





**Table of Contents**

***Message from Chief and COO***

***Mission, Vision, Values***

***Year at a glance***

***Strategic Plan at work***

***Administration***

***Lands and Resources***

***Community and Economic Development***

***Member Services***

***Operations and Maintenance***

***Education***

***Language and Culture***

***Our team***

***Financial Overview***

***Audited Financial Statements***

### *Message from our Nasukin*



*Ki?suk Kyukyit hu suki?uknata?ni kin wakit ?aqam ?amak?is*

*As time passes by we reflect back on things gained and lost, we are grateful for each and every ?aqamnik that has persevered alongside us.*

*We continue to learn and succeed with hard work and by embracing change; our ability to adapt to unexpected challenges can make or break us. We have learned to celebrate every success and to never let good be good enough.*

*Our most valued lesson learned has been that there is no limit to what can be achieved when nobody cares who gets credit. We are a team, a community, and most importantly, a family.*

*On behalf of ?aqam Chief and Council, I would like to thank the administration office, Community, and funders for their continued hard work.*

*taxa*

### *Message from Chief Operation Officer*



*Ki?suk Kyukyit qapi niskit*

*My pride for the accomplishments of this past year is immense. I am often asked why ?aqam is so successful and my answer is always the same, our Council and Community.*

*?aqam Chief and Council lead us with a vast amount of experience, knowledge and encouragement to carry out the duties that need to happen. Led by Ka Knitwitiyata, our goals and priorities are clear and we will march forward until each and every objective is achieved.*

*Over the next few months, you will see what have been countless hours of work and efforts come to fruition; we hope that you are as proud as we are.*

*hu naqananki?ni*

### *A Year at a Glance*

- *Name change to ?aqam complete*
- *Successful host year for AGA*
- *Goats, Goats and more goats*
- *Community Garden*
- *Daycare improvements to come*

- *Gas Station project moves ahead*
- *?aqamnik school gymnasium coming soon*
- *Land Code implementation – matrimonial real property law*
- *Elders and Youth come together*
- *St Eugene's church project*

*ʔaḡam members' work together to foster a vibrant, healthy community in which everyone has a role to play.*

***Vision***

*A vibrant, healthy community, speaking our language, governing effectively, and maximizing our lands and resources for the benefit of all living things and future generations, in a manner consistent with **qanikitci** (our values and principles).*

***Values***

*We ʔaḡamnik share the following core values:*

- *Family*
- *Unity and co-operation*
- *Effective communication*
- *Love and kindness*
- *Respect*
- *Safety and security*
- *Inclusion*
- *Education and learning*
- *Healthy, balanced living*
- *Pride in our heritage, language and culture*
- *ʔaknumuḡtitit (natural law)*
- *Ktunaxa rights and title*

***Thank you to our funders!***

***Our continued success is due to your support!***

***AANDC***

***Teck Resources***

***Columbia Basin Trust***

***New Relationship Trust***

***Canfor***

***Kootenay Aboriginal Business Development Agency***

***Ktunaxa Nation Council***

***BC Hydro***

***Canada Mortgage & Housing Corporation***

***Pacific Coastal***

***College of the Rockies***

***First Nation Market Housing Fund***

***As well as everyone else who took the time to support ʔaḡam financially or with services!***

## LANDS AND RESOURCES



Kiʔsuk kyukyit ʔaǰamnik,

From the volume of mail you have been receiving, you are likely aware of the busy year the Lands department has had. Much of our work has been focused around Land Code implementation, with a focus on our ʔaǰam Matrimonial Real Property Law, 2015 and the ʔaǰam Community Land Use Plan, 2016. We would like to sincerely thank Membership for the countless hours you have dedicated to informing these, and other, Land Code initiatives. Your involvement and input is determining the governance of ʔaǰam lands.

Taxas,  
Julie Couse

### 2015/16 Highlights

#### **ʔaǰam Goat Grazing Project**

We hope everyone had a chance to get out and visit our four-legged friends on Reserve last summer. The goats spent a month eating invasive plants on Long Prairie between June and July. Through targeted grazing of invasive plant species over a 3-5 year period, the invasive plants are unable to grow or produce seed, reducing their distribution and density. We are excited to have the goats return this year through funding provided by Columbia Basin Trust.

#### **Matrimonial Real Property Law**

On June 30th, 2015 Membership voted in favour of enacting the ʔaǰam Matrimonial Real Property Law, 2015. This law sets out how assets will be divided, and who will be entitled to the possession or occupation of a family home, on the breakdown of marriage or common-law relationship or on the death of a spouse or common-law partner. This law identifies, clarifies and protects the matrimonial real property interests and rights of both spouses in such situations. Without this law, the ability of courts to make decisions on such matters is very limited. The ʔaǰam Matrimonial Real Property Law, 2015 fills the gap that exists and gives courts the power to make orders that are enforceable.

#### **ʔaǰam Community Land Use Plan**

In February 2016, ʔaǰam Eligible Voters enacted the ʔaǰam Community Land Use Plan, 2016. The Land Use Plan sets forth the future vision for how ʔaǰam lands will be used through a series of visual maps along with a set of laws and policies to ensure the vision is made possible. The ʔaǰam Community Land Use Plan, 2016 is the result of Community engagement that began in 2008. Copies of the Land Use Plan are available from the Lands Department upon request.

#### **ʔaǰam Amended Land Code**

In February 2016, ʔaǰam Eligible Voters approved amendments to the St. Mary's Indian Band Land Code at a Meeting of Members Vote, resulting in the ʔaǰam Amended Land Code, 2016. Amendments were to more accurately reflect the Organization and the role of the Lands Department.

#### **Lands Management Manual**

2016 saw the completion and approval of the Lands Management Manual, which was a huge project undertaken by the Lands Department. The Lands Management Manual is a collection of 21 policies that covers lands matters including law-making, allotments, Interests in Community Lands, Environmental Review, and Monitoring and Enforcement. The objectives of the Lands Management Manual are: 1) to create fair and standardized processes for decision-making regarding land transaction; 2) to promote timely, well considered and transparent decision-making regarding lands transactions; and 3) Provide clear statements regarding the responsibilities of Council, the Lands Department, Lands Committee, Individual Interest Holders, Allotment Holders and other persons involved in land transactions.

#### **On- Reserve Wildfire Management**

This year, ʔaǰam completed 10 hectares of on-reserve wildfire urban interface fuel treatments adjacent to the residential area. Prior to treatments, these forests had become overgrown due to active wildfire protection, resulting in a high wildfire threat rating. Through a combination of spacing, thinning, pruning, and burning of waste piles, the post-treatment wildfire threat rating was reduced to moderate. This work was completed by Nupqu Development Corporation and funded by Indigenous and Northern Affairs Canada.

### **St. Eugene Mission Farm Lands Specific Claim**

In July 2015 the Specific Claims Tribunal held the Hearing of Oral Evidence at the St. Eugene Mission Resort for the Mission Farm Lands Specific Claim. This Hearing was the first Stage in a three stage Hearing process. The Second and Third Hearings are anticipated to occur during 2016.

