



?akisq̄nuk First Nation
2018-19
Annual Report

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Chief

Chief Alfred Joseph

?akisq̄nuk Chief 2017 – 2022

Since the last ?akisq̄nuk AGA, I have been busy with many and various topics and concerns. “Reconciliation” has been the catch phrase that is flying around in the last few years, but by whose definition of Reconciliation are remedy actions tied to? At the TKL Elders' meetings, we have made it clear that Reconciliation is not considered without the truth. With this “time of reconciliation”, many initiatives and awareness have come to the front with making the effort from non-indigenous people and institutions, businesses scrambling to create this by having some type of “a heard voice” from our local ?akisq̄nuk community, and I have our presence known by attending these functions and making short presentations. Not only at our local community level but also at the KNC level, attempting to make sure ?akisq̄nuk and Ktunaxa are represented and our view points and concerns brought forward. What follows in my report are just some of the various topics that I’ve been involved with.

Local Community

- ✚ Bi-weekly Chief and Council meetings – Meeting proceedings available by Membership by request.
- ✚ Rec Center – I am monitoring the financial track and thinking of how to create more revenue channels.
- ✚ Thinking of “ How does the Council and the Rec Center Society work together to create a successful venture.”
- ✚ Staff and Council Professional Development sessions – learning financial competency and management, understanding what is and the types of Conflict of Interest.
- ✚ Work on the Finance Audit & Investment Committee (FAIC) where we review budgets and any financial expenditures and make recommendations to Council on those requests.
- ✚ Education – I was involved with meetings with the local School District, along with Lorne Shovar, Stephanie and the Shuswap Band on plans for a review of a budget item which the Communities have an acquisition of a rental van for educational transportation and community use.

- ✚ Gaming Revenue Sharing Agreement awareness, with the recommendation to put the total amount to be received for Language and Culture, amount to be received is yet unknown. We are presently in the process of signing the necessary papers to move this ahead. My expectation for these dollars is that they will be used for Language and Cultural and Community history and that all the dollars will not be spent every year just because it is there. There will be negotiations with TKL Sector to see how we can support their initiatives either financially or human resource-wise, as there has been a recommendation from the TKL Elders Group to forward 50% of the funds from each Community to the TKL Sector. I have made opposition to this recommendation until such time that I feel comfortable that the TKL Elder's Advisory will monitor and steer the expenditure of any funds.
- ✚ Daily e-mails have been a problem as sometimes it takes about an hour to an hour and a half to go through all of them.

Ktunaxa Nation Council

- ✚ KNC Executive Council meetings every two months. This is the KNC Government Top Body for final decision making with the recommendations from the different Sector Councils both with Program and Financial decisions.
- ✚ KNC Lands Council – I represent ʔakisq̓nuk on this Council and it is made up of one representative from each community, ours, Aq̓am, Yaq̓an Nukiy, and Yaq̓it A-knuk̓i'it. We have been dealing with Columbia River Treaty, Salmon restoration, I have made presentations at Missoula, Montana and then again at Castlegar about being from the Headwaters of the Kootenay and Columbia Rivers on our Ktunaxa and ʔakisq̓nuk history pertaining to salmon and territory. Made a trip to Trail to view and Arbour and have a look at two panels, one for the Ktunaxa and one for the Okanogan that need plans for what is to be a message we would like visitors to take away with them. My suggestion would be a message that “The Land owns us, we do not own the Land.” The Okanogan Elders also had the same Theme for their panel. Next steps is the designing of our panel. Defining the Hunting Protocols and Policy for non-tribal members hunting within our territory, still a work in progress. Teck Mines in Elkford – site visits for future recommendations on surrounding lands, Yearly Cultural Camp trip at Grave Lake, open to all citizens. Guardians Program planning - morphed into a 2 year training Program yet to be finalized, I made it known that we need Guardians out in our Territory now and questioned how it turned to planning a 2 year program.
- ✚ KNC Treaty Council Society - Membership by Society By-Laws – Review and approve yearly budget

- ✚ KNC Hiring Panel for KNC CEO – With the Organization Structure of KNC, the Chiefs of the 4 communities Interview and hire as this person is their one and only Employee. Total KNC Staff numbers about 115 people, just my guess.
- ✚ KNC Policy revamp – through personal discussion and through the TKL Advisory Group attempting to put a Ktunaxa imprint on policy review using Health, Food and Belongings as focus.
- ✚ 2 Day KNC Professional Development Days with 4 Directions Consulting – twice a year - All Chiefs and Councils attend these 4 days which are the only days that we as full Councils get together and have a full Agenda before us and have no time for discussions amongst ourselves for possible collaborative sharing. Our Council had talked about hosting a collective meeting but got too busy for this to happen. It is still a possibility in days ahead.
- ✚ TKL Elders Groups – there are 2 groups , the small group which is the Elders Authority and the large Group the Advisory - Monthly meetings, number of days of meeting depends on subject matter, Research projects with Dr Christopher Horsethief, Nation Rebuilding discussions with Dr. Christopher Horsethief

Other Community Activities

- ✚ Yearly Kutenai Falls Gathering - this site is a very significant Ktunaxa place that was a Court Victory for us as testimonials from all the Ktunaxa Communities were a part of the Court case. Our members that were included were Rose Michel, Isadore Michel, Willie Stevens, Alice White, I may have missed a couple of people. The history of this story can be part of the ʔakisq̓nuk story but if any one would like the Readers Digest version can see me and the significant importance of this place.
- ✚ Grand Opening of the Yaq̓it a·knukʔiʔit Administration Office and Health Center.
- ✚ Elders Lunch at Yaq̓it a·knukʔiʔit – invite by their community to ours.
- ✚ Aboriginal Day celebrations and Border Walk at Yaq̓it a·knukʔiʔit
- ✚ Metis Celebration in Golden- Was contacted about request for my presence as Chief and therefore made ʔakisq̓nuk presence at the Metis Tipi Raising at which time I offered Golden the option of Cross-Cultural Workshop opportunities from ʔakisq̓nuk with my “Indian Stuff” as there is overlap between KNC TKL and ʔakisq̓nuk.

Things that I miss:

- ✚ Mountain trips and camping kms away from roads
- ✚ Last year, my garden that ended up with weeds and no harvest of anything, even lost all potatoes because had no time to harvest
- ✚ Doing the weekly language lessons and visits
- ✚ Being with my horses

Just some math: Days of meetings in the last year 188 days/225 days
80% of my weekdays, 20 % Free Time-- portion of which was planning and travel time.

These are just some of the activities that have happened for me this last year.

This is the world Chief and Council live with, the world of Reconciliation.

At the last two Community meetings, when I asked for Community involvement to help Council, it was a serious request. Each of us has a gift of an interest that we are passionate about, follow that passion.

At this phase of my life, I find that "Time" is the most valuable thing for me. I realize the sand at the top of my Hourglass is limited so I do my best to make life as enjoyable as I can with humour.

Time Management is very important and should be done with the highest possible and most enjoyable achievements planned. As I was in Castlegar where the Kootenay and Columbia Rivers join, I looked at the river and thought, "Yep, that water that I see here, passed me at some point in ?akisq̓nuk."

Chief Alfred Joseph

Texas

Council Member

Donald Sam

ʔAkisqnuq Council member 2014-2020

Kiʔsuʔk kyuʔkyit ka ʔaknik,

Hu sukiʔ kuq̄ni kin wakiʔ 2019 ʔakisq̄nuq First Nation Annual General Assembly. Hu qaktik Talu. Ka papa, maʔini Hilwiʔ Puʔ ʔ ukuk, ka ma-maʔini Patsy Luis, ʔ ka pa ʔini Donald Dobson. Hello everyone, I am happy that we are able to come together for this, 2019 annual general meeting. My Name is Donald Sam, my grandparents were Louis Paul and Gertrude Gonzaga, My mother was Patsy Louis, and my father Donald Dobson.

I was elected to council in 2014, at that time I was concerned about the direction of our community. The staff and administration seemed to be unwelcoming of community members. There was a fear of conflict, people feel ignored or bullied if anyone challenged our Chief and council. There was lack of financial controls and spending management was not the greatest. Our businesses were run like programs with no accountability in place and we were not hiring qualified community members.

Now it is 2019 and I reflect on things that have changed. But first to do so, I must describe the responsibilities of council members from a self-governing perspective and the foundational beliefs that drove me to run for office. There is no magic wand, and decisions of council required follow up by staff, which leaves much room for things not getting done. Through my term and a half, I believe in the strategic actions of council (and must live with not so strategic actions), but know that we made these with much discussion.

Being on Council does not mean you crack the whip and others fall in line. I did not run for council so I could be mean to others or be better at lateral violence. Our elders lived breathed and spoke Ktunaxa. When people knew traditional culture was not just what you wore, but the connections you have and the way you act. - how you act towards others was telling about your own character. So running for council, I believe that we come from strong cultural and social background, and we want to empower that. We must leave the lateral violence behind and support even those we do not know, and those yet-unborn. I ran on a foundation of community development and empowerment.

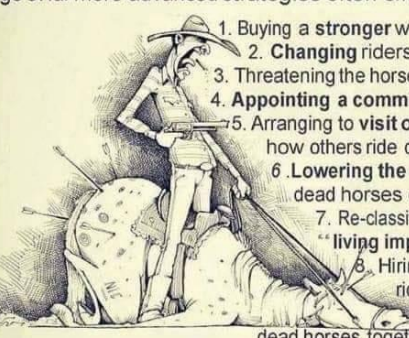
The tricky thing about being on council is, you are only one voice. My aspirations of community development complimented well with some fellow councillors and staff, and I have found some healthy conflict along the way with others. Agendas are often split between demands of the immediate and the desires to be strategic. A disciplined council will not try and address the nitty gritty details, that is micro-managing and is not good for morale, or organizational behavior. But to be fair, council decisions made at the council table should be followed and implemented. So, how is that working? It is split between demands of immediate and desires of being strategic ;) Arms-length has proven difficult especially after some of our business performance last year. We struggle to find the balance between disciplined government and having direction followed.

