senior Administrative Officer. It has been a very rewarding year but not one without certain challenges, namely the construction projects in which we are currently engaged. Personnel has also been a challenge, not in terms of current staff but in the recruitment of suitable candidates to fill staff vacancies.

The fall saw the hiring of Lorne Shovar as the Junior Administrative Officer. I must admit that this is a new position for me, but I believe that Lorne and I have achieved a good working relationship. His knowledge of the community and his experience as a former Chief have proved to be a valuable asset to the administration of the Nation. The former Senior Financial Officer left us in November of 2017 and this has proven to be a difficult position to fill. Her replacement's tenure was short-lived due to health issues and the position remains vacant, despite a concerted effort to find a suitable replacement. Fortunately, Sue Ellis, who also joined us in the fall as the Finance Manager, has been able to assume many of the responsibilities of the Senior Financial Officer, including overseeing this year's audit. We were able to find a replacement to fill the Housing Manager's position as a term employee, but this person left us in the Spring to return to her family and home community. As this is a term position, finding a replacement for the remainder of the term has not proven to be feasible, despite numerous efforts. However, Lorne has very kindly assisted with housing matters as they arise, in conjunction with me and the Housing Committee.

As noted above, our two construction projects have proven to be somewhat of a challenge. As with many members I'm sure, there was an extended period when I was concerned that nothing was actually happening. However, we now have an actual building on the site and one can begin to visualize what the completed Recreation Centre will look like. Delays, however, continue to plague the 6-Plex construction although we have been assured that they will still meet the completion deadline of November 1st. The current delay is attributed to construction issues as well as issues with transporting the units when road closures occur.

I believe that the hosting of the Ktunaxa Nation Council's Annual General Assembly was a success. At least it appears that KNC was pleased with the efforts AFN staff put into hosting the event. As I am writing this, the AFN AGA has yet to occur. However, I'm sure it too will be a success and be enjoyed by the members who attend. I also believe that the trip to the Elders' Gathering in Cowichan was enjoyed by the participants. Next year, I believe, it is being held in Fraser Lake.

Two other initiatives that may of interest to the reader are the Information Management Project and the revision and publication of a series of policy documents, including finance, information management, personnel and governance. The objective of the Information Management Project was to catalogue the large number of documents stored in the Administration Office, as well developing systems for managing information going forward. Although much of our work is now computer based, it is surprising the amount of paper documents that we still deal with on a daily basis, papers that need to be filed, distributed, stored or shredded.

Policy documents that support and guide the work of Council and the Administration must be updated periodically to reflect changing or new situations, as well current applicable laws and legislation. To that end, Council commissioned former Councillor Rosemary Phillips to review and update existing AFN policies. She is currently completing that work and they should be available for review by Council this fall. This is an important initiative of Council as policies establish the framework staff and Councillors use to guide their decision-making. They also provide a degree of certainty and consistency to how AFN deals with members and other individuals.

In closing, I'm sure I have omitted something in this report that could be of interest to the reader. If that is the case, please feel free to approach me directly at the AGA or, if that is not possible, drop by the office anytime between 8:30 and 4:30. I Hope everyone enjoys the AGA

Akisknuk First Nation AGA Report

Junior Administrative Officer

August 2018

I started in this position in September 2017. This position was started to have a band member to train under the SAO and to eventually move into the SAO position.

Over the past year I have participated in some professional development. This includes strategic Planning at the Banff Centre, as well as Aboriginal Health and community administration program at UBC. This one is still on going and will be completed in March of next year.

One of the major projects that I have been working on over the past year has been trying to get some over due upgrades to the north area water system. I was able to secure funding from Indigenous Services Canada (ISC) to proceed to the design phase. This is expected to be complete in November and submitted to ISC for potential construction funding. Some of the work that has been done that the community has seen; there were tests done on the wells to ensure both quality and quantity of water. There were also some Geotech tests done. This is to determine the type of foundations that would be needed for various aspects of the waterline and other relevant structures.

I have been working closely with our lawyers on both the Elkhorn and Madias Tatley specific claims. The Madias Tatley claim did receive a favorable ruling a year and half ago but Canada has appealed that decision and we are moving through that process. The Elkhorn claim has gone in a bit of a different direction. Canada has accepted this claim for negotiations. There will be a first meeting in September. We (us and Canada) must show the tribunal that negotiations are moving in the right direction by November of this year.

I have also been working on regaining access to our water rights on Windermere Creek. We have a court settlement from 1993 which states that the province will assist if Canada is involved. I have brought this up to the Regional Director General of Indigenous Services Canada and she has stated that her department is willing to assist. I have also reached out to the province on several occasions but have had no reply yet. I will continue to contact them on this matter.

Since the departure of Victoria in April of this year I have taken on most of the housing manager duties. Currently the focus has been on the 6-plex and ensuring this moves along as smoothly as possible. At the time of this report the project is behind schedule for various reasons. There were some delays in the construction of the units. Now we are having some delays due to

highways permitting due to forest fire issues, so this is delaying the delivery of the units. The current expected completion date is now November.

This year has had its great progress which also brings great challenges. Many of the challenges have been with the rec centre project and the 6 plex projects. I have doing a policy review of some of the current policies and some need updating and this is one of my projects.

Over the past year we have experienced vacancies in various positions. While the positions were vacant I have taken on parts of the positions responsibilities.

I would like to extend a thank you to all that have taken time to read this report and I look forward to hearing from you

If you have any questions, please feel free to contact me. My contact info can be found on the Akisqnuq First Nation website or my email is lshovar@akisqnuq.org

Thank you

Lorne Shovar

Junior Administrative Officer

August 12, 2018
Council member: Donald Sam

Kisuk Kyukyit ?ak?smaknik, ?akis?nuknik

*Hu qatwiyni hu? samunatamnata
Hu ?it'qawxanutwiynata hu?inata ?akis?nuknik.*

When I was in university, I really liked learning about Maslow hierarchy of Needs. Maslow was a theorist who proposed that we have different levels of needs. The lower level needs need to be met before we are able seek to meet higher level needs. Immediate or primary needs are like food, shelter, water. Secondary or tertiary need include emotional sense of belonging, ove, relationships, self esteem. These can only be fulfilled once our basic needs have been met. When I think of reconciliation, I think of the pyramid and need to move ourselves up, collectively, along the Hierarchy of needs.