The St. Eugene Mission Residential School Farm Lands Specific Claim concerns Canada's failure to reserve lands for ʔaᓄam that ʔaᓄam historically used and occupied prior to and during the establishment and operation of the St. Eugene Mission (the "Mission Farmlands") run by the Oblates. ʔaᓄam asserts that Canada had a fiduciary duty to set aside the Mission Farmlands as reserve lands for the use and benefit of ʔaᓄam at the time of reserve creation in 1884 based on ʔaᓄam's cognizable interest in the Mission Farmlands as evidenced by ʔaᓄam's historic use and occupation. ʔaᓄam further asserts that in 1925 when Canada purchased 25.05 acres of land from the Oblates that was later set aside in 1951 as St. Mary's Reserve No. 1A, Canada also had a fiduciary duty to set aside the Mission Farmlands as reserve lands for ʔaᓄam.

### **Water**

In 2015/2016 the Lands department commissioned Opus DaytonKnight to prepare a report assessing the current on-reserve individual groundwater wells and treatment options to supply potable water to the residences. Work will continue into 2016/2017 which includes the re-sampling of all residential wells to obtain new chemical and biological data. Additionally, we are working with Indigenous and Northern Affairs Canada (INAC) to secure funding to design and implement one single home Point of Entry system and one cluster treatment system.

### **Wills**

The Lands department dedicated funds during 2015/2016 to Membership Wills. Specifically, the Department paid for 5 members, selected through an application and screening process, to complete their Wills with a lawyer from Rockies Law Corporation in Cranbrook. We hope to be able to continue to provide this program on an annual basis, dependent on departmental funding.



## Community and Economic Development

Ki?suk kyukyit,



As the new Director, I now have a full year under my belt and we had several successes, challenges and learning lessons along the way. We continue to strive towards implementing the visions of Ka Kni#witiya#a (our thinking), the ?a?am community strategic plan and the mandate of ?a?am community enterprises (ACE).

**We are working toward a profitable, sustainable, and self-sufficient community economy that optimizes our diverse skills.**

**Our efforts focus on five objectives:**

- **Create local, responsible enterprises.**
- **Grow food and expand agriculture.**
- **Build employment and entrepreneurial skills and opportunities through training, mentorship, and partnerships.**
- **Develop our community government's capital assets.**

**Create and sustain a revenue base for our community government**

### **2015/16 Highlights**

#### **District Heating**

- The heating system technology within the building has been installed and we now wait commissioning of the heating system sometime in the spring of 2016.

#### **Gas Station Project**

- The finance and audit committee had asked our department to go back to the drawing board, and we did. This coming year will see a new revised vision for the project and we are moving forward with a new plan, stay tuned.

#### **Young Entrepreneurs Symposium Conference**

- Our department sent Cam Joseph to the Young Entrepreneurs Symposium Nov. 30<sup>th</sup> – Dec. 4<sup>th</sup>. Cam went with the purpose of gaining more business knowledge, what it takes to run your own business and networking with other young First Nations entrepreneurs. Cam is working towards his chef's red seal and wants to open his own restaurant one day.

#### **Business Development Grants**

- Two business development grants equaling \$6,000 were awarded to two community members.

#### **Small Scale Solar Project**

- We've received a \$20,000 grant from Bullfrog Power but were unsuccessful two years in a row now with the Community Energy Leadership Program (CELP) grant through the government. We will be moving forward with a smaller project to fit within our existing budget without the second grant. The smaller project will be hooked into the new school and gym.

#### **Community Garden**

- The community garden project has been approved and we will be working this coming year to install the initial infrastructure and start planting seeds!

#### **Successful Grants**

- \$34K, enabling accessibility grant for the playground at the daycare
- \$414K secured for in ground servicing for the gas station complex from INAC
- \$112,500 grants secured for church restoration. \$75K from Western Economic Diversification Canada and \$37,500 from Columbia Basin Trust
- \$20K from Bullfrog Power to implement a 10Kw Solar project to the new school and gym

#### **Joint Management Advisory Committee - Canfor**

- Targets have being set in both employment and procurement in the form of specific numbers. We continue to work with Canfor to achieve these targets.

#### **Procurement and Employment Working Group – Teck**

- This working group continues to identify procurement, employment and training opportunities for the community and Ktunaxa Nation as a whole. With the implementation of the IMBA agreement the PEOWG group will start working with the IMBA implementation group to achieve set targets for procurement and employment.

#### **Professional Development**

- Director - Rezland Conference in Osoyoos
- Director - Certificate in "Best Practices in Indigenous Business and Economic Development" from the Banff Centre.

#### **?a?am Trading**

- Four new community jobs, two full time and two part time/seasonal
- New signage, marketing in St. Eugene and our one year anniversary event
- New hours and days of the week seasonally
- Diversification of store products and more locally hand made products were brought in
- All three office spaces have been rented in the adjacent unit of the log building

## ACE – ʔaqam Community Enterprises

### **MANDATE:**

- **Create economic success for the Corporation and Community**
- **Forge relationships and alliances for ʔaqam**
- **Analyze, incubate, innovate and activate business opportunities that are profitable**
- **Develop effective communication practices and services**
- **Develop, manage, and advocate training, entrepreneurship and employment opportunities**
- **Collaborate to advance community priorities**

### **Board of Directors**

- A completely re-built board of Directors. Our board now consists of four directors;  
Anna Gravelle, Jacey Proudfoot, Jason Andrew, Stan Chung

### **Partnerships**

Strategic partnerships of different levels had been created and maintained with these corporations to bring in revenue into the corporation.

- Brand new Joint Venture with Spartan Scaffolding
- Allnorth – working towards a new Joint Venture
- Masse Environmental – MOU



### **Large Utility Scale Solar Project**

- We are currently working through a Memorandum of Understanding and a Non-Disclosure Agreement with a corporate partner to begin the business feasibility on a large scale utility project of 15 MW.

### **Business Creation and Business Acquisitions**

- This work is always ongoing for our board of directors, identifying existing business that are a fit for us to either acquire or create as a start up.

### **Forest Licenses**

- ʔaqam Resources Limited holds two forest licenses that we continue to manage to bring revenue into the corporation.



## Member Services



### Rachelle Sebastian Director's Message

Well another successful year has passed us here within the Department of Member Services, we have had a lot of success within our departments and we will continue to collaborate on all our initiatives that have been identified from community through our Strategic Plan.

Member Services Department is comprised of the following programs and service operated under ʔaᓄam Band Administration; Social Development/Employment Support (Johanne Allard), Registered Nurse/Community Health Representative (Cindy Wales), Home Support Worker's (Debbie Patrick and Hilda Bohnet), Daycare Manager (Ashley Sanche), Youth Worker (Brock Kasdorf) and Membership Clerk (Shelley Collinson).

## 2015/16 Highlights

### Community Consultative Group (CCG)

The ʔaᓄam Community Consultative Group (CCG), will continue to meet with the First Nations Community Policing members and delegates on a regular basis, as needed or required, to identify policing issues and concerns regarding day to day policing of ʔaᓄam Community, and seek solutions collaboratively to address policing concerns. The ʔaᓄam Community Consultative Group (CCG) derives its authority from the ʔaᓄam Band Council and shall have no authority other than that vested in it by the Chief and Council. This group meets quarterly.

This past year we have had a change over in committee members therefore, we have had three new members that have joined our committee.

*One of the most memorable events this year was the ʔaᓄam grade 6 class and the Elders got together to make drums and have a meal together. This was a huge success from parties and the Elders really enjoyed their time with the young ones*

### Letter of Expectation (LOE)

Our letter of Expectation (LOE), between the RCMP and ʔaᓄam was reviewed and sign off by both parties back in 2015; we will review this once again in 2017.

