

# SHUSWAP NATION TRIBAL COUNCIL



## 2010 ANNUAL REPORT

**Annual General Meeting and Open House  
Friday, December 3rd, 2010**

**At the new offices of the  
Shuswap Nation Tribal Council  
680 Athabaska Road West  
Kamloops, BC V2H 1C4**

# SHUSWAP NATION TRIBAL COUNCIL

The Shuswap Nation Tribal Council is a Society under the BC Society Act and has as its members, ten Secwepemc communities, as represented by the Chief of their Bands, one Youth and one Elder representative.

SNTC receives funding from: Indian and Northern Affairs Canada to provide services and deliver programs falling into these five categories ( financial management, technical services, administrative support services, economic development and service delivery); a Comprehensive Funding Agreement with Service Canada to deliver employment and training programs and services to aboriginal clients on and off reserve; a Comprehensive Funding Agreement with the Department of Fisheries and Oceans; and monies for special projects, such as the B.C. Capacity Initiative or the Stsmémelt project.

On the political front, the Chief's have used these programs and services to achieve success, as defined by the Society's Constitution, to:

- preserve, maintain and enhance the heritage and identity of the Shuswap Nation;
- improve the social and economic independence of the Shuswap people;
- achieve a just resolution of aboriginal title and rights of Shuswap people;
- to promote and communicate a better understanding of Shuswap beliefs and positions to other First Nations and the general public in British Columbia;
- to advance and improve the standard of living for Shuswap people;
- to promote self-government for Shuswap people; and
- to undertake activities that generally benefit, protect and enhance Shuswap heritage, culture and people.

## TABLE OF CONTENTS

2	Table of Contents
3	Agenda for December 3rd
4	Tribal Spokesperson's Message
5	Tribal Director's Message
6	Stsmémelt Project
7	Secwepemc Fisheries Commission
8	Aboriginal Rights and Title
9	Shuswap Training and Employment Program
10	Central Interior Trades and Apprenticeship Centre
11	Central Interior Training and Employment Services
12	Kamloops Aboriginal Employment Services
13	Aboriginal Skills Employment Training Strategy
14	Finance Report
15	Auditor's Report
16	2010 B.C. Elders Gathering

# AGENDA

**FRIDAY, DECEMBER 3RD, 2010, FROM 11:00 A.M. TO 2:00 P.M.**

**11:00 a.m.**

- Opening Comments and Acknowledgements by  
Kukpi7 Wayne Christian, Tribal Spokesperson
- Ribbon Cutting and Photo Opportunity

**11:30**

- Open House and Refreshments



**680 Athabaska Street West, Kamloops, B.C. V2H 1C4**

**Tel.: 778.471.8200 / Fax : 778.471.5804**

**Facebook: Shuswap Nation Tribal Council**

**[www.shuswapnation.org](http://www.shuswapnation.org)**

# TRIBAL SPOKESPERSON'S MESSAGE

Weyt-kp Elders, Kukpi7, Council members and Youth,

We're nearing the end of the Centennial of our ancestral leaders Memorial to Sir Wilfred Laurier.

The Memorial is part of our history – and Canada's history, too – for in the Memorial, the interior Chiefs clearly demonstrated that we were a people who had supreme authority in our territories. That the settlers who came were welcomed, and helped, by a people who governed for thousands of years with management systems and laws over lands, water, medicines, food and animals.

One hundred years have passed and we wait for Canada to honor our sacred ties to the land. One hundred years while B.C. and Canada have enacted laws that isolated us on reserves; stole our lands and resources; imprisoned our children in residential schools; destroyed our language; criminalized our ceremonies; and banned us from meeting.

During this time, the Secwepemc Nation has lost many great leaders and traditional knowledge keepers. Still we know who we are and where we come from. We are reviving our language, our songs, our ceremonies and our connection to the land. Secwepemc chiefs continue to fight laws, policies and legislation that aim to undermine us.