THE DEAD HORSE THEORY

The tribal wisdom of the Dakota Indians, passed on from generation to generation, says that,

"When you discover that you are riding a dead horse, the best strategy is to dismount."

However, in modern business, education and government, a whole range of far more advanced strategies often employed, such as.:



1. Buying a stronger whip.
2. Changing riders.
3. Threatening the horse with termination
4. Appointing a committee to study the horse.
5. Arranging to visit other countries to see how others ride dead horses.
6. Lowering the standards so that dead horses can be included.
7. Re-classifying the dead horse as "living impaired".
8. Hiring outside contractors to ride the dead horse.
9. Harnessing several dead horses together to increase the speed.
10. Providing additional funding and/or training to increase the dead horse's performance.
11. Doing a productivity study to see if lighter riders would improve the dead horse's performance.
12. Declaring that as the dead horse does not have to be fed, it is less costly, carries lower over head, and therefore contributes substantially more to the bottom line of the economy than do some other horses.
13. Re-writing the expected performance requirements for all horses.
14. Promoting the dead horse to a supervisory position of hiring another horse.

I really enjoyed attending the Joint gatherings and the AFN meetings that I had attended. It is good to see where other nations are at and to be able to network as a means of developing our own environments.

I would like to share a couple of highlights, Organization Assessment (5 years after council first requested one), New Housing construction (first in over 25 years), KEDI (growth and strategy), KEL (separation of governance from business), and implementation of ?AkisqnuK strategic plans (What you need to know).

This past year, one of the biggest challenges has been in addressing our struggling organization. We went through another SAO, and still have not had the strategic priorities followed as requested.

As you know, ?akisqnuK is larger than we were 20 years ago when a Band Manger was able to efficiently oversee the affairs of the Band. Now with Taxation, Land and Environmental Stewardship, Self-Government, IMBA Negotiations, Land Claims, Housing, Governance, Nation Re-Building, Health, Human Capacity Development, Policies and Procedures, Etc.- our organization has not evolved with the growing needs of membership. We keep hiring someone expecting them to keep track of all the new and different affairs and provide realistic guidance to all of them, we are crazy thinking anyone can do all of that. If 20 people are reporting to one person, there is not enough time in a day to hear all the updates, complaints, barriers, concerns and provide direction and oversight.

Adjustments are needed and we have consulted with Helder Ponte to advise on various adjustments to make. Over the last 6 months, he has been reviewing our organization processes and business flows to provide recommendations on the efficiencies of our organization. This has been a great step in learning about the growth we have gone through and today's realities of our Band office. The adjustments that come from this re-organization will improve the services to membership and make us better at what we do. We are still committed to not Micro-manage the staff, and we are committed to have our one staff person guide us in a good way but we are setting ourselves up to be more responsive to concerns.

Recruitment of a new Band Manager, or Senior Administrative Officer or Chief Administrative Officer is underway. This person will oversee the implementation of the recommendations.

It is my hopes that with new housing, we are able to welcome members home, who are able to contribute to our healthy community Our housing construction has been hampered by lack of housing manager. Our housing manager went on maternity leave in 2017 and we brought on Victoria Stevens. After a couple months she left to return home and the position was not filled again. When Stella was coming back from maternity leave at the end of 2018, council voted against her transition plan believing someone full-time was necessary, which led us to having no manager for another 6 months.



We now have a very capable housing manager, with an insightful housing strategy, proposed additional housing construction and I hope that we are able to move forward. As I understand, we are waiting for funding from Indigenous Services. I regret the delay in having a housing manager for over a year. This is one example of our organization and the disconnect from Chief and Council and community.

The housing authority was developed and exists on paper however we have not moved all the housing responsibilities over to the authority until they are able to assure us they can perform. We have opportunities that present themselves and need our people to take them on.

At the Ktunaxa Nation Council, I sit on the Economic Sector. We have just secured financing for our Ktunaxa Enterprise Limited which oversees Ktunaxa business and business development. Not as a program, but as an economic engine that can drive us into having strategic economic footprint. The Economic Sector now, is grappling with the governance issues around “What is an economy, and how can we have a strong economy?” I love that we have got to this point to be able to ask this question, and I acknowledge the late Mathew Nye for having the vision to move us in this direction.

Finally, I want to mention in my report about our Strategic plan. Every winter, we get council together in a room with senior staff and discuss Council Priorities for staff to be working on for the following year, then we bring in the staff to talk about how to address council priorities. Briefly, I will list these priorities

2018	2019
Establish a Quality Of Service Standard for all services delivered to members	Increase Cultural and Linguistic Competency of staff
Complete creation of housing authority	Increase Human Capacity Development
Complete cataloging and review of policy	Policies and Procedures
Increase visible cultural component in all work of Council and staff	Governance
Create an economic development strategy	Healthy Relationships
Increase the level of participation and engagement by the community	Sustainability and independence

There is no magic pill to Self- actualization, and there is no easy path to self-government. Sitting on council cracking a whip and demanding staff to work harder is not the answer when staff do not know which way we are going. What is your vision for the future of ?akisq̓nuk? Do you have the desire to make our community a better place to call ours? Do you want to see strong healthy vibrant community welcoming of our traditions and culture. Perhaps you would like to run for council. The hard work is now, we no longer have an Indian agent telling us what is going to be done the coming year, it is up to strong leadership to work together to forge that healthy future...

Council Member

Darcy Fisher

?akisqnuuk Council Member 2016-2020

Ki'su'k kyukyit

I would like to start by saying this has been a good year for ?akisqnuuk and our members. Since the last election we have been joined by some hardworking, forward thinking, and natural leaders - that compliment our Council. I know we as leadership and members take our Culture, Language and Tradition very seriously. By knowing that being - ?akisqnuuk/Ktunaxa - is at the heart of our values we have made decisions that we hope benefit many ?akisqnuuknik for years to come.

On a personal level, I have been gifted with a new child - her name is Ayla, and she is ?akisqnuuk (Ktunaxa/Ksanka) and Salish (Confederated Kootenai Salish Tribe of Montana). My daughter has kept me grounded and helped me to make decisions in a good way.

When it comes time to be in Council meetings and/or representing ?akisqnuuk at a Nation level I try to have a good heart/mind connection. I think of the way our ancestors made decisions and how our future generations will make decisions. I look to our teachings to the best of my ability and think of the hard-work that built our foundation and think how can WE improve it for those who have yet to come. I know we have a hard working team who have spent many hours agreeing and disagreeing but ultimately making decisions that will benefit our community, our families and our future. I am proud to serve ?akisqnuuk alongside my fellow Council members, I look forward to another year and I look forward to facing the challenges that will make us stronger, smarter and united as a leading First Nation government.

Taxas

Councillor Darcy Fisher

Council Member

Theresa Kains

?Akisqnuq Council member 2014-2020

The first year of being in Council has been a whirlwind of changes on all fronts from home, community, district, provincial to national plus a lot learning and driving.

Chief and Council have identified that we have a lot to do on our own organization so that we have one united voice and message. We see Akisqnuq will be a major leader in change in the whole scheme of things, and in order to do that we need to have clear communication with Akisqnuq membership and all outside organizations. Some changes that have occurred through the year have been Financial software upgrades, working on Agreements between AFN and Akisqnuq Housing Authority, the first 6 plex was complete, Lakeshore bathrooms completed, the Eva Joseph Cultural and Learning Society has new board members; the Columbia Lake Recreation Center was completed and the Columbia Lake Recreation Society becomes recognized; Chief and Council hired Helder Ponte to begin a Vision on the organizational structure for Akisqnuq first nation.

With the Truth and Reconciliation there has been a whirl wind of talks on how this should be addressed. The truth is that Akisqnuq will have to be the leader in how we want to be engaged with all our "neighbors" from RDEK, Fairmont Hot Spring, Windermere, Invermere, Shuswap Indian Band, School districts, College of the Rockies, Qat'muk, Ktunaxa Nation Council, Treaty, Provincial government of British Columbia, the National Government of Canada to the United states of America. Akisqnuq First Nation may be small, but our reach is getting longer and our voice clear and our hearts open.

I want to encourage everyone to do something with the Ktunaxa Language. If you're a non-Speaker right now there will be courses coming up all year long, there are some online resources to start to get the sounds. We need everyone to try. If you're a speaker I encourage you to let others know, to tell your stories and to speak Ktunaxa all the time.

I want to encourage everyone to get some learning done! Get that high school diploma out of the way, adventure in some local courses, enter in the trades, check out tourism, environment stewardship, administration, governance, driving courses. AND to make sure you are certified to work in BC when you come back home. We, Akisqnuq need people for the Ktunaxa language, early childhood educators, teachers, administration/project management skilled persons, financial, all forms of health care, entrepreneurs, forestry, lands, governance and economics just to start with. I encourage you to talk to Akisqnuq Education department and Ktunaxa Nation Education and Employment Sector about your education goals.

