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Message from our Nasu?kin



Ki?suk Kyukyit hu sukit?uknala?ni kin wakit ?aqam ?amak?is

“...they will be small in numbers but they too will be powerful” and what a strong and powerful community we are. I am so grateful for our strength, I am grateful for our perseverance. Our strength is demonstrated in the positive relationships and partnerships we as a community have developed. We have chosen to focus on the positive, to celebrate our successes, to support each other in our journey and to not only persevere but to prosper. We are strong when we work together!

During the creation of ka knitwi·tiya?, our strategic plan, we decided that we were going to do things differently. We decided that we would not focus on a small handful of goals but that we would create a plan, ingrained by qanikit?i, which would guide us for generations to come. We challenged our community and staff to achieve the impossible because impossible is not an option – we thank you for making the impossible possible.

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

Taxa
nasu?kin susap pia?
Chief Joe Pierre

A Year at a Glance

- *School gymnasium*
- *Wildfire of 2018*
- *Enhancement of Language and Culture department*
- *Gas Station project*
- *Land Code implementation – Trespass Law*
- *St Eugene’s church project*

ʔaqam 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*
- *ʔaknumuᑕtititł (natural law)*
- *Ktunaxa rights and title*

Thank you to our funders! Our continued success is due to your support!

*DISC
Columbia Basin Trust
New Relationship Trust
Teck Resources
Canfor*

*Ktunaxa Nation Council
BC Hydro
Canada Mortgage & Housing Corporation
College of the Rockies*

As well as everyone who took the time to support Paqam financially or with services!

Administration

2017-18 was a successful year for the administration office as a whole. Chief, Council and the administration team placed their efforts on supporting the growth and strategic reorganization of all departments. Focus was placed on revisiting the strategic plan and identifying achieved tasks while developing plans to achieve next steps. We are pleased to celebrate our achievements and for many other projects, we are excited to say that we can see lights at the end of the tunnels.

During the summer of 2017, Community, Council and the Administration were challenged by the ʔaḡam wildfire; through this process, we not only persevered but also flourished. We formed new friendships and partnerships with our neighbors but most importantly, we appreciated seeing a close community grow even closer. The aftermath of paperwork and reports from this event was onerous and we are still not done – we again thank everyone for their support and patience.

We continue to grow but we do so with purpose, we are mindful to ensure that we are efficient and each new role is meaningful. We seek out community members for administration positions when possible and we focus on fostering interests and skillsets. Efforts have been placed on ensuring succession plans are in place so consistent continuity takes place.

We would like to thank Chief and Council for their consistent support, their guidance and their encouragement. The staff at ʔaqam Administration love the community that we work for and we hope it shows.

Chief Operating Officer – Jodi Gravelle
Executive Assistant – Sonya Morigeau
Reception – Andrea Alexander
Event Coordinator – Neil Casimer
HR Generalist – Amanda Gnucci



Lands and Resources

Director's Message

The lands department theme for the 2017/18 year was “growth”. The department expanded from a staff of two and saw the addition of the part-time membership clerk as well as 3 additional full-time positions inclusive of a Forester, Land Code Planning Manager, and Project Coordinator. Now that everyone is trained and familiar with their roles, we are excited for all of the projects that have and will continue to be administered on behalf of all ʔaᓄamnik.

If you have not had a chance to meet members of the Lands team yet, please do so! Our door is always open.

Courtney Fidler- Land Code Planning and Implementation Manager

Leeanna Rhodes- Lands Officer

John Brace- Professional Forester

Mitch Tom- Project Coordinator

Shelley Collinson- Membership Clerk

Julie Couse- Director of Lands and Natural Resources

Taxas,
Julie Couse

Specific Claims

St. Eugene Mission Farm Lands

While the Mission Farm Lands specific claim continues through the Tribunal process, significant progress was made over the past year. This included Canada's response to our Expert Report as well as receiving Canada's Expert report for review, the review and translation of the Maylan Michel notebooks by Ktunaxa, cross-examination of Canada's witness, the initiation of an appraisal, further archival research, and further amended Declaration of Claim.

ʔaᓄam asserts that Canada had a legal duty to ʔaᓄamnik to set aside lands at reserve creation and then, to secure lands later on when the school closed and the lands were sold privately.

Timber Specific Claim

This year, ʔaᓄam accepted an offer from Canada to negotiate a settlement to the 1942 Timber Surrender Specific Claim. ʔaᓄam believes that Canada breached its fiduciary and statutory duties by failing to properly manage the timber on Kootenay Indian Reserve No. 1 and accepting a surrender that did not reflect the expressed wishes of ʔaᓄam. Negotiations are ongoing.

Ecosystem Restoration- Prescribed Burn

ʔaᓄam, with multiple partnerships, successfully completed a 386 ha prescribed burn on the NW corner of Kootenay IR No. 1. The objective of the prescribed burn was to return the lands to a natural grassland/open forest complex that historically existed prior to fire suppression efforts.



Historically, the dry forests and grasslands in the Rocky Mountain Trench, were maintained by frequent, low-intensity surface fires. Such fires consumed accumulating surface fuels, top-killed shrubs, and thinned regenerating conifers, resulting in a relatively open forest with large, healthy trees. The exclusion of fire from the landscape over recent decades has increased the fuels that contribute to the risk of more intense and damaging fires, and reduced the amount of open grasslands in the Rocky Mountain Trench. Combined with other factors, the resulting forest ingrowth has caused an overall deterioration in critical ecosystem services.

We are hopeful to continue prescribed burning on Ṗaḡam lands in the near future.

Land Code

Trespass and Access Law

On May 16, 2017, Ṗaḡam NasuṖkin and Council passed the *Trespass and Access to Ṗaḡam Lands Law, 2017*, after considerable community review and comments were incorporated.

The *Trespass & Access to Ṗaḡam Lands Law, 2017* provides definitions for trespass and prohibited purposes, whom these apply to, and any exceptions. The Law also lays out specifics related to the provision and cancellation of permits to enter Ṗaḡam lands and, required documents a permit holder must hold. Furthermore, the Draft Law details enforcement of trespass and prohibited purposes including: offences, penalties, search and seizure and arrest - with and without a warrant.

Community Fire Protection Law

The Lands Committee and staff, with support from legal counsel, spent considerable time on the development of a Draft Fire Protection Law. However, in February of 2018 Council, by way of BCR, rejected the Draft Law based on a recommendation from the Lands Committee. This recommendation was based on a thorough cost/benefit analysis that highlighted the Law would be cost prohibitive to enforce as well as the fact that provincial laws and existing agreements (e.g. B.C. Wildfire – INAC Wildfire Response Agreement and Ṗaḡam City of Cranbrook Agreement) address many areas (e.g. wildfire prevention, fire control, structural fire prevention) that were identified in the draft *Ṗaḡam Community Fire Protection Law*.