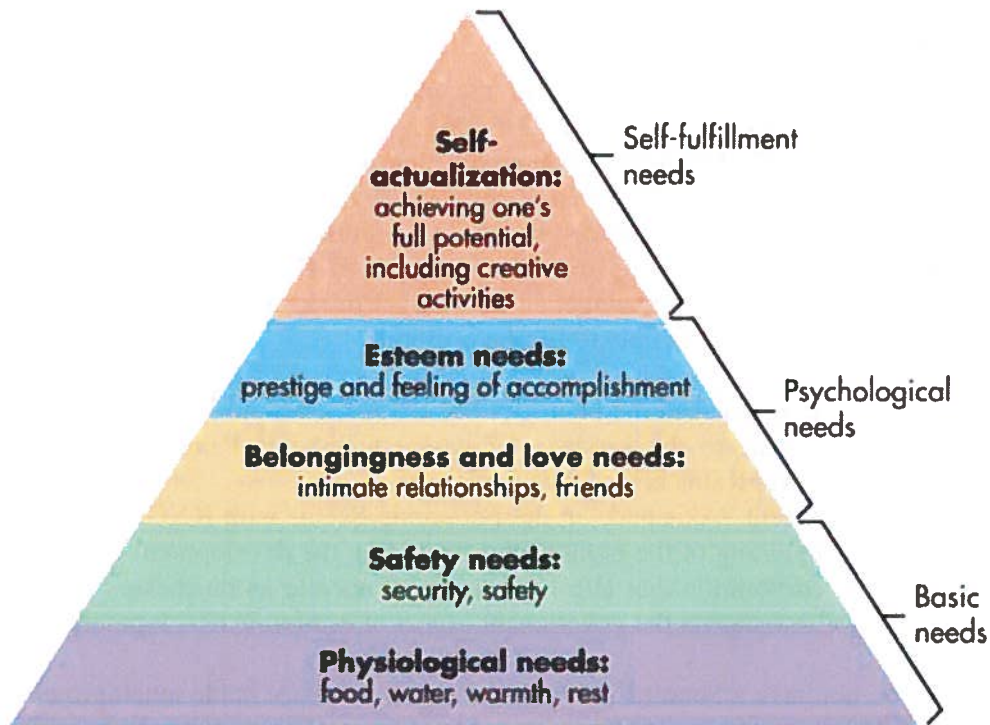


Figure 1 www.simplypsychology.org/masb

As I write my annual report, and look back at the changes over the year, a lot has changed. I find it harder to be Naïve that we are all on the same page in terms of the future of ?akis?nuk first Nation. Which speaks to the significance of the Community comprehensive planning that is currently ongoing! You need to be involved to make this a Comprehensive Community strategic Plan. I have pushed staff to take it seriously; we have added the need for a communication plan to the ccp to increase Leaderships communications with you the ?aq?smaknik. If you have not been approached about the



CCP then please let me know, If you have been approached, please participate in this process.

I am happy to point out to the community

that this past year, we have continued the implementation of the Housing Strategy. The biggest news

Figure 2 August 01, 2018

coming from Housing is the first phase of the multi-plex housing development. We currently have 6 units being constructed. The housing list has been prioritized and new tenants have been identified from the updated housing list. November is the target date. The housing strategy also calls for housing support for individually owned homes. We have supported X community members in matching funds to repair or purchase their homes. Our Housing manager is on maternity leave until December. Victoria Stevens resigned as the interim housing manager in February I think, and Administration, after posting the vacancy has not been able to fill the position.

Chief and Council have replaced the board for the EJLCS. I am no longer on this board and am now the alternate to the Ktunaxa Kinbasket Child and Family society where council member Theresa Kains is the ?Akisq̓nuk rep.

I do continue to represent ?Akisq̓nuk on the Economic Sector with KNC. We are doing some much needed updating of the organization including the development of a Ktunaxa Enterprise Limited corporation that allows business to operate as businesses and leaves the economic sector to focus on the government aspect of economic development.

Seeing as we do not have a Senior Financial officer, we have not made much progress on the Finance Audit and Investment Committee. At one point we were developing a list of priorities for Band investment/spending. I expect this position to be filled to ensure we are transparent and acting within the laws we developed for ourselves.

(translation of introduction. Thank-you D.Alpine)

Hu qat̓wiyini huł qsamunat̓amnat̓a. Hu ?it'qawxanułwiyinat̓a hu?inat̓a ?akisq̓nuknik.
I would like for us to help each other to bring our hearts together. We are ?akisq̓nuknik.

Donald Sam



ʔakisqnuuk First Nation AGA

2018

Theresa Kains | Course Title | April 27 – August 25, 2018

Ki?su?k Kyukyit,

Thank you everyone for traveling and making your way here to attend the 2018 ?akisq'nuk First Nation AGA. I hope everyone is ready to make change and move forward. There are lots of important decisions coming up that need to be made by ?akisq'nuk membership and Chief and Council.

?akisq'nuk First Nation

250-342-6301, www.akisqnuk.org

Chief and Council

Alfred Joseph, Chief, 250-688-0245 alfredj@xplornet.com

Councilors

Jason Nicholas, 250-270-0272 janicholas@akisqnuk.org

Darcy Fisher, 250-581-1586 dfisher@akisqnuk.org

Donald Sam, 250-409-4701 dsam@akisqnuk.org

Theresa Kains, 250-420 1441 tkains@akisqnuk.org

Staff

Amanda Armstrong, Reception reception@akisqnuk.org

Lisa Kraig, Communications & Human Resources Assistant ext.3802,

lkraig@akisqnuk.org

?akisq'nuk has attained a NEW TRUCK. Currently waiting on paper work to transfer it over. It will be on agenda at the next Chief and Council meeting (September 12, 2018). If you have any thoughts on the truck and want to bring them forward by email to Chief and Council and Stephen to ensure they are brought up at the meeting.

Communities Incentives Policy (CIP) Committee: Stephanie Sam, Heather Rennebohm, Wanda Laboucan, Linda Michel, Yvonne Stanley, Colleen Burgoyne, and Theresa Kains.

CIP Committee is just formed and hasn't received any applications yet.

Applications Due September 14, 2018. Contact Stephanie Sam for application form or help with form.

ADMINISTRATION DEPARTMENT

Stephen Olson, Senior Administrative Officer ext. 3802, solson@akisqnuk.org

Lorne Shovar, Junior Administrative Officer 250-342-1714, lshovar@akisqnuk.org

Yvonne Armstrong, Executive Assistant ext.3814, admin@akisqnuk.org

Policy Review Committee: Heather Rennebohm, Stephen Olson, Don Sam, Stella Sam, and Wanda Laboucan.

