

**2023**

***Annual General  
Assembly***

**BUILDING FOR THE  
FUTURE**





## Mission Statement

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

## Vision Statement

Tax na ku?in Ktunaxa Łu?kqa ?aqŁmaknik, ku Łmakqa ŁusukŁuŁak ?a-kikaqa silpaxa ?at ki?Łxa ka?akŁukaqnaŁa?is, ?at ku Łxa?Ł yakxaknaŁa ku?innaŁa ?aqŁsmaknik. KuskikiŁ qatwiynaŁa ?at kuŁ ŁxanaŁa ka? akŁukaqwaŁa tax na kuŁ ŁinawismakniyaŁa na?is kuŁ qat ?itki-kŁaŁa ?atka ?aqat ?aqatŁaŁa nas ?at kŁxaŁ hakiwiŁkiŁ ?makis ?at kŁxaŁ qaki-kawiwikimik kŁxaŁ ?ins kin?ins kawiwikin qapsins a-kiŁ ?aqŁmaknikis.

*Strong, healthy citizens and communities speaking our languages and celebrating who we are and our history in our ancestral homelands, working together, managing our lands and resources, within a self-sufficient, self-governing Nation.*

# COUNCIL REPORTS



## Council Report of 2023: Councillor Darcy Fisher

ki?su?k kyukyit q̄apiniskiᑦ, Hu qakᑦik, Darcy Fisher and this is my second time serving on the ?akisq̄nuk First Nation Council, my previous term was 2016 - 2020.

To start I would like to take the time to acknowledge the families and communities who have experienced grief, loss, and hardships in 2023. I to have had a great loss in my life as my father David Raymond Williams (Leo Williams & Margaret Clement) passed away March 13th of this year.

Sometimes with the most difficult times comes a time of achievement and time to celebrate. The ?akisq̄nuk First Nation AGA is one of those times we should celebrate our successes and achievements and importantly to reconnect and socialize with friends and family.

### POSITIVE IMPACTS

Through the year I have been a part of encouraging discussions that will have positive impacts moving forward:

Lands, Resources, and Infrastructure:

- Growing our Guardian/Stewardship department
- Land Purchasing
- Traditional Ecological Knowledge
- Capacity Building
- Housing and Community Development

?akisq̄nuk Traditional Knowledge and Language:

- Immersion Programs
- On-the-land engagement
- Membership Code
- Columbia River Treaty Renegotiations (KNC)

### ROOM FOR IMPROVEMENT

The following are areas Council could see areas of Improvement and tasks we are working to improve

Communication and Governance:

- Governance Coordinator
- Policy Review
- HR
  - Hiring and Retention
  - Indigenous Hiring Policy
- By-laws
- Specific Engagement Strategy
- Accountability
- Band Engagements (Meetings, Celebrations, Acknowledgements)

### BEST HOPES FOR ?AKISQ̄NUK FIRST NATION AND ?AKISQ̄NUKNIK

The following are my Best Hopes for ?AKISQ̄NUK:

- Community Wellness Plan
  - Alcohol and Drug Prevention
  - Individual Wellness Plans
- Community Engagement
  - Member Participation (Band Meetings, Celebrations, Committees)
- Traditional Knowledge & Language
  - Language Revitalization
  - Knowledge Sharing
  - Improved Visibility within our Territory (Ktunaxa/ ?AKISQ̄NUK)
  - Respectful Dialogue
- Economic Development
  - Land acquisition
  - Land (asset) development
  - Capacity Building
  - Investment

AFN Council:

2016 - 2020; 2022 - Present

KNC: TKL Sector Rep

dfisher@akisq̄nuk.org

### **Quick note:**

*The AFN membership code is approximately 90% done. There are some tasks that still need to be finished*

- *Elder Committee Engagement*
- *Review By Lawyers*
- *Community Engagement (Vote to accept/Submit For Approval)*

### **KNC: TKL**

*The most significant change at the TKL Sector has been the hiring of Vickie Thomas as the Director of TKL.*

*We haven't had many meetings due to community events (Funerals, Council Schedules/Activities)*






2023 Annual Report: Chief Donald Sam

Ki?su?k Kyukyit?akisq̄nuknik

*Hu qatwiyni huł qsamunatāmnata. Huñ ?it'qawxanutwiynata. Hu?inata ?akisq̄nuknik.*

I would like for us to help each other to bring our hearts together. We are ?akisq̄nuknik.

My report is different this year, I am attempting to discuss the roles of leadership along with updates on various topics. In writing this report to membership, I look back to my personal priorities, I had when I was first elected- staffing at the Band Office, Governance, community Wellness. Economic Development.

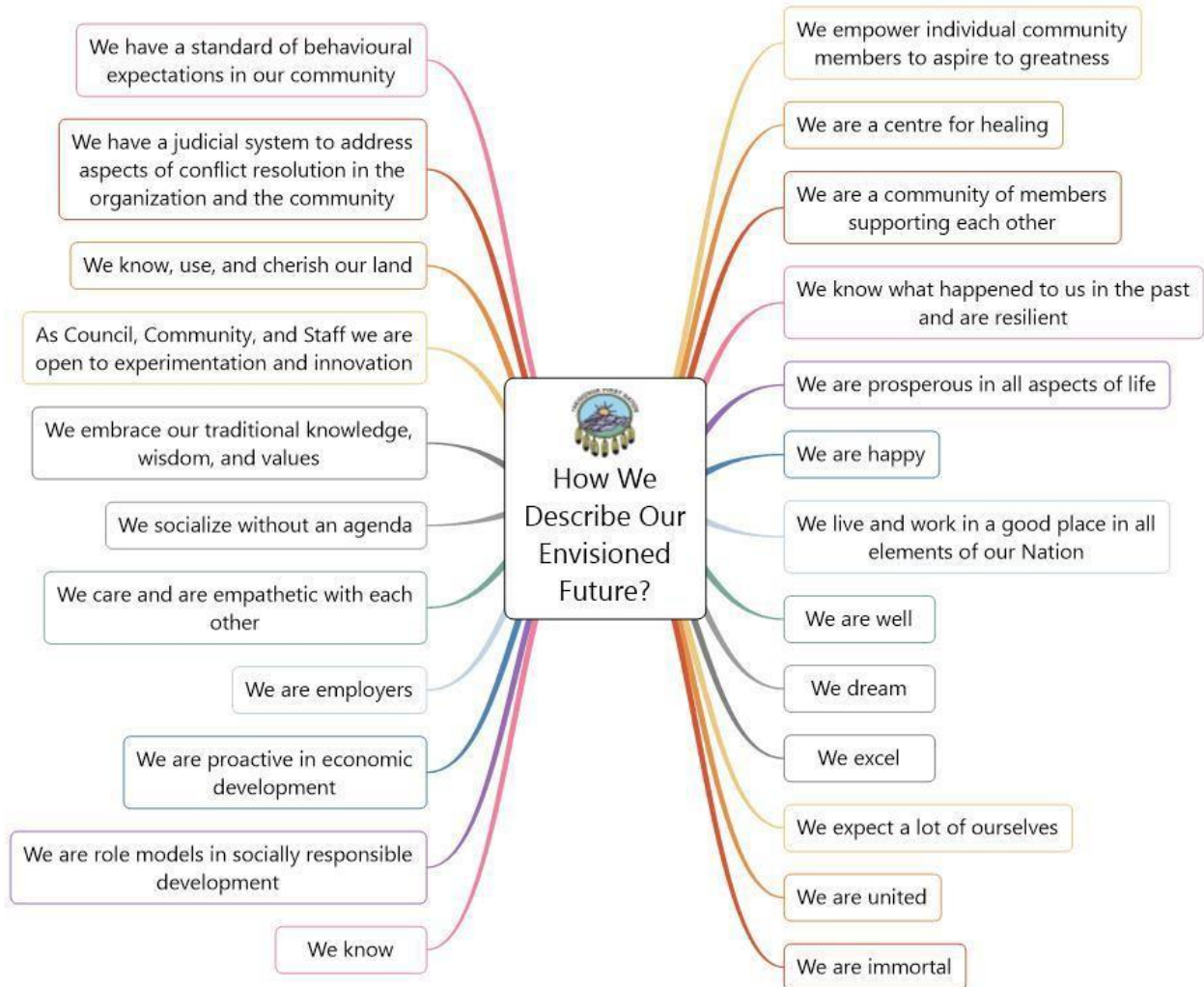
Issue	Where are we	What is the Progress?
AFN Staffing- Staff are confidently operating in alignment with a common vision in support Membership		<ul style="list-style-type: none"> <li>• We have engaged an HR firm to assist us in understanding the root cause of our staffing issues.</li> <li>• Right positions, right Jobs, and the right individuals.</li> <li>• Quality of Service Standards – Serving our Members</li> </ul>
Staff appreciated and recognized for going above and beyond		<ul style="list-style-type: none"> <li>• Providing the right tools incentives and motivations.</li> <li>• HR is reviewing our HR policy, recruitment, wage grid, positions descriptions, work week, current computers equipment and tools.</li> </ul>
Governance- Strong Council disciplined and reliance on policies,		<ul style="list-style-type: none"> <li>• Our Council is not always on the same page, but our differing perspectives should be a strength not a fight.</li> <li>• Appreciating each other’s contributions and time.</li> <li>• We recognize and minimize administrative or operational items from creeping into our council meetings.</li> <li>• Focused on governance matters such as Rights and Title.</li> <li>• Sharing of information vs becoming target of lateral violence</li> </ul>
Community Wellness		<ul style="list-style-type: none"> <li>• Use our positions to lift each other up</li> <li>• Take opportunities to grow and heal</li> <li>• Inviting conversations and visits</li> <li>• Talk about ideas instead of people</li> <li>• Trauma informed approaches to resolve conflict</li> <li>• Celebrate the good things in our community</li> </ul>
Economic development		Economic procedures and due diligence. Company structure (Ltd), Due diligence, reliance on experts and data.

Right away, it may appear that things are not running smooth, for example we do not have a SAO at this time and we also had some changes in the HR area. But some of the transitions are happening below the surface. The Directors are taking responsibility for their program areas, We have an HR firm that is helping with the Organization review, and Council is not invited into operations as frequently.