A LOE is intended to define and promote positive and cooperative working relations and aids in the clarification of the policing relationship. This goal is to ensure that ʔaᓄam receives dedicated and responsive First Nations Community Policing over and above existing core policing provided by the RCMP. This LOE is reviewed and updated every second year by both parties.

This past year we have also updated our "ʔaᓄam Orientation Package"; this is a document that is in place to aid the local RCMP to ensure they are aware of our community/government and its process. It outlines our Chief and Council as well ʔaᓄam Management team.

It is with great pleasure that we continue to work towards our strategic plan and how this plan is connected with all of our program activities that are delivered throughout the year.

### Health 2015-2016 Annual Report

We have a dynamic and dedicated team that works together towards our goal of Optimal, holistic health for all community members. Our Health team has maintained and excellent collaboration with other major partners such as member Services Team, Interior Health, Ktunaxa Nation Council Health, Ktunaxa Kinbasket Child and Family and First Nations Health Authority.

We have continued to receive the support of a Nurse Practitioner, Dietitian, and a Kinesiologist.

### Mental Health

All of our events that we host are connected to Mental Health in some way. Our events help promote a healthy life style by getting physically active, talking about feelings, and helping to reduce isolation.

Our specific mental health topics this year consisted of "Communicating Our Elder Roles, Rules & Responsibilities", "Teaching Parents to speak to Children about Sexuality, Sexual Health & Safety", "The Physical, Mental, Emotional, Spiritual Damage of Abuse". We hosted the annual Family Celebration on Oct. 03, 2015. It included a cultural scavenger hunt, as well a stew and chili cook off. There was also kid's games and activities offered. We finished off with a delicious barbeque.

### Other Health programs

Our Elder/diabetic foot clinics happen 6 times a year and are usually attended by 15 community members.

We also offer a free social luncheon once a month to discuss chronic disease, nutrition and skeletal issues. This program serves from 25-30 people on average each time. This year we are focusing on the importance of exercise for the emotional, mental, spiritual and physical benefits of our Community

## Elders Events

Our awarded grants allowed us to take the Elders on outings such as trip to Fairmont, Fort Steele (along with youth & daycare), the Elders picnic, Christmas dinner, Dinner's Club, bingo's and a youth picnic.

One of the most memorable events this year was the ʔaqamnik grade 6 class and the Elders got together to make drums and have a meal together. This was a huge success from parties and the Elders really enjoyed their time with the young ones. The Elders also attended the Elders Gathering on Vancouver Island and had a great time; we were able to support 6 of our elders to participate in this.

## Daycare Program

The Daycare has had a year of many transitions. Although there have been many highs and lows, the future of the Daycare looks bright!

The Daycare has a motivated team of Early Childhood educators that want nothing more than to see ʔaqamnik Daycare succeed! The staff is there for the children and their families and will continue to strive for the best for the youngest generation.

Over the course of the year the Daycare has struggled with staffing. There is a shortage of certified childcare workers across the provinces; it is becoming a crisis in this field of profession.

We have hired a new daycare manager and she and the staff worked together to revamp the Daycare and the daily routines to best suit the children, their families and the staff.

The Daycare was re-organized, the schedule became more structured and planned and fresh ideas started coming to life! With the loss of staff they were able to continue with altering the work schedule slightly to accommodate all the staff and families.

There was also a committee formed to help brainstorm ideas and strategies to recruit, maintain and succeed with staff at the Daycare. The committee decided on a wage increase to attract new staff, and very quickly they were able to hire new staff.

We hosted our first Open House on February 10<sup>th</sup>, 2016; although the turnout was small, it was very positive!

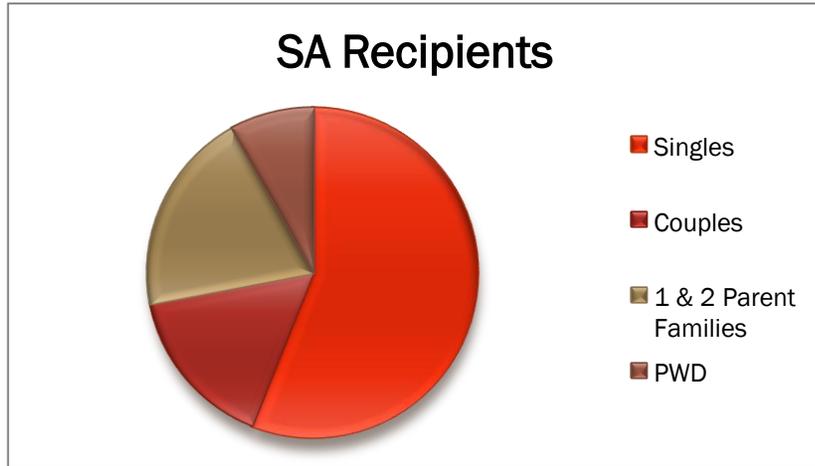
The Daycare is confident in the newly formed team and is looking forward to a fresh year ahead! Licensing has recently stopped in for an inspection with only positive feedback to report.



***One of the main duties of the Band Social Development Worker is to provide support to Social Assistance (SA) recipients. This year the program provided basic needs to 30 SA recipients; which is 8%, a slight 1% decrease from last fiscal year. There is an average of 12 clients per month.***

### **Income Assistance**

One of the main duties of the Band Social Development Worker (BSDW) is to provide support to Social Assistance (SA) recipients. This year the ʔaqam Social Development (SD) Program provided basic needs to 30 SA recipients; which is 8%, a slight 1% decrease from last fiscal year. There is an average of 12 clients per month.



Out of those 30 clients, 15 have been taken off SA due to employment, education/training or relocation and are succeeding in their endeavors.

### **Employment Job Readiness**

SD also has funding to engage community members in workshops to increase skills and motivation to seek and/or maintain employment. We were able to host Food Safe courses and a Resume/Cover Letter Writing Workshop. With this fund we are also able to support SA clients in short term contacts in order to build self esteem and employability skills. This year we engaged clients within our Community Celebration; Elder and Community Christmas Dinner; to assist the Operations Department with projects like arbour and river side cleaning; and to complete a mini SA wood day.

### **Occupational Skills & Training**

There are funds, funneled from Economic Development to SD, for community members to access to pursue short-term education. This year we funded 12 individuals in 20 various courses, from certificates to trades training. We are fortunate to assist our members in education goals that are not funded through traditional INAC education programs.

### **Employment Counseling**

The Ktunaxa Nation Council, Education and Employment Sector funneled funds to SD in order to support members with Employment Counseling. The transition of this aspect of the position was smooth and went hand in hand with the work done with SA clients – although this service is open to all community members.

### **Burials**

When our community loses one of our members (on or off reserve) the BSDW and Director of Member Services supports and assists the family of the deceased with funeral arrangements to alleviate some of the burden during the time of sorrow. When a death occurs in our community, it becomes our priority. Within this fiscal year we assisted in 3 burials.