Policies are still under review.

Membership Code Committee: Marguerite Cooper, Lucille Shovar, Mary Jimmy, Janice Alpine, and Rosemary Philips.

The Membership Code is still in draft mode and no longer open to feedback. Chief and Council need a BCR to authorize the process and an electoral officer. The electoral officer will provide the vote date for the referendum on the document to accept or denied the code. Keep eye on Newsletter for future updates.

Currently ?akisq'nuk is in a Specific Land Claim over Madias Tatley, it is in the middle of a hearing. The continuation of the hearing will continue November 5-9th, 2018

We have also started the Specific Land Claim negotiations for Elkhorn Ranch Lot 108.

HEALTH DEPARTMENT

Health Center 250-342-6379

Patsy Nicholas, Health Program Manager pnicholas@akisqnuk.org

Shelley Soloway Community Health Nurse, LP ssoloway@akisqnuk.org

Danny Burgoyne, Community Care Aid Worker, dburgoyne@akisqnuk.org

Richard Muir, Community Development Advocate ext.3205, rmuir@akisqnuk.org

Gerard Gregoire, Community Wellness Facilitator ext. 3205,

ggregoire@akisqnuk.org

There is a Healthy Community Team (or Health & Safety Committee: Yvonne Armstrong, John Nicholas, Shelley Soloway, Kaylene Earl, and Carrrie Rickards) that meets regularly. It is composed of Education and ABED workers, KKCFSS Child and Family – Akisqnuk office rep, RCMP: local and Aboriginal policing, Health – Manager and Nurse & CWF, Community Advocate – Social Development, C & C rep – Alfred has been participating, Eva Joseph Early Learning Society rep, EK Alcohol and Drug, and Metis' rep The Healthy Community Team is recognized as the Community Consultative Group for the Columbia Valley RCMP.

There are continued massages, chiropractor and elder foot clinics services within the Valley/ Health Center and now swimming at Fairmont Hot Springs for membership.

There will be an upcoming meeting with Interior Health and our Community, split between two days. September 18th is a Community only where members can voice their concerns about their own health and with Interior Health. October 16th, 2018 will be the meeting with Interior Health Representative. I encourage everyone to attend both these meetings.

Canadian Firearms Safety Course (includes PAL) October 27th & 28th at ?akisq'nuk Band Hall. Contact Richard and Gerard prior to Oct 12th to register, only 10 seats, cost is \$20 deposit, fully refunded upon completion of the course.

Richard and Gerard will also be putting a camp on for ?akisq'nuk members. Date still to be determined. Goal is for mid-September. Keep a lookout in AFN newsletter for updates.

EDUCATION/CULTURAL DEPARTMENT

Stephanie Sam, Education Manager/ Cultural ext.3807, ssam@akisqnuk.org

COMMUNITY FACILITIES

Mark Barker, Community Facilities Manager mbarker@akisqnuk.org

Mason Berry, Project Management 250-341-2340, mberry@akisqnuk.org

John Nicholas, Water Utility Operator 250 341-5700, waterops@akisqnuk.org

Quentin Nicholas, Water Operator Trainee, qnicholas@akisqnuk.org

Emergency Preparedness Committee: Lorne Shovar, Patsy Nicholas, Andrew Malucelli, Mark Barker Danny Burgoyne, and Shelley Soloway.

We have a new Community Facilities Manager Mark Barker. I encourage membership to have a private meet and greet with him, introducing yourself, your story and any concerns you may have. He manages ?akisq'nuk building assets. Mason Berry has completed his Project Management Course at Mount Royal University.

ECONOMIC DEVELOPMENT DEPARTMENT/ CAMPGROUND

Heather Rennebohm, Economic Development Officer, hrennebohm@akisqnuk.org

Bryan Armstrong Recreation Center Co-Ordinator Trainee,

barmstrong@akisqnuk.org

Economic Development Committee: Lorne Shovar, Beatrice Stevens, Jason Nicholas, Justin Grosso, Darcy Fisher and Cheyenne Nicholas-Hall.

0910003 BC Ltd: Is the number company that the Commercial Lot 37-4 will be Leasing through. AFN leases with Indian beach estates is also under this numbered company.

Commercial Lot 37-4: Is ready for leasing lots. Heather Rennebohm is the point of contact for a leasing agreement.

Rec Center: In the next couple months engagement with other organizations on using the facility, such as Gymnastics, roller derby, and other club sports.

Community Comprehension Plan (CCP): So far, the working group is continuing engagement with membership. About 27 persons have spoken with the working group and we want more inclusion with membership on the CCP on AFN program areas. (Housing, Infrastructure, Land and Resources, Health, Governance, Language and Culture, and Education). If you haven't put you voice in the CCP and wish to do so, contact *Richard Cook 604-831-9193, rcook@jordencoook.com* whom is contracted to compile all notes from membership, or *Anna Hudson CCP Assistant at 250-420-1992, ahudson@akisqnuk.org* or Heather Rennebohm. Successful Grant applicates for the Small Business Grant

Vicky Joseph: JB Cattle Company
Jason Nicholas: A Closer Look Archeology Business
Darcey Fisher: Native Plants: Indigenous Health and Wellness
Patricia Gilhuly: PJGilhuly Art and Design.

LAKESHORE RESORT AND CAMPGROUND 250-342-6352

Kaylene Earl, Manager 250-688-0034 lakeshore@akisqnuk.org

Lakeshore Resort continues to be a delight to the Valley. June 16 marked the opening of a new Trail. From July long weekend to mid-August has been full the majority of the summer and every weekend. August Long week is completely booked.

Wellbriety Group meet every Wednesday 8 pm at the Lakeshore Campground. Meet the artist every Thursday at the Lakeshore Campground. It has not had any artist attendance from community.

August 9th was International Day of World Indigenous People (Multi-Cultural). For the 2019 season: There is wedding booking, several overnight bookings and 65 names on our seasonal rented sites waiting list.

Bathroom: There is currently a stop work order on the bathrooms till further notice as expenses are high. Currently expense are around \$120'800.00 on the construction of the bathrooms.

HOUSING DEPARTMENT

Housing Board of Directors: Patricia Gilhully, Melanie Sam, Dorell Shovar, Janice Alpine, Don Sam.

Housing Committee: Jason Nicholas, Gayle Michel, Don Sam, Melanie Sam, Janice Alpine, and Linda Michel.

?akisq'nuk is still without a Housing Manager, Stella Sam is currently on Maternity leave. Lorne Shovar has taken on some of the duties of Housing Manager For the time being. Construction Continues.