Wildfire Interface Projects

This year, Ṗaḡam completed 10 hectares of on-reserve wildfire urban interface fuel treatments adjacent to the residential area. The treatment site was selected based on the highest priority sites as identified in our recently completed Community Wildfire Protection Plan. 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. Additionally, funding was secured through Columbia Basin Trust to treat an additional 65ha of high priority sites in 2018/2019. Planning for this work is already underway.

Wildfire Recovery

As you are aware, on September 1, 2017 Ṗaḡam experienced a 400 ha wildfire that threatened residential properties and resulted in a 3-day evacuation order for 36 homes.

Since that time, ʔaqam staff from multiple departments have been collaborating with the BC Provincial government, Indigenous Services Canada, the Canadian Red Cross, as well as other organizations, to recover incurred costs, offer programming such as the Firewood project, and develop a Recovery Plan that identifies needs such as emergency road upgrades.

Water

Feasibility work continues for the extension of the Community Water system across the St. Mary's River. This work included geotechnical, hydrogeological, archaeological, and environmental studies, as well as the drilling of a backup well for the Community system.

Meanwhile, work continues with our partners Res'eau WaterNet, a non-profit organization, to install and pilot 2 residential Point-of-Entry systems and 1 cluster system. These pilot systems will give us vital information pertaining to cost to develop, install, operate, and maintain these types of systems, as well as their success in treating water of varying degrees of contamination.



Goats

Our four-legged friends visited us for the 3rd year 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 as well!

Wills

The Lands department dedicated funds during 2017/18 to Membership Wills. Specifically, the Department paid for 12 members, selected through an application and screening process, to complete their Wills with a lawyer from Rockies Law Corporation in Cranbrook. This is the third year that the Lands department has been able to offer this program to members and we hope to continue to provide this program on an annual basis, dependent on departmental funding.

2017-18 was a year of redesign for the ʔaq̓am Community Health and Wellness Team. We are happy to report that the foundational strategic planning and program shifts are completed, and we are fully engaged in service delivery. Highlights of our work include:

Partnerships

Holistic, optimal health services require effective and meaningful partnerships. These relationships are with our primary external partners (Ktunaxa Nation Social Investment Sector, Ktunaxa Kinbasket Child and Family, Interior Health and First Nations Health Authority), as well as internally across all of our programs and departments. Part of our strategy moving forward is to ensure that our programs, activities and events are streamlined to support greater turnout to events; improved collaboration with resources and ideas to increase meaningfulness of our work; and to increase access and efficiency for members actively engaged in a supported health care plan.

Communications

We continue to strive to ensure that community members are aware of our programs, activities and events. We utilize Facebook, the Newsletter, and Direct contact either by phone or by home delivered notices. This year, we contributed to the purchase of an Electronic Reader Board that has been installed at the Band Office. It is our hope that this resource will improve communications to the community and greater involvement at our various activities and events. Additionally, we have developed a Services Brochure that will soon be available to community to help understand the scope of our programs and how to access them.

Elder Focused programs

The scope of our programs look to provide supportive services to the ʔaq̓am Elders, both on reserve or residing in the Cranbrook area, to improve access to Social, Cultural, and Health services. This year we expanded our age requirement to include members 55+, returned to offering programming weekly, and our experiencing a growth in leadership and visioning from the Elders with regards to how our programs will operate and evolve. An example to share is the Elders involvement in the Community Garden – upon hearing about a plan for them to be part of this year’s project, the Elders requested that they get started right away and take a lead on growing seedlings. We now have an Elders room full of baby plants, and an Operations department willing to assist in raising some of the garden beds to ensure the Elders group will have a successful and inclusive space in the garden.

Health Goals from the Strategic Annual Work Plan

Holistic support = teamwork – we have worked hard to change our program delivery to complement each other as opposed to working in isolation. We now have a Client services coordinator (Johanne) who coordinates all direct services with the exception of health which is coordinated by Cindy; we anticipate that this will create clarity and efficiencies for members seeking support services for: employment, social assistance, mental health, addictions, and education



Mental health – we have hired a counselor to be on site every Wednesday – he is able to support a variety of needs including but not limited to: depression, grief, trauma, relationships, mental health and addictions – Johanne is coordinating this support program and can help you arrange a meeting with Richard Leesman; ADDITIONALLY, we will be providing a series of trainings to community members to help develop skills and comfort in supporting each other

Enhanced health services – every Thursday we now have Cathy Eaton, nurse practitioner, on site to see members; a nurse practitioner can do almost everything a doctor can, so we encourage people to use this service; there is drop ins from 10:30 until 1pm; we can also arrange for home visits with Cathy between 1pm and 3pm.

Culture and Language Highlights

Head start program: This year, a number of new babies have arrived to ʔaᑭam families, and this has provided an opportunity to start to grow our 0-5 programs; we have hosted a number of activities this year including Mom's Groups, Language classes to children, and Cooperative programs with KKCFSS. The daycare children and staff have received an increase in language services from the Cultural Programs Coordinator. We are excited to see all of the participants growing in the number of Ktunaxa words that can be spoken, read, and sung. Our understanding of the significance of this focused language revitalization work is greater and we want to encourage everyone's involvement to help us continue on this path.

Knowledge Keepers and Language Authority

Advancement of the Strategic Vision: In December, Chief and Council approved our recommendations regarding the Culture and Language program. Most significant was the change to the job description for the Coordinator to take the lead on Community Events, and the designation of the Band Hall to be developed into a Cultural Center. The Cultural Coordinator, with help from other CHW staff, facilitated this year's Spring Events; we are making further staffing adjustments to ensure that there is ample help provided to the Coordinator moving forward in this capacity. We have also developed a vision for the Cultural Center, with input from the Knowledge Keepers, and have submitted numerous proposals in hope to secure resources to achieve the full vision. We are hoping to start moving into the space in August and begin to offer on-site programs by September 2018.

Culture and Language Goals from the Strategic Annual Work Plan

Cultural Center – Chief and council agreed in December to designate the band hall as a cultural center – we are currently in the process of writing proposals to upgrade the building and resource the space

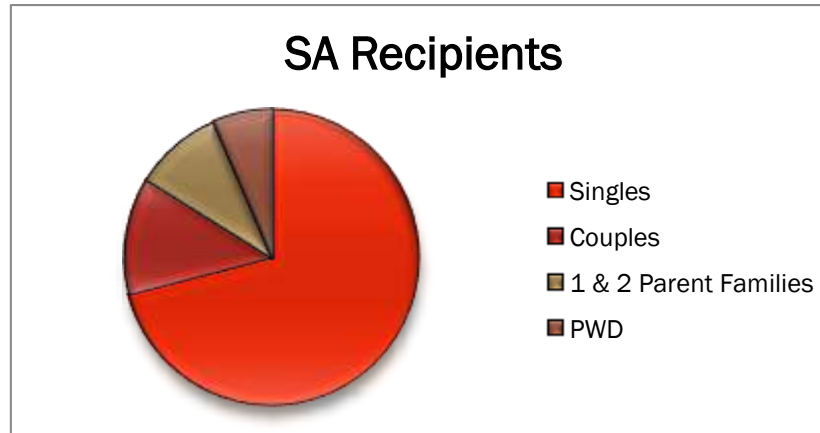
Cultural Programs coordinator – we have changed the job description to include the responsibility of community event coordination, with the goal of ensuring that culture and language truly are embedded in our community planning and activities

Knowledge keepers and language speakers – these groups continue to meet on a regular basis, participation is growing in numbers and confidence as we see our more watchful members begin to use their voices and bring their wisdom to the tables; the Cultural Programs coordinator continues to seek funding to support these ongoing meetings



Income Assistance

This year the ʔaąam Social Development (SD) Program provided basic needs to 31 Social Assistance (SA) recipients; which is %, an increase from last fiscal year. We averaged 16.41 clients per month, whereas last year we averaged 15.83 clients; and 2 years ago in 2016-2017, we averaged 12 clients per month.