I would like to thank Akisqnuq membership for allowing me this opportunity to learn and to take action/responsibility. I thank the rest of chief and council for being supportive of one another and look forward to another busy year. -Taxis

Akisqnuq First Nation (AFN) Board/Committees I'm currently a member of:

- ✚ Chief and Council (C+C), voted in April 2018, Councilor.
- ✚ Community Comprehensive Plan (CCP), working group Committee Member
- ✚ Eve Joseph Culture and Learning Society (EJCLS), Board Member, Vice President
- ✚ Community Incentive Program Committee (CIP), Committee Member
- ✚ Healthy Community Team Committee, (HCTC)

Akisqnuq Representative: Ktunaxa/Kinbasket Child and Family Services Society (KKCFSS), Board member

Ktunaxa Nation Council (KNC) Sectors/ Committees currently a member of:

- ✚ Akisqnuq Representative: Traditional Knowledge and Language Sector (TKL), Board Member
 - Traditional Knowledge and Language Enrichment Society (TKLES) Board Member
- ✚ Final Committee (KNC FC), Committee Member
- ✚ Akisqnuq Alternate: Education and Employment Sector (E+E), alt Board Member






I have attended a wide variety of meetings this past year, here are a few of them:

- ✚ Bi-weekly Chief & Council Meetings
- ✚ Leadership to First Nations Community Consultation
- ✚ Selkirk Research w/ Elders + Chris Horsethief
- ✚ KNC Leadership professional development Planning Session w/ Dan George
- ✚ Child and Family Wellness Gathering, Richmond BC, Provincial KKCFSS
 - *Jordan Principle can be used for then then just health needs now. I encourage parents to look into it and call. It may be a process but worth it to help your child with whatever they need.
- ✚ New Relationship Trust Info Session at SEM
 - They fund the Youth Entrepreneur Symposium (YES) in NOV. I would encourage membership to keep an eye out for the Next YES for your youth (ages 18-35) and other grants that maybe coming forward.
- ✚ YES Symposium, Edmonton
- ✚ AFN Strategy session
- ✚ Ktunaxa Language Summit @SEM
- ✚ All Chiefs Meeting on Children and Families in Vancouver BC.
 - Bill C 92 and how is government going to implement? Bill a Good start but is missing how to address the funding concerns which why other First Nations in the other provinces haven't given full support.
- ✚ Interior Health Governance Caucus
 - Interior Health-FNHA switch insurance providers to Blue cross. Changes to non-insured health care.
- ✚ Education and Employment Sector
 - E & E start strategy sessions with Stan Chung. How do we Decolonize our thinking and start thinking outside the box?
- ✚ Various Annual General Assemblies
 - Ktunaxa Kinbasket Child & Family Social Sector
 - TKLES
 - Ktunaxa Nation Council
 - St. Eugene Mission
- ✚ Monthly Ktunaxa Kinbasket Child & Family Social Sector Meetings
- ✚ Eva Joseph Cultural & Learning Centre

I do have a complete monthly list of all the meetings, workshops and gatherings that I have attended. If you are interested, I would be happy to share with you, just contact me.

I would like to thank Akisqnuq membership for allowing me this opportunity to learn and to take action/responsibility. I thank the rest of chief and council for being supportive of one another and look forward to another busy year. -Taxas

?akisq̓nuk First Nation Council

	Name	Began Term	Term Ends
	Chief Alfred Joseph	October 2017	April 2022
	Theresa Kains	April 2018	April 2022
	Jason Nicholas	November 2016	April 2022
	Donald Sam	May 2014	July 2020
	Darcy Fisher	July 2016	July 2020

Administration

Karen Lillejord, *Interim Senior Administrative Officer*

Lorne Shovar, *Junior Administrative Officer*

Yvonne Armstrong, *Executive Assistant*

Lisa Kraig, *Communication and Human Resource Assistant*

Amanda Armstrong, *Receptionist*

Highlights – April 1, 2018 to March 31, 2019

Operational highlights for the fiscal year include the substantial completion of both the multi-unit housing complex and the Recreation Centre.

The multi-unit housing complex consisted of 3 joined duplexes, for a total of 6 rental units. This 6-plex project was one of the biggest challenges throughout the year due to delays with the contractor and other unforeseen obstacles. The individual units were delivered in October with members officially moving in on May 1, 2019. The 6 units are comprised of four 3-bedroom and two 2-bedroom units, two of which are wheel-chair accessible.



Construction of the Columbia Lake Recreation Centre was officially completed at the end of March 2019 for a total cost of \$5.5 million. The first public membership was sold on May 15, 2019. To July 31, 2019, there have been 572 recorded visits to the recreation centre.



In the lobby of the Columbia Lake Recreation Centre is a beautiful mural honouring the members and athletes of ʔakisq̓nuk First Nation: past, present and future.

Designs for upgrading the North Area Water System (NAWS) were completed during the year. These designs have been submitted to Indigenous Services Canada for their review and comment. Once these comments are received and any design alterations completed, an application for construction funding will be made.

In regards to specific claims:

- ✚ Lot 108 (Elkhorn) compensation package is currently in negotiations with Canada. An appraisal of the land and the loss of use is underway to assist with the negotiation process.
- ✚ Madias Tatley is awaiting the tribunal decision subsequent to the claim appeal hearing, which was held at the end of January 2019.
- ✚ A claim has also been submitted for the old Kootenay highway (prior to Kootenay Road #3).

Policy development and implementation continues to advance. Upon receipt of \$2.0 million from First Nation Financing Authority (FNFA) for the construction of the new water system at Indian Beach Estates, food governance and finance practices are required to be in place to provide assurance to FNFA that the monies will be repaid. In addition to the Financial Administrative Law approved on March 15, 2015, Chief and Council must approve, implement and practice four main policies: Information Management (approved on October 24, 2018), Human Resources, Governance and Finance. Certification is the final step and is required to provide assurance to FNFA. To be certified, the policies and procedures must be in action and must be followed on a consistent basis

Human Resources

Two key positions remained unfilled for most of the fiscal year, the Housing Manager and the Senior Financial Officer. Fortunately, other individuals stepped forward to assist in continuing to move AFN forward and meeting deadlines.

Lorne Shovar took the initiative to address many of the housing matters that arose during the year, including managing the completion of the first 6-Plex project. Subsequent to year end, Dale Shudra was hired as the Housing Manager and is quickly settling into the role.

Sue Ellis stepped in to oversee the Finance Department and ensured that payments continued to be made, financial controls were adhered to and deadlines were met. On November 5, 2018, Karen Lillejord was hired as the Senior Financial Officer.

On November 23, 2018, the then current Senior Administrative Officer was relieved of his position. In early January 2019, Karen Lillejord was appointed as the Acting Senior Administrative Officer. Shortly thereafter, Chief and Council engaged in an organizational review spearheaded by Helder Ponte. Along with new leadership, the approved recommendations are expected to be implemented before the end of December.

In March 2019, both Lorne Shovar and Elizabeth Nicholas successfully completed the Aboriginal Health and Community Administration online course through the University of BC. The course focuses on different areas of leadership and administration, including communication, policy and information management.

Strategic Plan – April 1, 2019 to March 31, 2020

The goals identified during the strategic planning session in November 2018 were as follows:

- ✚ Maintain and sustain the Ktunaxa way of life; utilize the Ktunaxa language so that everyone is exposed to conversation; celebrate our successes;
- ✚ Maximize human potential; fulfilled lives of staff and community; prepare community members to fill positions; knowledgeable and educated leadership; celebrate and learn from our successes;

- ✦ Clear role definitions and authority levels which clarify, but enable flexibility and compromise to address the unexpected; clarify working definitions for labels that are used extensively; ensure policies address gaps and are kept current;
- ✦ Political advocacy and supportive spaces; fiscal integrity; good, accountable, transparent governance; consistency in governance that transcends changes in Chief and Council;
- ✦ Healthy and engaged members; healthy and engaged staff; meaningful engagement of the community; be inclusive of membership both on and off reserve, today and in the future; community pride; healthy relationship between staff and members; and
- ✦ Sustainability of membership, on and off reserve; interdependence within our Nation and within KNC; economic self-sufficiency as identified in the KNC vision and in AFN mission and guiding principles.

Community Facilities

Mark Barker, *Community Facilities Manager*

Donald Morgan, *Maintenance*

Highlights- April 1, 2018 to March 31, 2019

The document summary indicates several main areas which we have chosen to give a brief overview on.

The CFM department is directly responsible for the maintenance, repair and installation of all Band Buildings, Computer infrastructure, Roads and Equipment. The department is staffed with two employees and uses the services of contractors and trades for maintenance and repairs. The department has used the services of band and community members totaling 1000 work hours on several projects and our goals and future plans are to continue to train and use as many band and community members as possible.

Overview Summary Status Areas

- ✚ Administration Building
 - ✚ Health Building
 - ✚ Eva Joseph Building
 - ✚ Recreation Building
 - ✚ Skating Rink
 - ✚ Walking Path
 - ✚ Cemetery
 - ✚ Gravel Pit
 - ✚ Church Creek
 - ✚ Trailer
-

Administration Building

The Admin Building comprises of several offices which include an computer server room, HVAC system, members hall, kitchen, washrooms, boardroom and deck. The building is structurally sound with a few minor repairs needed to the interior areas and the replacement of the main entrance stairs. The electrical wiring is still in good condition and the security monitoring system works fine. There is additional needed storage space for files and other paper documents as the present storage area is inadequate.

We have recently installed new carpet runners, facial boards and a security camera system to monitor and record any activities on the exterior of the administrative building. The HVAC was recently serviced, and the thermostat controller replaced because of an electronic fault in the interface.

The Band wi-fi and internet have been upgraded to make them more secure from external intrusions and viruses and to also accommodate any additional wi-fi traffic to the system. The installation of two additional power over ethernet switches has enabled extended internet services to the recreational building.

Health Building

The health center building is presently being assessed for repairs as there is a need for adequate heating and ventilation to all internal areas. During the winter months, several areas are lacking heat due to the poor design of the system and poor insulation of the exterior walls. The mechanical-electrical room has computer equipment which is not properly located and can be a risk to its integrity, the equipment will be checked and suitably reorganized in the room. We have cleaned and reorganized the storage room for easy access to the office and cleaning staff.

Eva Joseph Building

The Eva Joseph Building is still electrically, mechanically and structurally sound with repairs needed to the flooring heating system, this system was recently taken out of service due to a faulty circulation pump and low liquid levels. Recommendations are to have the system replaced but due to significant replacement cost, we are hoping repairs will be adequate.