Construction on new 6 plex continues and hopes for turn around by November 1st

Grants Granted:

Donald Sam Matching Housing Grant

LAND AND RESOURCES DEPARTMENT

Andrew Malucelli, Natural Resources Manager ext. 3811, amalucelli@akisqnuk.org

Land Code Committee: Emilia Danyluk, Anne Hudson, Marguerite Cooper, Leona Kains, Mary Jimmy, Gayle Michel, Beatrice Stevens, Jason Nicholas, Janice Alpine, and Glynda Joseph

–Land Code is still in draft mode but now is complete. It has been reviewed by legal counsel, and the goal is to go to vote next Spring. I encourage all membership to read the draft Code and to ask a lot of questions. There is still time to make changes if membership or the Land Code Committee

have concerns. We have resources to help ʔakisq'nuk make the Land code to ʔakisq'nuk needs

-Operation Fuel Treatment Unit TU-3 continues. It consists of 81.5 HA of fuel reduction. Two First Nation Contractors are working on the reduction, some of the area will be piled and burned, the other area will be chipped and scattered. Completion is scheduled for 2019

-The department was awarded 3 other grants (Total \$300'000) for fuel reduction treatments which are on-reserve. This starts in the Fall with a completion date for Late 2019 and will dramatically reduce the risk of catastrophic wildfire on-reserve and improve wildlife habitat.

-FireSmart. We had 4 community members trained to perform Home Ignition Zone Assessments. One of the participants has been hired part time to perform assessments to all band members on reserve.

-Weed control has shifted to insects from goats due to cost and effectiveness. Bioagents were released to target knapweed this month. They are root mining weevils that invade the weed and over time reduce the plants ability to re-seed and spread, reducing the weed population over time. They only eat knapweed and as the insect population grows they will invade new areas of knapweed, gaining weed control without using chemicals.

-AFN Guiding Territory Operating Agreement is currently with Outfitter George Tegart. The term expires and is up for renewal December 31, 2018. There has been expressed interest in the agreement from an ʔaq'um member looking to start their own Outfitting, interest in Feline Predators.

-New news: Andrew has been having discussions with both Government of Canada and the Province with two additions to the reserve and hopes to have them completed within the year.

FINANCIAL DEPARTMENT

Sue Ellis, Finance Supervisor sellis@akisqnuk.org

Wanda Laboucan, Assistant Accountant ext.3802, wlaboucan@akisqnuk.org

Gayle Michel, Indian Registration Administrator/Accounts Payable, ext. 3804, gmichel@akisqnuk.org

Finance Audit Committee: Beatrice Stevens, Alfred Joseph, Don Sam, and Janice Alpine.

ʔakisq'nuk is still without a Senior Financial Officer. Right now, Sue is filling in that position till we find a solution.

We had declined not to go with a 10-year grant agreement (intended to increase the flexibility and the predictability for First Nation Governments to manage funds and to reduce the administrative and reporting burden required under contribution agreements) because of a lack of an SFO, who we need to make sure

that we followed certain provisions immediately and certain provisions that would come into force a year later.

Currently the Budgeted amount for this year's Donations is spent.

Eve Joseph Language and Cultural Society (EJLCS) (Little Badgers early learning & adult education)

Little Badgers Early Learning Center 250-342-6331

General Manager Carrie Rickards, carrie.littlebadgers@gmail.com

EJLCS Board: Debbie Fisher – Chair, Theresa Kains – Vice Chair, Yvonne Stanley – Secretary, and Pasty Nicholas.

EJLCS is looking for another member to join the board. Please see Carrie for application form if you are interested.

There has been a change over with New board of Directors and currently Little Badgers Early Learning teachers. Little Badgers is happy to report it is fully staffed starting September 2018.

Applied for a future Grant: In the amount of \$640,000 for continuation of Adult education in Early Learning.

EJLCS is always looking for ideas from community members to bring in culture, language and all levels of learning education into the center. If you have ideas, comments or concerns please email or ask to be on meeting agenda.

Enrollment for Little Badgers Early Learning Programs continues to grow.

St. Eugene Mission Holding Ltd (SHL)

HoldCo REP: Rosemary Philip

HoldCo is part of the St. Eugene Golf Resort and Casino corporate structure. The structure is meant to shield the owners (the 4 Ktunaxa bands) from liability.

HoldCo holds the shares of SEM Resort, is the new agent of the Host Financial (HFAA) agreement with the province, receives reporting from SEM Resort and reports back to respective communities. The board is comprised of representatives from the owner communities and will adhere to the roles and responsibilities set out within the SEMLP Corporate Charter (Approved March 31st 2018).

An SEM owners Pow Wow celebration was held June 24th. It was well attended and many thanks go out to Eldene Stanley for doing such a great job coordinating that celebration.

In the past year, the purchase of St. Eugene was completed. The RV park is now operational and is doing well. The RV park is a KOA sanctioned park which means that it receives international advertising through KOA. A grand opening for the RV park was held on July 28th.

Haqatpałni?nam Culture camp is in its first year of operation.

Ktunaxa Nation Council (KNC)

220 Cranbrook Street North, Cranbrook, BC V1C 3R2, 250-489-2464

Kathryn Teneese, Nation Chair ext. 3102, kteneese@ktunaxa.org

Garna Feregotto, Executive Assistant 250 417-4022, gferegotto@ktunaxa.org

Jesse Nicholas, Communications Manager ext. 3175, JNicholas@ktunaxa.org

Judith Paul, Human Resources Manager ext. 3074, jpaul@ktunaxa.org

Rachelle Sebastian, Event Coordinator ext. 4063, RSebastian@ktunaxa.org

Conservation Lands Culture Camp September 28th -30th at Graves Lake Recreation Site in Elk Valley BC. To register contact Rachelle prior to September 14th. You will need your own camping gear.

KTUNAXA TREATY

Rosemary Phillips Treaty Negotiator ext. 3077, rphillips@ktunaxa.org

Greg Chin, Citizen Engagement Coordinator ext. 3161, gchin@ktunaxa.org

Citizen Code is still in draft and looking for Citizen engagement. After further engagement, there will be a vote to pass the Code to an Act. The next step would be enrollment. It is encouraged that membership set up a meeting with Greg for feedback on the Code. Please Fill out Citizenship Survey.