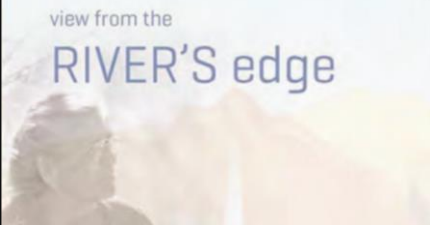
If you look at a duck swimming by, it looks all graceful and smooth, however under the surface, those feet are paddling like crazy. For us to move forward, the stuff under the surface that is not always visible will be operating together. In November 2021 Council approved an

Organizational Chart to move the Band forward. Still in 2023, this organization chart has not been filled, meaning our organization is not firing on all cylinders, you as membership are not getting the services that you would expect.

Chief and council role in “leading our community” involves setting strategic direction. To have direction, requires vision. We have our vision statement and Mission statements, but the following are some of the envisioned future that were shared at the Strategic planning session held in December.

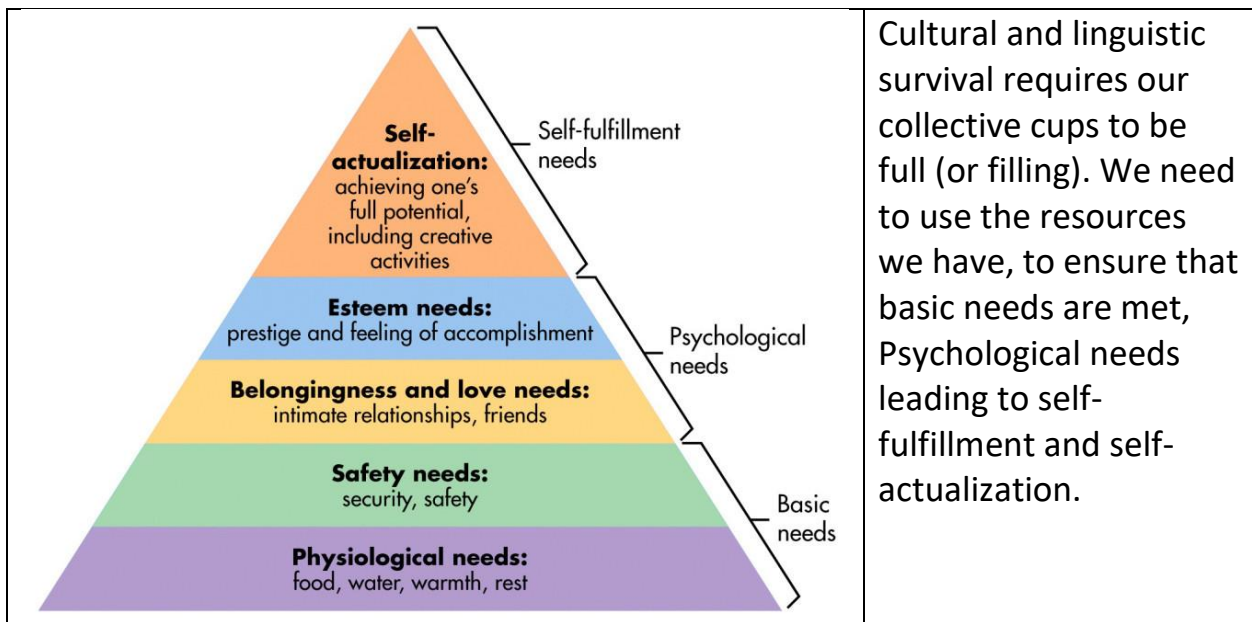


Governance means different things to different people. Through various trainings over the years, we have been provided with the following illustration of how Chief and Council operates in relation to the community, in relation to the staff and operations.

 <p>view from the <b>MOUNTAIN top</b></p>	<p><b>THE VIEW FROM THE MOUNTAIN TOPS</b> This level of the system is occupied by leadership (Chief and Council). It illustrates the duty of leadership entrusted with “making space” for their members to be successful. From this vantage point, we can see the lay of the land, the valleys and rivers. Seeing the high-level opportunity and threats, choosing a direction that will bring us to a place of prosperity.</p>
 <p>view from the <b>TREE top</b></p>	<p><b>THE VIEW FROM THE TREETOPS</b> As we arrive at the place leadership has directed, it is time to “set-up camp” so to speak. Leadership expects staff to know where the tipi poles are, where the food is located, what roles does everyone do. This level of the system is Senior Management and suggests that the role of senior staff is charged with the task of “defining the space” created by leadership. Ensuring the organization is equipped with the tools to get the job done.</p>
 <p>view from the <b>RIVER'S edge</b></p>	<p><b>THE VIEW FROM THE RIVER'S EDGE</b> The expectations membership place on leadership is to get us to a place that improves the quality of life of our people. Our people are at the river's edge. Our people are Past, Present and Future. This is arguably the most important part of the system(s) in which we operate. Front-line workers and membership occupy this level of the system. The ultimate goal of those at the Mountaintops, Treetops and River's Edge is “getting results’ that proactively address the needs and aspirations of those you are formed to serve.</p>

Adapted from the ?Akisqnuq First Nation Comprehensive Community Plan- Dan George Report.

Finally, one more picture, this is Maslow's Hierarchy of need. It illustrates how basic needs are required before pride, before security and friendships, We use this knowledge to build the community looking out for each other holding on to our culture values and identity.



“We are what we imagine. Our very existence consists in our imagination of ourselves. Our best destiny is to imagine, at least, completely, who and what, and that we are. The greatest tragedy that can befall us is to go unimagined.”- N. Scott Momaday

These illustrations (models) represent how Council is leading. Council are elected to lead our Nations, not work hands-on delivering programs or services, but through the one staff, the SAO, we expect to ensure the membership get the services they deserve. The following is just some highlights of the work that has been and is ongoing.

#### Council Priorities

Strategic planning	process that engages membership and ensures the vision we have is a collective vision.
Enhance Leadership Skills	Through participating in Professional Development to learn governance and leadership skills.
Improve Accountability of all members	to each other, to our membership. We all follow the same governance policy and report on the work we are doing for the community.
Policy Review	to keep our services up to best practices and build our consistency.
SAO Retainment and Efficiency	Our One staff member through them, our vision is enacted.
Government Relations	Local, Regional and National. Indigenous Government and Colonizer government.
ʔAkisq̓nuk KNC Relationship	where our voice is as important as the next, where services and programs are not competing but collaborating, where the direction of leadership translates to the Ktunaxa Nation.
Membership Code	drafted and presented to membership

Over the last year, we have had some big changes. As some of you may know, one of our sister Band's declared their intention to step away from the Tribal Council. In the words of Nasuʔkin Heidi, she said she was away for 20 years and when she came back nothing in her community had changed. And then to see KNC with their big building and multiple vehicles, staff etc. things need to change. I will talk about the KNC – AFN relationship later in my report, but first let's consider what this means for AFN capacity.

As I look at ʔAkisq̓nuk, I see that we are at serious risk. We rely on Ktunaxa Nation Council for so many services and expertise. From Lands, to Social, Health and Language. Why do we not have those services here? Now, more than ever, we need to get the right staff and the right work



culture. We need to **invest in strengthening our expertise and abilities** for AFN to realize the vast opportunities we have. We need to do for ourselves so we can collaborate with KNC and other Bands.

**Healthy communities** means so much: Physical health, Mental health, Spiritual and Emotional. We need to heal our community. A step towards our community having the resources to do what we need to do, we recently had the relationship with First Nation Health Authority transferred to ᐱakisᐁnuk from KNC. AFN is now responsible for receiving funds and delivering programs. There will be some positive changes that come from this. We are building a new health building, hiring for nurses, and engaging membership to have a Community Wellness Plan that reflects our needs and values. Most of all, these plans need to include you, the membership to really be Community Driven and Nation based. Information on Social Determinants of Health can be found at [First Nations Health Council \(FNHC\) | Our Approach. https://fnhc.ca/our-approach/](https://fnhc.ca/our-approach/). To learn more about Community Driven Nation Based approaches.

The construction of the new **health building** seems to be a slow process, but it is planned process. Our Project Manager has been stick handling the process and ensuring the engineers understand the direction, and the committee and membership are heard. The latest schedule suggests construction will begin next year on this. Bob will be here at the AGA to give progress updates on the new building, which is a Band Office Reno, A new health Building and an atrium attaching the two.

We are still in a **state of Emergency due to opioids**. We have people losing their struggles with

ᐱitiᐱmumaᐱᐁnamik ᐅ. to prepare for an event or challenge; to prepare to go to war.

addictions, and many preventable deaths. We also have success stories of people over coming their addictions. We have asked for an inquiry into the relationship with opioids in recent

deaths. The first step in fighting a war is to understand the enemy, what are our vulnerabilities and what are our strengths. Enough.

Recently the community of ᐱaᐁam released a declaration in response to gang and drug related emergencies in their community. We issued a letter to community last year, and we will be reaching out to see how we can be collaborating with ᐱaᐁam and the RCMP to continue our struggle to ensure our **community and Nation's Safety**.

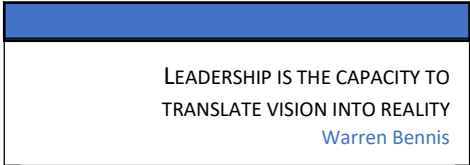
**Housing** has been a passion of mine since the last time I was on council. We had a consultant that was supposed to help us develop a revised Housing strategy, and assess our housing needs and programing. This work has paused, and we expect to re-group and refocus this effort utilizing the Housing Committee more effectively. This process has exposed the need for the Council Representatives need to be more involved when we have consultants working with us to ensure consultants are fully engaging with membership, committees and staff. This can be seen as a setback, or it can be seen as a step in strengthening our governance.

I am happy that we have new units soon to be available for our rental housing. The 2 3-plexes near the Band Office have home to some for a couple months now, and we have 2 other units that are underway. Our community members have done a lot of the labour in these units, so there are wins on many levels. We continue to try and develop ways to empower members to build homes on reserve. The Homesite lease policy that is in draft has been circulated internally and to the housing committee for input. The strategy being developed should include some meaningful pathways to individual homeownership so our people can move home.

Last year, I had talked about the **Financial Management Board** supporting us in reviewing our internal processes. When we engaged with FMB, we thought we might be able to get certified this year. As the year progressed, it has taken longer to find our stride and so we will not be seeking certification this year, however, having the internal audit is a step in the right direction. This is an empowering exercise in that staff will have input into the processes, best practices are developed, and training will be conducted. Leadership desires confidence that the processes are in place to safeguard our resources. Also, I was told the staff would be having a session on the current budget in response to comments from last year that finances are only looking back not forward.