On November 12<sup>th</sup> 2010, Canada endorsed the United Nations' Declaration on the Rights of Indigenous People. This marks a new beginning. The next 100 years where the world recognizes us a people who have rights to land, water, resources and our own governing system.

We must throw off the shackles of poverty, colonialism and oppression, to think outside of the reserves and truly stand each other up to be great and good. Let's decolonize our minds and decolonize how we govern ourselves. We are a free people, who belong to all that the Creator has provided for us. We must return to the land, the water, our medicines, our songs, our ceremonies to gain our strength as a Nation.

The SNTC staff and the Chiefs and Councils of the member bands are building the foundation for our collective future. We will stand as a Nation in our rightful place in the world and we will thrive as a Nation.

I have a vision that our people will stand proud and speak Secwepemctsin as we interact with Canada to stand each other up to be great and good.

Kukwstsétsemc,

Kukpi7 Chief Wayne M. Christian  
Tribal Spokesperson

*" Thus they commenced to enter our 'houses,' or live on our 'ranches.' With us when a person enters our house he becomes our guest, and we must treat him hospitably as long as he shows no hostile intentions. At the same time we expect him to return to us equal treatment for what he receives. Some of our Chiefs said, "These people wish to be partners with us in our country. We must, therefore, be the same as brothers to them, and live as one family. We will share equally in everything—half and half—in land, water and timber, etc. What is ours will be theirs, and what is theirs will be ours. We will help each other to be great and good."*

*Memorial to Sir Wilfrid Laurier (1910).*

# TRIBAL DIRECTOR'S MESSAGE

Weyt-kp,

In 2010, the Shuswap Nation Tribal Council grew and changed in a positive manner.

At the political level, Elders and Youth were given voting seats at the Council of Chiefs table. At Council meetings, the Chiefs listen and learn from our Elders and our next generation of leaders, and, regard them as part of the decision-making process.

From our hardworking staff we saw: the Stsmémelt Project start their community engagement meetings; the Secwepemc Fisheries Commission lobby for the protection of salmon returning to the traditional territory; and the continuing effectiveness of our training, trades and employment services in improving opportunity for people in the job market.

Most exciting is that SNTC has purchased its own office building. Ownership is an investment for our future generations. In addition, the lot is large enough for future expansion. I'm grateful to our staff for carrying out the move to the new facility while keeping up with their regular work.

We also amended and adopted the SNTC Human Resource Policy which staff has used as a guide in their professional activities. This document will be reviewed after its first year of use and recommendations will be tabled with the Council of Chiefs.

Looking ahead, I will provide leadership for my employees of the Tribal Council through fair and decisive actions that will serve to improve our working conditions and productivity. I will work to ensure that the Tribal Council actively engages our communities and external organizations in the task of nation-building.

Building on our pride as Secwepemc people and on the promise of what we'll achieve, I look forward to working with you in the exciting year to come.

Kukwstsetsemc.

Bonnie Leonard  
Tribal Director



Bonnie with her daughter  
Elliot at the  
Stsmémelt Gathering.

# STSMÉMELT PROJECT

*"If you believe that the Children are our Future, then the Future is Now." (Kukpi7 Wayne Christian)*

In March 2009, the 17 Secwepemc Chiefs, community leaders and members established a unified front to pursue full jurisdiction and authority of our children and families in Secwepemculucw. The **One Mind | One Heart | One Body | One Spirit** Declaration was signed by the Chiefs in Tk'emplúps .

In 2010, the Stsmémelt (pronounced Sh-cha-MEM-elt, meaning children) Project team was hired. Primary tasks include: community engagement sessions; launching a communications plan and forming a legal research unit.

The Touchstones of Hope and PATH models are introduced during the community engagement sessions. We ask: what is our dream for our children; how will we know it's coming true; how do we achieve the dream? The data and stories will help us to develop community-defined models. Thus far six community engagement sessions have been completed. The expectation is that 17 sessions will conclude by March 30th, 2011.