Recreation Building

The Recreation Building have experienced several electrical and mechanical issues. The main water line was recently repaired due to a leak on one of the pressure gauges, the heating of the Office sections is working while the airconditioning does not, there is a need for attention to a main heating unit in the general area as the controller continues to indicate no power is present. A Server Rack was installed and wi-fi, internet and phone services are available in the building. The electronic door locks which are programmable will be completed as needed.

Driveways and Roads

The CFM Department and band and community members have started to build several roads to members' homes. The Sub-Division, Campground and Band Office roads have been graded and treated with dust control, while the grading was not 100% accurate, we are expecting a better performance on our second attempt. We have started to repair and build roads to members' homes and our outlook for the near future will be to either start or have them completed by next spring. The car parks on our lands will also undertake upgrades with the installation of appropriate vehicular signage.





Skating Rink

The skating rink and walking path have been earmarked for future development by the Economic Development Department. Both areas are utilized by staff and band members and the walking path continues to be maintained by the groundsman. There are some areas of the path which needs to be levelled and replanted with grass and this will be done next spring 2020.

Cemetery

The Cemetery has had landscaping work done to its surroundings and we will have the wooden fence painted and a gate installed. The dirt road will be replaced with gravel and a turnaround area for easy access for vehicles.



Gravel Pit

We have temporarily reopened the gravel pit and while we have started to stockpile loads of material for next spring's road building and repair program, this process has saved the CFM department any additional expense for sourcing of gravel externally. We will also be training band members on heavy equipment use and operations which will be done with the support of a local contractor.



Church Creek Clean-Up

The Church Creek has been a dumping site for many years which started to impact the water quality of the creek. The CFM and Land departments with the assistance of band and community members removed loads of garbage and household appliances. The sides and bottom of the creek were cleaned of fridges, furniture, stoves, garbage bags and vehicle parts.



16' Trailer

The Department has recently purchased and licensed a 16' trailer which will be used to assist the band and its members. The trailer has a carrying capacity of 17,000 lbs and will be fitted with chains and straps. The band truck also has been retrofitted with the correct tow bar and locking mechanism to accommodate the trailer.



Future Department Goals

- ✦ Expand the Administrative Building HVAC system to accommodate two additional offices and possibly the band hall.
- ✦ Install additional security cameras on exterior areas of the buildings (Administration & Health).
- ✦ Install Wi-Fi for the Recreational Building and complete landscaping.
- ✦ Complete unfinished and build new roads to members' homes.
- ✦ Build emergency exit roads for the Lakeshore Campground, Sub-Division and Lot 37.
- ✦ Build a storage area north of the Health Building to house band equipment and install protective wire fencing.
- ✦ Complete and implement preventative maintenance processes for equipment.
- ✦ Reorganize the Computer infrastructure of the Health Building

Economic Development

Heather Rennebohm, *Economic Development Officer*

During the past fiscal year, in conjunction with committees and working groups, several initiatives and projects were carried on through the Economic Development Department.

Comprehensive Community Plan Refresh Project



In the 17/18 fiscal year, AFN received funds from several sources to carry out a project that would collect and use input from community to;

- ✚ refresh and reprioritize the 2016 version of the AFN Comprehensive Community Plan (CCP), and
- ✚ ensure that ideas and input collected during the project would be used and made available for the annual Strategic Planning process.

During March 2018, the Refresh project data collection phase got started with a series of small group sessions to review AFN Values, Mission and the priority areas as laid out in CCP 2016.

In the first quarter of the 2018/19 fiscal year this small group process was completed, and an initial report developed by the contract planner. At the AGA in August 2018, a survey was given out and completed by over 30 people. From those results and from the small group session report, a CCP Refresh workshop schedule was developed as the final component of data collection. CCP Refresh workshops were held during October and November in the AFN Band Hall (2), at the KNC Building (2) in Cranbrook and in Vancouver (1). The results of the CCP Refresh Project will be available at the 2019 AGA and will show how the priority areas that were developed from the input of AFN members are becoming a focus for action.

Columbia Lake Recreation Centre and Columbia Lake Recreation Society

The AFN opening of the building occurred in mid-March 2019 with an inaugural game of indoor baseball between a couple of community member teams! Then on April 18th, Bryan Armstrong and his team hosted a public soft opening which included facility tours, sport demonstrations, pickleball lessons and more. The Pickleball Association members have become our largest users but on any given date you will also find people engaged in weight training, running/walking, shooting hoops and wellness sessions.



The Columbia Lake Recreation Society (CLRS) hosted the official Grand Opening and Donor Recognition Event on June 27th, 2019. The event started with a reception for the seventeen donors and then the general public was invited for speeches, lots of great food and, of course, fun and games!!



Commercial Lot 37-4

In the spring of 2019, the Head Lease for the Commercial Lot was fully signed and received from the Department of Justice, Canada. The Board of Directors of AFN's numbered company (0910003 B.C. Ltd.), which consists of Chief and Council, met to plan the next steps for the Commercial Lot. These steps include completing an Area Development Plan (ADP). This is a requirement before any long-term subleasing can be done. The ADP will address requirements for the use of lots and the buildings on the Commercial Lot including water, septic and power. A development grant application has been submitted to BC Rural Dividend for \$10,000 to develop the ADP.

As a result of examining how power will be brought onto the Commercial Lot, we are working with the BC Hydro to determine if the right-of-way can be moved to allow full access to the Commercial Lot. More information will be available at the 2019 AGA.

Lakeshore Resort & Campground (LSRC) transition to a business Entity

In preparation for the transition of the campground from a department of AFN to a business entity, all financial, operational and management policies and procedures were reviewed. A plan of action was developed to use past results to carry out the development of documents required for business transition, including:

- ✚ Review of historical financial information to develop projections;
- ✚ Human Resources documents including training, orientation, shift logs, role descriptions and hire packages were reviewed for improvement/change going forward;
- ✚ Every procedure (guest services, maintenance, groundskeeping, cleaning, start-up and shut down) was reviewed, automated where possible and a standard operating procedure (SOP) was developed for staff use; and
- ✚ All incident reports from the past several years were analyzed to ensure that new SOP's would minimize future occurrence and that the incident report process clearly identifies the roles of individuals in future.

This financial, Human Resources and operational information will be useful in the movement of the campground to a business entity. Part of the structure of the business entity will be the formation of a Board of Directors which will consist of one member of Chief and Council, community members and outside advisors. The transition is expected to be complete by March 31, 2020.

Indian Beach Estates (IBE) Lease Coordination

The current head lease for Indian Beach Estates (IBE) ends in 2026 which seems like a long way off. However, in the interest of being proactive, we have been in conversation with IBE Management Corporation (IBEMC) since early 2019 to begin drafting a new head lease agreement. The work has been productive, and a draft document is now available for review and action. The IBEMC is very motivated to get their requirements completed. More information about this lease will be available in the spring of 2020.

Entrepreneur Support & Small Business Grants

For the first time since this grant program was started, the Economic Development Committee entered into a competitive grant application analysis. Grant applications must go through a transparent, fair evaluation to ensure applications are evaluated equally. The business purpose of the applications must be evaluated with regards to the purpose of the program and the scoring criteria. This was quite difficult, but it was also very useful to the Economic Development Committee because we had to evaluate the scoring criteria to make sure they are still relevant and completely clear. As the remainder of this fiscal year will be spent evaluating this program and refining the criteria.

The Economic Development Committee will be presenting a revised and updated program guide and application form to Council in January 2020.

External Economic Development Activities

AFN is represented on several external groups as well, including:

- ✚ Procurement and Employment/Education Working and Operations Group (PEEWOG) of the KTUNAXA/TECH IMBA agreement and the meetings of the Economic Development Officers of the KNC - this year a main initiative carried out by these groups was the creation and funding of a new position called a Business Development Officer (BDO). This position will be partially funded through PEEWOG and will last for three years.
- ✚ Columbia Valley Economic Development Commission - through this group, AFN has had representation and influence in areas of use of Ktunaxa on highway signs and on highway pull out signs.
- ✚ Regional District of East Kootenay (RDEK) started on the redevelopment of their new Solid Waste Management Strategic Plan in late 2018 and the we are represented on the Advisory Committee to this plan development. The purpose is to ensure that any opportunities for job/business creation in the area of solid waste management, are capitalized upon.

Education

Stephanie Sam, *Education Manager*

Highlights – April 1, 2018 to March 31, 2019

The last year has gone quickly, and we are pleased with the progress our students have made in their Educational Journeys.

Throughout the year, we have continued to provide support to students in our local area, at schools including David Thompson Secondary, Open Doors Alternate, J.A. Laird Elementary, Eileen Madson Primary, Edgewater Elementary, as well as Windermere Elementary.

We had 5 Secondary students, and 13 Elementary students.

Of course, we have many other ?akisq̄nuk students living in many areas, and we definitely want to give a big “Shout out” to them, as they too move along in their Educational journey!!

As well, if there is support needed for any of our students, we encourage you to contact us so we can determine if there is any way we can provide such support.

Role Model Program

Our local school district (#6 Rocky Mtn) has been working to coordinate a “Role Model” program, similar to the “Elders in Schools” program we ran a number of years ago. If you are interested in participating in this program and visiting the schools, you can request a form from Education department, and we can include it with the package that gets to the schools. Or if you would like more information on the program let us know, and we will do our best to get you the most information we can.

Technology needs

We have been able to access funding sources for technology needs of our students, and will continue to do so moving forward. So, if you have a child in school who would benefit from a laptop, and you don't have one, please speak with the Education Department, so we can gauge the needs and continue to provide these as we are able. Laptops can also be very useful for members learning our Ktunaxa Language, to assist in access to sites like www.firstvoices.com, or conversing through audio and/or video with fluent speakers, or other language learners to support each other in our learning.

If you have other ideas on technology that you feel would benefit our students, please share. We are always seeking innovative ways to provide services to the community. We will continue to seek funding to provide any of these supports we can.

Post-Secondary Students

We had 8 Post Secondary students last year registered in a variety of programs including Social Work, Nursing, Makeup Artistry, and more. It is great to see our people being able to pursue their interests as they like and being successful in the programs they choose.