This year 12 of the 31 clients were taken off SA for employment, education/training or relocation; and are succeeding in their endeavors.

Employment - Job Readiness

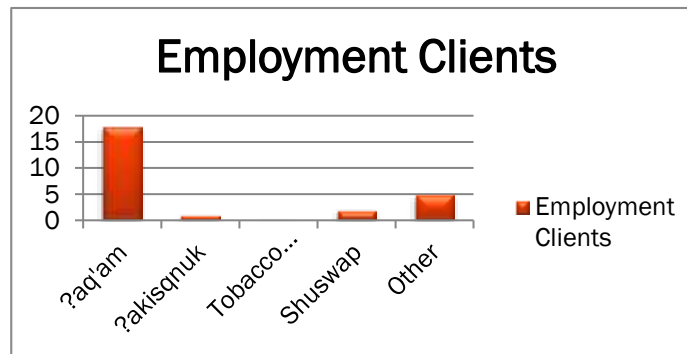
Social Development also has funding to engage community members to increase skills and motivation to seek and/or maintain employment. We were able to sponsor clients to assist in numerous community events such as, Community Celebration, Aboriginal Day, Awards Day, Halloween and the Christmas Dinner; providing them with transferable job skills. Clients also assisted in special projects with the Lands & Recourses and Operations Departments. We were also able to support low income clients with things like work gear and criminal record checks to enter into the workforce. We also sponsored clients in training initiatives such as WHMIS and completion bonuses for the KNC Education & Employment Blade Runner Office Basics course.

Occupational Skills & Training (OST)

This allows community members to access and pursue short-term education/training opportunities that are not funded through traditional Indigenous Services Canada (ISC), formally known as INAC, education programs. This year we funded 19 individuals in 22 various courses. We funded day courses like Occupational First Aid to post-secondary courses like Human Service Worker Program (1 course/semester). We also funded the driver program to 3rd year trades courses. Here we see the benefit of maximizing our own resources to help our community build capacity.

Employment Counselling

This year 30 employment clients were assisted with job search; resume/cover letter writing; interview preparation; and job maintenance. Job maintenance is just as important as finding employment. ʔaąam has helped employees with conflict resolution, labor standards disputes, and employee education. We assist both band members and community members. These services are open to all community members, not just SA recipients.



Education

Post-Secondary Supports

In 2017-2018, ?aq'am funded nine students in their post-secondary fields. We were fortunate enough to be able to support all waitlisted students in one way or another. We have maximized the funding received by ISC to sponsor the students that provided their completed funding applications in on time. With individuals that were not eligible for Post-Secondary Supports, we were able to support some through the OST fund; and others were referred to the Ktunaxa Nation Council Education & Employment Sector.

K-12 Off Reserve

Provided support to two children by navigating the School District #5 & private school systems and advocating for families by ensuring their school meets their child's needs. Attended two Enhancement Agreement meetings with School District #5, Tobacco Plains, and the Metis Association representatives. Assisted with planning the Awards Day & Honoring Ceremony. Also worked with Mount Baker Secondary School in the planning of the Grade 12 Honoring Ceremony, which will be in May 2018.

Jurisdiction – K-12 On Reserve

Attended the Negotiating First Nation (NFN) meeting on November 5 & 6, 2017 to gain a better understanding of how Jurisdiction will influence our ?aq'amnik Elementary School. Advertised and hosted a draw for a community member to attend the NFN meeting in January 2018. Assisted in the planning of community engagement sessions focused on Education Jurisdiction. Met with community on Jan 25th, Feb 12th and Mar 13th to provide information and receive input from our ?aq'am community for Education Jurisdiction.

Burials

When our community loses one of our members (on or off reserve), the Client Services Coordinator 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 the priority. Within this fiscal year, I assisted in two burials.

Community Engagement - National Child Benefit Reinvestment

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 SA but is meant for all community children. ʔaqam SD program has allocated NCBR funds for the following activities:

- Supplies – Summer Program, Elementary School, Preschool, & Community Health
- Youth Initiatives Activities – 2 Campouts in 2017, Youth Events, and Mentorship
- Gift Certificates – for low income families during times of crisis
- 5 Regalia Making Nights – 31 people made regalia
- 1 Family Swims – 17 community members swam
- Service Canada information session – 7 community members attended
- Family Lake Day – 29 people swam
- Pine Needle Basket – 22 youth learned
- 1 Family Bowling – 59 community members had fun
- Community Wood Day - 44 loads of wood were delivered by the 48 community volunteers
 - Mini SA Wood Day 21 loads of wood delivered to low income families
- 2 Community Bingos – 78 people had fun
- Halloween Party – 52 people joined in on the fun
- Craft Night – 35 people in attendance
- Family Christmas Baking – 25 community members attended
- Community Christmas Dinner – 84 people were in attendance
- Christmas Mass Social – 14 joined in on the social
- Delivered 61 turkeys to homes on reserve
- Ladies Night – 21 females of all ages showed up
- Men’s Night – 6 males showed up
- Spring Break Activities – Fairmont Snow Tubing & Hot Springs; Game Day & Genealogy
- Contribution to Administration (Shared Service)

The NCBR program will be changing this upcoming year, ISC has not been in contact with the bands as to how this program will look in the future.

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 Social Development program has allocated the Family Violence budget to Powwow Dance Lesson session: Regalia Making sessions, Jordan’s Principle Information session, sponsorship of the Tiny Tot Special at the ʔakinmi Powwow.

Daycare

Center Philosophy

Our center maintains a warm caring environment and a balanced program that encourages development of independence, high self-esteem, and in which promotes mental, physical, emotional and spiritual development of the child. The center also maintains respect for the needs of all people

within the child's environment, both within and outside the center. Open and honest communication amongst all persons is necessary to support the children's growth. Our center maintains high standards for health and safety that meet or exceed those developed by relevant regulating bodies.