TRADITIONAL KNOWLEDGE AND LANGUAGE SECTOR (TKL) REP

Donald Sam Director, 250-420-2760 dsam@ktunaxa.org

TKL Sector Council: Julie Birdstone - Chair (*?aq'um*), Theresa Kains (*?akis'qnuq*), Mary Mahseelah (Tabacco Plains), and Jared Basil (Lower Kootenay).

Traditional Knowledge & Language Advisory Council (TKLA): Mary Mahseelah, Mary Basil, Elizabeth Ignatius, Anne Jimmy, Alfred Joseph, Marie Nicholas, Sophie Pierre and Kay Shottana.

Cecilia Teneese, Administrative Assistant TKL, CTeneese@ktunaxa.org

Leanne Gravelle, Education and Outreach ext. 4028 LMGravelle@ktunaxa.org

Margaret Teneese, Archives

Michelle Barroca Archives – Contract

Eldon Stanley Digital Technician

Michele Sam Cultural Researcher (Teck IMBA)

Traditional Knowledge and Language Enrichment Society (TKLES) bylaws have been amended to meet new Societies Act requirements and has been passed. The Society is now comprised of both the TKL sector and the TKLA Council. TKL did submit a Proposal to BC Language Initiative but it was denied. Leanne Gravelle is developing modules for language and working on cultural presentations for cultural workshop presentations.

Sam Steel – Parade. Focus on Celebrating our Cultural as well as help people understand our past in a positive way. Goal for next year; Start planning in January. More floats throughout the parade.
Archives: Newly hired Cultural Researcher Michele Sam duties included cultural resource management plan and Teck requirements under IMBA (Access, Wildfoods, Engagement)
Elder's Gathering was a huge success this year and they're looking to fundraise for next year.
There is talk about putting in a bid for 2020 to host the Elder's Gathering.
TKL supports numerous artists. Cam Douglas for donating his bronze *Ikamnin'* (the Children) piece to Canadiana Fund to be displayed in office residences in Ontario. Carol Louie has been contracted to do wall/box mural in KNC giftshop. Patricia Gilhuly is contracted to do a mural in the KNC gym.
Buffalo Treaty signing was done at the KNC AGA July 18th, 2018
Strategy Session Scheduled for October 25-26.

HAQAŁPAŁNI?NAM

Jared Teneese Business & Product Development Coordinator 250-417-4001 ext 3099,
JTeneese@ktunaxa.org
Bradley Alexander Cultural Assistant
Frankie Alexander Cultural Assistant

Haqałpałni?nam Tipi camp at St. Eugene is to entice RV crowd who are not gambling, or golfing.

"The Ktunaxa Nation is offering an exclusive First Nations experience in a resort setting in the Canadian Rocky Mountains.

Speaking Earth Haqałpałni?nam (Hackalth-palth-knee-nam) is a series of extraordinary activities: choose an itinerary comprised of individual events or select an entire two-day adventure.

Speaking Earth is offered exclusively through the Ktunaxa Nation-owned St. Eugene Golf Resort & Casino - a Rocky Mountain destination in southern British Columbia."

The tipi camp has a dual purpose. It is capacity building within our Ktunaxa nation. They currently have 2 Ktunaxa only employees (Bradley and Frankie) learning traditional ways, our history, our stories and learning tourism, demonstrating to guests at SEM. It has been a huge success so far.

EDUCATION AND EMPLOYMENT SECTOR (ALT REP)

Director Codie Morigeau ext. 3068, cmorigeau@ktunaxa.org
Education & Employment Sector Council: Darlene Trach – Chair (Tobacco Plains), Vickie Thomas (?aq'um), Darcy Fisher (?akisq'nuk) and Sandra Luke (Lower Kootenay)
Jacquie Dust, Manager, Education and Industry Relations;

Jason Andrew, Manager, Contracts and Client Services Manager; ext. 3149,
jandrew@ktunaxa.org

Bertha Andrew, Executive Assistant;

Jacey Proudfoot, Employment Development Officer; ext. 3073,

jproudfoot@ktunaxa.org

Shelby Aquila, Youth Coordinator; ext. 4044, SHAquila@ktunaxa.org

Kirsty Diotte, Employment Skills Worker;

Kristi Strobbe, Employment coach; ext. 4052, KStrobbe@ktunaxa.org

Kari Gjertsen, Aboriginal Client Case Worker;

Bonnie Harvey, Education Ambassador; ext. 4045, bharvey@ktunaxa.org.

Savannah Peequaqaut, Employment Officer;

Linden Meggison, Database Clerk

Direct Client Services

-Resume and cover letter assistance

-Job search strategies and ongoing support

-Interview preparation and support

-Development of an Individual Training Plan (ITP) and ongoing support services

-Job coaching supports to both clients and employers

Individual Training Plans

An ITP is required for clients to access supported services including: funding applications, work experience positions, job shadowing, job coaching, skills development plans, etc.

The ITP ensures that both the client and the employment counselor have thoroughly thought about the career or employment goals and have agreed upon an action plan to achieve the goals. The initial Intake process takes an hour or two and in the end a plan is developed that clearly defines the steps to achieve the goal (s) and timelines and roles for both the client and the case worker. You can either book an appointment to get started or drop in and they will get you started on the spot.

Workshops

They host a weekly workshop at the Service Centre. A monthly schedule is posted on the KNC website as well as at the Centre. Workshops that they host include: Resume and cover letter writing, Job Maintenance tips, Career Interest Assessments, etc.

Can set up a personalized Bladerunner Program, provides Aboriginal youth ages 15-30 with short-term training opportunities to achieve employment. The current programs are client centered to meet the individual needs and goals of the youth. They have limited yearly seats, so come in or call to speak with one of our Training Coordinators to get started (250-489-2464)

Summer Student Program:

High school and post-secondary students have an opportunity to create their own summer job through this program. The intention is for students to be able to seek

out work experience that applies to their career goals; giving students a chance to experience directly the occupations and industries that they are interested in pursuing.

Ktunaxa Kinbasket Aboriginal Training Council (KKATC) providing funding supports to assist with various personal employment and career initiatives.

Current KKATC funding programs that exist are:

-Discretionary – one-time funding to support clients in necessary work needs in order to secure an immediate employment opportunity

-Industry Training – assistance to gain certifications for employment purposes, such as Occupational First Aid Level 1

-Educational Sponsorship – applicants can apply for post-secondary and trades programs.

Employment Development Support

The Employment Services Department works with government, industry and businesses in developing opportunities for our clients. They also provide academic, career and employment advising, and linkages within internal organizations and departments. Contact Jacey Proudfoot (jproudfoot@ktunaxa.org), Employment Development Officer, to find out more about merging opportunities with our client base and industry needs.

