

Akisqnuk First Nation Band Meeting Agenda

Date: February 20, 2024

Time: 5:00 pm

Location: Akisqnuk First Nation Band Hall, Windermere, B.C.

#3050 Highway 93/95, Windermere, B.C.

Invited: All Membership

Chief Donald Sam

Councillor Allan Nicholas Councillor Darcy Fisher Councillor Janice Alpine

Join Zoom Meeting

https://us02web.zoom.us/j/84164828215?pwd=N2FyZmV1Y2pQdm5GTmNpSVZNS1BXUT09

Meeting ID: 841 6482 8215

Passcode: 056380

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5.

Adjournment

?akisqnuk First Nation



Band Meeting – Staff Reports

February 20, 2024

Ki?suk Kyukyit,

Welcome, and thank you for attending the first band meeting of 2024. While these band meetings are primarily meant to serve as an opportunity for membership to meet with their elected Chief & Council, staff are pleased to present these written reports highlighting some of the matters staff have been working on recently. It is our intent to be transparent, and to keep membership updated, as we work to deliver relevant and valuable programming for membership.

On a personal note, I would like to thank the Chief & Council for trust they have placed in me in appointing me as the administration's Senior Administrative Officer. It is a true honour. We are committed to building a strong, resilient organization, committed to upholding the values of the nation, and improving the lives of membership.

David Bach, B.A., J.D. Senior Administrative Officer

Core Services Update

Staff:

David Bach, Senior Administrative Officer

Karen Vargas, Executive Assistant

Renee Campbell, Administrative Assistant

Bob Cotterall, Project Manager

Glynda Joseph, Receptionist

Jesse Nicholas, Communication Assistant (Contractor)

Lauren Nordquist, Document Control Clerk (Contractor)

Update:

Organizational Chart

Staff have been working with an outside human recourses firm, Salopek, on conducting and organization wide review with a view clarifying roles and ensuring efficiency. Included in the review is updating the organizational chart, updating job descriptions and conducting a compensation review. The organizational chart and job description updates are near complete, and the compensation review is now underway.

Additional Staffing Capacity

As Salopek has been reviewing and updating job descriptions, we have been posting (and filling) a number of positions (especially particularly in member services and health). We recently invited staff to attend a community dinner so that the membership could get to know the new staff members a bit more. We are also organizing an open house to provide membership with an opportunity to interact with staff and hear more about the services we provide and are putting together a staff directory for release as well.

New Multi-Purpose Facility

Staff have been working under the oversight of the building steering committee on plans for the new health centre, band hall, and renovated administration offices. The design phase is near complete, and we have been successful in finding some additional sources of funding. The design is being presented to membership the same day as this band meeting, and the Chief & Council will be considering final approval of the project in the near future.

Finance Update

Staff:

Vijay Akkappedi, Comptroller

Gayle Michel, Junior Accountant

Cherrie Burke, Accounts Payable, Payroll and Benefits Coordinator

Update:

2022/2023 Audit

Staff have been working with our external auditors, KMPG, to audit our accounts and prepare annual financial statements. That process is now complete, with the financial statements being presented to the Finance, Audit & Investment Committee ("FAIC") the same day as this band meeting. We expect the financial statements to be presented to the Chief & Council for approval on February 28, 2024. Following approval by Chief & Council, we will hold a membership meeting to present and review the financial statements.

We acknowledge the significant delay in completing the financial statements. There was significant turnover in the finance department during the 2022/2023 year, with staff needing to catch up on a number of items in order to present information to the auditors. In addition, our external auditors experienced significant capacity issues and were delayed in auditing our file for a number of months.

We are conducting a Request for Proposals for the next audit and will be switching audit firms. Capacity and familiarity with first nation organizations will be rated highly in selecting a new firm.

Own Source Revenue ("OSR") Allocation Policy

The council has approved an allocation of OSR, 1/3 to services (operations and capital), 1/3 for member distributions and 1/3 for savings. Staff have been working with external advisors (a trust company and legal advisors), on preparing the detailed policy giving effect to the allocation, which is being presented to the FAIC on the same day as this band meeting. We expect the policy to be presented to the Council initially on February 28, 2024, with a view to achieving final approval mid-March.