Our center believes in the promotion of the Ktunaxa and Aboriginal languages and cultures. We believe in furthering our own education to meet the needs of the daycare children. We feel it is of utmost importance to have an excellent rapport with the community and look for all opportunities to take part in community events.

Partnerships

ʔaqamnik daycare continues to be license by the Licensing Direct of British Columbia, we work diligently to maintain licensing expectations and undergo routine inspections by the local licensing officer.

We also collaborate with Child Care Resource and Referral and make use of their toy lending library and craft store at Supported Child Development; We also have a child that receives support through their services as well! Aboriginal Supported Child Development and Early Years workers from the Chief Joseph Centre also bridge their support with us by providing additional care and resources for some of our children, and lend a helping hand in planning and implementation of workshops for our staff and families at the Daycare.

Seeds and Roots of Empathy continues to fund professional development to run their program in our center, this has been beneficial in the building of a strong team with training to implement these programs in coming years.

We have successfully partnered with the local speech pathologists and offered a parent/teacher educational evening at the Daycare with them facilitating and providing useful tools and information to everyone in regards to children's speech development and are looking forward to working together on more of these events in the future!

Another active partnership is the Dental program through interior health, where the tooth fairy comes into the Daycare, examines children's teeth, and puts a protective sealant on them. She talks to the children about the importance of dental care in a fun and interactive way.

Our Ktunaxa community partners include K4-Aqamnik School, Head Start, Pakminuyuk services and Ktunaxa Child and Family services. We also partner with Speech Pathology and Dental Hygiene through Interior Health and Ktunaxa Child and Family services.

Financial Highlights

The ʔaqamnik Daycare was rewarded monies from Columbia Basin Trust, Ministry of Children and Family Development, First Nations and Inuit Child Care Initiative, and the Ktunaxa Nation Council. These funds were used to complete renewing the floors within the Daycare, additional storage spaces to the Daycare and complete upgrades in the bathrooms, entrance area and kitchen. In addition, this funding helped ensure that we could add more cultural visuals and learning tools to the center and the center received blinds on all of the windows. Also with this funding the Daycare was able to purchase more gardening supplies to continue incorporating teaching the children about growing their own food and cooking with it.

Enrollment

The daycare has maintained full enrollment for the infant side, and the 3-5 side as well. There are currently four children enrolled in the K4 program, who will be graduating out of Daycare at the end of August 2018.

Our waitlist for the infant side is very lengthy & continues to feed our center. There are currently nine ʔaqamnik Daycare children that are aboriginal. That is over half the total enrolled. We do have families from ʔaqam, Cranbrook, and the Kimberley area that are enrolled, as well as on our waitlist.

Program

Some of our field trips this year have included the fish hatchery, local parks, in both Cranbrook and Kimberley, as well as Wycliffe. We have also gone for many picnic walks out at ʔaąam and enjoy hiking up the big hill to see the view from the top! We have enjoyed language lessons, as well as time out and about in the community during celebrations and holiday times. Every day we enjoy learning through play during circle times, and free play inside and out! We enjoy arts and crafts and cooking, as well as sensory play with many different items from water to dried beans!

Staff

The daycare has been able to maintain certified staff and run successfully! We currently employ four full time permanent staff; all staff have current Early Childhood Education Certificates. Two also have Infant Toddler Certification, one being the Daycare Manager, which puts the Daycare in a more secure space. There is currently a third teacher who is actively completing her Infant Toddler Certification, and she will Graduate in June 2019. We have one part time support worker who is on site Mon, Tues, Weds and Friday mornings; she is from Supported Child Development and has been a wonderful help! We also have one on call Early Childhood Educator.

Challenges

- Operational costs - funding.
- Maintaining Certified Staff.

Overall, the Daycare has had a successful year in regards to receiving funds for upgrades, exceeding licensing expectations, and maintaining positive and certified staff. We are excited to start gardening again, and are planning to spend much time outdoors during the coming warm months. We continue to have open and positive relationships with all the Daycare families and the community members. We look forward to continuing building relations within our surroundings with extra supporters within the region and important children team players. We are looking forward to expanding our knowledge in the coming year through workshops and community events. Striving to secure more funding to be able to take the children on more outings to explore the wonderful area in which we live and provide more learning tools!

ʔaąamnik School

ʔaąamnik School is a fully accredited British Columbia Independent School. We provide instruction from Kindergarten 4 year olds to Grade 6. The principle mandate is to ensure students learn both the Ktunaxa Language and Culture. Our focus is to apply The First Nations Principles of Learning to all instruction. Experiential learning is used to make education relevant and to provide a rich program for our students. The school employs a principal, a vice-principal, an elder in residence, a language instructor, Head Start Coordinator, four classroom teachers, three support workers, a janitor and a bus driver.

Partnerships

- First Nations Schools Association
- First Nations Education Steering Committee



- School District 5
- Mount Baker Secondary School
- College of the Rockies
- Ministry of Child and Family
- Kimberley Aquatic Center
- Cranbrook Gymnastic Club
- Breakfast for Learning
- Wildsight
- East Kootenay Child Care Resources and Referral
- Interior Health Authority
- Cranbrook Fire Department