The Communications plan explains the project's goal and invites input and feedback from our communities and stakeholders. Activities include: presentations, a website ([www.stsmemelt.com](http://www.stsmemelt.com)); brochure; regional media coverage and information booths at First Nation events.

Presentations were made to: 14 Councils, two Agency Boards and 10 organizations such as; SCES Elders Council, SCES Language Authority, SNTC Youth Council, Dreamcatcher's Youth conference, Esket NAAW, Soda Creek AGM, Williams Lake Friendship Center and Metis Society.

Stsmémelt hosted a Reconciliation Ceremony in June attended by 700 people including Minister Mary Polak and the Representative For Children And Youth Associate Deputy Andrew Robinson. The ceremony's intention was to re-introduce children in government care to relatives and community and to honour foster parents.

Future events: A Secwepemc lawyers gathering to explore the development of *Secwepemc Child Welfare* legislation; a Strategic Planning Session with the 17 Secwepemc Chiefs, governmental officials and delegated agency representatives and a Chiefs' Special Forum to report on the work completed and to set the action plan for 2011.



# SECWEPEMC FISHERIES COMMISSION

Secwepemc Fisheries Commission is comprised of five staff: Murray Ross (Director), Pat Matthew (Fisheries Management Coordinator), Aaron Gillespie (Fisheries Technician), Elinor McGrath (Tribal Fisheries Biologist – temporary position), and Kathy Meixner (Office Assistant). Michelle Walsh (Tribal Fisheries Biologist) is on maternity leave until June 2011.

SFC is a First Nations fisheries body formed in 1992 that works within the mandate of SNTC Council communities and Tribal Chiefs. We support the work of our communities to provide stewardship for the fisheries in their territories and to assert their traditional fisheries rights within a co-management framework.

## Major Accomplishments

### Aquatic Resource Management & Stewardship

- Assisted bands with harvesting the largest sockeye returns to the territory since 1913. Over 16,000 salmon were caught and distributed.
- Participated in numerous technical, policy and management processes to lobby for protection of salmon returning to Secwepemc territory.
- Reviewed and provided a written response to DFO's Integrated Fisheries Management Plan.
- Provided project planning, monitoring and reporting for nine band-operated stock assessment projects (i.e., index fisheries, stream walks, enumeration fences and electronic counters).
- Obtained funding to conduct monitoring of lake littoral areas to detect aquatic invasive species, specifically yellow perch.
- Participated in three fish habitat projects: Groundwater Habitat Interactions for Interior Fraser Coho, Lower Creighton Creek Restoration and Paul Creek Water Use Plan.
- Developed a Nation-level salmon harvest plan and seven Band-level salmon harvest plans with participating Secwepemc communities.

### Economic Opportunities

- Conducted three successful “demonstration” commercial fisheries in Kamloops Lake. A total of 914 chinook and 153,426 sockeye were landed. A marketing and sales manager was hired for Riverfresh Wild BC Salmon.

### Institutional Capacity

- Conducted ongoing management of our AFS Contribution Agreement (\$288,000) our AAROM Collaborative Management Agreement (\$1,024,000) on behalf of the participating Secwepemc communities.



# ABORIGINAL RIGHTS & TITLE

In the centennial year of the interior Chiefs Memorial to Sir Wilfrid Laurier there was a great deal of activity pertaining to Aboriginal Rights and Title.

The Consultation and Accommodation Working Group met monthly to share ideas and discuss new developments. This group is made up of technical representatives from SNTC member bands, however, in recent months, the northern communities have been invited to come and share their thoughts. Although it does not respond to, or engage in, any referrals that are received, SNTC hosts the Consultation and Accommodation meetings in an effort to promote Secwepemc unity on Rights and Title issues.

On August 25<sup>th</sup>, over 160 people came to Tk'emlups Pow Wow Arbor to commemorate the Centenary of the interior Chiefs Memorial to Sir Wilfrid Laurier. Leaders from the Secwepemc (Shuswap), Sylix (Okanagan) and Nlaka'pamux (Thompson) tribes recited from the Memorial and cited it as an important document with regard to the history and future of relations between Canada and B.C. First Nations.