On the presumption of final approval, we are working with the trust company on setting up a lump sum distribution to membership in respect of the current fiscal year to occur in March, and then transitioning to monthly distributions in respect of the next fiscal year.

The 1/3 allocation to services has been factored into the 2024/2025 budgeting process, which is currently taking place.

Economic Development Update

Staff:

Lisa Cannady, Economic Development Officer

Jose Galdamez (KNC Secondee)

Rob Thomas, General Manager of AFN Enterprises

Update:

Commercial Lot

Staff are working to prepare the commercial lot for leasing, including hiring an urban planning firm to develop a master plan for the northern tip of the reserve, and planning to provide water to the commercial lot. It is our desire that the lot be developed in a thorough matter, that provides lasting benefits to membership in addition to lease payments and property tax (including integrating it into the rest of the community, while respecting the neighbouring wildlife corridors and agricultural lands.

AFN Enterprises

AFN Enterprises has now been set up as a separate legal entity to conduct the business affairs of the Nation. The management of the recreation centre and campground has been transferred to AFN Enterprises. AFN Enterprises is presently exploring additional opportunities to develop business and contribute to the long-term prosperity of the Nation. AFN Enterprises has scheduled quarterly update meetings to provide membership with a direct opportunity to receive updates on business matters. One meeting has already occurred, and a full schedule will be posted.

Lands, Resources and Infrastructure

Staff:

Lorne Shovar, Director of Lands, Resources and Infrastructure

Kerri Garner (KNC Secondee)

John Nicholas, Public Works Manager

Pete Nicholas, Groundskeeper

David Burgoyne, Groundskeeper

Quentin Nicholas, Water Utility Manager

Thomas Dobbin, Emergency Program Coordinator

Kevin McNab, FireSmart Representative

Update:

Traditional Use Study (TUS)

We have been working on setting up a traditional use study and we expect to have the study starting in the next couple months. This work will be to update the previous work as well as conduct new interviews.

Guardian Program

The lands department has also been developing a plan to start the ?akisqnuk Guardian program. We have been in discussion with the local conservation officers and various funding agencies as well as looking into training programs.

Additions to Reserve

Staff have been working on 2 additions to reserve the first one is the old gravel pit about the middle of the reserve. We had conducted a environmental review and there were some conditions placed on the transfer. This was sent back to the province and asked for further studies. These were completed in the fall of 2023 and the result were very positive. At this time, we are waiting for the province to remove the conditions and it will then be transferred back to the band. The other is what is called the Island this is an area adjacent to the river close to the south end of the reserve. The province requires the land to be purchased at fair market value. We have been fighting this and we have verbal confirmation that the costs will be waived for this and could be completed and transferred in the next few months.

Fuel Reduction and Fire Smart

We have also been working on many fuel reduction blocks around the community. The funding is in place and most of the prescriptions have been completed. We expect the treatments to begin in the spring. As part of this we have also had a fire smart worker going around the community and assisting members with fire smarting around their homes. This work will continue into the spring and summer.

Windermere and Columbia Lakes

There have been many members raising questions and concerns on the condition of both Windermere and Columbia Lakes. We have some funding available to look at this more in depth. We are working on developing partnerships with other local governments to address some of the issues. There will be community consultation on this matter in the near future.

Lands Committee

We are also in the process of setting up the ?akisq̃nuk land committee. We hope to have the members of the committee approved and have the first meeting in March.

Over the next year we will be having many communities' consultation session within the lands department. We are working on many projects that will require community input. Some these include climate adaptation and developing a land stewardship plan for the areas most important to the community.

Public Works:

The Public Works department has been working on various items over the winter. There have been many staffing challenges over the past several months. The department has also been conducting upkeep and repairs to the band buildings. We are also working on plans for a PW compound and meat hanging area for community use. We are working on this to provide better services for the members. They have also been working on upkeeping the water systems and conducting the water testing that is required.