Highlights

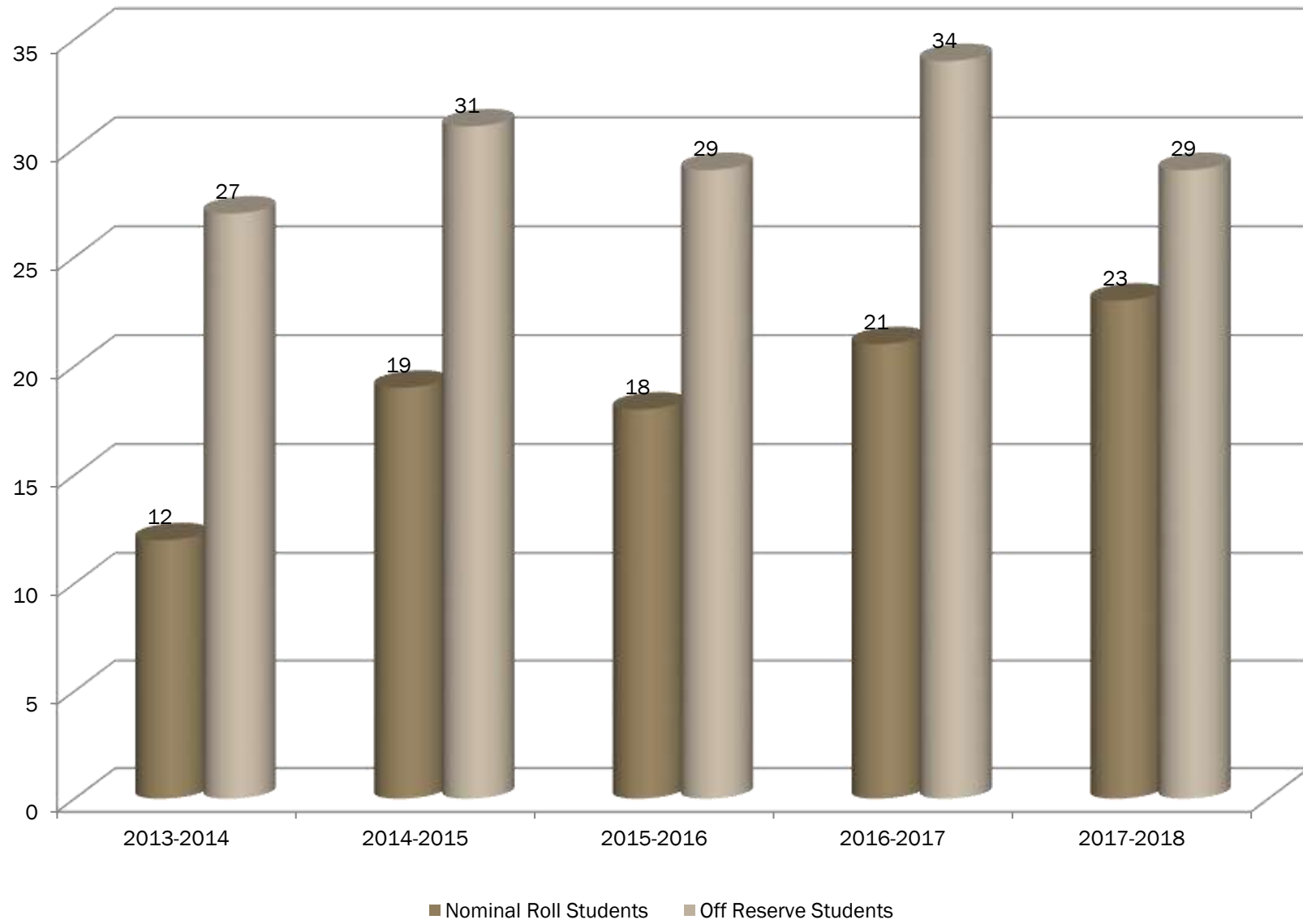
- Students are able to use a new gym
- ʔaqamnik student's significantly improve literacy skills
- Increased funding to support our Language and Culture program
- Increased funding for Special Education
- School presentation of ʔakinmi (Creation of Mount Baker)
- Robotic Club attends provincial robotics competition
- Sports events participation with School District 5 schools
- Tripartite Education Framework Agreement negotiations completed
- Kindergarten 4 year old program successfully prepares children for Kindergarten
- Student participate in team activity with students in School District 5
- Daily breakfast for all students
- Language and Culture instruction available for ʔaqam students attending middle school
- Outstanding professional development opportunities for teachers and staff
- Increased technology for students
- Total school population remains above 50 students. Total school populations for the past five years: 2013/14-41, 2014/15-50, 2015/16-47, 2016/17-55, 2017/18-52

Challenges

- Some chronic school absenteeism
- School staff wages are lower than their counterparts in the school district.



Total School Population



Department of Operations

Directors' Message

Ki? suk kyukyit,

2017 went by in flash. The Department of Operations were kept busy by completing a few milestone projects such as the Dan Joe Memorial Gymnasium, significant progress on the ?aqam Trading Convenience Store and Gas Station project, statue restoration at the St. Eugene Mission Church, the first home construction since 1995 and many more projects and initiatives.

Although, we continue to recover from the the wildfire in September of 2017, we have appreciated working collectively with our partners and community and implementing lessons learned and moving forward. The Gathering of Gratitude that was held in recognition of the collaboration of our community and the surrounding communities cemented our collective willingness to work together and support our neighbors.

In the upcoming year, we look forward to completing the ?aqam Trading Convenience Store and Gas Station, the Health Centre Procurement and Construction Commencement, progress towards completing the Lot 10 Back-Up Well Project and the construction of the Water Treatment Pilot project with Res'eau WaterNet and partners.

As always, we continue to strive towards fulfilling the goals and objectives of ka kni?witiya? and appreciate the opportunity to work with and for the ?aqamnik people.

Taxa,

Michelle Shortridge

Director of Operations

Department of Operations Team

Alicia Phillips, Project Coordinator

Mitch Helary, Water/Facility Maintenance Worker

Cordell Birdstone, Custodian

Logan Casimer, Maintenance Worker

?aknukak - COMMUNITY INFRASTRUCTURE

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

?aqantla?nam-HOUSING

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

çmak'qapmut-ENERGY

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

Ksukqawsaqwum ç çmak'wiçkniyam-SAFETY AND SECURITY

Goal: Safety and security for all community members.

Projects and Partnerships

Wildfire Action and Recovery

On September 1, 2017, a 400 ha wildfire ignited and threatened residential properties and resulted in a 3-day evacuation order for 36 homes within the community. The Department of Operations staff also form a portion of the Community's Emergency Management Committee and quickly actioned the Community Emergency Management Plan and the Emergency Operation Centre. The community saw extensive loss to timber, damage to the lands and the loss/damage to community infrastructure including the complete loss of 2 uninhabited homes, 2 septic systems, a few sheds and outbuildings, 1.6km of fencing, 1 detached garbage and extensive damaged to the exterior of one residence.

Much of the success we had with actioning the wildfire and minimizing additional losses is credited to our partners including the City of Cranbrook Fire Department, BC Wildfire Crews, Regional District of the East Kootenay Emergency Management Committee, ʔaąam Emergency Management Committee and community volunteers. We continue to work on the recovery efforts of this wildfire and project that this work will continue through 2018 and into 2019.

Community Water Projects

Pilot Project-Water Quality Treatment

Project partners: First Nation Health Authority, Indigenous Services Canada, WSP (formally Opus Daytonknight) and Res'eau WaterNet

We continued to work in partnership with the Department of Lands on the feasibility and design on two residential Point of Entry Systems and one Cluster System. These pilot projects will assist in the planning and development of treatment systems to address varying water quality issues and the systems are designed, installed and then piloted within the community. The two residential systems will be installed at the homes with the most sever water quality concerns and the cluster system will be installed at the only small water system within our community.

Back-Up Well Feasibility\Potential Expansion of Community System

Project partners: Indigenous Services Canada, WSP

Project Value: \$300,000

Feasibility work continues for the expansion of the Community Water System that presently services the ʔaąam community buildings and the St. Eugene Mission Report. We have completed feasibility tasks including geotechnical, hydrogeological, archaeological, environmental studies and the drilling of a test well.

Water Quality Testing

Project partners: First Nation Health Authority

Semi Annual water quality testing of all homes was completed in the spring of 2017 and again in the fall of 2017 as a part of the FNHA Safe Drinking Water Program. We collect a water sample from all homes and then they are tested for contaminants specifically, Coliform and E. coli.

Weekly water quality testing and analysis was completed on the Small Water System that presently services all of the community buildings and St. Eugene Mission Resort.