Members of the SNTC Youth Council volunteered at the 2010 Elders Gathering and at the Secwepemc Gathering; attended the 2010 Gathering Our Voices Conference and participated in cultural activities throughout the territory

Work continues on the SNTC publication *Yiri7 re Stsqeys-kucw: Secwépemc People, Land and Laws*. The objective of this book is to provide a detailed account of the emergence and existence of the Secwépemc as a nation throughout the last 10,000 years, as narrated through the voices of past and present elders and knowledge bearers.



John Jules (centre) at the event to honour the Allied Tribes of B.C. and to rededicate the Memorial to Sir Wilfrid Laurier.

# SHUSWAP TRAINING & EMPLOYMENT PROGRAM

The Shuswap Training and Employment Program provides opportunities for Aboriginal people to achieve economic self-sufficiency through training and employment services that support locally-defined needs. Our main objective is to provide work experience, training for the long-term unemployed, youth, women, persons with special needs and those workers threatened with unemployment.

We have three staff members: Clorinda Sasakamoose (Program Manager); Debi Stewart (Program Development Worker); and Caroline Connor (Program Assistant and Child Care Coordinator).

We'd like you to meet some of the people who have been successful through our programs.



**Katharine Tom** is employed as the Marketing / Office Assistant for the Community Futures Development Corporation of Central Interior First Nations (CFDC of CIFN). She works with clients to create promotional material provides office support for the loans and training departments. This position was funded through STEP.

“I thoroughly enjoy my job and everything it offers. Find a job you like and you'll never work a day in your life.”



**Lesa Frezie** received STEP's 2010 "Academic Post Secondary Scholarship" in the amount of \$2500.

Currently enrolled in the Bachelor of Science Nursing Program (BSN) at Thompson Rivers, Lesa plans on graduating as a registered nurse with a focus on community nursing.

Lesa wants to work with aboriginal communities and influence healthily and happy lifestyles, implement and access community health plans that are specific to each community and be a voice for those who need specialized health care.



In June, 2010 students began a new food processing program offered by the Aboriginal Agricultural Education Society of B.C. The three-month course is designed to provide hands-on work experience for students who are aiming to find full-time employment in the food-processing industry or culinary arts.

“I'm building a lot of experience so I can get a job in a kitchen,” said student **Nelson Baptiste**.

The food industry and agri-food processing are two areas of potential growth in Kamloops. This project supports local businesses by sourcing as many local supplies as possible.

# CENTRAL INTERIOR TRADES AND APPRENTICESHIP CENTRE

The Central Interior Trades & Apprenticeship Centre (CITAC) has been providing trades and older worker employment assistance services since June 2008. Our mandate states: “We are a regional organization that will champion the trades and technologies as a career choice for Canadians. We will work with all Canadians, both First Nations and non-First Nations to empower them to reach their full potential and become a highly skilled workforce in trades and technology”.

Currently we have six staff members; Cory Robertson, Program Manager; Norman Humphrey, Wes Francois, and Gerry Deane, Trades Consultants; Helen Poss, Resource Centre Coordinator; and Aurora Paz Manongdo, Administrative Assistant.

In the past 12 months, 3065 people have entered the CITAC office for various job search related assistance of which 19% are of aboriginal decent. Since inception, we have assisted 750 individuals with one on one counseling services and currently have 119 active client files. Approximately 33% of these active case files are with First Nations clients.

CITAC provides itinerant services to outlying communities including Ashcroft, Barriere, Chase, Clearwater, Lillooet, Lytton, Merritt, and Salmon Arm. We work directly with the employment assistance offices in these communities to provide local services to clients.