Over the year, AFN had a large Per-Capita Distribution, the largest in AFN history. Our finance team worked tremendously to put together the policy and procedures for the **Elk Horn Ranch** distribution. Thank you. There will be representatives here to talk about the minor trusts that were also established. We are still working through a number of other Land Claims to correct injustices done to our people in the past but not forgotten. Certain logging that was done on Reserve, Highways impact, and Lands that should have formed part of our irregular shaped Indian Reserve but were excluded. We are working in the background with our lawyers to negotiate fair just settlements.

I have joined the **Columbia River Treaty Steering Committee** which will begin meeting in the fall. Many of you may have read the news about the Province sharing some of the downstream benefits with the First Nations. Although I have trouble sharing with the other two Nations when the Columbia River Drainage is within Ktunaxa Traditional Territory, I am told that it was a collaborative effort that made it happen. This revenue is another source of “*Own Source Revenue*” that we are developing policy to help us best determine where to target **Own Source Revenue**. Chief and Council were recently presented an opportunity to express interest in purchasing a home and 24 acres bordering the Reserve. We were successful in purchasing this strategic parcel, however it brings to light the need to have a better process that includes community engagement. The due diligence and strategic positioning, can easily be overshadowed by lack of communications.



Communications is a difficult aspect of the work we do. Last year, I was doing regular video updates, and I know people appreciated them, however there are also people that were not happy with them. It was difficult to share enough information but not too much information. I

plan on starting the weekly video updates again and hope that we can respectfully challenge Lateral violence, call out poor behavior, while supporting one another and our community.

In regards to Tobacco Plains letter to leave **KNC**, they have stated they are not leaving the Nation, just the KNC. If they ultimately decide to leave, or to stay part of KNC, We all need to re-assess KNC on multiple levels. Many current and former council members will tell you a list grievances with how KNCS operates. Over the last year, we have been working to bring to light the Elephant in the Room. In the old days, leadership would meet for days, and they would not leave until decisions were made. Here we decided to meet monthly, starting in Lower Kootenay at the Round House, than in ʔaąam, Yaąit ʔaknuąiʔit, here in ʔAkisąnuk and then back to Lower Kootenay. There was a lot of sharing done at these gatherings. I expect KNC to support each of our Bands equally. I expect Leadership are brought into the discussions not excluded from them especially in meetings around rights and title. I expect KNC to have a strategic plan developed with Leadership.

A couple years ago, AFN contributed to the Nation owned entity Ktunaxa Holdings Limited Partnership. Our contribution along with that of the 3 other partners was meant to enable the corporation to get up and going. KHLP has started making payments on this original loan, as well as equity distributions. From that original \$500,000 4 years ago, today, our share of KHLP is valued at 4 million dollars.

I am always open to meeting and visiting with you all. And I want to give a shout out to our youth. At some of the meetings I attend, there is opportunity and funding to have a youth participate. If you are interested in possibly joining me or other council members when we go to different meetings and learning what it is like to be on council, please let us know. I will try to include a call out for youth delegates in my video updates.

This was just a brief insight into some of the various things Council is working on and some background on how the decision making happens.

Huyas Hu sukią kuąni ąapi niskią. Taxa.

Thank you all. The end.

# 2023 Annual Report to Membership

*Janice Alpine, Councilor*

Since my tenure in February, I have been involved with so many internal, external, and governance initiatives and I hope I have been a positive and influential contributor.

<p><b>I. Health &amp; Wellness</b></p>
<p>Immediately I moved into the Social Sector held by my predecessor, Rosemary Phillips. Because of my commitment to Ktunaxa matters at the Nation and Community level, I was able to grasp immediately the matters that were discussed at the leadership table. I also ensured we addressed matters that support the complexity of our Health in our communities as well as ensure we decentralize programs and services.</p> <p>Global Network has developed a model (Columbia Valley Situation Table) to help staff training to respond to the need for identification of persons at risk to provide collaborative mitigation services.</p>
<p><b>II. KNC Complex Care</b></p>
<p>Today we are engaged in incorporating Complex Care that is offered by KNC. We want to ensure it's available at the Community level throughout the Nation. Currently, Christy is leading this initiative.</p> <p>Too many people in our nation have passed away due to drug overdose. ʔakisq̓nuk as one particular individual, who faces drug addiction, lost their partner to an overdose and made it my business to address this matter. We began conversation with Ktunaxa nation Council complex Care Team, you may be familiar with Oscar and Laura, along with Shawna and Debbie to bring the program into ʔakisq̓nuk. The planning is underway. Christy I spearheading the development. Will it not only help those addicted to drugs but also help those with mental wellness challenges or illnesses.</p>
<p><b>III. Opioid Crisis</b></p>
<p>A class action suit on the Opioid Crisis was introduced to KNC where I asked the Complex Care of KNC Team to join in the conversation with the Law Firm assigned to this case. This class action suit will address non medical costs. The Firm told the Team that they introduced this to Canadian First Nations because in the U.S. in the Opioid class action suite was not offered to any indigenous groups in the U.S. This is being considered, it's a matter of introducing to the Nation Leadership.</p>
<p><b>IV. Education</b></p>
<ul style="list-style-type: none"> <li>• I went to my first Little Badger Annual General Meeting             <ul style="list-style-type: none"> <li>◦ We spoke about supporting the Board of Directors</li> </ul> </li> <li>• I met with SD6 to address the Indigenous Partnership Council</li> <li>• I will also be involved in ACE</li> </ul>
<p><b>V. Housing</b></p>
<p>Many matters from addressing emergency repairs, to Committee Terms of Reference and the Home Owners grant cover the surface but we all know there are operational matters that have been directed to our table that we have been assisting with.</p>
<p><b>VI. Finance</b></p>
<ul style="list-style-type: none"> <li>• Finance Audit and Investment Committee - I maintain my seat on the Finance Audit and Investment Committee as a Council representative.</li> </ul>

<b>VII. Letter of Expectation with the Columbia Valley RCMP</b>
Revising the LOE that meet the needs of AFN membership. Some areas of focus are; Drug and Alcohol Abuse, Mental Health, Family/Domestic Violence, Children Safety, Trespassing and Road Safety.
<b>VIII. Human Resources</b>
Human Resources has become a priority and my focus in the matter is to ensure internal processes are consistent and benefit ʔakisq̓nuk. We are working with an accredited Human Resources firm to identify a structure that work for AFN.
<b>IX. National Matters</b>
<b>BC Interior Spring Caucus</b>
I had the opportunity to attend the BC Interior Spring Caucus in Penticton where I gained firsthand knowledge on the health issues seven of the Interior Health Council Nation face in our communities. We heard from First Nations Health Association and First Nation Health Council. It was apparent that Land Based Wellness needs to be applied in our communities, as are After Care programs, and conversations with Child & Family. We heard from Interior Region Nation Executive, Interior Region, Engagement Pathways BC Emergency Health Services, Residential School, Mental Wellness – Toxic Drug Supply Health Crisis Society, and reviewed the Governance Engagement Plan only to mention a few topics.
<b>Our Gathering</b>
I was also attended Our Gathering, a conference called by Indigenous Service Canada that brought BC First Nations together to discuss and receive information on upcoming ISC programs and services. I became familiar with staff as well as other programs that are not through ISC. It was described to me as a meeting that brought staff technicians and leadership together.
<b>Ministers Meetings</b>
I had the opportunity to meet Minister Murray Rankin, Minister of Indigenous Relations and Reconciliation; Josie Osborne, Minister of Energy, Mines, Low Carbon Innovation and George Heyman Minister of Environment. I was honest on some of the issues we face with our community as well as encouraging the use of different language and processes when addressing First Nations communities and issues.
<b>First Nations Summit</b>
I attended the First Nations Summit virtually, and heard from four ministers: Murray Rankin, Marc Miller, Nathan Cullen and David Lametti in relatively a short period but the leadership was able to offer suggestions on how to approach the many priorities affecting the Nations. We heard from the FN Education Steering Committee and FN Energy & Mining Council. We also were provided with information on the Declaration Act Engagement Fund that supports First Nations in governance renewal.
<b>X. Ktunaxa Nation Council</b>
<b>20 Member Leadership</b>
The Leadership is addressing the relationship between the Sectors and their responsibilities to the communities. The term De-centralizing programs has been used. We are also reexamining our relationship with the Chief Executive Officer
Becoming familiar with the SEA, EDCA and IMBA agreements
<b>Ktunaxa Nation Protocol</b>
Discussion have opened up to recommit to the relationship between CSKT, KTI and KNC.
<b>International Joint Commission</b>
Conversations were reignited in relation to the impacts to our water system through the effects of Teck. This will include talks with CSKT, KTI and KNC.

**XI. Look for me**

I will be at a table with KNC Complex Care and ANKORS sharing information and offering awareness on the drug problem we face within our communities. At the AFN AGA Sat Aug 26<sup>th</sup> I look forward to seeing you on the grounds.

I will be introducing the concept of Full Time Council Staff. I would like to be more focused on matters at the national and governance level. The best way to address this is to work solely on those matters. Tasks I would focus on are; Election Regulations, Governance Policy, Land Code or laws, Rights and Title, Metis and Shuswap Relations as only the beginning.

What are your thoughts?