ʔaąam Health Centre Design

Project partner: First Nation's Health Authority

Contracting Partnerships: David Nairne+Associates



The project progressed from feasibility to Architectural Design. Final Designs are anticipated to be completed by June 2018 and the project will likely go to tender in summer of 2018.

Gymnasium Expansion Project-COMplete

Project partners: Indigenous Services Canada/Columbia Basin Trust/ ʔaᑭam Community/Teck

Contracting Partnerships: Silverado Industries

Estimated Construction Value: \$2,500,000

The ʔaᑭamnik Education Centre gymnasium project celebrated their grand opening on April 6, 2018.

Convenience Store and Gas Station Phase 3

Project Partner: Indigenous and North Affairs Canada, ʔaᑭam Community

Contracting Partnerships: Allnorth Engineering/Silverado Industries/Kootenay Valley Petroleum, Centex, Mandela Homes, KD Electric

Estimated Construction Value: \$1,300,000

2017 saw the construction of the new ʔaᑭam Trading Convenience Store and the start of the installation of underground works for the gas pumps. The Operations Department will continue to support this project and will oversee the project construction with a grand opening of summer 2018.



Childcare Capital Grant –ʔaᑭamnik Daycare Improvements

Project Partner: Columbia Basin Trust

Project Value: \$50,000

The focus of this grant was for improvements to quality and safety of the licensed childcare program in the community. We worked to improve the storage and functionality of the Centre as well as incorporate language and culture by commissioning a Ktunaxa Artist to create two murals in the space. We look forward to completing this project in the summer of 2018.

Community Health and Wellness Redesign

Project Partners: Columbia Basin Trust

Contracting Partnerships: Dean Marti Painting, Affordable Floors, KD Electric

Project Value: \$50,000

Working in collaboration with the Community Health and Wellness Department and their restructure and reorganization, the team is supporting this by implementing an Environmental Re-design in preparation regards to upgrades to the building.

St. Eugene Mission Church-Restoration Phase 3

Contracting Partnerships: Andrew Todd Conservators Ltd.

Project Value: \$ 75,000

ʔaᑭam Chief and Council contributed the funds to have the original statues restored back to their original splendor using conservation methods and treatments.

Photo Credit Brain Clarkson

Miscellaneous Projects

Community Health and Wellness Mechanical System Design

Community Housing

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

Emergency Repair Program

Project Partner: Canada Mortgage and Housing Corporation

Contracting Partnership:

Construction Value: \$ 50,000

We completed three emergency repair program renovations on three homes within the community including electrical upgrades and heating system replacements.

New Home Construction

We oversaw the demolition of one home in the community that met its useful life. This prompted the first new construction of a house since 1995 in the community. We were able to support the homeowner by project managing the construction of the new home.

General Band Provided Housing Services

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

Chimney cleaning,

Water conditioning salt for water conditioning systems;

Assistance 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;

Application submittal and assistance in applying for CMHC's RRAP; ERP;

Smoke/CO2 Defectors;

Fire Extinguishers and Servicing;

Assistance with applying to the FNMHF programs;

Personal Home Maintenance Accounts.



Fire and Emergency Services Mutual Aid Agreement-City of Cranbrook

?aąam has a Municipal Service Agreement with the City of Cranbrook to provide Fire Suppression to all of the Band's buildings and 911 coverage for the entire community.

Building Inspection Services Partnership-Regional District of the East Kootenay

?aąam has a service agreement with the Regional District of the East Kootenay to work collectively at implementing a building permitting and inspection procedure for the community.

Finance and Administration

Membership Loan details as of 31st March 2018

Name	Date of Loan	Purpose	Amount(inc interest)	Outstanding	In Arrears
Chrystal Williams	24 Jul 2017	Well head	839.80	0	No
Andrea Alexander	19 Sep 2017	Fathers furnace	1574.63	0	No
Leslie Joseph	23 Nov 2017	Car Tires	869.50	0	No
Terry White	4 Dec 2016	Truck Tires	1572.75	0	No

Member loans that either were authorized in 2017/18 or were still active during that period.

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

Name	Position	Months	Salary/ Remuneration	Other Remuneration (Note 1)	Travel (Notes 2)	Total
J Pierre	Chief	12	24,000	7,126	1,845	32,971
V Thomas	Councillor	12	18,000	5,725	1,903	25,628
C Morigeau	Councillor	12	18,000	4,375	1,799	24,174
C Walkley	Councillor	12	18,000	8,341	0	26,341
J Birdstone	Councillor	12	18,000	3,175	606	21,781
Total			96,000	28,742	6,153	130,895

Senior Management salaries, travel expenses and other remuneration paid

Position	Months	Salary	Other remuneration (Note 1)	Travel (Note 2)	Total
Chief Operating Officer	12	80,000	15,244	1,138	96,382
Director of Finance	12	78,274	17,686	0	95,960
Total		158,274	32,930	1,138	162,877

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, employer CPP and EI contributions and remuneration from  aqam entities.