The majority of funding for CITAC’s programs is from the Ministry of Housing and Social Development (Trades Initiative) and the Ministry of Advance Education and Labour Market Development (Older Worker Initiative) with additional support from SNTC’s Aboriginal Skills Employment Training department. We are currently negotiating agreements to extend our provincial contracts for services to March 31, 2012 and working to position ourselves into the new BC Employment Program Model that commences in April 2012.



# CENTRAL INTERIOR TRAINING AND EMPLOYMENT SERVICES

Central Interior Training & Employment Services (CITES) has just graduated its second group of clients from the “Ready to Learn, Ready to Work” program. Both graduating classes were involved in training areas that included; Essential Skills, Life Skills, Guiding Circles together with a number of certificate courses.

We are pleased to report that over **75%** of the graduates are now gainfully employed in the construction and service sectors. These exceptional results in employment have created an even larger demand for the learning and training opportunities that we deliver.

The Aboriginal population in Canada is younger than their non-Aboriginal counterparts. Aboriginal youth under the age of 25 represent nearly 50% of the entire Aboriginal population in Canada, compared to barely 30% for the rest of Canada. Our youthful and growing population is gaining the attention of more businesses, governments and industry as a solution to the current and future labour shortage.

CITES has been working collaboratively with others to:

- Create partnerships with employers, service providers and our Aboriginal communities.
- Provide pre-employment training that provides life skills and basic employment readiness
- Workplace based training and job placements that provide supported and gradual skills development targeted to specific jobs
- Ongoing workplace supports as well as diversity awareness training that assist both the Aboriginal employee in making the transition to employment and the employer in providing a culturally aware and appropriate workplace.



# KAMLOOPS ABORIGINAL EMPLOYMENT SERVICES

## **“Holistically Empowering Individuals to become Self-Sufficient Through Employment.”**

There are four people working in the KAES office: Courteney Adolph-Jones (Program Manager), Cathy Walkus (Employment Counsellor), Happy Metcalfe (Employment Counsellor) and Lana Harker (Administrative Assistant)

The KAES service area encompasses six communities from the Shuswap Nations surrounding the City of Kamloops and the urban aboriginal population residing within the City of Kamloops.

Our office provides both directed and self-directed employment services. We can assist people with job search, resume development, career decision-making, training needs, and employment supports.

### **Program Highlights**

- In April, 2010 KAES joined SNTC under the Shuswap Training and Education Program (STEP).
- From October, 2009 to the end of September 2010, KAES had approximately **3,600 Client visits**.

### **Individual Client Interventions**

- **49** KAES clients obtained funding for a variety of training and/or employment supports from the STEP Strategic Initiatives fund during the period April to September 2010.
- Our employment counsellors also work closely with many clients to secure funding from other organizations such as Bowman Employment, Alberta Aboriginal Woman’s Society, British Columbia Aboriginal Mine Training Association (BCAMTA), Central Interior Trades and Apprenticeship Centre (CITAC) and Hire Power.

### **Building working relationships and partnerships**

- KAES works with many local services providers and aboriginal organizations to ensure that our clients always receive the appropriate type of service to help them reach their employment goals. We have been working especially close with the Central Interior Training and Employment Services (CITES) program in order to achieve our mutual goal which is for our clients to gain meaningful and gainful employment.

### **Labour Market Challenges**

Even with the emergence of a large employer in the mining sector, our clients still face a limited job pool. Low education levels, limited access to transportation, seasonal work and/or lack of job maintenance skills continue to be major barriers we need to help our clients overcome.

We will face these challenges and continue to work hard to help aboriginal people achieve self-reliance and economic independence.

# ABORIGINAL SKILLS EMPLOYMENT TRAINING STRATEGIES

Martha Matthew is the Program Manager and Corina James is the Executive Assistant in the Aboriginal Skills Employment Training Strategy department. This office proactively negotiates, provides access to and distributes financial resources related to Aboriginal human resource development and advocates the enlargement and enrichment of Aboriginal employment.



The entire crowd lined up at the Secwepemc Gathering to express thanks to elders J.D. and Ethel Billy.