<b>Date:</b> April 23, 2023	<b>Topic:</b> April 2023 Monthly Report  <b>Submitted by:</b> Janice Alpine, Business Development Officer/Tourism Engagement
<b>Submitted to:</b>  <input type="checkbox"/> Economic & Investment Sector Council	
<input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> KNC Resolution Required <input type="checkbox"/> BCRs Required	
<b>Level of Urgency:</b> <input type="checkbox"/> High <input checked="" type="checkbox"/> Medium <input type="checkbox"/> Low	
<b>Presentation:</b> <input type="checkbox"/> Board Package <input type="checkbox"/> Power Point <input type="checkbox"/> Other: please indicate	
<b>Purpose of Briefing:</b> To provide an update on the actions taken in April to the Director of the Economic & Investment Sector	
<b>Attachments:</b>	
<b>Background:</b>	
<p><b>Current State:</b> It is a busy time for me as I have taken on another role as Councillor for my registered community ʔakisq̓nuk First Nation and with the extra tasks I have had to make some adjustments in my job to make time for my added duties. It’s working out. I’m hoping the tasks at AFN will level out as we continue to advance in a direction that is suitable for leaders and members alike.</p> <p><b>Strategic Pillar One: Eliminate Economic Barriers</b></p> <p>The Sector team continue to take steps for the KNC Mico loan and Grant process drafted by J Galdamez. This is more for internal use and addresses our mandate to services citizens where they can benefit the funds and encourage business enhancement. It is still the goal to encourage becoming ‘bankable which a step toward self-sufficiency. Our mindset is to minimize the risks by being honest with our clients and are comfortable in sharing that with all involved in the application process.</p> <p>In the meantime, we will ensure the programs are promoted to all (Communities) Ktunaxa First Nation and that they are aware there is a ‘cap’ per community.</p> <p>I met with Indigenous Tourism BC to revisit the Indigenous Tourism Specialist. New promotional material will be sent out along with a note indicating that the work can be done remotely.</p> <p>At the Kootenay Rockies Tourism Board Retreat last week I was able to meet with Destination BC to encourage a strategy to promote all Indigenous Entrepreneurs through out BC to the world stage. I also encouraged them to seek out Ktunaxa Artists when corporate products are needed.</p> <p>Kootenay Rockies Tourism is developing a Highway 3 Iconic promotional package from Hope to the Ab border to visitors and I suggested that we include as many interpretations at heavily visited areas in the Kootenay region. I will be submitting a work of scope with in the next week for the work.</p> <p>I met with Provincial Nominee Program in relation to Immigration and suggested that engagement with the local Indigenous groups, who encourage migrant workers, to be part of the process.</p>	

**Strategic Pillar Two: Maximize Economic Presence**

Engage in conversations and partnerships with the City of Cranbrook, Regional Destination Marketing Organizations, Visitors Centres, Museums and tourism and business operators. The Economic and Investment Sector through the Ktunaxa Regional Branding Initiative has become the main conduit where Ktunaxa interpretation is requested through out the Region. KRBI maintains a consistent language to the marketing message. If for some reason it goes beyond the process that has been deigned by KRBI in collaboration with TKL, it is directed to the respective (Community) Ktunaxa First Nation.

With that said, I have restored our relationship with Boswell History Centre to proceed with the approved name for the centre. Besides Boswell an invoice will need to be sent to Fording River for Interpretation work.

I'm also refining the relationship with Blackflag the company responsible for the interpretation work in Fernie. I will be submitting the concept to the TKLA in May.

I met with Vickie Thomas in TKL and thank Darcy for recognizing my urgency on the matter on the TKLA process. Vickie has formalized the process for approving Ktunaxa content for public consumption. I'm please to hear this and to minimize risks, when work requires research I will not only with our Researcher/Historian but I will also seek the advise from the group I worked with to ensure language, place names and content is acceptable prior to bringing to the TKLA. They are as follows: Alfred Joseph, Laura Birdstone, Dorothy Alpine, Mary Mahseelah, Elizabeth Ignatius and Roberta Gravelle and Vi Birdstone.

I had a meeting with the "Committee as a Whole" that included Cranbrook City Council and the Tourism Master Plan Steering committee to ensure they are familiar with the concept and next steps. They seemed to focus on the ʔaǰam Park which is underway and lead by ʔaǰam. This is not a topic for KNC. I was however contact my ʔaǰam to offer an update on the CTMP.

I will continue organizing the Kootenay Film steering committee.

I attended the BCEDA Summit in Penticton last week and promoted Ktunaxa Ready in all photo blogs the organizers took. I also was a speaker and spoke to the great work we are doing in Ktunaxa Country and how far we have come since the 1980s. The focus was Western Society engaging with Indigenous Communities who need to be recognized as part of the local commerce.

**Strategic Pillar Three: Build Sustainable "Ktunaxa Economy"**

The Sector Team had a meeting with the newly hired EDO of ʔakisǰnuk and will continue to work with them as they rebuild opportunities for ʔakisǰnuk entrepreneurs and community opportunities.

Through the wide network the Sector has built the Team ensures all opportunities trickle to the Ktunaxa citizens. We ensure all opportunities are communicated through our client database. We do have opportunities that are strictly for Ktunaxa and other opportunities that are geared to all indigenous entrepreneurs.

We also ensure that we collaborate with other sectors to ensure our entrepreneurs are aware of the requirements when applying for these opportunities, I guess it can be referred to as case management as all entrepreneurs are unique in their situation.

**Strategic Pillar Four: Strengthen Sector Governance**





The Team understands that communication plays a big role on Governance and is staking steps to work with Citizens and maintaining visibility on our (Communities) Ktunaxa First Nations

**Opportunities/Impacts between Sectors and with External Bodies:**

The opportunity to collaborate with E&E at KEDI Community Engagement sessions.

**Potential Risks and Recommended Actions:**

**Financial Implications:**

**Possible Next Steps:**

**Proposed Action:**

**Draft Motion:**

**Other Comments:**

**SENIOR**  
**ADMINISTRATIVE**  
**OFFICER**

## **Message from the Interim Senior Administrative Officer (SAO)**

Kiᖅsuk Kyukyit,

Welcome to the 2023 Annual General Assembly (AGA).

The annual AGA is a great opportunity for Council to provide updates on the doings of the past year, and for the administration to receive valuable feedback on matters that are important to membership. We are excited for the community to gather and look forward to fruitful conversation.

I have been serving as the Interim Senior Administrative Officer since May 24, 2023. I thank Council for placing their trust in me to lead the day-to-day operations of the administration, as guardian and advocate of the community's rights and needs. It is an honour to serve the community in this capacity.

A key initiative I am overseeing as interim SAO is a review and update of our organizational chart and job descriptions being performed by an external human resources firm, Salopek. The review is intended to clarify the roles that administrative employees are performing, and to ensure that each function expected of the administration is covered and being delivered within a workforce appropriate for the size of the nation. The review will also focus on reporting lines and assess if there are any structural causes for high employee turnover, especially in the SAO position.

Following the completion of the organizational and job description reviews, Salopek will then perform a compensation review to ensure the administration's salaries are competitive and appropriate for the market.

Salopek started their work approximately a month ago, and they are expecting to take up to approximately four or five months to finish. Once the reviews are complete, Salopek will assist us with recruiting vacant positions in the organizational chart, including a permanent Senior Administrative Officer.

We hope you get the opportunity to socialize with your fellow ᖅakisᖅnuknik and enjoy the weekend's activities.

Thank you for attending!

Best,

David Bach  
Senior Administrative Officer (Interim)  
Fiscal & Economic Director

# FISCAL AND ECONOMIC

**Director of Fiscal and Economic:** David Bach

**Email:** david.bach@akisqnuk.org

**Phone:** (250) 342 6301 Ext.3805

## Fiscal and Economic Update

Kiʔsuk Kyukyit,

In addition to my role as interim Senior Administrative Officer, I continue to fill my role as Fiscal & Economic Director.

This past year has been a year of renewal and change for the fiscal and economic department, with addition of our Comptroller, Vijay Akkapeddi (in November), Economic Development Officer, Lisa Cannady (in February) and General Manager for the upcoming DevLP, Rob Thomas (in July).

Our finance group has been working with our external auditors, KPMG, to prepare financial statements and other reports for membership and external funders. While we were hoping to have these ready to present at the AGA, there has been a lot of work to catch up on from the six months we were without CPA over the last year and the audit is still underway.

Once the audit is complete and financial statements are ready, we will present them for membership at a community meeting. We also intend to have the Financial Management Board attend the meeting to provide training on financial statements and will present information on the current budget.

The finance team understands the important stewardship role it fills with respect to the Nation's assets and is committed to providing membership complete and accurate financial information.

Below are some updates on some additional items which we have been working on.

David Bach, B.A., J.D.  
Senior Administrative Officer (Interim)  
Fiscal and Economic Director

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## Fiscal Update

David Bach, *Fiscal and Economic Director*

Vijay Akkapeddi, *Comptroller*

Gayle Michel, *Junior Accountant*

Cherrie Burke, *Accounts Payable and Payroll Coordinator*

### **Organizational Chart**

As part of their review of the entire organization, Salopek is currently speaking with members of the finance group and assessing the current organizational structure of the finance department. Particular areas of focus will include: (i) procurement, (ii) grant writing, and (iii) reporting. Once complete, Salopek will assist in recruiting to ensure all functions are adequately resourced.

### **Financial Management Board (FMB) Certification / Day-to-Day Procedures**

Earlier we had reported our goal of working with the Financial Management Board to achieve Financial Management System (FMS) Certification this year. With the turnover in the SAO position, and ongoing

organizational review, we are putting that timeline on hold until we have sufficient capacity to continue the certification process. In the meantime, we are arranging to have the FMB review and update our day-to-day procedures for today's best practices and provide organization wide training on the same.

### **OSR Allocation Policy**

Each year AFN receives own-source revenue ("OSR") from various sources including: (i) aboriginal rights & title dollars and revenue sharing, (ii) business income, (iii) taxation income and (iv) interest income.

OSR has grown in recent years to be a significant source of revenue for AFN. Final numbers are still being prepared, but it is estimated that for 2022-2023 OSR was between \$14million and \$15million. Finance expects OSR to be similar in 2023-2024.

The 2023-2024 budget allocates up to approximately \$4.7million of OSR to be used by the Administration for operations and capital, which is approximately 1/3 of OSR. There is presently no allocation for the remaining OSR.

The Administration recognizes that every dollar that goes through the band, and in particular OSR, belongs to and is for the benefit of membership. Accordingly, Council has directed we develop an OSR Allocation Policy governing how much OSR, if any, may be used by the AFN's governance function for operations and capital projects, and what to do with the remaining OSR.

The administration has put together a draft term sheet containing key terms that may be included in an OSR Allocation Policy. We will be presenting this term sheet at the AGA and kicking off engagement to receive feedback from membership. Over the coming weeks we will continue this engagement with a view to finalizing and implementing an OSR Allocation Policy in the fall.

### **Cash Reserves**

The OSR Allocation Policy, referred to above, is intended to set out what AFN does with cash reserves. In the meantime, we have significant cash reserves (approximately \$40million of restricted and unrestricted cash), which in the past have been held in accounts with little to no interest. This spring administration worked with the KSCU to develop a high interest savings account and transferred \$33million of our cash reserves. As a result of these changes, AFN is now earning approximately \$150,000 of additional interest each month, which works out to approximately \$1.8million annually. Once the OSR Allocation is finalized, we will work with one or more certified investment managers to earn higher returns, without subjecting our cash reserves to undue risk.