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

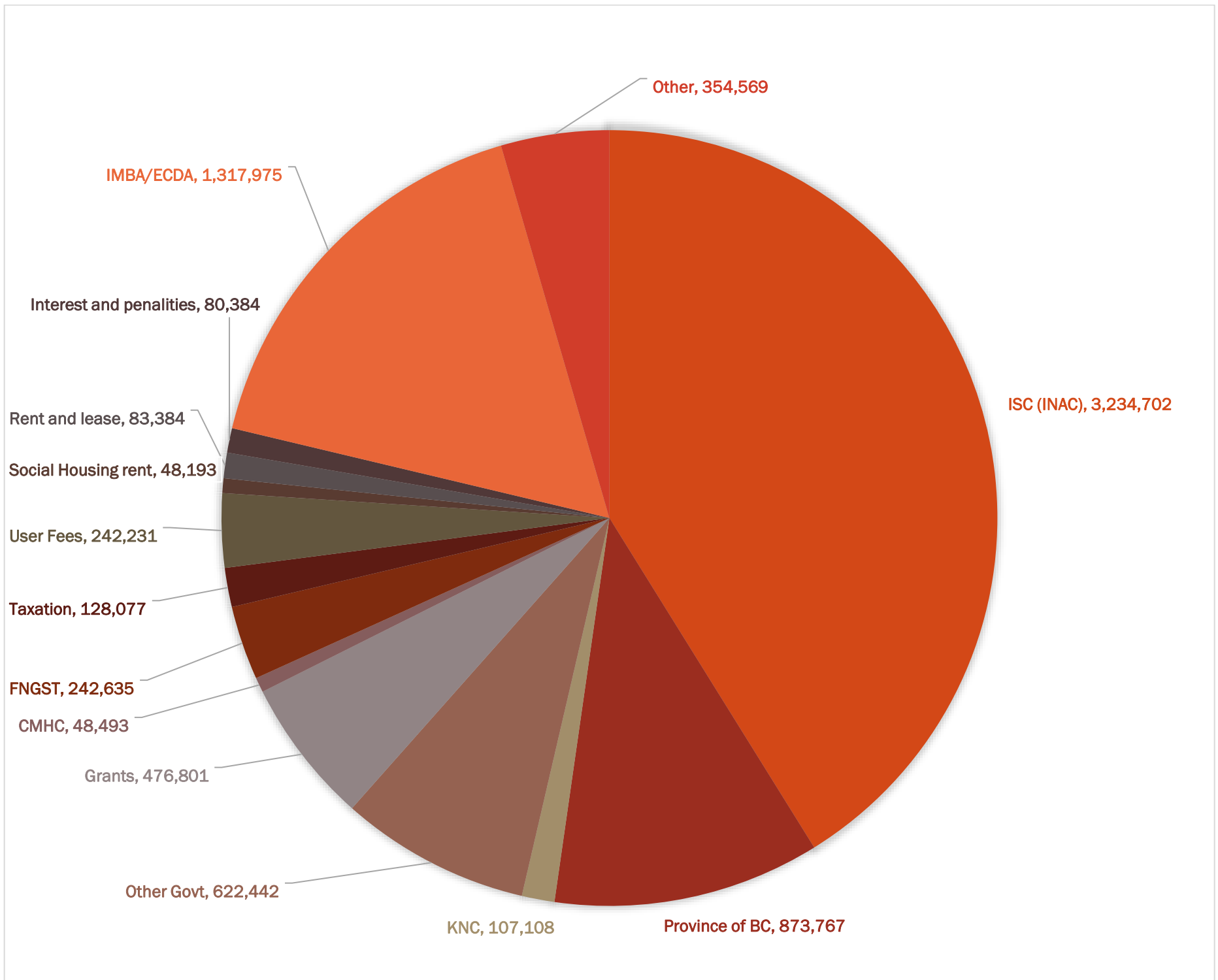
Name	Business Name	Financial Interest		Nature of Interest	Interest %
		Family member	Own		
Mark Thomas	Thomas Resources	Yes	100%	Owner/contractor	100%
Jennifer Pierre	Jennifer Pierre	Yes		Contractor	100%