Skeetchest'n hosted a ceremony to name Angel Street .



Rita Anthony and Dustin Jules.



Wap Creek valley.



Sharon Jules and Kukpi7 Christian at the dedication to Dr. Mary Thomas at Wap Creek.

# FINANCE REPORT

## **Finance Personnel**

Nance Henne, CGA, is the Director of Finance. She is responsible for the overall management of the department.

Brenda Timmins, Finance Officer, takes care of employee payroll and benefits, contract payments, and receivables.

Jackie Billy, our Finance Assistant, is responsible for accounts payable and general office duties.

## **Role of the Finance Department**

The role of the finance department is to implement the SNTC Financial Management Policy, under the authority of the Council of Chiefs and the Tribal Director. The department must demonstrate sound financial management, ensure smooth financial operation, and provide timely and relevant financial information.

To meet these criteria the finance department prepares draft budgets, monitors departmental expenditures, prepares monthly financial reports for staff and funding bodies, oversees contracts, prepares payments, reconciles revenues and conducts the day to day financial business of SNTC. Through the Finance Committee and the Finance Director the finance department also revises financial policy, presents budgets to the Council of Chiefs, provides financial advice and liaises with the auditor and the funders.

## **2009/2010 Results**

The 2009/2010 fiscal year had a combined operating deficit of \$ (430,490) representing the utilization of funds committed from 2008/2009. SNTC still maintains a healthy, unrestricted asset balance.

During the past year SNTC focused efforts on completing all reporting requirements in a timely manner. This contributed to the decrease of our Accounts Receivable and the improvement of SNTC's cash position. The Statement of Cash Flows shows a net increase in cash of \$ 174,247.

## **Future Direction**

- improve reporting to the funders and the managers
- design better financial tools for the department managers
- decrease our paper consumption wherever possible

The department looks forward to managing the financial changes associated with the purchase of a new building.

# AUDITOR'S REPORT



Tel: 250 372 9505  
Fax: 250 374 6323  
www.bdo.ca

BDO Canada LLP  
300 - 272 Victoria Street  
Kamloops BC V2C 1Z6 Canada

---

## Auditors' Report

---

To the Council of Chiefs  
Shuswap Nation Tribal Council Society

We have audited the statement of financial position of Shuswap Nation Tribal Council Society as at March 31, 2010 and the statements of changes in net assets, operations, and cash flows for the year then ended. These financial statements are the responsibility of the Society's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion these financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2010, and the results of its changes in net assets, operations, and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the *Society Act* (British Columbia), we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

The comparative figures were reported on by another firm of chartered accountants.

  
Chartered Accountants

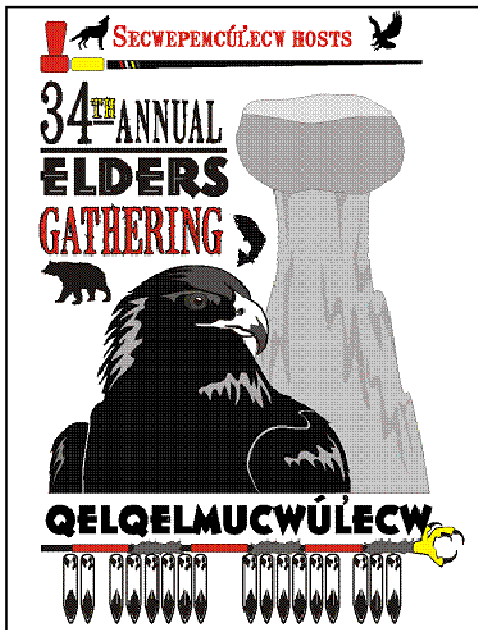
Kamloops, British Columbia  
June 2, 2010



The elders raised the roof with their drumming and singing at the Entry of Nations of the BC Elders Gathering in Salmon Arm in July, 2010.



Secwepemc ready to lead the Entry of Nations.



Esketemc Elders.



The view from the stage at the Entry of Nations.

