

Council Report

December 2025

Faro Burgoyne

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Governance Training

December 1st – 3rd

Council attended a 2-day governance training session at SEM facilitated by Carden Consulting - Laara E. Yaghujaanas and Mark F. Salter. We were joined by David Farrell and David Bach for the introduction dinner and the following two days. In this training session we went over good governance, nation rebuilding, roles and responsibilities, fiduciary duty, values based leadership, lateral violence/lateral kindness, organization design, professional development, performance measurement, UNDRIP, and new Councillor orientation packages. I found this training session to have good value. There is a common theme to the different governance trainings that I have attended and it was expressed by the other councilors that other consultants have had similar remarks. It is that governance must be values based and be focused on policy/law development lead by the memberships desire, and to refrain from stepping into management of the organization. This is not a new concept but our leadership must be reminded of this frequently. I look forward to future trainings and professional development.

SEM Holdco

December 4th

- Revenue is \$433k over budget for Q2 \$492k over all and 840k ahead of last year
- Hotel made a comeback from a slow first quarter
- Golf did good. Hosted The 2025 British Columbia Golf Indigenous Championship in July and Birdie Juice 2.0 event in August were both a great success.
- New cabins in the RV park were installed and operational
- Template to be sent to owners to request a better gaming commission to be retained. Letters to be sent to provincial government.

CAO Evaluation Meeting

December 5th

?akisnuk member Lillian Antelope had volunteered her skills to facilitate an evaluation for the CAO position. Lillian had a survey for David to fill out in regard to his performance. She also surveyed peers such as elders, community members and staff. Council was provided a compiled version of the surveys and given the opportunity to make comments on the different sections Lillian then added our comments and shared it back with us. This meeting was to go over the final result and make any more comments before meeting with David. Lillian, Council and David will be meeting on the 19th to complete the evaluation.

KNC Legacy Trust Committee

December 8th

This was our 3rd and final information session with JFL, we looked over some example trust agreements, talked about the importance of an investment policy statement, setting limits on investment classes and started to talk about our first membership engagement session.

Change Makers

December 9th

This was an engagement session between Council and Change Makers our hired PR firm. We went around the table expressing some of the hurdles that we face engaging with different stakeholders ie. Provincial government, mining industry, and community members.

Encroachment Working group

December 10th

We discussed opportunities to team up with the District of Invermere and Shuswap Indian Band, more discussion on this with DOI at our next council meeting. There was also discussion on signage in Banff that excludes the Ktunaxa. staff was directed to reach out and see what's going on. We also had a brief talk about what we want to accomplish with our bill boards.

C&C Highlights

December 10th

- Council reviewed P001 "the policy of policy's" Further discussion to be had before completion
- Mayor Al Miller and the CAO of the District of Invermere Dean McKinley joined us for a discussion about several projects that they want to partner on with us and Shuswap Indian Band. They all seem relevant and should be beneficial to AFN as well as the broad community.
- RCMP officer Jeff Witzkey shared his quarterly report with council.

Strategic Planning Session

December 14th – 16th

Council and AFN Senior leadership met in Calgary at the Grey Eagle Casino for this year's strategic planning session facilitated by Dr. Marie Delorme of Imagination Consulting. This is the third year that her company has facilitated these sessions. As a result of last year's session, we had over 190 strategic directions for staff to consider while making their work plans. One of the goals for this year's session was to prioritize and set realistic key performance indicators with the intention that staff will have a report that is more direct. On day one the Directors gave presentations on their departments. They were in a slide show format and well done. Council had a discussion at the end of the day and expressed dissatisfaction on how communication has been with staff. At the beginning of day two this was stated by Nas?ukin which sparked an important convocation that was well over due between Council and the senior leadership team. Every one had a chance to express how they have been feeling and we were able to move forward in a good way. The next day and ½ was focused on identifying our key goals mapping them out between the different departments.

Governance Policy Session #3

December 17th

This was our third session working on the governance policy. We completed the appropriate amendments needed to update the policy to fit our current governance structure and to accommodate the shift in Council remuneration.

Encroachment Working Group

December 17th

- Joint statement to be made with SIB in regard to relationship building
- Quarterly meetings with SIB to begin in January
- Change Makers to be working with Angela on bill boards
- Rob Thomas to be working on AFN business bill boards with Angela
- Meeting to be set up between Parks and Chief and Council

KNCS Leadership Meeting Highlights

December 18th

- Discussion on KFNs moving forward together in regard to FRX environmental assessment
- Assembly of First Nations showed 87% support on Ktunaxa addressing the harvesting issue. One Okanagan Chief stood against Ktunaxa in general.
- Discussion on BC Premier moving towards making amendments to DRIPA
- Leadership received a presentation from Laxele'wuts'aat Shana Thomas, Hereditary Chief of Lyackson First Nation. She described details about the recent Cowichan decision.

CAO Evaluation

December 19th

Lillian Antelope and Council met with David to go over his evaluation. David was provided the completed survey evaluations with comments from Council. Lillian asked questions on each aspect of his position ie. leadership, finance, management ect. After David responded Council had an opportunity to provide any comments. Over all the evaluation was successful David scored high and Council was able to express areas that need improvement.

AFNE Opportunity

December 19th

General Manager Rob Thomas with the AFNE Board of Directors have been doing due diligence on a purchase opportunity in Invermere. This meeting was to engage with the share holders (Chief and Council) to share up to date information on the potential transaction and to see if there is any additional information required for Council to decide if there is support on moving forward. Council will be providing direction in January.