Member Services

Staff:

Christy Baker, Member Services Director

Trisha Clowers, Social Programs/Events Coordinator

Kevin Moral, Education workforce coordinator

Update:

Reporting for Social Development and Assisted Living has been caught up thanks to Rachelle Sebastian.

Engagement in events has been up a little bit since October, some more attendance would be great. If anyone has suggestions on what events you would like to see hosted, please make suggestions.

Since I took the position at the end of October 2023, we have had several events.

November events

Coffee with the cops had a great turn out. We had many community members coming in for short visits and some for longer visits.

Pendleton Mitten making didn't have a big turn, only 5, but it was fun.

Print Making 101 had a large turn out and everyone's creations were beautiful.

Christmas crafts had lots of laughs.

December events

Christmas tree decorating did not do well. We had no interest in it. Next year we will try to make it so that there is something that will make the community come out to enjoy the decorating season. Any suggestions are welcome.

Christmas Gift Making we made hand warmers. It was a good turnout.

Community Baking Day was fun! We realized that the band hall kitchen needs to be stocked more for baking. We have planned for future baking days within the Social Programs & Events Department. We are hoping to have our own little basket with all we will need for baking. But it was a good turnout with lots of laughs and good conversations.

Community Christmas party was great. We had about 65 people attend and enjoyed time together.

January Events

January was a quiet month for events to respect the dances that were happening throughout the month.

Community Dinner was a staff meet and greet. We had about 32 people attend and enjoy dinner.

Good Food box had to be postponed for a day due to shipping issues. 4 boxes were not picked up, so they were donated to community members.

February Events

Community Valentine's Luncheon was in collaboration with the Health Department. We had 23 attending for lunch.

Family Fun Day will be held on February 18th. This event is open to the public and free for all who attend. It is a collaboration with Little Badgers, Columbia Lake Recreation Centre, and BC Government.

Coffee with the Cops is on February 20th. There will be beading pink shirt pins for Anti-bullying day at the end of the month.

Pink Shirts are available for each child, staff member, and others if they would like to wear one on February 28th.

Good Food boxes are being utilized by 35 – 45 homes per month. The next good food box will be on February 27th. They will continue to be available during the last week of the month.

Walking club starts on February 26th. It will be an 8-week program with weekly draws, healthy meal recipes, and some get-togethers through the program. Each community member who signs up will get a step tracker if they would like one.

Community Dinners have been successful and will continue each month.

There are events being planned throughout the next few months. Updates to come. Please keep a eye on the newsletter that comes out every 2 weeks.

Update:

HOUSING

We are currently still interviewing candidates for the Housing Coordinator role.

Building #3 is now completed and a special thank you to Tristan and Dion for an amazing job on the work they completed with Trappeur homes. Thank you both for all your hard work.

Building #4 will be under construction in the spring and will be comprised of all one-bedroom units. All new buildings will now belong to Capital projects and will no longer be part of the housing department. Bob Cotterall oversees all new capital projects.

Septic tanks for the community will be emptied in the middle to late spring. We will be sending out a notice in the newsletter to ensure that homeowners are identifying where their septic tanks are located by flagging the spot for the septic cleaners coming out.

Rental property annual inspections are underway currently. This is a routine item that needs to be completed annually.

Repairs and maintenance to rental homes are still being managed by Pat Nicholas. If you have a request, please let Christy know and she will have Pat come out to address your needed repairs.

Health

Staff:

Rachel Bach, Associate Director of Health

Roberta Nicholas, Health Reception

Danny Burgoyne, Community Health Worker

Jason Juell, Registered Nurse

Colleen Simon, Clinical Lead

Solo Nicholas, Community Driver

Yvonne Stanley, Home Support Worker

Andrea Sakamoto, Registered Therapeutic Counsellor

Update:

It's an exciting time for the health + Wellness team. Patsy Nicholas retired this past summer – well-deserved after over thirty years of dedicated service and excellence. Rachel Bach joined the team as the Associate Director of Health in November 2023; Yvonne Stanley joined as Home Support Worker and Solo Nicholas joined as a Community Driver in December 2023; Colleen Simon joined as Clinical Lead, Jason Juell returned as a Registered Nurse, and Andrea Sakamoto joined as a Registered Therapeutic Counsellor in January 2024. We are actively recruiting a Community Wellness Coordinator, Community Nurse, Medical Office Assistant, and more Community Drivers. Throughout this period of remarkable growth and change, Danny has remained a steadfast anchor in his role as Community Health Worker and the team deeply appreciates his dedication and presence. The health + Wellness team honors the responsibility bestowed on us and we embrace the opportunity to collaborate with each of you on your individual and collective wellness goals.