KTUNAXA/KINBASKET CHILD AND FAMILY SERVICE SOCIETY (KKCFSS) REP

Executive Director Jackie Brown jbrown@ktunaxa.org

KKCFSS Board of Directors: Anne Jimmy - President (Lower Kootenay), Codie Morigeau (ʔa'qum), Corey Letcher (Tobacco Plains), Rosalita Pascal (Shuswap), Marilyn Taylor (Metis), Debbie Whitehead, Chair (Ex-official) and Theresa Kains (ʔakis'qnuk).

ʔakisq'nuk Child and Family team:

Donna Bone, Social Work Supervisor, 250-342-6322 dbone@ktunaxa.org

Nicole Boon, Social Worker 250- 409-4330 nboon@ktunaxa.org

Dusty Dehart, Family Support Worker, 250-409-4755 DDehart@ktunaxa.org

Tara Woods, Family Support Worker 250-341-8848 twoods@ktunaxa.org

Joyce Rhodda, Family Support/ Early Years Worker 250-341-5646

jrhodda@ktunaxa.org

KKCFSS is waiting on Signs of safety to be approved by government.

Special Meeting to vote on the proposed Draft 2018 KKCFSS Constitution and By-Laws by members of the society. (See how to become a member of the society below) September 7, 2018 11 am at ʔaq'um Community Arbour. RSVP 2 weeks Prior for food and travel reimbursements planning. Members can still send in feedback on the draft constitution and By-laws by email to, jbrown@ktunaxa.org, phone 250-489-4563, on facebook page <https://www.facebook.com/KKCFSS/> There was a meeting with James Wale Director Child Welfare and Wendy Wiens Ex. Director of Services in regards to Child and Family Community Service

Amendment (Bill 26) with other Ktunaxa Leadership. To send your feedback email:

James Wale Director Child and Welfare Policy, Ministry of Children and Family Development: EngageMCF@gov.bc.ca

KKCFSS is always looking for members for the Society. To become a member, fill out KKCFSS member Form (Attain through your Health Center or KKCFSS office). Being a member allows you to vote on the updated Constitution and By-laws and any other legal matters that require referendum with the Society, and matters concerning Child and Family.

There are upcoming Traditional Tipi Camps that are looking for Participants (Families, Couples, and individuals). Register by Friday September 7th Contact Tara Woods, twoods@ktunaxa.org cell 250-341-8848 Health Center 250-342-6379. I encourage everyone to see if they can attend a camp.

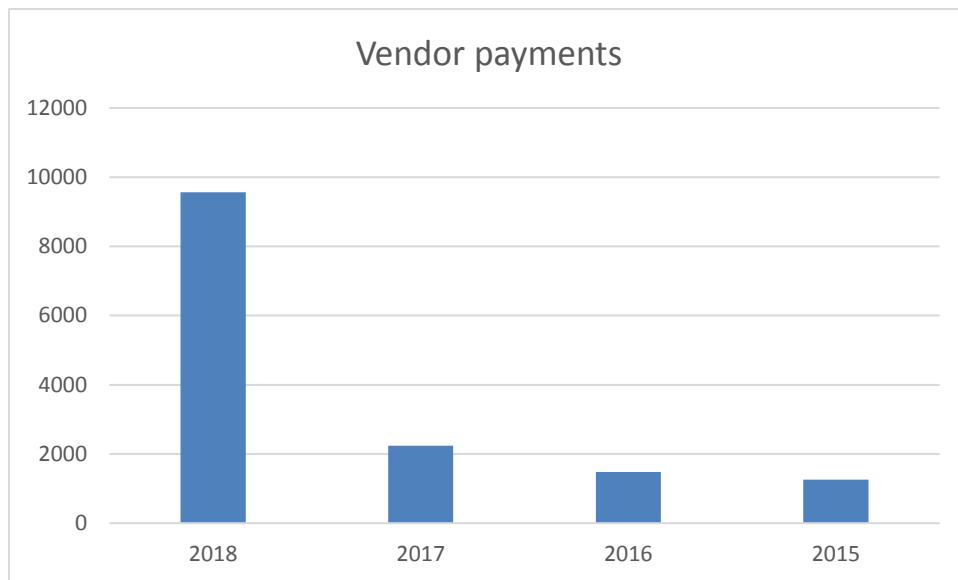
Report from the AFN Finance Department

Greetings from the Finance department! This past year has seen some changes within the finance department: I started on September 11 in the newly created Finance Supervisor role and Kristi, SFO, left shortly thereafter to pursue a career in public practice in Cranbrook. Karl Vandegoede came on as her replacement just before Christmas but left in the spring due to illness...This last year has been a steep learning curve for myself, learning the ways of the Akisqnuq Finance department and working within a First Nation, but thankfully Wanda and Gayle have been happy to show me the way and we have become a strong and cohesive team. This past year has been a busy one with all the new projects that Akisqnuq has embarked on and as a result, we have seen a large increase in the volume of payments being processed through the department. Each day we strive to meet the Finance department's goals of: reliable and accurate management of finances, transparent and understandable reporting to Band members, Council and staff, and, to create more efficient and effective processes within the finance department.

The three full time positions within the Finance department look after not only the day to day administration of Akisqnuq finances but also several other special projects to meet deadlines in order of priority. A few highlights for the year include:

- Timely and accurate financial information – we have improved our accounting programs to be able to provide Managers with monthly financial reports and Council with quarterly financial statements. The sharing of this information will assist with decision making and oversight responsibilities.
- Policy Development – The four core policies of Governance, Finance, Human Resources and Information Management are all in draft form. Rosemary Phillips has offered her services to take them from draft to final form this year and we are hoping that they will be taken to Chief and Council in the fall for final approval. These policies are crucial in achieving a good financial management system, and they are also a requirement with the FMB (Finance Management Board), an agreement that we entered in to when we borrowed 2M from the FNFA for the Indian Beach Estates water project. Once these policies are approved by Council, they will be available to you, as membership, so that you can read, review and understand why we have implemented certain policies.
- Maintenance of the Indian Beach Estates (IBE) Service Tax – once again this year, we were able to collect \$864 from all 127 taxpayers at IBE in 2018 to fund the water project. I am happy to report that as of today, we have had 100% collection of this money. This service tax will be used to fully cover the cost of the water distribution system down at IBE, which is \$ 2 million. We have now also rolled this debt into two promissory notes and have begun to pay the principle back to FNFA. AFN will continue to collect this tax each year until the cost of the water system is paid back in full. This is a huge accomplishment for AFN as we are the only First Nation in Canada to do such a thing. AFN is actually THE featured case study in the Tax Administration Course on how to implement a service tax for a capital project.
- Audited financial statements - The audited financial statements for the year ended March 31, 2018 were presented to and approved by Council in July 2018. The financial statements are attached to the annual report and will be presented at the Annual General Assembly on Sunday morning. The auditors were very pleased with the state of the financial records. This is a continued result of numerous positive changes to the accounting processes and procedures to improve reliability, accuracy, and efficiency.