### **Community Engagement**

#### **National Child Benefit Reinvestment**

SD had a great year while engaging the community in a variety of events. The objectives of the National Child Benefit Reinvestment (NCBR) are to reduce the depth of child poverty; to provide incentives to work by ensuring that low-income families with children will always be better off as a result of working; and to reduce overlap and duplication through simplifying the administration of benefits for children. This fund is determined by the number of families with children receiving Social Assistance. The SMB Social Development program has allocated NCBR funds for the following activities:

- Supplies – Summer Program, Elementary School, Preschool, & Community Health
- Contribution to Administration (Shared Service)
- Youth Initiatives Activities – Campout 2015, Youth Events, and Mentorship
- Gift Certificates – for low income families during times of crisis
- 3 Family Swim Nights – 49 community members swam.
- 2 Family Bowling – 134 community members had fun.
- Community Wood Day - 51 loads of wood were delivered to 23 homes (will go back to Saturday as opposed to the Monday)
- 2 Community Bingos – 45 people had fun.
- Halloween Party – 73 people joined in on the fun.
- 3 Regalia Making Nights – 30 people made regalia
- Community Christmas Dinner – 138 people were in attendance.
- Family Ski Day Feb 5 – 63 people enjoyed the snowy day
- Spring Break Activities – ʔaqam Culture Camp 117 people; ʔaqam Fairmont Trip (TBA)

### **Family Violence Prevention Program**

The Family Violence Prevention Program provides funding for community-based projects aimed at addressing social and health problems related to family violence. These culturally appropriate projects must demonstrate that they promote a reduction in family violence and promote safe environments. The SD program has allocated the Family Violence budget to the Regalia Making in Apr/May 2015, collaborations with Ktunaxa/Kinbasket Child & Family Services and ʔaąam Head Start Program; to Drum Making with Elders and Kids in Feb 2016 collaboration with ʔaąam Head Start Program; and the ʔaąam Culture Camp in Mar 2016, collaborations with ʔaąam Head Start Program and the Ktunaxa Nation Council, Traditional Knowledge and Language Sector.

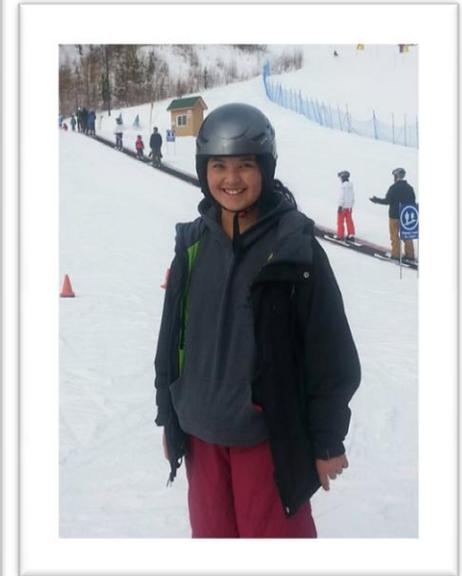
### **Youth Program**

Brock started working for ʔaąam in May 2015 as a youth program worker. The first few months were spent getting to know the youth and becoming accustomed to ʔAĄAM/ Member Services procedures, community members, and employees.

Youth activities throughout the year included the following,

- Nerf darts/ wars
- Hiking /Outing to Kimberley 's climbing gym
- Mountain biking.
- Camping trip to Calgary over the summer.
- Ghost Town Tours.
- Legend nights
- Board games
- Movies
- Year End dinner and Movie
- Assisted with Culture Camp

There were many activities that have taken place this past year and we look forward to the new year and what will be in place and welcoming the new age of youth turning the age of twelve.



## Operations and Maintenance



Ki?suk kyukyit,

2015/2016 went by in a flash with the department continuing to work on the multitude of tasks assigned to our team. The team continued to grow with the re-evaluation of department duties and the creation of a full time Custodian position. We welcomed Cordell Birdstone as the new Custodian in October 2015 and are happy to have his support with the care and maintenance of all the Band facilities.

The spring and summer months saw us working hard to improve the grounds and facilities in anticipation of the Annual General Meeting of the KNC, which was held in July and was a great success. The fall focus was on the final completion tasks on the new reservoir for the water system and the final building installations for the District Heating system.

In the upcoming year, we look forward to pushing the work currently being planned including the ?aqamnik Education Centre Gymnasium Expansion, St. Eugene Church Restoration Phase 2, Health Centre Feasibility completion, the first Heating season for the District Heating System and maintaining our new Reservoir. As always, we continue to strive towards fulfilling the goals and objectives of ka kni?witiya? and serving the ?aqamnik people.

Taxa,  
Michelle Shortridge  
Director of Operations

### **?AKNUKAK - COMMUNITY INFRASTRUCTURE**

**Goal: High Quality Public buildings and other infrastructure essential for a healthy community and ecosystem.**

### **?AQANT#A?NAM-HOUSING**

**Goal: Co-operatively design, build, and maintain housing that is durable, environmentally friendly, and suited to the needs of families and individuals.**

### **?MAK'QAPMU#ENERGY**

**Goal: Lead in production and conservation of renewable and non-renewable energy.**

### **KSUKQAWSAQWUM ? ?MAK'WIKNIYAM-SAFETY AND SECURITY**

**Goal: Safety and security for all community members.**

## 2015/16 Highlights

### **OPERATIONS AND HOUSING OVERVIEW**

The Department of Operations directs the planning, engineering, construction, operations and maintenance of all existing and future infrastructure and utility services and all community owned housing. On an average day you will find the team operating the community water system, ensuring all band facilities are operating and being maintained, maintaining facility grounds, overseeing construction and engineering projects, managing rental housing, troubleshooting maintenance and repair issues, and many other assets management tasks.

Department of Operations Team  
**Jesse Bissett**, Facility Maintenance Coordinator: **Richard Grimm**, Facility Maintenance Labourer: **Candice Hall**, Operations Coordinator **Cordell Birdstone**, Custodian.

### **Projects and Partnerships**

#### **Community Water System- Reservoir Replacement Project- Construction Phase**

Project Funder: Indigenous Affairs and Northern Development Canada

Total Project Value: \$1,810,095

Completion Date: Final Completion-March 2016

During the year the Band worked with INAC and AllNorth Engineering to complete the Construction Phase of the new Potable Water Reservoir for the Lot 10 Water System.

#### **Assessment of Community Water and Chemical and Biological Analysis Testing**

Project partners: Aboriginal Affairs and Northern Development Canada (INAC), Opus DaytonKnight, Lands Department

In 2015/2016 the Lands department commissioned Opus DaytonKnight to prepare a report assessing the current on-reserve individual groundwater wells and treatment options to supply potable water to the residences. The operation department will continue to work with the Lands department to complete the water sample testing and through 2016/2017 and work with Indigenous and Northern Affairs Canada (INAC) to secure funding to design and implement one single home Point of Entry system and one cluster treatment system.

### **ᑭᐱᑭᐱ Health Centre Feasibility**

Project partner: First Nation's Health Authority  
Site visits and interviews of potential consultants were completed to select a proponent to complete a feasibility study for a potential Health Centre for the community in partnership with First Nation's Health Authority. The feasibility work will take place from April-June 2016.

### **Gymnasium Expansion Feasibility**

Project partners: Indigenous and Northern Affairs Canada/ ᑭᐱᑭᐱ Community  
The feasibility study for the ᑭᐱᑭᐱ Education Centre gymnasium project has been undertaken. To date, costs estimations have been acquired and a project budget is being developed. This project will be in partnership with the Band and INAC.

### **Convenience Store and Gas Station Feasibility**

The operations department has participated in a working group that is supporting the Economic Development Department on the project planning for a potential convenience store and gas station project. The operations department will continue to support this project and will oversee the project should it become a viable capital project.