Funding Sources

For any students seeking other funding sources:

[Have you heard of the Provincial Tuition Waiver program??](#)

This program waives tuition fees for BC students who are former "youth in care", between the ages of 19, and 27 who are attending a BC public Post-Secondary institution.

Here is the link for the factsheet on the Provincial Tuition Waiver Program.
https://www2.gov.bc.ca/assets/gov/education/post-secondary-education/pay-for-school/tuitionwaiver_handout.pdf

Also, please visit www.aboriginallearning.ca for more information when planning your Education.

If you want to look at what programs may fit your interests, we can set you up with a **Career Cruising** account. Please let us know if you would like this set up.

Community Initiative Program (CIP)

Community Initiatives Program through Columbia Basin Trust is provided annually to Akisqnuq, for projects that benefit our community.

We have been able to support projects including: Sports and Recreation activities (CLB Softball, Horseback Archery) Cultural activities, Elders Gathering, Community Celebrations, Community Ski Program. We partnered on Community Strengthening Program with KKCFSS & Shuswap Band to encourage community coming together, sharing meals, and spending time together doing a variety of activities.



CLB @ Native World Series 2018 (2nd place!!! Way to go!!)



Post Secondary Updates



Shadaiah Fisher - Feltham

My name is Shadaiah Fisher-Feltham. I am from Akisqnuq First Nation and I was born and raised in Cranbrook. I am a certified global makeup artist living in Vancouver, BC. I graduated from the Global Makeup Diploma program at Blanche Macdonald Centre in Vancouver, July of 2019. I was taught everything beauty and makeup from fundamentals of makeup, makeup for fashion, bridal, airbrushing, tv & film, special effects, and more.

I developed a passion for beauty and makeup artistry at a young age and it was my dream to attend this school. Blanche Macdonald inspired me to further my education in this industry. I plan to expand my beauty diplomas and have been accepted into the Pro Esthetics and Spa therapy diploma program at Blanche Macdonald.

You can do anything you set your mind to. It will take effort and hard work but it is worth it. It amazes me that I am living my dream as a makeup artist in Vancouver. I am excited for my future and beyond grateful for these opportunities. I would like to thank Akisqnuq First Nation for funding me to accomplish my educational goals.

Ki?su?k kyukyit!

I am proud to be entering my fourth and last year of the Bachelor of Social Work program at the University of British Columbia.

My third year was both challenging and rewarding and I feel like a better person because of it. I learned valuable counselling skills, social work theories, and how to work with groups and individual client systems. I also studied community development, Indigenous issues, social work law, and the immigration system. I completed my third year practicum at the Cedar Cottage Neighbourhood House in Vancouver, where I had the opportunity to work with the Indigenous Family Night (IFN) and the Adult Day Program (ADP). In the ADP I gained valuable experience working with seniors experiencing dementia, and learned about client centred care. In the IFN I coordinated reconciliation focused work including a focus group and a professional development workshop dedicated to raise awareness of Indigenous issues and reconciliation efforts.

Upon graduation, I will have completed a specialization in child welfare including a practicum placement at a child welfare agency. Throughout this upcoming year I will be developing my clinical skills while learning to do formal assessments, counselling individuals and/or families, collaborating with diverse professionals, carrying out group work, and learning to implement intervention plans with clients or groups. I am both excited and nervous about this huge step in my learning journey!

Over the summer I completed a course on First Nations Endangered Languages, where I learned about the factors impacting on language loss, retention, and revival. The class taught me about community-based documentation and revitalization methods and reignited my passion for learning Ktunaxa. I came out of it feeling inspired to keep learning the language and finding ways to contribute to language revitalization. I plan to pursue this further by completing the Certificate in Aboriginal Language Revitalization that is offered at the Enowkin Centre in Penticton, BC and using the skills I have gained from the BSW program towards language revitalization efforts.

I am so happy to have chosen the BSW program because along the way I have been able to meet like-minded people who are as interested in social justice as I am, and I have never felt more confident about entering the workforce.

I would like to thank ?A·kisqnuq First Nation for supporting me throughout this journey!

Taxa.



Martina Shovar, UBC, Vancouver

Kiᑭᓂuk kyukyit everyone!

I am sad to be missing the AGA. I completed my second year of the midwifery education program at Ryerson University in Toronto this past May. I had my first clinical placement from January to April at the Midwives Collective of Toronto (MCT). I was paired with a midwife preceptor and conducted prenatal clinic assessments, was on-call to answer pages, and of course attended births. I helped welcome 19 babies into the world! I spent the summer working as a summer intern at the First Nations Health and Social Secretariat of Manitoba and am now getting ready to head back to Toronto for my third year. This upcoming year will be a series of inter professional placements — my first one will be 4 weeks with an obstetrician. I am looking forward to continuing on this path. Thank you so much for your generous and ongoing support. I wouldn't be able to do any of this without you!

We did our clinical placement at the same practice. A big part of this work is finding your people — people to study, laugh, and cry with. We truly carried each other through what has been the most challenging part of this program thus far. This is me on the last day of the semester after I turned my pager off — exhausted but oh so happy!



Rachel Bach

Finance

Karen Lillejord, *Senior Financial Officer*

Sue Ellis, *Finance Supervisor*

Wanda Laboucan, *Accounting Assistant*

Gayle Michel, *Accounts Payable Clerk*

Jordan Sam, *Summer Student*

Team Finance

“When money realizes that it is in good hands, it wants to stay and multiply in those hands.” — Idowu Koyenikan

From February 2018 to November 2018, the role of Senior Financial Officer was unfilled. Sue stepped up to fill the role admirably. She ensured deadlines were met and the financial information was accurate to the best of her abilities and time.

On November 5, 2018, Karen Lillejord was hired as the Senior Financial Officer. New to First Nations' government, it has been a quick and uphill learning curve. Karen has significant experience in financial reporting, policy documentation, governance and managing teams of up to 40 people, yet every day brings new learning opportunities. During the past nine months the Finance Team has been implementing processes and procedures to improve reporting, accountability, accuracy and transparency.

Financial Management System

The old accounting software had become outdated, particularly for the payroll system. On January 1st, a new payroll system was implemented with no conversion fees. There was hopes to implement a time management system that integrates with this software, but it has become evident that there too many challenges with respect to status payroll reporting from this software. We will re-evaluate software alternatives before the end of 2019.

In March, it was decided to convert from the old accounting software to SAGE 300. We received \$53,300 to defray the costs of the software implementation plus a new server required to house the software inhouse. Technical software and hardware have become exceedingly expensive, but this implementation has been accomplished with the funds received. With a lot of hard work from the Finance Team, SAGE 300 was 'live' on July 1, 2019. Although the implementation has not been perfect, it has been relatively seamless for employees and members.

There are still a few hurdles to overcome before the financial management system is fully complete. Providing monthly, quarterly and annual reports which are a timely, accurate and meaningful is the next step and should be complete by the end of September.

Currently, improvements to the electronic funds transfer process are being made. The new process will be more efficient and more secure.

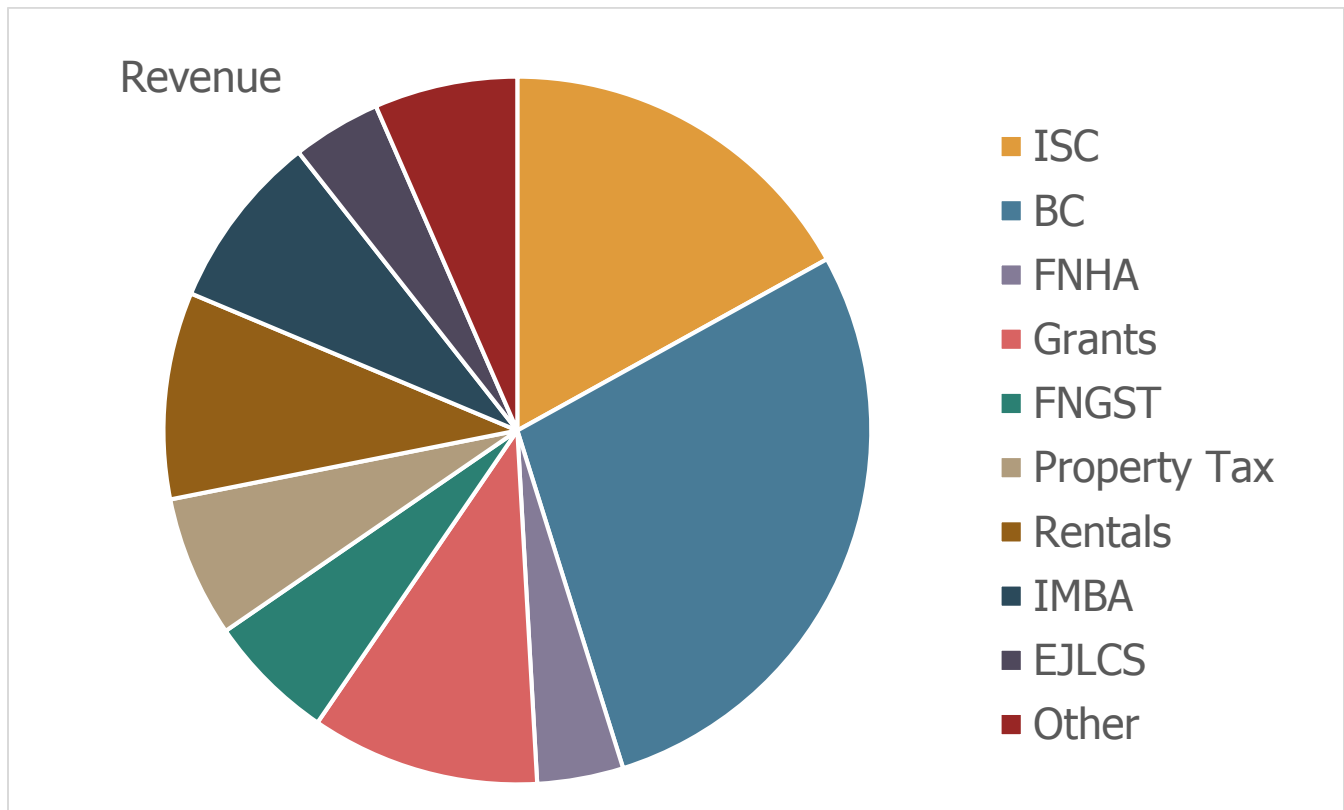
Financial Highlights

For a complete copy of the Audited Consolidated Financial Statements of ʔakisq̓nuk First Nation for March 31, 2019 refer to the ʔakisq̓nuk First Nation website. KPMG LLP are the auditors of ʔakisq̓nuk First Nation and provided an unqualified opinion on the financial statements.