Our main priorities over the last few months have been (1) filling vacancies and building the team; (2) completion of our Health Plan to move us our current SET funding arrangement with the FNHA – which is the most strict model of funding – to FLEX which will allow us to be more responsive to the needs of community; (3) updating our financial reporting the FNHA; and (4) the delivery of existing and development of new and complimentary health and wellness programs and services that are safe and accessible.

A couple events we want to highlight are the Grief and Loss session in December and Elk Day in January.

- The Grief and Loss session was held in December and saw approximately 15 community members and service providers come together. The day started with a ceremony and included a grief circle as well as art therapy.
- Elk Day was in January and saw another 15 members come together to butcher and process an elk. We also had three groups from Little Badgers visit throughout the day. Meat was provided to participants, Elders, and filled our freezer for community meals and individuals and families who requested some.

An upcoming event is the Community Conversation on the Toxic Drug Crisis on Feb 21st at 5:00 in the Band Hall.

Current services available at the health Centre:

- · Family Doctor (every 2 weeks)
- · Massage (once a month)
- · Foot Clinic (once a month)
- · Counselling (one-on-one as requested and weekly group sessions)

Services available in Invermere (with direct billing):

- · Physiotherapy
- Chiropractic
- Pharmacy

Other Supports:

- Home care support
- · Transportation to appointments
- Drinking water
- · Elk meat
- · Monthly Food Bank trip for Elders
- · Monthly Good Food Box

Upcoming services and programs:

- · Acupuncture (at the health centre)
- Walking Group
- Freezer meals for Elders
- · FNHA Health Benefits info session
- · Diabetes clinic
- · Women's health day



Welcome

Welcome and thank-you to all attending this Quarterly Membership Meeting. To begin I would like to express my gratitude to Membership for allowing me to serve my community as a member of Chief and Council. I am glad that my experience with economic and civil infrastructure, forestry, wildlife habitat, civil construction, and project management has been helpful in serving my community.

I continue to be part of the Economic & Investment Portfolio with the Ktunaxa Nation and attend the scheduled sector meetings, the 20 Member Leadership meetings. I have also attended scheduled and unscheduled ?akisqnuk Chief and Council meetings, community meetings, Specific Claims meetings with the legal firm, special meetings for HR legal issues, short notice/emergency meetings within our community with emergency officials.

We continue to work on hiring and recruiting staff to fill new and vacated positions. As well we are using a Human Resources Firm to aid the Senior Administrator and Directors to optimize position descriptions and organizational structure.

We are still utilizing an independent chair person to facilitate our Chief and Council meetings, and I believe this helps the meetings run smoother and be more productive.



Looking Back and Looking Ahead

We have had a busy start to the year and soon there will be two new 4 year term council positions to be filled. I encourage Membership to start thinking about the upcoming election and who you want to see in these positions. Being on Chief and Council can be challenging and stressful and requires a big commitment from those who are elected but it is also an honour to serve our community. Chief and Council requires councillors to attend out of town meetings, workshops, as well as last-minute and emergency meetings. If you are interested in running for one of the 4 year term council positions I encourage you to take the required commitment into consideration.

The past months have been challenging with the turmoil within our community and we continue to deal with issues of theft, illegal drug use and overdoses, problems with alcohol consumption, and the loss of family, Nation and Community Members.

Final Thoughts

I would like to recognize and thank all of the Staff and Committee Members for all of their hard work and dedication! As well I would like to thank my fellow Leadership Members and Support Staff for their time and contributions!