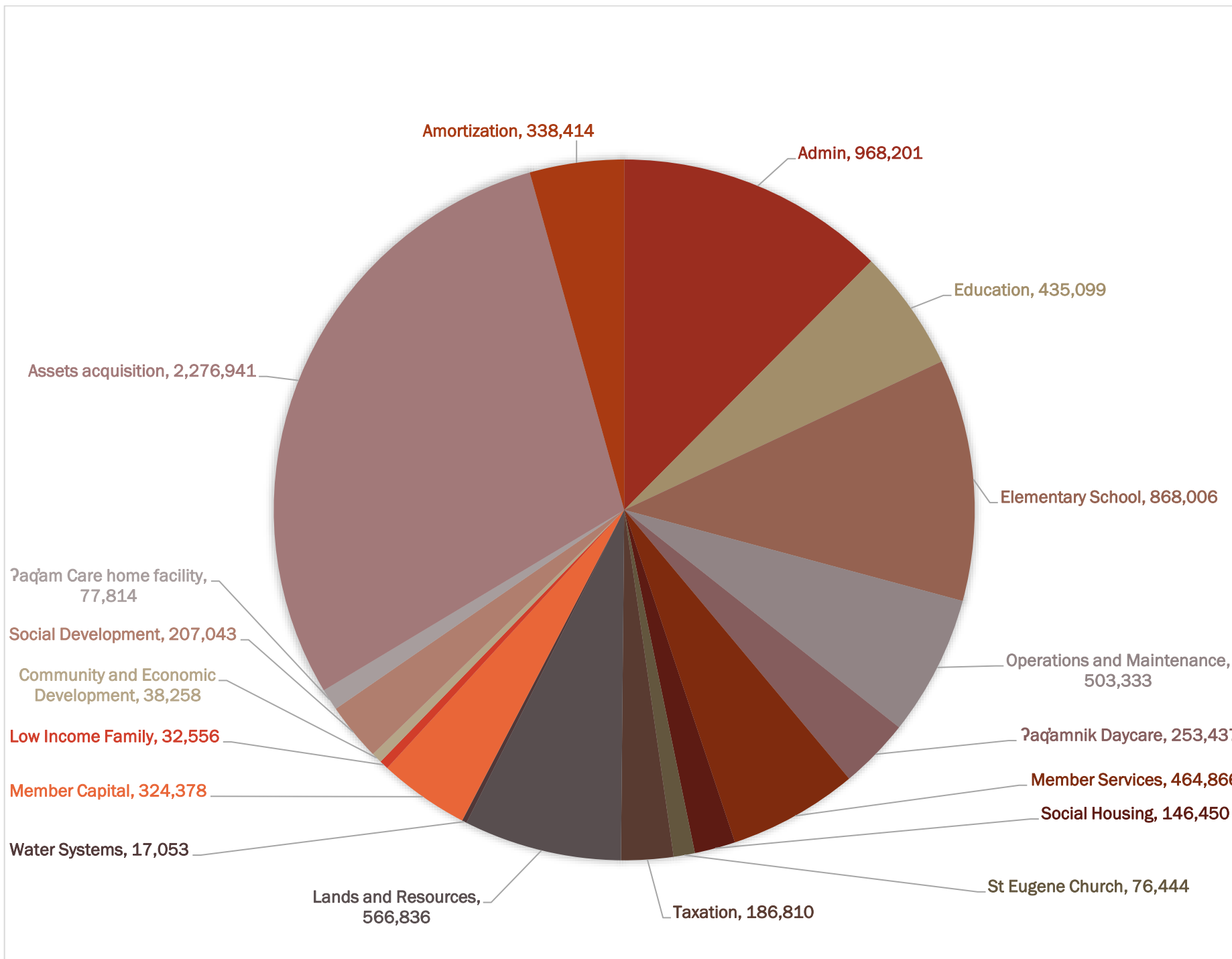
Family member employed

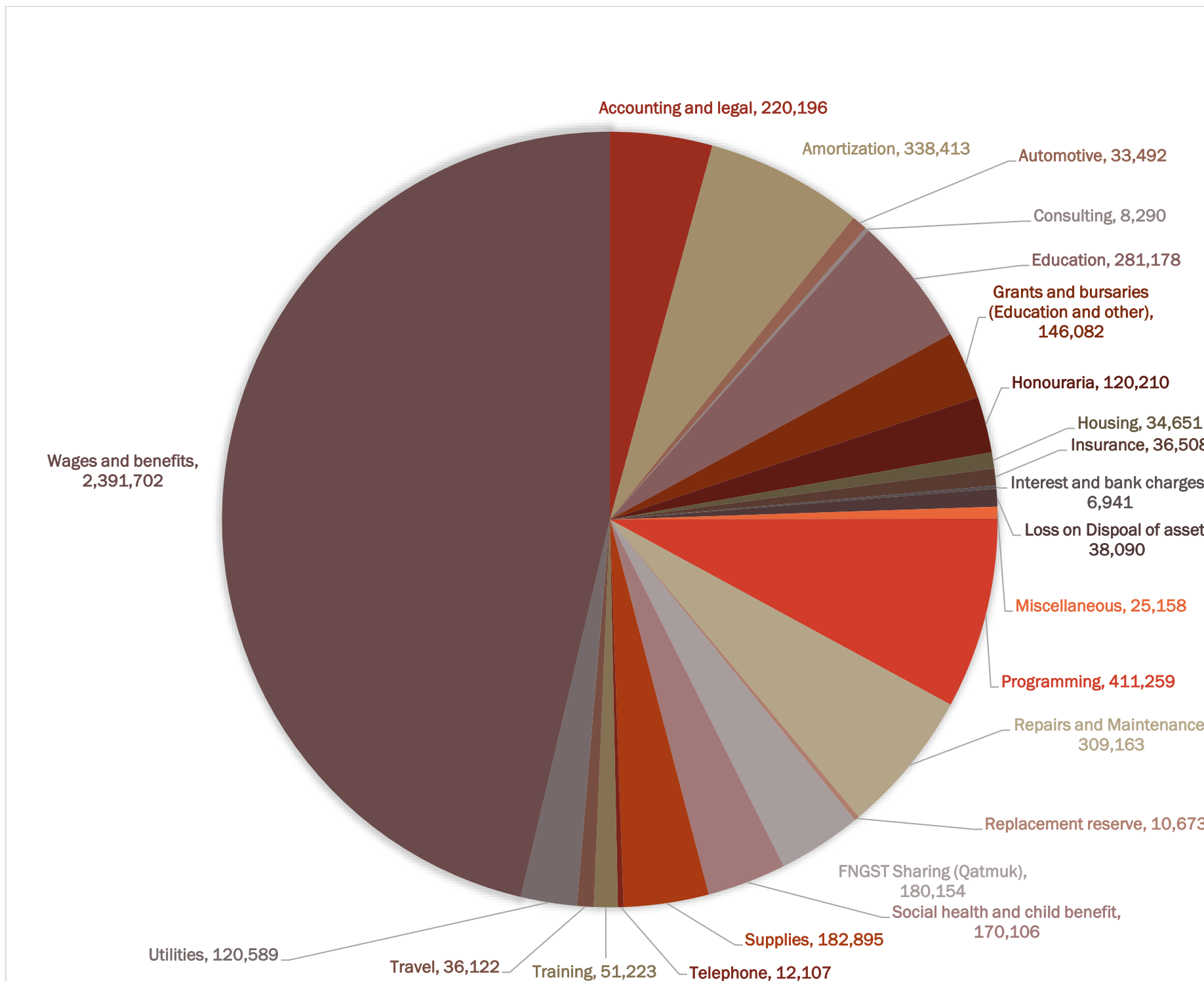
Name	Employee Name	Relationship
Codie Morigeau	S Morigeau	Sister-in-law
J Birdstone	C Birdstone	Son

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)







AQAM

Consolidated Statement of Financial Position

March 31, 2018, with comparative information for 2017

	2018	2017
Financial Assets		
Cash and cash equivalents (note 2)	\$ 383,170	\$ 563,389
Restricted cash and cash equivalents (note 2)	6,558,435	5,712,812
Accounts receivable (note 3)	695,507	282,741
Investments (note 4)	5	5
Investment in business enterprises (note 5)	523,953	208,211
	<u>8,181,070</u>	<u>6,767,158</u>
Liabilities		
Accounts payable and accrued liabilities	845,110	600,975
Deferred revenue (note 6)	821,532	232,923
Term debt (note 7)	133,037	313,796
Replacement reserves (note 8)	15,769	93,585
	<u>1,815,448</u>	<u>1,241,279</u>
Net financial assets	<u>6,345,622</u>	<u>5,525,879</u>
Non-Financial Assets		
Tangible capital assets (note 9)	10,955,628	9,055,191
Prepaid expenses and deposits	219,195	257,464
	<u>11,174,823</u>	<u>9,312,655</u>
Accumulated surplus (note 10)	<u>\$ 17,520,445</u>	<u>\$ 14,838,534</u>

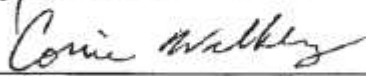
Commitments and contingencies (note 14)
Trust funds (note 15)

See accompanying notes to consolidated financial statements.

On behalf of the Chief and Council:



Chief



Chair of Finance and Audit Committee



Director of Finance

AQAM

Consolidated Statement of Operations and Accumulated Surplus

Year ended March 31, 2018, with comparative information for 2017

	2018 Budget (note 1(h))	2018	2017
Revenue:			
Transfers from other governments:			
Department of Indigenous Services Canada	\$ 3,468,224	\$ 3,234,702	\$ 2,376,108
Province of British Columbia	802,675	873,767	792,216
Ktunaxa Nation Council	125,735	107,108	99,647
First Nations Goods and Service Tax	234,226	242,635	275,495
Other	486,411	622,442	560,901
Grants	490,976	476,801	781,038
Canada Mortgage and Housing Corporation subsidy	20,580	20,580	20,580
Canada Mortgage and Housing Corporation grants	-	27,913	96,743
Property taxation, net of homeowners' grants	59,832	128,077	59,832
User fees	244,340	242,231	208,417
Social housing rent	60,600	48,193	57,014
Rent and lease	85,144	83,735	77,711
Interest	35,864	80,384	61,780
Impact Management and Benefit Agreement	1,313,578	1,317,975	-
Other	76,865	354,569	218,273
Equity in earnings (loss) of business enterprises (note 5)	-	(12,617)	(9,120)
	7,505,070	7,848,495	5,676,635
Expenses (Schedule 1):			
Administration	920,432	968,201	891,144
Education	489,607	435,099	403,120
Elementary School	759,246	868,006	804,368
Social Development	172,664	207,043	172,754
Maintenance of Facilities	569,501	503,333	380,571
Aqamnik Daycare	223,255	253,437	239,124
Community Services	500,065	464,866	407,802
St. Eugene Church Restoration Society	107,000	76,444	1,970
Taxation	4,000	186,810	5,492
Lands and Resource Management	891,698	566,836	420,791
Social Housing Program	82,979	146,450	175,700
Water System	12,250	17,053	10,251
Member Capital	330,000	324,378	242,454
National Child Benefit	32,097	32,556	37,012
Economic Development	42,952	38,258	152,106
Aqam Community Care Centre Program	66,045	77,814	74,120
	5,203,791	5,166,584	4,418,779
Surplus	2,301,279	2,681,911	1,257,856
Accumulated surplus, beginning of the year	14,838,534	14,838,534	13,580,678
Accumulated surplus, end of year	\$ 17,139,813	\$ 17,520,445	\$ 14,838,534

See accompanying notes to consolidated financial statements.