### **Enabling Accessibility Partnership-Band Administration Complex & Enabling Accessibility-Daycare Playground Expansion**

Partner: Service Canada  
The community was successful in obtaining grant funds to make our community buildings more accessible. Modifications were made on the Band Hall restrooms and access doors to ensure that these facilities are accessible. A paved walking path was installed from the Band administration building to the member services building and the administration parking lot was also paved to provide easier access and a safer winter environment for those visiting our facilities.  
The department worked with the funders to modify the original grant for the Daycare to better suit the needs of the daycare. A new playground structure and play space will be installed in the Daycare playground in the spring of 2016.

### **Partnership Regional District of East Kootenay-Building Inspection Services**

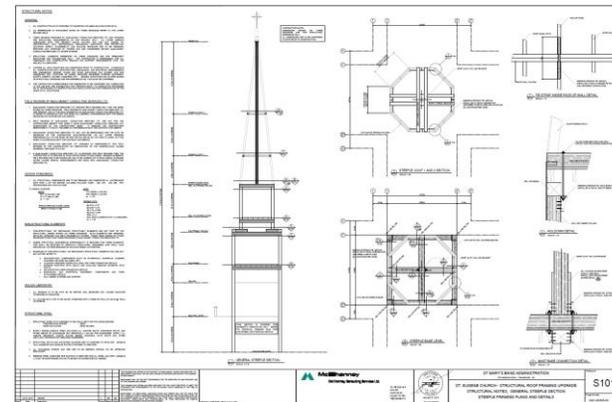
The Band and the regional district of East Kootenay have partnered for building inspection services. The RDEK inspectors work in conjunction with the Department of Operations to develop permits, inspection schedules and the completion of compliance inspections.

### **District Heating-Partnership with Department of Economic Development**

The District Heating Building was completed in the fall of 2015 with the installation of an interior wall system and the water line. The Boiler and mechanical components are presently being connected and will be finished in mid April 2016.

### **St. Eugene Mission Church-Restoration Phase 2**

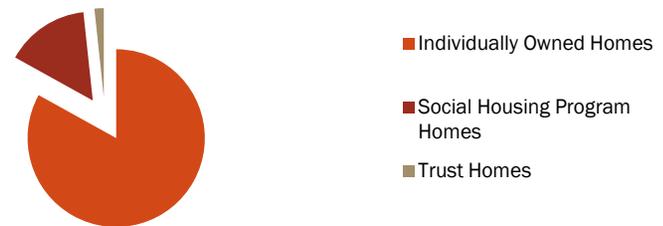
Project partners: CBT, WED, St. Eugene Church Restoration Society  
Funding has been secured to complete some work under the St. Eugene Church Phase 2 Project. In the fall of 2015 the Band had a structural engineering assessment complete on the roof and steeple structures where deficiencies were noted.  
MDG contracting has been hired to undertake the repairs of the steeple and roof structure replace the roof and construct new stairs.  
If additional funding can be secured then the church will also see the repair and/or replacement of the horizontal siding and trim pieces and the exterior painting of the structure.



### **Miscellaneous Projects**

#### Community Housing

## Housing Breakdown



## Social Housing Program-Partnership with CMHC

The Band works in partnership with the Canada Mortgage and Housing Corporation (CMHC) and CMHC provides assistance on-reserve through two programs. The Social Housing Program and the Residential Rehabilitation Assistance Program (RRAP).

The CMHC Social Housing Program assists the Band with administering on-reserve rental housing. The program provides subsidies to assist with covering mortgage payments where the rental costs (which are based upon tenant income) are not sufficient to cover the full mortgage costs.

Total Social Housing Units: 9      Mortgage Maturity: 2020 CMHC Portfolio Manager: Wendy Jung

## General Band Provided Housing Services

The following services were provided this year to homes located on reserve.

- Chimney sweeping,
- Water conditioning salt for water conditioning systems;
- Assist with Individually Owned homes that required Well Shocking;

The following services are provided on an ongoing basis to all homes located on reserve.

- Solid Waste Services;
- Snow removal and sanding;
- Septic Pumping for all on-reserve Homes;
- Application submittal and assistance in applying for CMHC's RRAP;
- Assistance with applying to the FNMHF programs;



## Personal Home Maintenance Accounts

Number of Accounts: 10

Individual homeowners have the opportunity to set up a maintenance account with the Band to be utilized for renovation, repair or other house maintenance costs.

## Home Fire Prevention

The department was successful in applying for an obtaining a Fire Smart grant from UBCM for 10,000 to training community champions as well as hold a community Fire Smart Day and complete some fire smart projects around the homes in community. Look for these events coming in the spring of 2016.

We will also be installing new smoke and co2 detectors in all homes on reserve this upcoming spring.

## *Education*



Ktunaxa Language and Culture education are essential goals for our community. ʔaǰamnik School utilizes experiential learning to enrich our students Ktunaxa knowledge. The school is fully accredited and is a certified British Columbia Independent School. We strive to give our students a strong and enriched academic start using provincially approved curriculum.

The school employs: a principal, a vice-principal, an elder in residence, a language instructor, Head Start Coordinator, four classroom teachers, two support workers, a janitor and a bus driver.

The Education Director and Education Coordinator ensure that the needs of our students in the public school system and students interested in pursuing a post secondary education are being met.

## *Partnerships*

- *First Nations Schools Association*
- *First Nations Education Steering Committee*
- *School District 5*
- *College of the Rockies*
- *Ministry of Child and Family*
- *Kimberley Aquatic Center and Gymnastic Club*
- *Breakfast for Learning*