### **Contract Safe**

The administration has identified the need to implement a more robust contract/document management system as a strategic priority for the organization. Accordingly, the finance team, working with the rest of the organization, trial tested a cloud based product called "Contract Safe", which we are now intending to implement. Contract Safe will ensure our documents are well protected and assist all departments in achieving reporting obligations.

### **Elkhorn Minors Trusts**

Administration has been working with FNB Trust on setting up the minors' trusts, including hiring Buetel as investment manager. This work is complete. FNB Trust and Buetel will both be at the AGA to provide

information to minors and their guardians on the trusts. We will also be circulating information in written format for those that are unable to attend.

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### **Economic Update**

David Bach, *Fiscal and Economic Director*

Lisa Cannady, *Economic Development Officer*

Rob Thomas, *General Manager (AFN Enterprises LP)*

#### **Update from the Economic Development Officer**

My name is Lisa Cannady and I am your new Economic Development Officer. I'm excited to work with the economic team to build support in business and entrepreneurship.

The last time there was an Economic Development Officer was in 2019, so I feel like I'm starting with a clean slate. I have a lot of work ahead of me, and I'm up for the challenge.

Some of the work that I have been working on since I started in February includes:

- Updating and distributing rental agreements for Lakeshore Resort & Campground Short-Term renters, as well as manage short term renters' requests and needs;
- Developing Small Business Grants Policy;
- Exploring opportunities to negotiate new impact benefit agreements;
- Building relationships with local organizations such as Kootenay Rockies Tourism, Chambers of Commerce, Kootenay Association of Science & Technology, to promote AFN as "open for business"
- Securing funding for projects such as a campground feasibility study, the AGA and updated videos and photography.
- Seek funding for the atrium portion of the multi-purpose building

I also took on the temporary role of Communications Assistant for a period of 3 months until an interim employee could be hired.

What I hope to work on in the near future includes:

- Developing and implementing a 5-year Strategic Plan
- Creating a Voluntary Job Bank, where AFN members are able to share their skills that may be a match for future contracts or employment
- Renegotiating Indian Beach Estates head lease to maximize opportunities for AFN and its members
- Building a program that will encourage entrepreneurship among members

I'm open to whatever opportunities come my way and look forward to a successful future with AFN.

Lisa Cannady

### **AFN Enterprises Limited partnership**

The administration is currently working on setting up a Development Limited Partnership, AFN Enterprises Limited Partnership, which will carry on the business activities of the nation, outside the political operations.

We have hired the General Manager for AFN Enterprises Limited Partnership, Rob Thomas, who comes with approximately thirty years' experience running both public and private businesses.

We are also starting to recruit for directors for the board AFN Enterprises Limited Partnership, which is envisioned to consist of the Fiscal & Economic Director, two members from community and two independent business people. We expect AFN Enterprises Limited Partnership to go live in early fall, at which point community engagement sessions will take place to assist in crafting corporate strategy.

Once AFN Enterprises Limited Partnership is live it will exist separate from the administration and will host its own annual meetings and engagement sessions.

### **Columbia Lake Recreation Centre**

The Columbia Lake Recreation Centre re-opened to the public this last year. The recreation centre is open to the public and offers a number of services, including a walking track, fitness room, indoor soccer/hockey and pickleball courts. The team is exploring additional services to provide in the future, such as fitness classes, etc.

The recreation centre building roof has previously leaked, especially during

It is expected that the operation of the Columbia Lake Recreation Centre will move to AFN Enterprises Limited Partnership once it goes live.

### **Lakeshore Resort & Campground**

The campground continues to be closed to the public and will remain so for the rest of the season. It is expected that operation of the Lakeshore Resort & Campground will move to AFN Enterprises Limited Partnership once it goes live. AFN Enterprises will conduct a strategic review of the campground to determine the highest and best use of the asset.

### **Commercial Lot**

AFN has approximately 13 acres of designated commercial land on the corner of Kootenay Rd #3 and Highway 93/95, which it has intended to develop and lease out to commercial tenants. With the hiring of our Economic Development Officer and formation of AFN Enterprises Limited Partnership, we now have the capacity to move this project forward and have been working with external stakeholders on developing a plan.



# MEMBER SERVICES REPORT

**Member Services Director:** Christy Baker

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**Phone:** (250) 342 6301 Ext.3845

## MEMBER SERVICES ANNUAL REPORT TO MEMBERS

AUGUST 2023

**Christy Baker**  
**Director**  
**Member Services**

**(MSD) – Member Services Director**  
**(SAO) – Senior Administrative officer**  
**(DOLAI) – Director of Lands and Infrastructure)**  
**(FNHA) – First Nations Health Authority**  
**(KNC) – Ktunaxa Nation Council**  
**(HM) – Health Manager**

Good day everyone, I continue to be incredibly grateful for all the lessons I have been taught and learned in my time here so far. I appreciate the willingness from everyone to be patient with me while I learn through listening, respect, and kindness. It has been an exceedingly difficult year for many here at Akisqnuq, and across the Nation. There were many people lost this year throughout the Nation, and my thoughts remain with those who lost loved ones this year. It is inspiring to see the way the community comes together to see each other through some exceedingly tough times. The heartfelt response that Aqam received from their sister communities was swift and filled with a desire to help however people could. It is truly an example of the tenacity of the human spirit to see each other through such tough times. I am looking forward to a productive year filled with innovative programs, opportunities, and growth.

Thank you all,  
Christy

## HEALTH



The health team has been working on several projects since April 2023 that were incorporated into the health team's work plan. The following are areas the health team has completed and are working on to enhance the services in the health center.

- We have hired the Associate Director of New Programs in the health department to assist in building up health programs.
- Funding from FNHA now comes directly to the band.
- Staff training on Interior Health privacy requirements
- Hired an HR firm to assist an RN, LPN, and Community Wellness facilitator.
- On January 26<sup>th</sup>, MSD attended the First Nations Health Governance Virtual meeting.
- On April 21<sup>st</sup>, 2023, the Director of Member services touched base with RN (supports the Ktunaxa area) and the Community health practice consultant with FNHA. The Member services Director had inquired in a meeting with FNHA rep., who is the Funding arrangement advisor, about expectations around reporting that for immunization programs for Akisqnuq.
- Steering Committee Meeting with Architect for Health Centre on February 2<sup>nd</sup>, 2023
- Wellness strategy planning on February 3<sup>rd</sup>, 17<sup>th</sup>, March 21<sup>st</sup>, May 1<sup>st</sup>, May 18<sup>th</sup>, 2023
- March 17<sup>th</sup> had a meeting on "No one left behind" which was a presentation given by FNHA and other stakeholders with respect to opioid crisis and other areas of concerns in communities such as clean drinking water, etc.
- March 23<sup>rd</sup>, May 25<sup>th</sup>, there was an emergency management meeting to review the initial stages of developing the community's overall emergency plan and potential recovery plan in the event of natural disaster, wildfire, etc.
- On April 18<sup>th</sup>, 2023 – there was a meeting held to discuss how to begin to update the current Ktunaxa burial procedures booklet – discussion has also been held with the Elders regarding the same.
- April 19<sup>th</sup> – Shawna Biron (KNC) was out to discuss health transitional planning with the health team.
- On May 4<sup>th</sup>, a care conference was held as part of a health team to discuss planning for a member and how best to support over the next few months.
- May 2<sup>nd</sup>, another emergency planning meeting was held to review changes and additions to the emergency plan.
- On May 16<sup>th</sup>, a direct workshop was held to assist members who needed it with their drinking water claims – staff and information was available in the band hall to assist for the day.
- On May 17<sup>th</sup>, a meeting was held with FNHA to discuss transitional planning regarding funding coming directly to Akisqnuq.
- Confirmed nurses from the nation will provide FNHA with Akisqnuq immunization reports.
- At the beginning of March MSD contacted legal teams in the area after feedback from the community they wanted a workshop for wills and estate planning – particularly with an understanding of on reserve estate planning. MSD contacted Columbia Law office in Invermere who contacted MSD back to show interest in assisting with this. After several conversations with James Weir at CLO, we were able to secure Morgan Blakley and Derrick Murphy who are the lawyers that will be assisting us. There is no charge for these sessions and/or their services. The law firm requested specific materials (the booklets etc.) ahead of time to ensure they had all the information they would need to prepare for the upcoming session. A Saturday session was added

to ensure some flexibility for those who work Monday to Friday. The booklets have already arrived and are ready to go for the May session. These sessions will be held on Friday May 16<sup>th</sup> from 9 a.m. – 3 p.m. in the mural room at the recreation center and Saturday in the band hall from 9-3 p.m.

- The Member Services team began discussing assisting members with the application process for drinking water claims. The session was scheduled for the 16<sup>th</sup> of May from 9-3 p.m. in the band hall and packages were available on site. We also had laptops available to access applications online and staff to assist if they wish to fill the application out and mail these in. The claim applications are specific to those on reserve during a certain time frame, and staff were available to help answer any questions.
- On May 8<sup>th</sup> – 11<sup>th</sup> Darien Thira was on site providing the workshop, “Community is the Medicine.”
- MSD met with Clear Sky consulting and another subsequent meeting to discuss roll out, action items etc. for the Akisqnuk emergency plan. This was planned for April 25<sup>th</sup> to review, and DOLAI has been invited to take place as well. A new Member that MSD has been in contact with has been asked to aid with recovery planning as part of Akisqnuks overall emergency plan. The member’s education is in Emergency Management, and she will be applying for her master’s in emergency management soon.
- On March 17<sup>th</sup>, MSD discussed the Community Health plan with (FNHA) to begin developing Akisqnuks required Community Health and Wellness plan. The health team has agreed to work with KNC on developing the plan. This work remains underway.
- Working towards moving from Set funding to flexible with FNHA
- Hired a contracted position to assist elders and vulnerable people to affect minor household repairs on their homes.
- Cleaned out shed of all deteriorating equipment.
- Consulted with KNC to identify any at risk members who may potentially be returning to community and requiring support.
- Assisted several members with complex dental needs – and accessing same
- Identified areas of need for vulnerable members who required additional support such as hearing aids and magnified reading equipment.
- The new Firewood policy has been created and approved by the Chief and council – this information will be out in the next newsletter along with application, and matrix.
- The good food box has been going out consistently and over thirty-five people are benefiting from the program currently.
  - Clinics are continuing on a routinely scheduled basis; they include the following.
    - Foot care
    - Diabetic clinic
    - Routine appointments to see the Doctor.
  - Funeral procedures need to be updated and broken down into delegations by position – will begin working on this with the elders committee.
  - Assisted living reports are now being caught up to ensure reporting accuracy.
  - McPhersons was at the Wills and estate planning workshops both days and relayed information about how wills are incorporated to final plans, final planning costs and what is required to set up pre-planning.
  - Member services Org. Chart completed and handed in in preparation of HR firm’s feedback.