From the graph below, you can see that we have been super busy. We may be a small team but have a great teamwork environment and strive to provide the best service that we can in a timely manner. Below is a snapshot of the change in workload we have experienced over the past four years:



With the construction projects in full swing this summer, we have experienced increasing demands on our time and resources as the organization and community continues to grow. Additionally, with vacancies in the CFM position until Mark Barker started in August and the Housing position still being vacant, we have had staff in other positions taking on additional responsibilities in order to keep things running as smoothly as possible. In other areas, we were able to find efficiencies which helped to reduce the volume of some tasks. We look forward to the completion of the Recreation Centre and the 6-plex Housing projects this fall and are excited to see people move in to their new homes and also engage in physical activity and the many sporting activities that will be available in the gym.

Please feel free to contact any one of us if you have some comments or questions.

Sue Ellis, Finance Supervisor

Wanda Laboucan, Accounting Assistant

Gayle Michel, Accounts Payable Clerk

Some of the Events and Services that Akisqnuk Health offers/offered and partook in 2017/18

Activities and Events

- Med Return Event – Partnered with First Nation Health Authority
- Grizzly Bear Refuge in Golden, BC. – 18 Elders attended and staff
- Danny Annual Duck Dinner
- National Addictions Awareness Week (NAAW)
- Community Christmas Dinner
- Canning Peaches Demo
- Health put on Soup Day, Liver and Heart Feast and Chinese Food for the Elders
- Group of Elders to Calgary for Indigenous Peoples Day Event
- Aqam Bingo Picnic Lunch
- Wellbriety Meetings
- Taco in a Bag fundraiser lunches for the Elders
- Healthy Community Team Meetings (Monthly)

Health is currently in the fundraising stages for the next Elder's Trip

Northern Lights Wolf Centre or Head-smashed-in-buffalo-jump (2018)

Crazy Horse Memorial / Standing Rock (2019)

Services

- Dr. Page and Healthy Talks (Monthly)
- Massage (Every 2 weeks)
- Naloxone Training (To book a time / date to get trained. Talk with Shelley)
- Foot Care Clinic (Every 4-6 weeks)
- Dietitian (Monthly)
- Physiotherapy (Town)
- Chiropractor (Town)
- Fitness Centre (Town)

Report submitted by Elizabeth Nicholas on behalf of the Health Team

Natural Resources Department Report

Andrew Malucelli – Natural Resources Manager

Forestry:

Goals include restoring biodiversity to the forest, which in turn improves wildlife habitat, reduces fuel loads, addresses climate change by allowing larger trees to grow more rapidly, and reduces the risk of wildfire. The results for 2018 include treatment completed and in progress on nearly 100 hectares of forest both on-reserve and adjacent to the reserve. These projects have employed community members, are managed by First Nation contractors, and are over 90%+ funded by outside grants. For 2018 alone, Akisqnuq has been awarded over \$800,000 in forestry grants.

Invasive Species:

Invasive plant species on the reserve threaten the native plants and reduce the availability and quality of food and shelter for insects and wildlife. In August of 2018, biological controls were released to target spotted knapweed which is native to Eastern Europe. 482 root attacking weevils, also native to Eastern Europe, are now busy feeding on knapweed. They do not attack any native species in North America but will over time reduce the vigor and ability of knapweed to spread. This is a non-chemical treatment completely funded by the Province and monitored by the department.

FireSmart:

In June of 2018, four community members were trained in FireSmart Home Ignition Zone Assessments. Through grant funding, we are able to provide these assessments at no cost for any home on the reserve. If funding allows, we will broaden the scope to provide assessments to band members living off-reserve in the region. These assessments will provide renters and home owners with information on how to reduce their home's risk to wildfire. In addition, these assessments will be tied to grant funding to treat the larger areas around homes that have a high risk of fire due to fuel loads in the forest.

Land Code:

In 2018, the Land Code Committee completed the draft land code and it was successfully reviewed by legal counsel. Now the Land Code is available online and at the band office for membership to review and ask questions. The Akisqnuq Land Code is not about taxation or CP rights, which is a common misperception, but a process whereby Akisqnuq reassumes control and management over reserve lands. If ratified by membership, Akisqnuq would not have to consult with the Government of Canada for such matters as: interests and licenses for land and natural resources, environmental assessments, environmental protection, land use and development, land transfers, including wills and estates, matrimonial property, dispute resolution, and enforcement.



Lakeshore Resort and Campground

Owned and operated by ʔakisq̓nuk First Nation



2016/17 AGA Report

Kiʔsuʔk Kyukyit

Lakeshore Resort and Campground has finally become a “holiday” destination rather than a “weekend” destination. Most of our guests this year have been staying through the week instead of just the weekend. All the weekends have been at full capacity since the July long weekend.

The seasonal staff began the 2017 working at winter clean-up of the campground on April 10 which provided a total of **4902** working hours for ʔakisq̓nukniks and community members and provided total income of \$75,297.00 into the community.

Mission: Promote active participation in a safe and inclusive outdoor environment
Vision: We will promote for generations to come, an Aboriginal cultural tourism experience

Mailing Address: 3050 Highway 93/95 Windermere BC V0B 2L2
Telephone: (250) 342-6352 Fax: (250) 342-9693



lakeshore@akisqnuuk.org

www.lakeshoreresortcampground.com



Lakeshore Resort and Campground

Owned and operated by ʔakisq̓nuk First Nation

Lakeshore Resort and Campground has been increasing profits year by year, but the 2016/17 season showed a revenue of \$63,828.00. There was a transfer from Lakeshore \$27,103.00 to the ʔakisq̓nuk First Nation general operating account for asset depreciation costs, but due to the lack of firewood sales due to the campfire ban, the campground ran a deficit of \$7,252.40.

The opening day for the 2017 season was May 5, and during the 2017 season, we had over **10,000** guests and visitors to Lakeshore Resort and Campground. This number does not reflect the seasonal tenants and their families/guests.