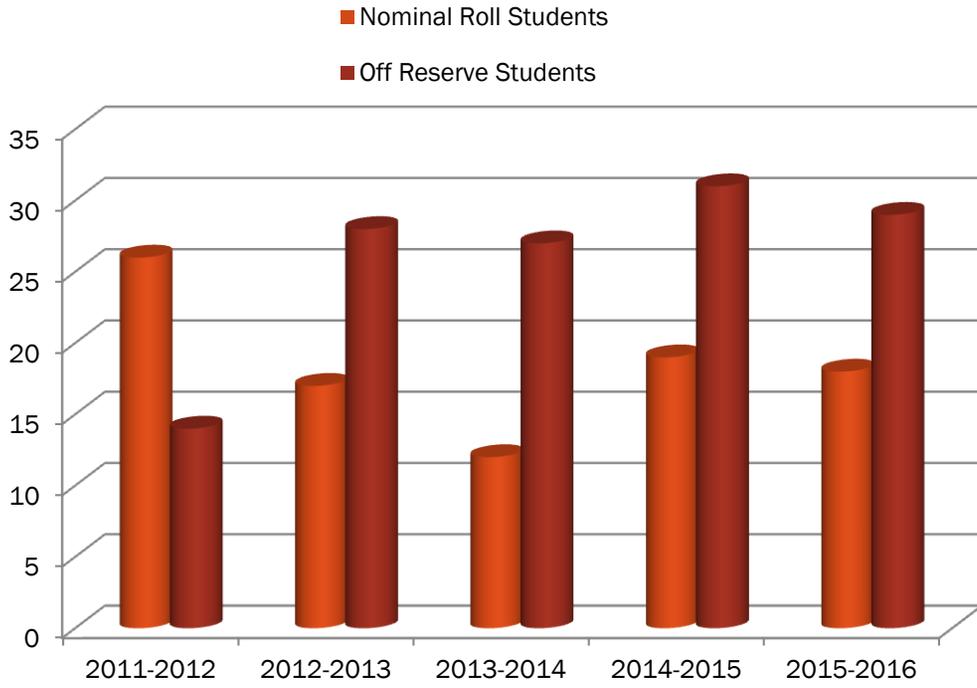
## *Highlights*

- *Community engagement session held to determine goals and concerns of our community.*
- *Honouring ceremony held for all ʔaǰam students*
- *Social media being used to connect with parents and students*
- *Eleven students supported with post secondary education*
- *School drum group, ADRUMNIK, made available to students who transitioned to middle school*
- *Grades 5/6 participate in three cultural outdoor campouts*
- *Student participate in team activity with students in School District 5 in*
- *Daily breakfast for all students*
- *Language and Culture instruction available for ʔaǰam students attending middle school*
- *Increased technology for students*
- *Total school population remained above 40 students. Total school populations for the past five years: 2011/2012- 42, 2012/13 – 47, 2013/14-41, 2014/15-50, 2015/16 -47*
- *Outstanding professional development opportunities for teachers and staff*

## *Challenges*

- *Not enough funding to support all students wishing to attend a post secondary intuition*
- *Very limited Ktunaxa Language and Culture education once students have left ʔaǰamnik School and entered the Public School system.*
- *No gym*
- *62% of the students achieved an attendance rate of 90% or better*
- *School staff wages are approximately 80% of their counterparts in the school district.*
- *A dedicated Parent Advisory Committee*
- *Increase funding and programs to support at risk students*

# Total School Population



## *ʔa·ktuqakwum ɕ ʔakikit haqwum*

### *Language and Culture*

The ʔaqam Language Consultant has also regularly delivered open lessons to the ʔaqam staff and community on Wednesday afternoons which will continue in the upcoming year. Ktunaxa Language is offered in the ʔaqamnik School, and each class receives two hours a week of in class instruction from the Ktunaxa Language Teacher. At the ʔaqamnik Daycare the Head Start Worker delivers language lessons to the infant/toddlers and the children ages 3-5. and to the Infant/Toddlers. Two Language Speakers in the community have volunteered their time to hold one hour sessions with the infants of the community with the goal being to have the infant's first words be spoken in the Ktunaxa Language.

One of the identified objectives for the ʔa·ktuqakwum ɕ ʔakikit haqwum tipi pole is to: Fully support and honour fluent speakers, learners and teachers. To achieve this, a space was provided for ʔaqam Knowledge Holders and Language Speakers a safe environment to gather and share teachings and traditions with each other.

Another identified objective is to: rejuvenate and honour traditional practices. The action taken to achieve this objective was collaborated on by the KNC TKL and the ʔaqam Social Development Program as well as the Language and Culture Program to host a three day camp where over one hundred Nation members gathered and took the opportunity to learn and participate in cultural activities from moccasin making to watching the Jumbo Wild Movie.



## Finance and Administration



The Finance team is lead by Ivan Winter, Director of Finance. Ivan and his team have been working diligently throughout the year to ensure processes created under the Financial Administrative Law were adhered to and improved. Additional laws and policies are in the works to compliment current practices and ensuring continued transparency and accountability to membership.

### Membership Loan details as at 31st March 2016

Name	Date of Loan	Purpose	Amount(inc interest)	Outstanding	In Arrears
Cheryl Casimer*	April 30th 2013	Vehicle repairs	1,650	570	Yes
Frank Alexander	December 5th 2014	BC Hydro Bill	1,280.94	338.98	Yes
Terry White	January 9th 2015	Truck Tires	1,575.00	0	No
Herman Alpine	April 23rd 2015	Furnace	1,575.00	0	No
Deborah Patrick	May 12th 2015	House Repairs	1,575.00	0	No
Rod Birdstone	May 28th 2015	Hydro Bill	512.31	0	No
Audrey Wilson	September 18th 2015	Cooker	1,572.75	0	No

\*Loan made prior to official Membership loan policy.

### Chief and Council salaries, honoraria, travel expenses and other remuneration

Name	Position	Months	Salary/ Remuneration	Other Remuneration (Note 1)	Travel (Notes 2)	Total
J Whitehead	Chief	12	24,000	2,000	-	26,000
C Morigeau	Councillor	12	18,000	2,550	315	20,865
V Thomas	Councillor	12	18,000	7,334	4,671	30,005
C Walkley	Councillor	12	18,000	5,634	1,173	24,807
M Williams	Councillor	12	18,000	5,134	1,703	24,837
Total			96,000	22,652	7,862	113,255

### Senior Management salaries, travel expenses and other remuneration paid

Position	Months	Salary	Other remuneration (Note 1)	Travel (Note 2)	Total
Chief Operating Officer	12	67,000	14,945	134	82,079
Director of Finance	12	73,979	15,427	207	89,613
Total		140,979	30,372	341	171,692

Note 1: Other remuneration includes all other forms of remuneration paid, including (but not limited to) pension contributions, bonuses, health benefits, disability benefits, vehicle allowance, cellular phones, and employer CPP and EI contributions.

Note 2: Travel expenses include reimbursements paid to elected officials for the use of their personal vehicles in addition to travel expenses paid directly by the Band to the individual to carry out his/her duties. Some, or all of which may have been reimbursed by another organization.

### Chief and Council Declarations

As required by section 10 of the Finance and administrative law, below is a declaration by all Chief and Council for any business contracts received by Chief and Council or their member of family including Spouse, dependent children, or their spouses.

Furthermore, that Chief and Council declare that any member of their family, as described above, be an employee of the Band.

#### Business interest

Name	Business Name	Financial Interest		Nature of Interest	Interest %
		Family member	Own		
M Thomas	Thomas Resources	Yes	100%	Owner/contractor	100%

#### Family member employed

Name	Employee Name	Relationship
J Whitehead	J Bissett	Son-in-law
J Whitehead	K Whitehead	Daughter
Codie Morigeau	S Morigeau	Sister-in-law
M Williams	S Morigeau	Daughter

### Senior Management Declaration

Neither Chief Operating Officer nor the Director of Finance has any business interests or family members employed by the band (as described above)