- MSD attended health caucus with Councillor Alpine in the Okanagan
- MSD and HM attended the Gathering Wisdom Conference in Vancouver B.C. From February 26<sup>th</sup> until March 2<sup>nd</sup>, 2023, voting for continuation of FNHA supports and participating in several breakout sessions regarding upcoming health initiatives and other communities' best practices.
- Identifying the communities need to address the opioid crisis affecting the community – information will be at the member services table for more information.
- Complex needs information will be at the member services table as well for more information.
- June 5<sup>th</sup>, there was a Ribbon dress/shirt making day.
- Tabletop emergency plan exercise completed on June 29<sup>th</sup> with Clear sky consulting to review the contents of the emergency plan with all staff. The floor was open for all staff to make suggestions and provide feedback whilst in draft format.
- RN interview on July 29<sup>th</sup> – offer is in discussions.
- FNHA was out to do inspections of the health centre which was a routine scheduled visit – The health care performance assessment was completed with Health Manager and FNHA representative.
- Reviewed usage of contract safe – spent time familiarizing with the system – providing feedback on thoughts for use in the programs to support FHNA funding agreement compliance.
- Meeting with Columbia Valley Situation table – discussed mental health and other public services gaps within the Columbia valley.
- Meeting with SD6 to address some upcoming governance matters as well as gaps in service.

## EDUCATION

- **Student needs** – We have received approximately 15 forms from Members, regarding costs they incur for their child/ren. We are continuing to accept these forms.
- **Post Secondary** – We have one student who has had to pause their studies and plans to pick up again in the Fall. The other students (4) have submitted their class schedules and have begun their winter studies.
- Work continues with the **Local Education Agreement** and is in final stages for submission to chief and council. Council member Alpine has been attending SD6 meetings to contribute from a governance lens.
- We had an Information Session here at Akisqnuq with **College of the Rockies** (both Invermere and Cranbrook campuses) as well as KNC Education and Employment. This was a great gathering and provided opportunity for some great discussion about training opportunities for community. (Security Training, First Aid, Drone training, Office worker skills development, etc.) There are a lot of options available for community, and the college seemed very receptive to the ideas and suggestions provided.  
This was also open for community members to attend, and we had a couple of members set up follow up meetings with College or KNC staff.
- A noted increase has been discussed in requests for supports/funding for children, either in early learning programs, or in K-12 school programs, who are requiring additional assessments and supports, (Occupational Therapy, Speech, and Language, etc.)  
If you know of anyone interested in this training, please direct them to Stephanie to be included in the participant list.

- Work is still being done with Shuswap Indian Band, Metis Nation BC, and SD#6 on an **Indigenous Education Council**. This would be an avenue for advancing Indigenous students, and knowledge for the whole school community.
- **Language Learning:** Richard Bryce has expressed interest in holding language lessons in the schools.
- **Blanket Exercise:** SD#6 is looking to hold sessions for their school community (Teachers, Indigenous Education Support Workers, Grade 8 students). Some resources were provided to SD6 about some members and nation members who provide this training.
- **Education Manager:** attended the First Nations Education Steering Committee Regional Session in Kamloops.
- This was a fantastic opportunity to receive updates on what is happening province / country wide.
- One of the big topics that was on the agenda was the Post-Secondary Tripartite agreement that is in the works.
- This would be an agreement between FNEESC, BC, Canada. To ensure matters pertaining to Post secondary are done in the most coordinated way.
- FNEESC does a significant volume of advocating on behalf of All First Nations in BC regarding K-12, Adult Education, and Post-Secondary.
- Confirmation of funding from FNEESC for various Education needs has been obtained.
- Another project being developed includes providing the opportunity for 2 Band members to complete facilitator training in Safe spaces. This will assist us in the work we do, ensuring we are always mindful of how we can do things in a better way for the community we serve.
- Confirmation that funding for a Parents gathering has been received. The idea is to have service providers, supporters, and experts in attendance so parents may learn about, or schedule to access the services which may help their student in being successful in their educational experiences.
- Akisqnuq will be holding an education session with the school district and community, to receive updates on what is happening, and give input on what we would like to see (or not).
- Information is still being collected from parents on the costs they face with their child's education. Currently we have approximately fifteen that are complete, but it is hoped that we can receive many more, and compile these into useful data for our planning. This will enable us to be able to provide support to 'Akisqnuq students and families.
- Education department completed a call for Proposals for community-based post-secondary programs. The Education manager was scheduled to attend the SEEMS meeting.
- Discussion was had with SD6 staff to layout communication plans and how we can best support students.
- SD6 staff participated in the Blanket Exercise in the Columbia Lake Recreation Centre on February 28<sup>th</sup>.
- There were five full time post-secondary students for the Winter 2023 semester.
- One member was completing their medical residency, one was completing their Master of Social Work degree, and the others are continuing students.
- MSD attended the action planning agreement sessions in April 2023 which was held in accordance with the Ministry of Education and childcare. This was more of a discussion and break out groups etc. discussed the challenges first nations communities face with

early learning and what supports they envision will best address the gaps communities are currently experiencing. (See agenda attached from meeting).

- The education department has secured over \$175,000.00 in Grants for various Community supports.
- Among activities for these grants are:
  - a community Resource room, accessible for members for various things; Meetings, computer use, phone use, learning resources, etc.
  - Health and Science related career Role Model posters for use in community as well as schools, etc.
  - Supports and services for individual students' learning successes.
  - Training for Community engagement (creating safe spaces) I look forward to seeing what can be done for community with this training.
  
- We have received the funds from the local School District for Transportation for students' Extra-Curricular activities.
- Starting in April, we began collecting the forms and submitting for the families' allocations.
- We are nearing the end of updating the Post Secondary Policies.
  
- BC has recently made the decision, taking effect in August 2023, to remove the age limit on the Former Youth in Care program. This enables First Nations members, who spent time in foster care, to enter Post Secondary studies without Tuition Fees. This has been a focus area of much advocacy in the province and across our country for an extended period.
- Worked with SD6 to develop Terms of Reference for the LEA Oversight Team, (formerly Aboriginal Council on Education).
- On May 4<sup>th</sup>, Little Badgers sent out the information that they were not running their regular Exploring Badgers but, they were, continuing their Badgers Afterschool program at WES. It was stated that it will run similarly to the camp with activities and while they can take children until the age of 12 the programming is geared towards 6–10-year-olds.
- Little Badgers requested the Education manager reach out to the Akisqnuq families in this age range and asked that they be contacted no later than May 31<sup>st</sup> if they are interested.
- MSD requested that education manager contact SD6 to invite them back to the Chief and council table.
- Work is being done to complete the Role Model project, (part of one of the grants we were successful with) and hope to have the posters available and recognition of participants at our Annual General Assembly.
- Still working on Policies. We need to separate these and ensure we have included all the necessary pieces.
- Draft Terms of Reference for Indigenous Education Council was brought to Council for Review and council asked for more work to be done on the TOR.

- DTSS staff attended a recent meeting, with a proposed idea for visibility in the school.
- Next SEEMS meeting is June 2. In Cranbrook.
- We have been approved for some funding from NIB Trust

## **SOCIAL DEVELOPMENT**

- Auditing Files – All SD files were reviewed to ensure compliance with ISC reporting practices and guidelines. The audit showed some delinquencies in both process and required documents, as a result The following was sent out to ensure compliance:
- Good food box – still being offered for pick up at the recreation center – recreation center staff is still assisting with the good food box.
- Ski program –Communication was handling voucher’s etc. For next year’s program – an agreement or notice will be sent out regarding no shows and payment.
- Buckskin workshop was held in the recreation center for 2 weeks during the month of March. Meals were shared in the mural room, and participants were from other communities as well as Akisqnuk members.
- Akisqnuk received the Introduction to the Social Development Policy Handbook which has been revised and implemented.
- On May 2<sup>nd</sup>, MSD reached out to our PWD/MNS worker to inquire about an application that was completed some time ago. A member was also reporting that they had send the information in twice, after reviewing with the Doctor and submitting. The PWD worker stated they had not received the report from the Doctor, so MSD followed up with the member to have the form resent. MSD met with member and explained the outcome and provided them with a new application.
- There may also be some discussion about potentially increasing Assisted Living, given the fact there may be a few gaps in providing supports to those in need.
- All ISC reporting for SA files has been updated and completed and all files are now current.
- Assisted living reports are being reviewed, updated, and submitted to address some overdue reporting issues.
- The DRF structure being introduced in 2023-24 supports this evolution by moving to a single Core Responsibility that focuses on Indigenous Well-Being and Self-Determination.
- Developed a contracted short-term program for elders’ assistance with day-to-day housing tasks they have trouble completing.
- Updating the database inventory of skills, knowledge, abilities, and interest of members to facilitate meaningful employment opportunities.
- Researching various workshops that may be made available to those who are currently receiving SA or PWD benefits.
- Reviewing home care needs for all those on PWD and begin applications for those that may be on SA that should potentially be on PWD.
- Newsletter and Facebook contain information on upcoming workshops, information sessions etc. to support those that may wish to participate.
- Sent out requests for updated file information on all of those remaining on SA and PWD.



- Developed a filing system that is in line with privacy laws, AFN policies and best practices.
- Creating forms that support reporting requirements and provide opportunity for statistical analysis to measure the success of current programs or gaps in services.
- We are beginning to develop a home check in system – to assess the overall wellness of vulnerable people with mobility issues, etc.
- Applied for funding to support community initiatives such as the Community initiatives program.
- Safety plans were developed for vulnerable community members at the time of the Elkhorn distribution – this planning included support from KNC.
- Assisting those who have required support in developing and printing resumes for work opportunities.

## HOUSING

**Capacity Development** - Now 3 active full-time AFN Members. Received extension to federal government funding (YESS Program) until March 31<sup>st</sup>.