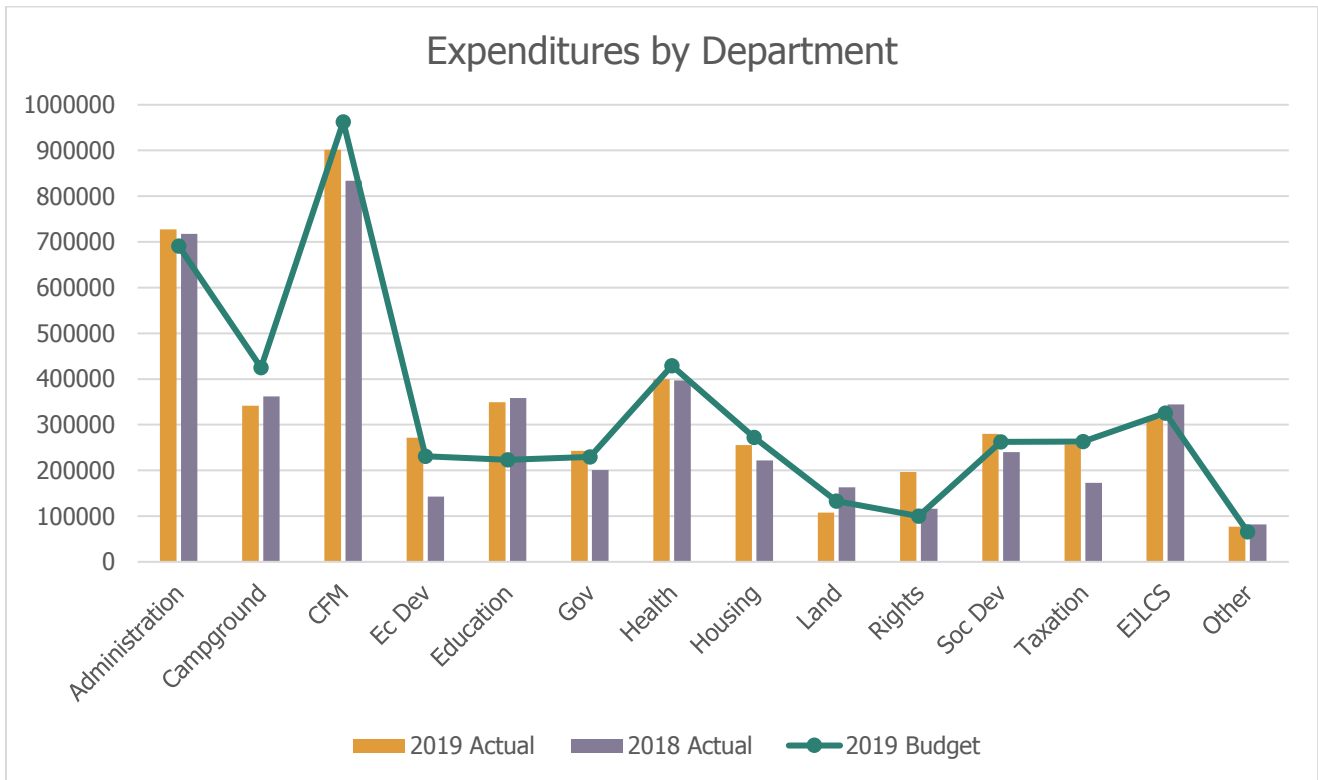
The Consolidated Financial Statements include the assets, liabilities and results of operations of ʔakisq̓nuk First Nation and all related entities and organization subject to control by Chief and Council including Eva Joseph Early Learning and Cultural Society, Columbia Lake Recreation Society and ʔakisq̓nuk Housing Society.

	Budget 2019	Actual 2019	Actual 2018
Revenue	\$ 5,831,380	\$ 8,554,890	\$ 6,832,361
Expenditures	\$ 4,614,446	\$ 4,721,492	\$4,353,712
Surplus	\$ 1,216,934	\$ 3,833,398	\$ 2,478,649

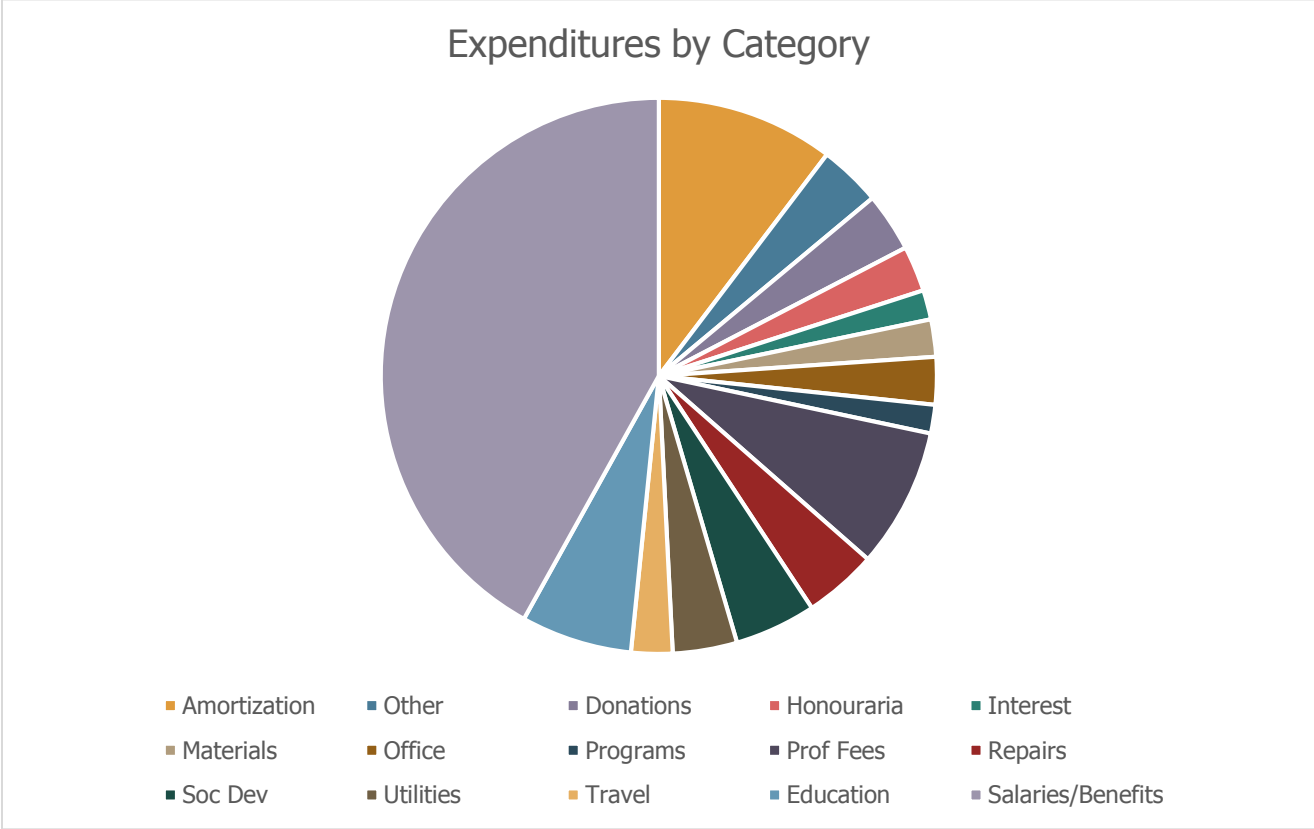
Revenue for the year ended March 31, 2019 increased 25% over the prior year, primarily due to increased Teck-IMBA payment (9%), increased Teck-ECDA payment (7%) and capital donations for the Recreation Centre (6%).



Compared to the approved budget for the year ended March 31, 2019, the actuals were over budget by 2%.



Expenditures for the year ended March 31, 2019 increased 8% over prior year, primarily due to amortization and addition positions hired for the Recreation Centre (5%), and interest on loan for IBE water system and amortization of the water system (2%).



An excerpt of the sources and uses of cash flows for the year ended March 31, 2019 is as follows:

Sources (uses)	Actual 2019	Actual 2018
Operating	\$ 3,060,563	\$ 2,643,187
Financing	\$ 1,046,709	\$ 1,672,814
Capital	\$ (6,413,285)	\$ (3,189,100)

The source of cash from operating activities for the year ended March 31, 2019 is a result of payments received from Teck-IMBA and Teck-ECDA of \$2.4 million and capital grants for the Recreation Centre of \$0.4 million.

Financing included cash received through loans from First Nations Finance Authority (FNFA) for the water system at Indian Beach Estates (IBE), and a mortgage for the 6-Plex.

Capital project costs during the year ended March 31, 2019 included the Recreation Centre of \$4.2 million, IBE water system of \$0.8 million, 6-Plex of \$0.8 million, North Area Water System of \$0.3 million and other of \$0.3 million.