Chief and Council is here to serve and grow our community. I take pride in having the best interest of the ?akisqnuk First Nation and our Membership at the forefront of all my actions on Chief and Council. Input from Membership

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Final Thoughts Continued

continues to be important and Chief and Council are open to having sit downs with Membership as a whole or as individuals to have open discussions and answer questions. I look forward to constructive conversations and input that aid in finding solutions to problems and making our community a better place for all ?akisqnuknik.

Chief and Council encourages Membership to observe our regularly scheduled Chief and Council Meetings (either in person or via Zoom) and attend our Quarterly Membership Meetings.

Thank-you to everyone who is attending the first Quarterly Membership Meeting of 2024!

Allan Nicholas

?akisqnuk First Nation Chief and Council

Councillor Report Janice Alpine

Feb 20 2024

Ki?su?k kyukyit Qapi niski‡



It has been a great first year on Council and am fortunate to develop great relationships with my fellow council members. One of our duties as Council is to support Ktunaxa Nation Council Society (KNC) and with the new change to decision-making that includes the entire 20 member Leadership, we are painstakingly working to ensure we have all the mechanism in place to support that process. We continue to engage with the Sectors to ensure Programs they offer are offered to ?akisqnuknik.

At the beginning of the year, we held a facilitated Strategic planning session that included our Executive team. We diligently worked on a strategy to incorporate methods that will enhance services to our membership. We also recognize that communication needs improvement to better get information to members whether it is directly from Chief and Council or from staff on events, etc. We want to ensure we use technology to its fullest as well. To support the work we are turning to 'Change Management' that takes changing behaviors into conservation.

It is also our goal to ensure we address Governance matters. There are so many demands put on First Nations Leaders not only as ?akisq́nuk but also as Ktunaxa. So many Ministry legislative changes, the drug crisis, infringement on our Rights and Title, Child Welfare, violation on our Homelands and our very own ?akisq́nuknik matters. This list is not complete because as there is always something requiring our attention. When we separate Governance and Operations, we will be in a better position to address the current situations.

Regardless of external tasks, I continue to direct my attention to Social Programs that include Health and Education. I'm extremely impressed with the direction Member Services is heading. Granted we still have work to do, but our staff is off to great new start and as we move forward, we ask our members to be patient as we navigate through what we have inherited.

The following are tasks I've been involved in:

- Membership Code –At the point of distributing to membership for review and ratification
- Local Education Agreement Is under review to prepare for the new template being introduced in Mar 2024
- SD6 Indigenous Partners Engage in conversation for front line workers as well as Ktunaxa culture and activities
- KNC Protocol Revising the Protocol between Confederated Salish Kootenai and Kootenai Tribe of Idaho
- Royal BC Museum First Peoples Gallery Entering discussions on the display of FN and Repatriation
- Community Economic Development Initiative This process is complete that supported engagement with the City of Golden to developed a relationship.

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- Early Learning and Child Care Agreement attended a session that out lined the Ministry of Education and Child Care's proposed review of the Child Care Subsidy Regulation and the Early Learning and Child Care Act.
- Finance Audit & Investment Committee We continue to add a layer of fiduciary responsibility to finances of AFN and make recommendations to C&C
- Little Badgers Learning Centre I continue to support the good work and many changes the Centre it
 engaged in
- First Nations Health Authority A meeting between FNHA, KNC and ?akisqnuk was held to discuss the Toxic Drug Crisis. AFN was updated on how KNC & AFN are collaborating on this serious issue. AFN encouraged that FNHA collaborate with AFN and KNC as well as the 7 FNHA Nations.
- Participating in the 2024 Election Regulation and Own Source Revenue engagement and activities.
- Keeping on top of membership matters.

I really hope I didn't forget anything.

Don't forget if you need repairs to your home, you may qualify for the Home Owner Grant.

For those who don't know me by now, I do not use facebook as my main source for communication.

I'm not sure what else I can offer at this point other than, if you have any concerns or matters I can assist with, please bring them forward. I can be reached at janice.alpine@akisqnuk.org or 250 417 7895.

Huyas!

Taxta

janice.alpine@ akisqnuk.org