**Consultant** – FNMHF is funding consultant on corporate governance, TOR, housing policies & strategic plan. Timeframe Sept to January. Scott was at AFN in December

**New homes/renos** – have been receiving Expressions of Interest.

- Obtained grant from CBT towards proposed 6 new home programs.
- Am formulating a new home plan for grant applications under Rapid Housing Initiative and CMHC Co-investment Plan for early 2023 submission.
- January 18<sup>th</sup> deadline for New Relationship Trust towards solar panels not covered by CBT.

To address rental housing needs by building thirteen <b>multiplex units</b> on-Reserve.	<u>3-plex one</u> Complete landscaping and report out to funders.	<ul style="list-style-type: none"> <li>• Housing Manager, workers, Trappeur Homes.</li> <li>• Funders - BCH, CBT.</li> </ul>	<ul style="list-style-type: none"> <li>• Complete landscaping by June 1.</li> <li>• Submit final reports to BCH/CBT by July 1</li> </ul>	Complete on time & w/a budget.	
	<u>3-Plex 2</u> Complete landscaping and report out to funders.	<ul style="list-style-type: none"> <li>• Housing Manager, workers, Trappeur Homes.</li> <li>• Funders - BCH, CBT.</li> </ul>	<ul style="list-style-type: none"> <li>• Complete landscaping by June 1.</li> <li>• Submit final reports to BCH/CBT by July 1</li> </ul>	Complete on time & w/a budget.	
	<u>3-Plex 3</u> Target completion and occupancy in summer of 2023.	<ul style="list-style-type: none"> <li>• Housing Manager</li> <li>• Workers</li> <li>• Funders - CBT, ISC.</li> </ul>	<ul style="list-style-type: none"> <li>• Ready for occupancy summer of 'twenty-three.</li> <li>• Reports – RDEK</li> </ul>	<ul style="list-style-type: none"> <li>• Complete on time &amp; w/a budget.</li> <li>• Workforce development</li> </ul>	

				ongoing/occupancy permits, submit final reports to CBT/ISC by Sept 30/23.		
To address housing needs by adding <b>single detached</b> homes on-Reserve.	<u>Affordable rentals</u> homes regardless of RHI application (using ISC HSP & Covid Top-up, & CBT & AFN funding).	<ul style="list-style-type: none"> <li>Lands/Housing.</li> <li>CBT funding secured.</li> <li>HSP potential funding of Covid Top-up</li> <li>AFN/other for balance.</li> </ul>		Apply when appropriate given RHI path. <ul style="list-style-type: none"> <li>[Must build by March of 2025?]</li> </ul>	<ul style="list-style-type: none"> <li>Program/plans in place. Funding secured and 4-home program implemented.</li> </ul>	
	<u>Affordable rentals (with lease to own provisions):</u> pursue Rapid Housing Initiative (RHI) funding	<ul style="list-style-type: none"> <li>Lands/Housing.</li> <li>CBT funding secured.</li> <li>RHI funding would cover most of the balance.</li> </ul>		<ul style="list-style-type: none"> <li>Applications</li> </ul> Must be built within 1 year (2024).	<ul style="list-style-type: none"> <li>Program/plans in place.</li> <li>Funding secured and 6-home program implemented.</li> </ul>	
	<u>CP units:</u> <ul style="list-style-type: none"> <li>assist interested parties with their plans.</li> <li>Co-apply for ISC HSP funding for these CP homes.</li> </ul>	<ul style="list-style-type: none"> <li>AFN - Land, Housing, Public Works.</li> <li>HSP potential funding</li> </ul>		<ul style="list-style-type: none"> <li>Develop plans and apply as needed.</li> </ul>	<ul style="list-style-type: none"> <li>Program/plans in place.</li> <li>Secure funding and homes built.</li> </ul>	Ongoing.
Improve tenant experience & protect investment in <b>6-plex</b> .	Complete tiny home/ready for occupancy by July 1st.	<ul style="list-style-type: none"> <li>Housing Manager.</li> </ul>		<ul style="list-style-type: none"> <li>Timing - overlap with 3-plex activity.</li> </ul>	Complete and ready for occupancy.	
	Complete landscaping in immediate area around the 6-plex.	<ul style="list-style-type: none"> <li>Housing Manager.</li> </ul>		<ul style="list-style-type: none"> <li>Landscaping – complete by Oct. 30<sup>th</sup> (overlap with 3-plex activity).</li> </ul>	Landscaping complete.	
	Address outstanding warranty work by filing new home warranty claim.	<ul style="list-style-type: none"> <li>Housing Manager.</li> </ul>		<ul style="list-style-type: none"> <li>File claim by April 30<sup>th</sup>.</li> </ul>	Deficiencies repaired.	

Rentals: <i>Move to cleaner energy (solar).</i>	Add solar panels to 6-plex and 3-plexes (13 units) & six	<ul style="list-style-type: none"> <li>Housing Manager</li> <li>CBT</li> <li>NRT (awaiting decision on Jan 15<sup>th</sup> application) -</li> </ul>	<ul style="list-style-type: none"> <li>Await NRT decision.</li> <li>If awarded, then proceed with existing buildings.</li> <li>Complete others once constructed.</li> </ul>	<ul style="list-style-type: none"> <li>Completed with grid tie-in.</li> <li>Cleaner energy.</li> <li>Lower energy bills.</li> </ul>	
Rentals: <i>Arrears Management (legacy homes).</i>	Either: <ul style="list-style-type: none"> <li>develop arrears payment plan</li> </ul>	<ul style="list-style-type: none"> <li>Housing Manager</li> <li>Finance</li> <li>tenants</li> </ul>	<ul style="list-style-type: none"> <li>Finance to provide necessary arrears info by end of April.</li> <li>Hold tenant planning meetings in May and June.</li> </ul>	Repayment plans.	
Rentals: <i>Arrears Management (newer portfolio).</i>	<ul style="list-style-type: none"> <li>Ensure appropriate rents are being set and collected (and reported to Housing).</li> <li>Create and implement written processes around arrears mgmt.</li> <li>Arrear</li> <li>arrears</li> </ul>	<ul style="list-style-type: none"> <li>Housing Manager</li> <li>Finance</li> <li>tenants</li> </ul>	<ul style="list-style-type: none"> <li>Finance to provide historic arrears info and regular monthly reports by the end of April.</li> <li>Then implement new processes.</li> </ul>	Higher collection rates.	
Better Manage <b>on-Reserve</b> Homes	Continue populating Asset Management Database developed under BC Housing MOU.	<ul style="list-style-type: none"> <li>Funding &amp; training (BC Housing, CBT, Aqam, Shuswap, Tobacco Plains).</li> </ul>	<ul style="list-style-type: none"> <li>Add new rental homes.</li> <li>Update as needed.</li> </ul>	All data captured in continually updated database.	Ongoing.
	Next Phase of MOU is to use completed database for capital planning.	<ul style="list-style-type: none"> <li>BC Housing leading the activity.</li> </ul>	Attending planned BCH training. Then begin implementation.	A tangible capital planning format utilizing database by March 31/24.	Ongoing.

On-Reserve: <i>Improve well-being by making homes more energy efficient.</i>	<b>Phase 2</b> <ul style="list-style-type: none"> <li>• Tested 16 homes, have workplans.</li> <li>• Need funding to keep the program going.</li> <li>• Work with contractors to complete retrofits.</li> </ul>	<ul style="list-style-type: none"> <li>• Housing Manager</li> <li>• Budget</li> <li>• Funders.</li> <li>• Contractor - think Bright Homes.</li> <li>• Potential Funders – AFN, CBT, BCH, ISC, BC Hydro.</li> </ul>	<ul style="list-style-type: none"> <li>• Complete JW retrofit during 2023.</li> <li>• Obtain funding by December 31/23 for 2024 program.</li> <li>• Develop 2024 schedule with think Bright.</li> </ul>	<p>Complete JW reno.</p> <p>Obtain new funding.</p> <p>Develop 2024 schedule.</p>	
On-Reserve: <i>Improve well-being with significant CP renovations.</i>	<ul style="list-style-type: none"> <li>• assist interested parties with their plans.</li> <li>• Co-apply for ISC HSP funding for these CP homes.</li> <li>• Goal of complete at least two significant renovation projects annually.</li> </ul>	<ul style="list-style-type: none"> <li>• Housing.</li> <li>• HSP potential funding</li> </ul>	<ul style="list-style-type: none"> <li>• Develop plans and apply as needed.</li> <li>• Attempt two renos in fiscal year.</li> </ul>	<ul style="list-style-type: none"> <li>• Improved homes.</li> </ul>	
On-Reserve: Provide timely assistance to emergency & maintenance items.	<ul style="list-style-type: none"> <li>• Attempt to address with AFN resources where possible.</li> <li>• Hire/refer to outside sources where necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Housing Manager, staff</li> <li>• AFN maintenance staff</li> <li>• Local contractors.</li> </ul>	<ul style="list-style-type: none"> <li>• Responsive.</li> </ul>	<ul style="list-style-type: none"> <li>• Problems addressed/solved.</li> </ul>	
On-reserve: Education to improve health & safety.	<ul style="list-style-type: none"> <li>• Develop and share educational materials or assistance on health and safety items (e.g., smoke alarms, fire extinguishers, decluttering).</li> </ul>	<ul style="list-style-type: none"> <li>• Housing</li> <li>• Communications</li> </ul>	<ul style="list-style-type: none"> <li>• Develop plan by June 30<sup>th</sup>.</li> <li>• Begin implementing by September 30<sup>th</sup>.</li> </ul>	<ul style="list-style-type: none"> <li>• Implemented communication plan.</li> </ul>	
Capacity Development: <i>Use housing activity to provide</i>	Approach all housing activities as an opportunity for member participation and training.	<ul style="list-style-type: none"> <li>• Housing Mgr.</li> <li>• Funders</li> <li>• Workers.</li> <li>• Members</li> <li>• Trappeur Homes</li> <li>• think Bright.</li> </ul>	<ul style="list-style-type: none"> <li>• Be cognizant of opportunities/ seek funding on projects (3-</li> </ul>	<ul style="list-style-type: none"> <li>• Salaries paid.</li> <li>• Experience gained.</li> <li>• Training pursued.</li> <li>• Outside employment.</li> </ul>	