As of July 31, 2017, we had missed out on over \$138,095.00 revenue compared to over \$90,000.00 missed revenue in 2016. These numbers are derived from the following:

- \$ 10,457.50 due to not having full serviced sites
- \$ 450.00 due to not opening until May 5
- \$ 3,500.00 prospective wedding booking for 2017
- \$ 1,180.00 due to campground having no vacancy (full weekends)
- \$ 6,043.00 due to cabin being booked
- \$ 5,464.50 due to all electrical sites being booked
- \$ 2,000.00 due to lack of boat mooring availability
- \$109,000.00 due to a waiting list for seasonally rental sites

This does not reflect store sales, and this is only for people that we have spoken to on the phone or emailed. It does not reflect the number of potential guests that look on our website and see that we cannot accommodate their needs.

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Lakeshore Resort and Campground

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As of August 22, 2018, there are 67 names on a waiting list for seasonal rented sites compared to 48 on the waiting list in 2017.

The 2019 season is starting to look like it will be another busy year as we have already received 76 overnight bookings as well as 2 wedding bookings, and our regular returning guests are now realizing that if they want a specific site, that they need to book early.

Taxas

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ECONOMIC DEVELOPMENT ANNUAL REPORT as submitted to AGA 2018

Heather Rennebohm, Economic Development Officer

Throughout the year since AGA 2017, the Economic Development Officer (EDO) and the AFN Economic Development Committee have been working on activities, initiatives, community priorities that affect the economic wellbeing of individual members (AFN Part 1) and this community as a whole (AFN Part 2). As well, the EDO has been involved with the Economic Sector of KNC on several planned initiatives (AFN Part 3).

AFN PART 1

The Small Business Development Grant Program has flourished this past year and is at the heart of the individual member services provided by the Economic Development Office. In the past 12 months, Four AFN entrepreneurs have received a grant to start-up or expand their businesses including; a long horn cross cattle operation, an indigenous health/wellbeing workshop provider, a backcountry archeological survey company, and an Akisq'nuk artist gallery/workshop. As well as these four grant winners, the EDO has provided support to several other AFN members who have new ideas and want to begin businesses in the near future such as; expansion of an excavation company, a bison rearing enterprise with multiple traditional knowledge elements, and a photography studio. It is apparent that the success of this grant program has led to more applications than can be funded in a single year and the EDO will be working with Council to find ways to meet the needs of our growing number of emerging entrepreneurs!

Also, within this section of this report, economic development has also been directed to use all projects to build capacity within this community. Three specific examples are; the Mini-home training program, the Rec Centre Coordinator Trainee position and the construction Project Management Trainee position.

AFN PART 2

- a. Commercial Lot 37-4: as of writing this report, all lease requirements for Lot 37-4 have been met and some of the required services have been put into place. Through multiple Community engagement meetings, several questions have been discussed;
 - What types of businesses should be on the Lot
 - How revenues from sub-leasing could/should be re-invested in the communityGetting this information from community will help to ensure a coherent array of capacity-building businesses on Lot 37-4.
- b. Columbia Lake Recreation Centre: Construction of the CL Rec Centre and all the utilities to service this building are well underway. Completion of construction is scheduled for the end of November 2018. The CL Rec Centre Coordinator, Bryan Armstrong, is actively promoting the Centre and has signed on several sports associations for on-going rentals of space once the Centre is open for business in mid-December. The EDO has been the coordinator for the Major Gifts Campaign which to date has secured 55% of the \$4.4 M Campaign total. The grant and gift applications/requests that are currently in process total \$900,000 and if those come in as anticipated will bring our campaign up to 75% of total. The Rec Centre Advisory Group has been very helpful in this campaign and EDO is very grateful for their efforts!
- c. Comprehensive Community Plan (CCP) Refresh Project: this project falls at the two year mark of CCP 2016 or half way through the four year period typically between CCP's. This Refresh Project has two primary objectives;

- To ensure that the refreshed CCP reflects AFN culture and values to a greater degree and that it makes use of Ktunaxa language and traditional knowledge where ever possible. Thus making the CCP more relevant and meaningful to ʔakisq̓nuknik
 - To identify and celebrate the various parts of CCP 2016 that we have moved forward on and to ensure that the priorities listed in CCP 2016 are still top of mind for AFN community members
- d. Expansion of Lakeshore Resort and Campground (LSRC): The final draft of a Business Plan for this expansion is in process and some expansions to LSRC customer experience have occurred including Kayak rentals, additional sites with power and the BC Museums funded interpretive trail project. As well, this season, the washroom building was rebuilt entirely and will be completed in the fall. In addition, Chief and Council has asked for a “Highest and Best Use” study of the entire campground area and operation. That will be conducted prior to year end
- e. Assessment of Business Development Structure: Because the LSRC project includes bringing this operation away from its current program designation and putting it under a business structure, the EDO has been researching various corporate structures. After this research, legal consultation and LSRC Study, we are ready to recommend a restructuring and management agreement for LSRC as part of the overall redevelopment of a Business/Community Development Corporate structure.

AFN PART 3

The EDO has also been involved in the IMBA process as part of the Procurement Task Group (PTG) and several initiatives are underway with KNC Economic Sector and the four EDO’s of the Canadian Ktunaxa Nation communities;

- The PEOWG Initiative has secured confirmed support from KEDI (Ktunaxa Economic Development Initiative) to facilitate capacity building with-in each community. This support is also expected from participating territories Chief & Councils and EDO/BDO's .
- KEDI is seeking the approvals from individual Bands Chief & Councils for support, and to help develop the transition strategies. It is expected that the respective EDO/BDO's will focus on securing business sustainability beyond these initiatives.
- Sector Council has mandated a commitment to long term sustainability, with planned reviews of progress to ensure funding continues, In this light, support is paramount in creating the strategies for sustainability through the KEDI/PEOWG Initiatives.
- These Initiatives are driven by the implementation of capacity building with-in our communities, with funding sources to allocate under the many initiatives available.
- Cross Cultural Communications (TECK/BC HYDRO vs. Ktunaxa):

The goal here is to help communities learn business, while developing an understanding with these businesses to help them understand the needs and culture of our own communities. This engagement is to be tasked to individual Band EDO's to develop and facilitate these objectives, thus ensuring the sharing of inter-community resources, and subsequent implementations can be used to satisfy work flows and to build ITP's to bridge capacity gaps. This creates opportunities for Corporations to engage with the Ktunaxa Nation and utilize collective resources.