Year to Come

Over the next year, there will be a focus on policy and policy implementation. AFN had 36 months from the date of receiving the term debt from FNFA to approve, adopt and implement policies and procedures, and receive certification from Finance Management Board that AFN is following these policies and procedures. There are four policies: Information Management, Finance, Human Resources and Governance. To date, only the Information Management policy has been approved by Chief and Council. We expect to have the remaining three policies approved by Chief and Council by the end of December 2019.

AFN will also be required to update the Financial Administration Law within the next 9 months. The law has been updated for changes to the Financial Management Board standards which have provided increased clarity and flexibility.

AFN is growing and expanding. As new entities such as Columbia Lake Recreation Society and ʔakisq̓nuk Housing Society have been added to the organizational chart of ʔakisq̓nuk First Nation, the goal is not to increase the administration. The Finance Team will be providing financial management services to new entities as well as the old entities to ensure the same policies, processes and practises are in place to provide timely, accurate and transparent financial information.

In an ever-evolving world, we take pride in moving forward with efficient and effective processes and procedures.

Health

Patsy Nicholas, Health Program Manager
Shelley Soloway, Community Health Nurse
Danny Burgoyne, Home Care Aide
Gerard Gregoire, Community Wellness Facilitator
Elizabeth Nicholas, Community Support Worker

Ktunaxa Nation Vision Statement

As a Nation we are striving to achieve strong, healthy citizens and communities speaking our language (s) and celebrating who we are and are working together managing our lands and resources within a self-sufficient self-governing Nation.

Akisqnuq First Nation Mission Statement

Through sound, responsible leadership, we will promote the well being and economic self-reliance of our people by encouraging and fostering education and sustainable employment.

Highlights – April 1, 2018 to March 31, 2019

In the past year, the health team's focus has been wellness, utilizing the guiding principle of maintaining health at the individual's comfort level and to remain in their home. As a team, we will provide support to reach a level that is up to par within the living space that is available to the client. The team will advocate and research resources to ensure clients are receiving the best of care.

- ✚ Naloxone training and kits to homes.
 - ✚ Wolf Center Outing
 - ✚ Orange Shirt Day Breakfast
 - ✚ NATIONAL ADDICTIONS AWARENESS WEEK activities
 - ✚ Fundraising for Elders Gathering
-

Health Department Monthly Activities

The Health Department continues to offer monthly activities, here are some of the health-related activities that are provided:

- ✚ Elders Lunch
 - ✚ Massage
 - ✚ Foot Care
 - ✚ Dr. Page
-

Health Services

Health services can be:

- ✚ Crisis management
- ✚ Advocacy
- ✚ Client-based services

Health continues:

- ✚ To be team based
 - ✚ Utilizing individual plans for maintaining the client's wellness
 - ✚ Guided by the medicine wheel to evaluate lifestyle
 - ✚ To upgrade our skills and knowledge
 - ✚ To serve our clients and our community to the best of our ability
 - ✚ Maintain our education and personal wellness.
-

I would like to acknowledge the community as the support and feedback has been positive and encouraging for our well being.

Hu sukil kukni nawsanmiyitki.

Lakeshore Resort and Campground

Kaylene Earl, *Campground Manager*

Highlights – April 1, 2018 to March 31, 2019



During the 2018/19 year, Lakeshore Resort and Campground (Campground) had 9 employees, seven of which were ʔakisq̓nuknik and community members and attending to the needs of over 10,000 guests and visitors from all over the world.

Unfortunately, it is unlikely that the employees at the Campground will ever be 100% ʔakisq̓nuk and community members because it is a 24 hour, 7 days/week business and cannot be closed down

when there are community events or a passing in the community that members are wanting to attend. To allow ?akisq̄nuknik to attend these events, it is an advantage to have non-community member employees that can be present to attend to our guest’s needs while community members are away.

During the year ending March 31, 2019, the Campground had total revenue of \$410,566 and operating expenses were \$341,730.

Revenue consisted of:

✚ Seasonally rented sites	\$269,993
✚ Overnight stays	\$106,222
✚ Cabin #40 rental	\$5,440
✚ Store/souvenir sales and miscellaneous rentals	\$28,911

The Campground has a waiting list of over 60 people for the seasonally rented sites, a positive indication of how desirable and popular the location is for seasonal tenants.

Goals and accomplishments achieved during the year:

- ✚ The electrical infrastructure improvement from 15amp service to 30amp service for the southside seasonal tenant area was completed April 25, 2018 at a cost of \$50,600;
- ✚ A Risk Management Plan with Evacuation Procedures was completed in draft by December 2018 but has yet to be finalized;
- ✚ Indigenous Cultural Festival was held on June 16, 2018. The ribbon cutting ceremony for Sagebrush Trail took place during the Indigenous Cultural Festival. We had 4 school groups walk the trail with an Elder and learn about the importance of the trail.



- ✚ Designed and developed a Remarkable Experience tour package for guests by November 25, 2018. This package is available and requires a community member or members who are interested in working with the Campground to educate guests about Ktunaxa.

A key strategic goal of transitioning the Campground from an AFN department to a business entity will be considered by the end of December 2019.

Natural Resources

Andrew Malucelli, *Natural Resource Manager*

Capacity building

Provided training in first aid, transportation, chainsaw, fire entrapment, and fire suppression to community members to further their forestry skills and safety.



Chainsaw training in the band hall

Capacity building II

Awarded FireSmart grant which provided funding for 4 community members to be trained and certified as FireSmart Home Ignition Zone Assessors. One assessor was hired on a term basis and completed 25 free home assessments on reserve.

Forest Fuel Reduction

Awarded forest fuels reduction grant through the Union of BC Municipalities.

Two local contractors employing Akisqnuq members have completed 95% of the treatment on 81.5 hectares adjacent to the reserve which was at high risk for wildfire. In addition to reducing wildfire risk, wildlife habitat will improve as habitat diversity increases. Firewood is available upon request.



Before treatment - overstocked with Douglas fir



Post treatment

Invasive species management

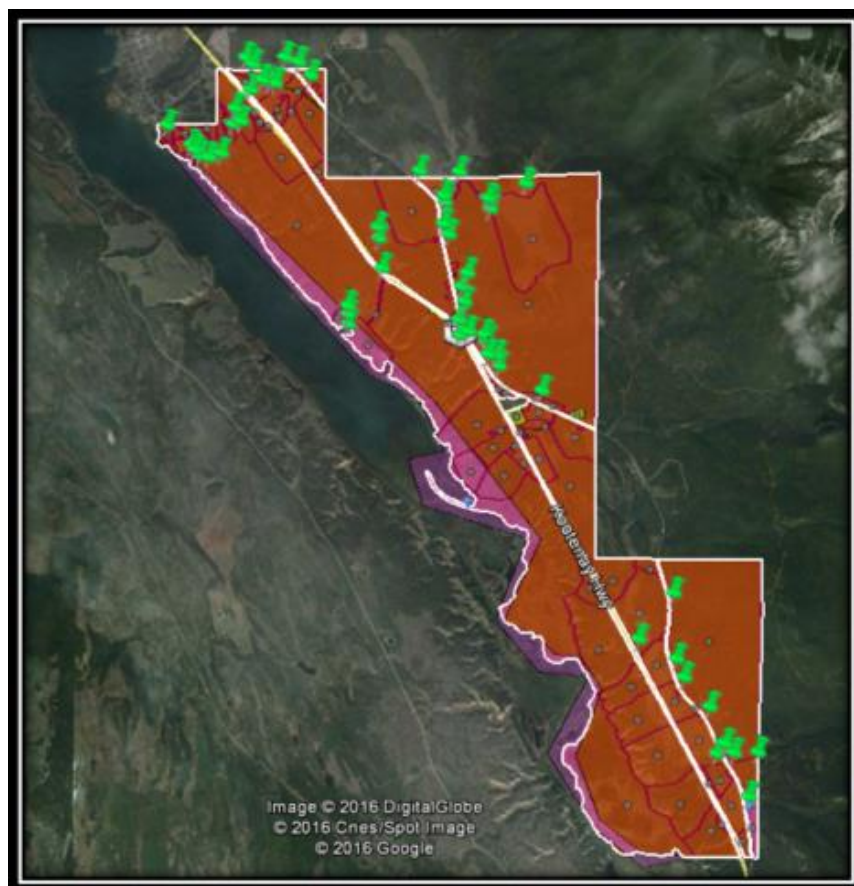
Inventory and mapping of current weed densities was completed in 2018. In August 2018, biological controls were released for spotted knapweed on reserve. These 500 weevils, which only target knapweed, will slow the spread and reduce the number of plants over time.



Spotted Knapweed



Spotted Knapweed Weevil



Weed mapping

Land Use Plan

Land Use Plan (not to be confused with Land Code)

Final draft of the Land Use Plan was completed and approved by Chief and Council in October 2018. The Land Use Plan is a guide for land use on the reserve including housing development, conservation land designations, and agricultural areas.

Habitat Improvement

Awarded BC Hydro habitat improvement grant.

Completed treatment of forest land below the former barite mine to improve wildlife habitat, primarily for bighorn sheep. Work completed by local contractor Akisqnuq members.

FireSmart

Awarded 2 FireSmart related grants from Columbia Basin Trust & Indigenous Services Canada.

Projects are currently at the prescription phase with work planned in the fall and winter of 2019/2020. Both projects will treat the forest near homes on reserve to greatly reduce the risk of wildfire.