Member employment & capacity development.	<ul style="list-style-type: none"> <li>Provide projects with employment opportunities.</li> <li>Seek training funding.</li> <li>Continue mentorship program.</li> </ul>	<ul style="list-style-type: none"> <li>Funders</li> </ul>	<ul style="list-style-type: none"> <li>plexes, new homes, retrofits, renos).</li> <li>Quarterly Reports to C&amp;C.</li> </ul>		
Capacity Development: Succession Planning for new Housing Manager.	<ul style="list-style-type: none"> <li>Seek funding (e.g., CMHC &amp;/or ISC &amp;/or FNMHF)</li> </ul>	<ul style="list-style-type: none"> <li>Housing Manager/intern.</li> <li>Funding for training/capacity development</li> </ul>	In place 6-12 months before transition.	Prepared successor.	
Encourage Members to take pride in their homes.	<ul style="list-style-type: none"> <li>Increase awareness/encourage utilization of Home Grant Program</li> <li>(Revisit policy and application).</li> </ul>	<ul style="list-style-type: none"> <li>Housing Manager</li> <li>Home Grant Program</li> <li>Willing community members)</li> </ul>	Ongoing – individual applications must be approved	Number of grants throughout the year.	
Strategic: Develop & implement updated Housing Strategic Plan.	<ul style="list-style-type: none"> <li>Complete update of Housing Strategic Plan.</li> </ul>	<ul style="list-style-type: none"> <li>Housing Manager</li> <li>Housing Committee</li> <li>FNMHP/consultant</li> </ul>	Completed plan by June 30 <sup>th</sup> . Initial implementation steps by year-end.	Completed Plan.	
Off-Reserve: Better understand off-Reserve housing situation.	<ul style="list-style-type: none"> <li>Prepare survey(s) to help compile database.</li> <li>Identify resources that can support our understanding.</li> </ul>	<ul style="list-style-type: none"> <li>KNC?</li> <li>Staff – Communications?</li> </ul>	March 31, 2024.	Database with meaningful information.	

## INDIAN REGISTRATIONS

- Council member Fisher is working in collaboration with other community members to update existing code.
- January of 2022 had 296 members – now have over 350.
- Still actively recruiting to the role of Indian registrations
- A communication was sent out on April 18<sup>th</sup> regarding potential strike – and how services would continue in the event of same.

- A call was sent out for membership participation.
- Working on a terms of reference
- Hire a Lawyer to review the documents regarding the code.
- Define the process and revise and implement.
- Committee has been developed to assist in developing the code.

# LANDS, RESOURCES AND INFRASTRUCTURE

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## **LRID Report for the 2023 Akisqnuq First Nation Annual General Assembly.**

The Lands Resources and Infrastructure Department currently consists of Lands, Public Works and the Water operations. The current staff consists of John Nicholas as Public Works Manager. David Burgoyne as maintenance worker and Peter Nicholas as grounds keeper. In the water department Quintin Nicholas is the lead water operator and Robert Buckman is the backup trainee. In the lands area there is myself as the director of the LRID. We also have Kerri Garner who is a part time secondee from KNC. We also have a contracted Registered Professional Forester working with us on various projects.

We continue to assess and work towards a build out of the LRID and over the next several months there will be positions posted for the department. We are also developing the terms of reference for a lands committee, and we have approved terms of reference for the Specific claims negotiation committee that we are seeking members for.

The past year has been very busy in the LRID area. Some of the major projects we have been working on include:

Infrastructure:

### *North Community Water System:*

This has been an ongoing project for some time. We have been working with Urban Systems to submit an application to ISC for funding the construction. The plans include a major upgrade to the pumphouse, a dedicated feed line to the reservoir, currently there is only one and this will be fixed. There will also be a treatment area for the water. There will also be upgrades to the water line that feeds the subdivision. We have also begun the work to complete a feasibility study to provide water to the south end of the community.

### *Electric Vehicles and Charging Station:*

In the past year we applied to Columbia Basin Trust for a grant to install electric vehicle charging stations, which included funding for up to 2 electric vehicles. We were successful with the grant application. The EV charging stations have been installed and are operational. We have also purchased one vehicle and are awaiting the second vehicle.

### *Sewer Lagoon Upgrade:*

We received funding from ISC to conduct a feasibility study to upgrade the old sewer lagoons. We expect to have this completed in the next couple of months and will be submitting it to ISC, and then we will be looking to fund the design portion. The major issues with the lagoon was that it became too saturated and they were no longer doing what they were intended to do. Since then, they have been tested and have come back clean and will be able to be used with some rehabilitation and upgrading.

### *Left hand turning Lane to Band Office:*

We have been working with the Ministry of Transportation to build a left hand turning lane into the band office area. This has been a long process as this was originally brought to them in 2009. The project will proceed the key question will be when. We have been pushing to have it completed during the current paving project. One issue is the need to disturb an archaeological site, which we are working to follow



appropriate measures to minimize impact. We are pushing to have this completed during the current paving project.

### **Land Stewardship:**

#### *Sun Creek Wetland Restoration:*

We have been working with BCWF on the Sun Creek project. This will restore the habitat and bring water, plants and wildlife including beavers back to the landscape. We will be doing site visits and replanting days that we hope ʔakisq̓nuknik will join us for in the coming year. It will be a great opportunity to get out on the land, learn, laugh and grow together.

#### *Climate Change Adaptation Plan:*

We have completed the stream characterization for Madias Creek. A flood hazard assessment study was completed and we will be working to develop a climate change adaptation plan. This will be conducted over the next year and a half and will be looking for input and feedback from ʔakisq̓nuknik.

#### *Forestry:*

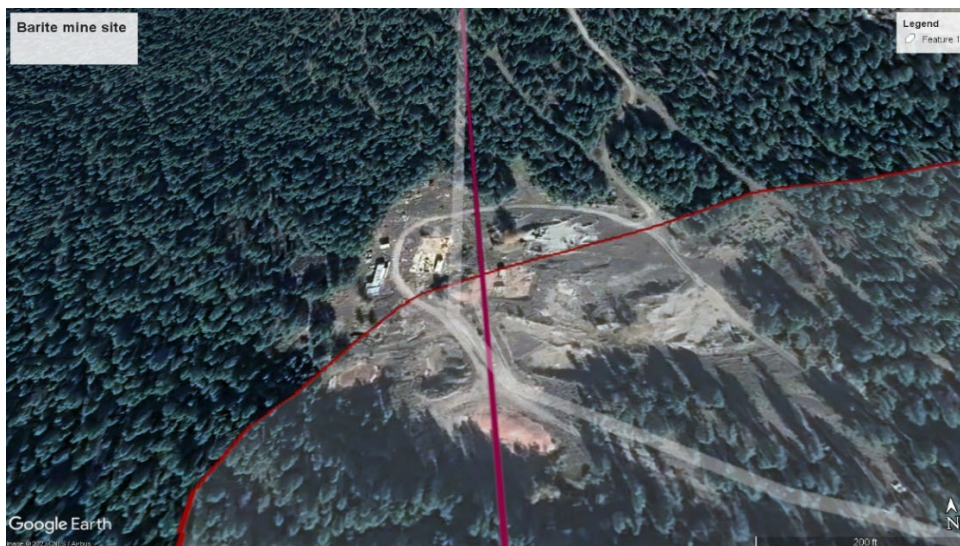
We have been working with Canfor and BCTS over the past year to try to protect areas that are important for various reasons from disturbance due to forestry practices.

We have brought on a professional forester and that has moved along very well. We have several fuel reduction projects that we will be doing the treatments on in the fall and winter. We have approximately 150ha of treatment that will happen on reserve and about 95ha that will happen on provincial crown land adjacent to reserve. We will also be seeking other projects and funding for this until we have reduced the fire danger around all of the homes in the community. We are also hoping to have our own forestry crew to complete the hand treatments - this will be posted soon.

ʔakisq̓nuk First Nation has an agreement with a company called Fountain Capitol to harvest the Forest Volumes that we receive from the provincial Government. This volume is 62,500m<sup>3</sup> over a five year period. The cut control period is ending on December 31 2023. So far they have cut 14,068m<sup>3</sup> of the license and there is approximately 53,500m<sup>3</sup> left to harvest. We expect the volume will be cut in this time period. Fountain Capitol has also submitted a proposal for a portion of what we call the C2 block for fuel reduction work at the south end of the community just off of the reserve. The remainder of the volume has been cruised and is awaiting approval from Ministry of Forests.

#### *Mining:*

We have been working with the Ministry of Energy and Mines to have the old barite mine site cleaned up. There would be two Phases to this. Phase 1 is the surface clean up - we have been in discussions about having a crew to do this at the expense of the Ministry. Phase 2 would be the reclamation - this would include mostly machine work and moving earth to reclaim the site back to what it used to be or as close as possible. There has been an environmental site assessment completed and there will be a need to update this as things progress. We have been trying to complete this this year however, it may not happen until the spring.



We have been participating in the negotiation of an Impact Management and Benefits Agreement (IMBA) for the Kootenay West Mine project.

*Additions to Reserve:*

We have been working for a long time on two Additions to Reserve (ATR). One is the Island ATR at the south end of the community along the river. This one is ready to be completed however, the province wants us to pay for the property and we are in discussions. The other ATR is what is known as the pasture pit. This is the old MOTI gravel pit in the middle of the reserve. This was expropriated to build highway 93/95 in the 1960s. This one was ready to come back to Reserve however, there were some conditions on the return and Council has asked that further remediation work be completed prior to it being returned to Reserve. This work has already begun.



### **Coming Soon:**

#### *Windermere Groyne/Weir Project:*

We will be working on a small scale study to gain a greater understanding of the history of fishing overall by Ktunaxa in our area including learning more about the different fishing weirs that were built over time, fishing techniques and processing and ecosystem change over time. This will include interviews, field visits etc. so we will be looking for ʔakisq̓nuknik with this important knowledge to participate.

#### *Guardian Program:*

Another exciting project we will be working on in the coming year is engaging with ʔakisq̓nuknik on the development of our own ʔakisq̓nuk Guardian Program. We will want to hear from you on what you want this to look like, what your priorities are and we hope to have our program up and running in the near future.

*Traditional Use and Interest Study:*

We will also be working to update our Traditional Use and Interest study. This will be an important project to ensure we document knowledge from ʔakisq̓nuknik about historical and current use of the land, stories, things that are important etc. both to inform the work that we do, but more importantly to capture this important knowledge for future generations.

We will be looking for people to both work on and participate in these projects so stay tuned!

Thank you

Lands Resources and Infrastructure team.

**Thank  
you!**