# AQ'AM

Consolidated Statement of Operations and Accumulated Surplus

Year ended March 31, 2016, with comparative information for 2015

	2016 Budget (note 1(h))	2016	2015
<b>Revenue:</b>			
Transfers from other governments:			
Aboriginal Affairs and Northern Development Canada	\$ 2,634,524	\$ 2,099,030	\$ 3,788,701
Other federal government	135,410	128,250	47,075
Province of British Columbia	802,320	749,474	709,201
Ktunaxa Nation Council (note 16)	502,262	522,119	608,362
Grants	310,500	315,595	301,692
Canadian Mortgage and Housing Corporation subsidy	24,072	22,225	57,800
Canadian Mortgage and Housing Corporation grants	45,000	9,056	48,290
First Nations Goods and Service Tax	237,614	243,660	214,565
Property taxation, net of homeowners' grants	63,431	50,711	53,889
User fees	221,355	179,127	208,865
Social housing rent	57,500	59,494	58,769
Rent and lease	91,300	92,954	80,424
Interest and penalties	35,615	41,306	50,102
Impact Management and Benefit Agreement Other	-	2,475,000	-
Other	81,750	65,559	159,746
Equity in earnings of business enterprises (note 5)	-	72,815	182,736
	5,242,653	7,126,375	6,570,217
<b>Expenses (Schedule 1):</b>			
Administration	889,750	859,190	803,483
Education	518,354	475,357	505,133
Elementary School	737,980	779,207	718,670
Social Development	198,829	178,789	180,948
Maintenance of Facilities	346,459	306,856	304,388
A'qamnik Daycare	238,640	196,954	288,091
Community Services	427,539	421,758	430,042
Rental Housing Fund	3,700	3,805	4,744
St. Eugene Church Restoration Society	10,620	11,875	25
Taxation	12,500	12,550	32,533
Lands and Resource Management	645,594	483,779	513,094
Social Housing Program	101,357	44,157	102,913
Water System	62,635	65,774	45,028
After School Program	-	(988)	21,307
Member Capital	245,000	233,127	290,561
National Child Benefit	36,465	36,270	36,717
Economic Development	276,393	155,191	229,192
A'qam Community Care Centre Program	70,105	75,748	72,074
	4,821,920	4,339,399	4,578,943
Surplus	420,733	2,786,976	1,991,274
Accumulated surplus, beginning of the year	10,793,703	10,793,703	8,802,429
Accumulated surplus, end of year	\$ 11,214,436	\$ 13,580,679	\$ 10,793,703

See accompanying notes to consolidated financial statements.

# AQ'AM

Consolidated Statement of Financial Position

March 31, 2016, with comparative information for 2015

	2016	2015
<b>Financial Assets</b>		
Cash and cash equivalents (note 2)	\$ 746,887	\$ 1,245,953
Restricted cash and cash equivalents (note 2)	6,615,796	3,757,813
Accounts receivable (note 3)	399,711	374,829
Investments (note 4)	4	4
Investments in business enterprises (note 5)	242,331	219,517
	8,004,729	5,598,116
<b>Liabilities</b>		
Accounts payable and accrued liabilities	410,103	1,056,238
Deferred revenue (note 6)	630,582	359,712
Term debt (note 7)	414,285	511,192
Replacement reserves (note 8)	107,140	193,130
	1,562,110	2,120,272
<b>Net financial assets</b>	6,442,619	3,477,844
<b>Non-Financial Assets</b>		
Tangible capital assets (note 9)	7,085,776	7,250,314
Prepaid expenses and deposits	52,284	65,545
	7,138,060	7,315,859
<b>Accumulated surplus (note 10)</b>	\$ 13,580,679	\$ 10,793,703

Commitments and contingencies (note 14)  
Trust funds (note 15)

See accompanying notes to consolidated financial statements.

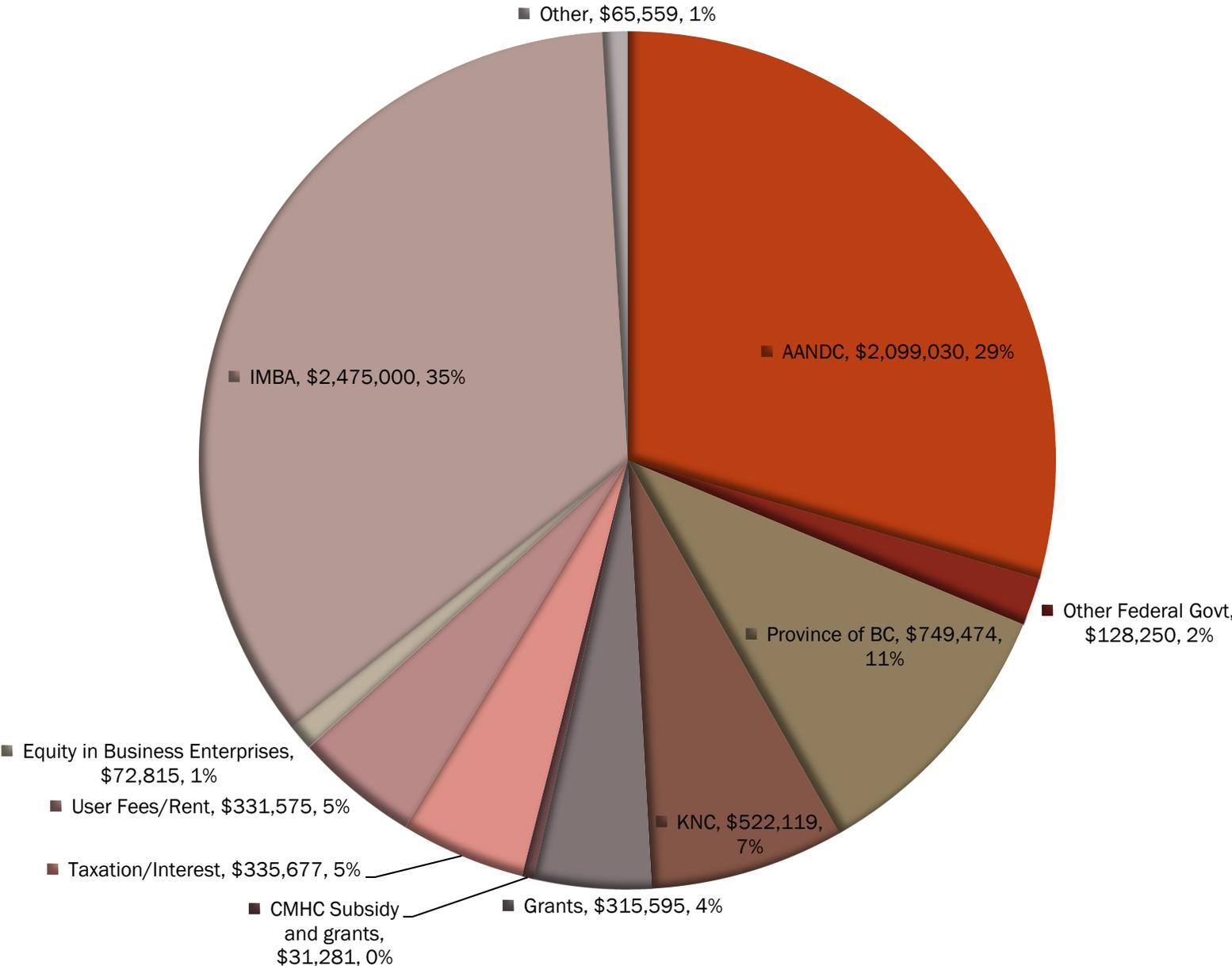
On behalf of the Chief and Council:

 Chief  
 Council member

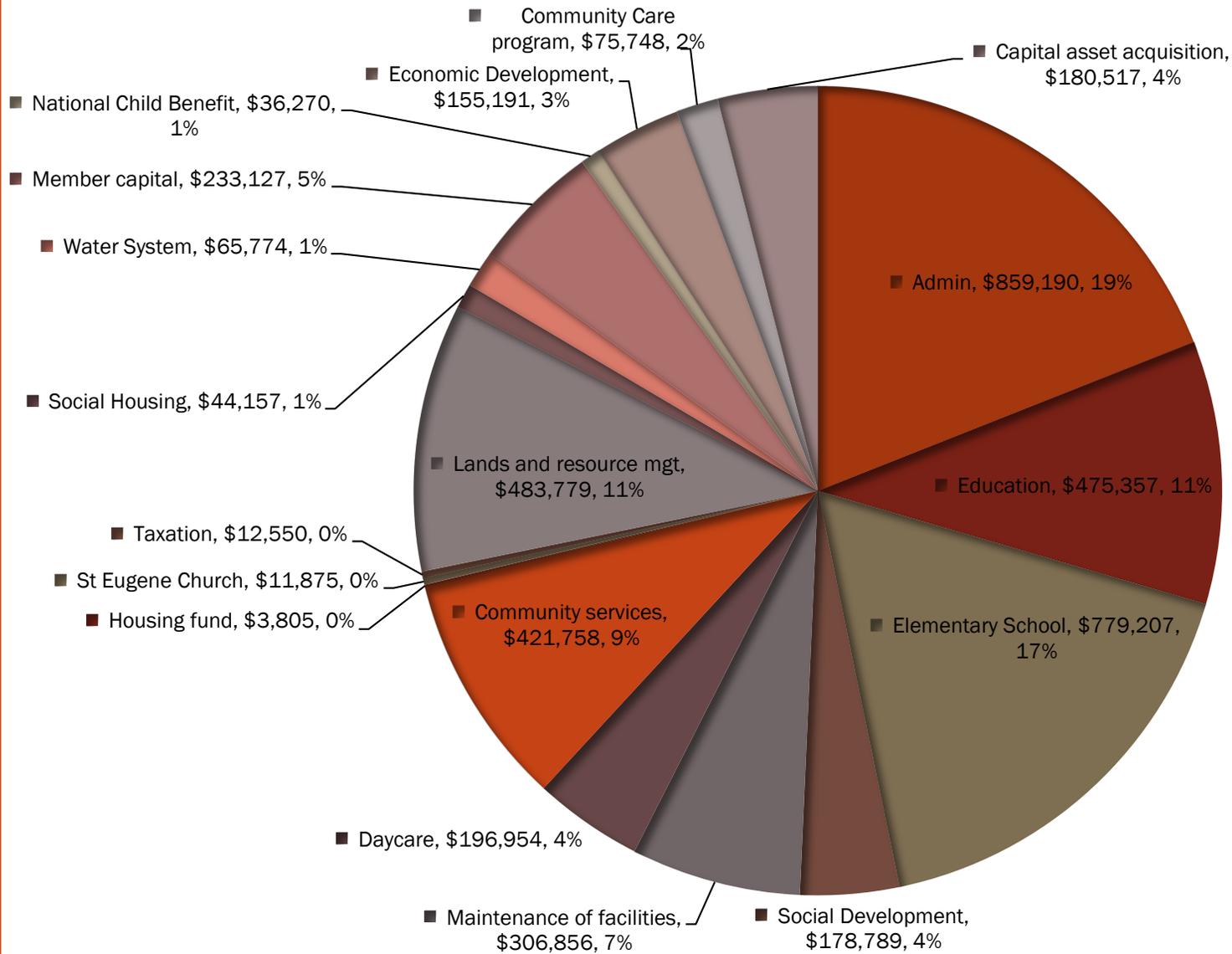
 Director of Finance

# Funding at a Glance

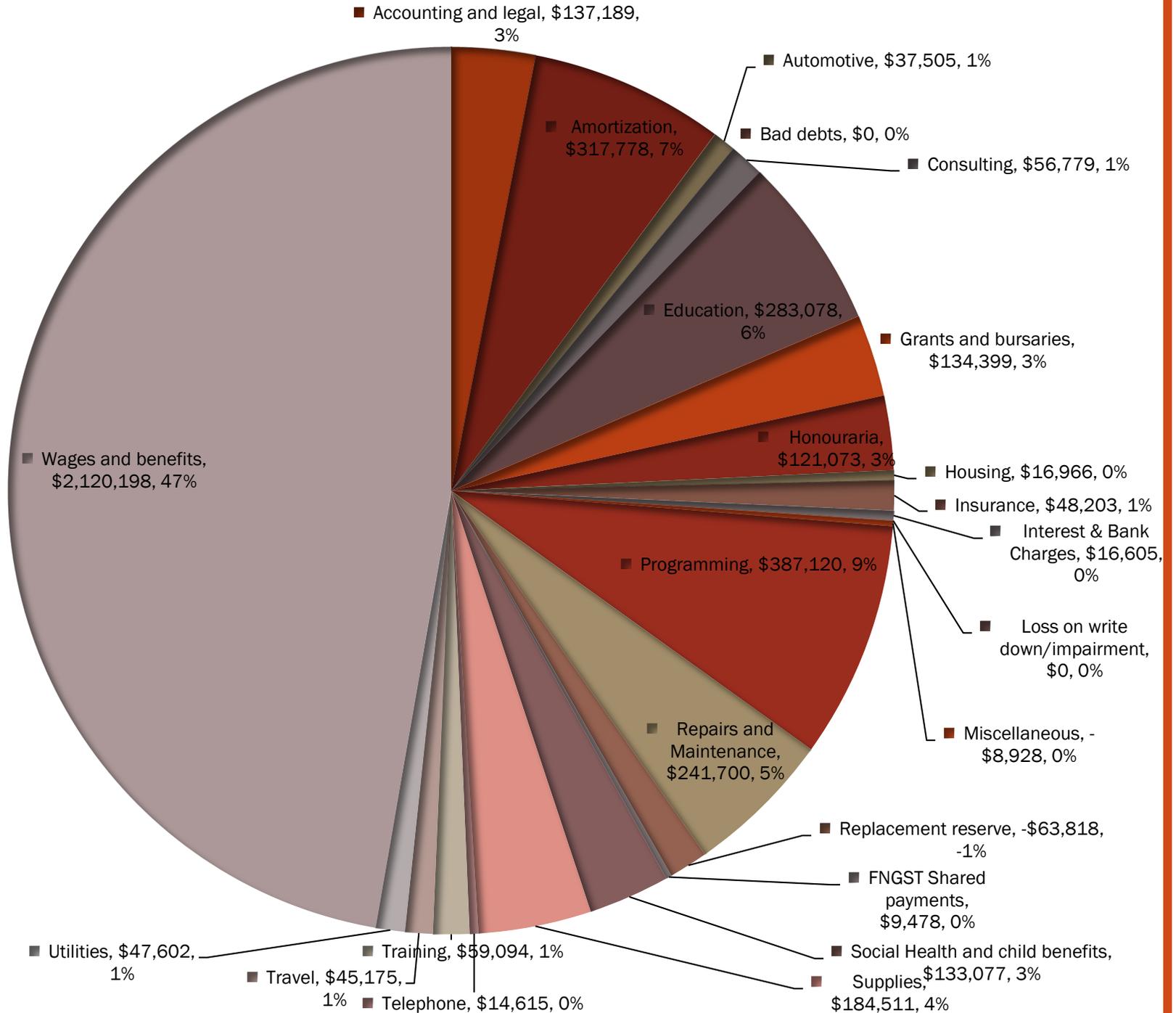
## ᐃᐱᑦᐱᐅ ᐅᐅᐅᐅ ᐅᐅᐅᐅ



*ᐃᓕᓐ ᓂᓄᓂᓂᓂᓂ*  
*(Excludes internal transfers and transfers to reserves)*



## *ᐃᐱᑖᐅ Expenses by Object*









*Church photo credit ~ Brian Clarkson*