Upcoming Additions to the Akisqnuq Reserve

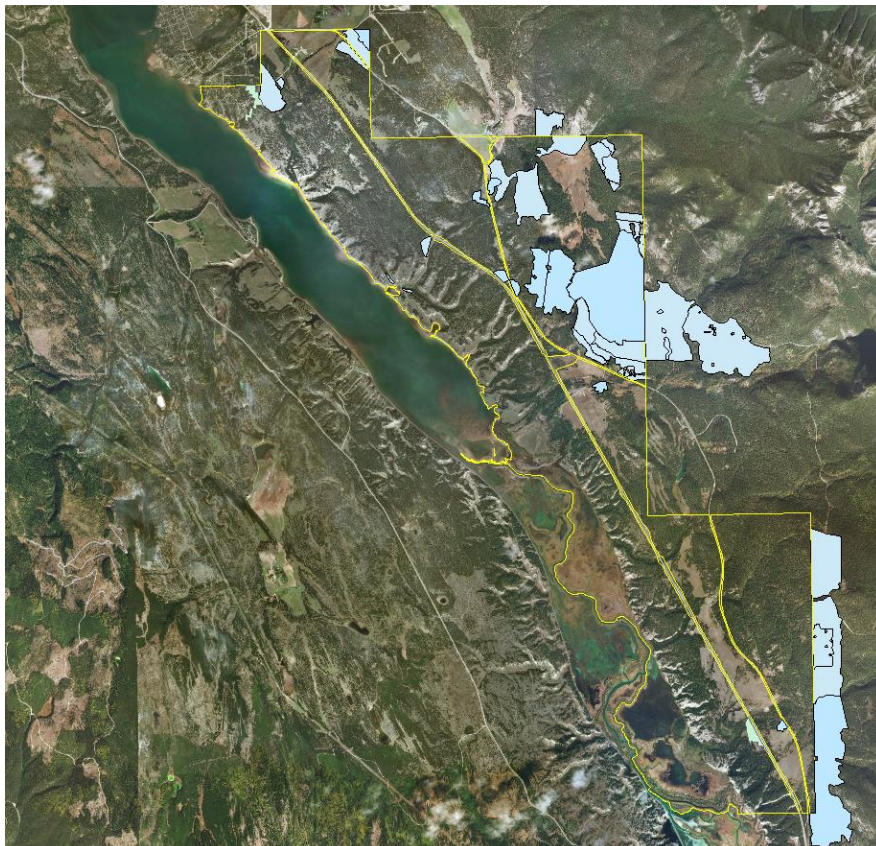
The formal gravel pit in the middle of the reserve was restored in the summer of 2018. Once the final environmental monitoring report shows no elevated levels of any contaminants, the area will once again be returned from the Province to Akisqnuq.

The second area, known as the “island”, which is 17 hectares along the Columbia River. This addition has been approved by Indigenous Services Canada and is near final approval from the Province. The river moved years ago, and the reserve boundary is supposed to be to the edge of the main river channel.

Forest Fuel Reduction Grant

Awarded forest fuels reduction grant from Columbia Basin Trust & Indigenous Services Ca.

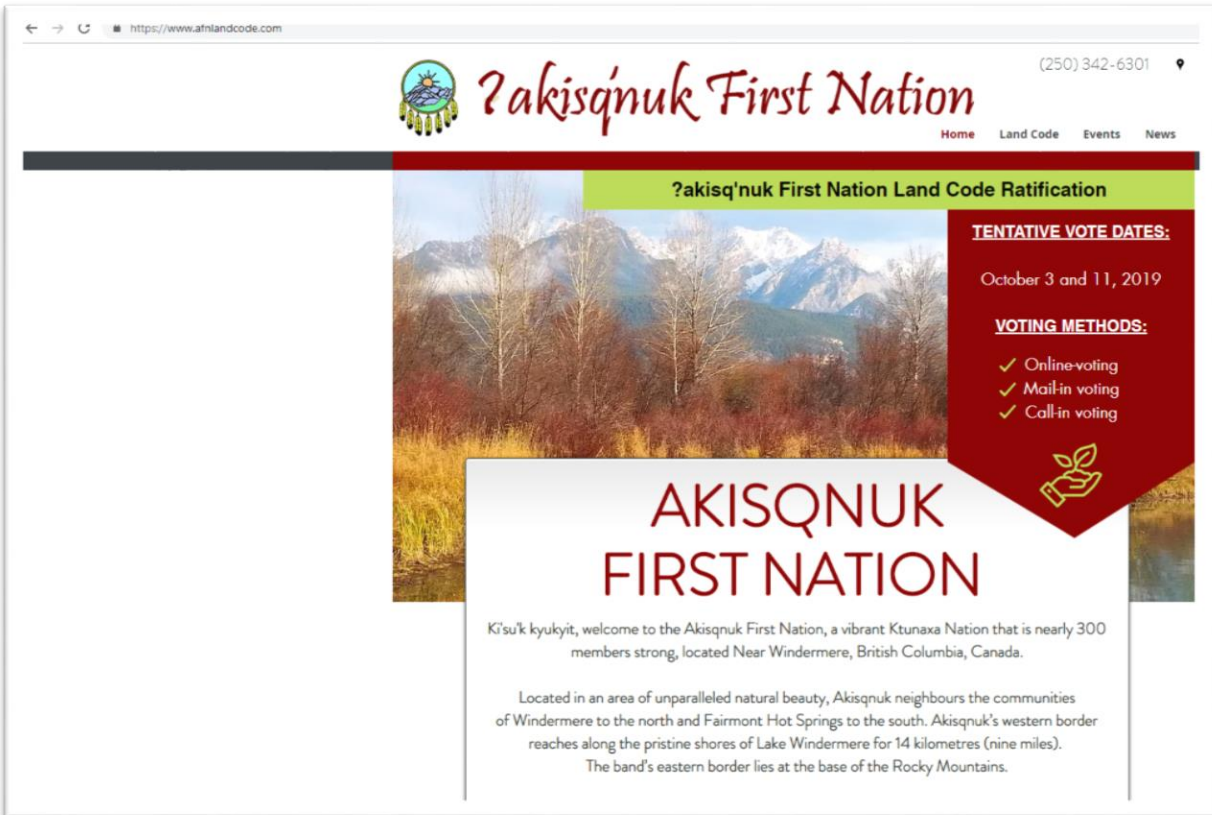
This project began in January 2019, on 50 hectares of forest east of the six-plex which was at high risk for wildfire. Approximately 20 hectares have been treated as of March 2018, by a local member contractor with primarily Akisqnuq members. Firewood is available upon request.



Areas in blue are planned or completed forest treatment areas

Land Code

The draft Land Code is available for members to review online and at the band hall. The vote is planned for late October and there have been numerous outreach events to date with more planned locally and in the region. Every member will be mailed a copy of the Land Code and the Agreement with Canada prior to the vote. There is also a dedicated website [afnlandcode.com](https://www.afnlandcode.com) which is full of useful information.



afnlandcode.com website!

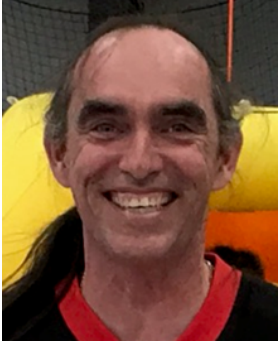



NATURAL RESOURCES DEPARTMENT FINANCIAL INFORMATION

Grants applied and awarded in 2018-2019: 6 of 6

Grant funds awarded in 2018-2019: \$1,475,000

Year end financial summary for 2018-2019: surplus and department fully funded by outside sources

?akisq̄nuk First Nation Staff

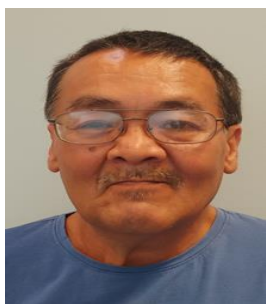
	Name	Title	Started work at Akisq̄nuk:
<u>Administration</u>			
	Lorne Shovar	Junior Administrative Officer	September 2017
	Yvonne Armstrong	Executive Assistant	August 2010
	Amanda Armstrong	Receptionist	November 2016
	Lisa Kraig	Communication & Human Resource Assistant	October 2014

Capital Facilities



Mark Barker
Community
Facilities Manager

August 2018



Donald
Morgan

Maintenance

February 2017

Community Development



Richard Muir
Community
Development
Advocate

January 2016

Economic Development



Heather
Rennebohm
Economic
Development
Manager

August 2016

Education



Stephanie
Sam

Education
Manager

May 2001

Finance



Karen
Lillejord

Senior Finance
Officer/
Acting Senior
Administrative Officer

October 2018



Sue Ellis

Finance Supervisor September 2017



Wanda
Weeks
(Laboucan)

Accountant
Assistant

May 2016



Gayle Michel

Accounts Payable
& Indian Registry

August 2009

Health



Patsy
Nicholas

Health Program
Manager

June 1989



Shelley
Soloway

Community Health
Nurse

July 2014



Danny
Burgoyne

Community Health
Worker

September 2003



Gerard
Gregoire

Community
Wellness
Facilitator

July 2017



Elizabeth
Nicholas

Community
Support Worker

July 2018

Housing



Dale Shudra

Housing Manager

July 2019

Lakeshore Resort & Campground



Kaylene Earl Lakeshore Resort & Campground Manager April 2012

Lands

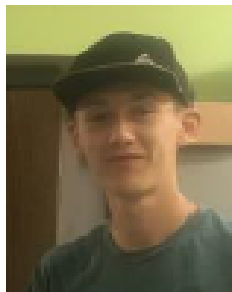


Andrew Malucelli Natural Resource Manager February 2018

Water



John Nicholas Water Utility Manager Part time 2009/ Full time July 2016



Quentin Nicholas Water Operator August 2017



James White Water Monitor September 2008

ʔakisq̓nuk First Nation

Administration Office

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Health Centre

Phone: 250.342.6379
Fax: 250.342.6279

Eva Joseph Learning & Cultural Centre/Little Badgers

Phone: 250.342.6331
Carrie Rickards: carrie.littlebadgers@gmail.com



Columbia Lake Recreation Centre

Phone: 250.342.6111
Bryan Armstrong: barmstrong@akisqnuq.org
<https://columbialakerec.ca/>



Lakeshore Resort & Campground

Phone: 250.342.6352
Reservations: lakeshore@akisqnuq.org
<http://lakeshoreresortcampground.ca/>

Lakeshore Resort & Campground

