

## ᑭᐱᑦᐱᐱ Annual Report 2018-2019



## *Message from the Chief*

Kiʔsuk Kyukyit



Today I am grateful, I am grateful for our community, I am grateful for our staff and I am grateful to my colleagues at the Council table. This past year brought many moments of pride—from the opening of our gas station to coaching the ʔaǰamnik students in their first basketball season in our new gymnasium. These moments are realized by the collaboration of staff and community working together.

Thank you to the agencies that supported our efforts and committed to working outside of the box. As ʔaǰamnik, we have never been accustomed to working inside a box, we have our own systems, we have our own thinking.

hu sukiṭqukni,

Nasuʔkin Joe Pierre Jr.

## *ʔaǰam Administration*

Each year the Administration department is tasked with the broad stroke expectation of supporting Council, governance and all departments in achieving their objectives. Under that scope we also strive to assist with capacity building opportunities for community members, achieving goals identified in ka kniṭwi·tiyaḷa, and ensuring accountability throughout the organization as a whole.

This past year we focused on qanikitǰi, the values and principles set by community. From inclusion to pride in our heritage, language and culture, we have strived to promote these values and dedicate time and funds to bring us to the next level of success. Internal growth in the organization has proven beneficial, we have completed more projects, laws, and policy development than ever before and each of these have been guided and strengthened with the incorporation of ʔaǰam language, culture and values.

The ʔaǰam Administration has earned a reputation with funders and government as a community that achieves goals and demonstrates transparency. Our efforts to ensure accountability have been recognized and I congratulate Council and staff for their efforts in earning this praise.

This next fiscal, sure to be one of our largest undertakings, we will be implementing a new document management software. Completion of this project will add another layer of protection in capturing our historical and new data while creating efficiencies for all departments.

We care for and celebrate our relationships with the Ktunaxa Nation, our family communities, our funders and partners. We are guided by the principle identified in ka kniṭwi·tiyaḷa, “Unity and Co-operation” and we carry this principle forward in our internal and external efforts. Enormous thanks to our funders, Columbia Basin Trust, Teck, DISC, Community Futures, Canadian Mountain Holidays, Emergency Management BC, and the Regional District of the East Kootenays, because of you we exceeded in the project expectations that are now being reported on.

We hope the Community of ʔaǰam shares in the pride we have for the accomplishments of 2018/19.

## **Projects and Partnerships**

### **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 completed the design of the 2 residential Point of Entry Systems and continue working on the design on the 1 Cluster System. These pilot projects will assist in the planning and development of treatment systems to address varying water quality issues and the systems will be installed and then piloted within the community. The two residential systems will be installed in summer of 2019.

#### **Back-Up Well Feasibility\Potential Expansion of Community System**

**Project partners:** Indigenous Services Canada, WSP

Feasibility work wrapped up for the expansion of the Community Water System that presently services the ʔaᑭam community buildings and the St. Eugene Mission Report. The next stage of the project will be Design which will commence in summer of 2019.

#### **Water Quality Testing**

**Project partners:** First Nation Health Authority

Semi Annual water quality testing of all homes was completed in the spring of 2018 and again in the fall of 2018 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.

#### **ʔaᑭam Health Centre Tender and Construction Award**

**Project partner:** First Nation's Health Authority

**Contracting Partnerships:** David Nairne & Associates, Silverado Industries

**Project Value:** \$3,600,000

The new Health and Wellness facility project went to public tender in August of 2018 and was awarded to Silverado Industries of Cranbrook. Construction will commence in April of 2019.





## **Convenience Store and Gas Station Phase 3—Complete**

**Project Partner:** Indigenous and North Affairs Canada, ʔaqam Community

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

**Estimated Construction Value:** \$1,900,000

The operations department oversaw the construction phase of the project which was officially opened September 7, 2019. Congratulations to all those who worked hard on seeing this project completed.



## **HVAC System Replacement – Community Health and Wellness Building**

The facility received a full mechanical system replacement valued at \$ 285,000 in partnership with First Nation’s Health Authority.

**Contracting Partner:** JJ Mechanical

## **Fire and Emergency Services Mutual Aid Agreement-City of Cranbrook**

ʔaqam 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**

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

## **St. Eugene Mission Church-Restoration Phase 3 Part 2**

**Project Partners:** Teck, Build Heritage BC

**Contracting Partnerships:** Andrew Todd Conservators Ltd.

**Project Value:** \$ 140,000

The final phase of the conservation work will be completed on the stained glass windows of the Church and the Stations of the Cross. The doors will also be refurbished and sealed properly as well as, we will be replacing the picket fence that was originally surrounding the church.

## Community Housing

## Social Housing Program-Partnership with CMHC

Paqam works in partnership with the Canada Mortgage and Housing Corporation (CMHC) to administer the Social Housing Program. 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: 8      Mortgage Maturity: December 2020**



## Energy Audits-Condition Assessments

## Project Partners: Columbia Basin Trust & BC Hydro

## Contracting Partnership: Nate Sereda-Natural Resources Canada

**Project Value: \$60,000**

The Operations Department partnered with Energy Advisor; Nate Sereda to perform blower door testing on 41 community homes. Cordell Birdstone and Logan Casimer were both trained to do basic air tightness repairs in these community homes. Using asset planner software (provided by BC Housing) we collected data on each home which has provided us with the full needs scope of work for every home that had an assessment completed. The data collected from both the Energy Audits and Condition Assessments will be used to source out funding for renovations on community homes.



## Memorandum of Understanding-BC Housing

Through the efforts and commitment of the our Ktunaxa Communities along with the support of The Columbia Basin Trust and Indigenous Services Canada there is shared commitment to realize the asset management and capacity building vision of each Community through the Ktunaxa Shuswap Asset Management Initiative.

This MOU outlines an agreement between Ktunaxa Band's and Shuswap Indian Band and BC Housing for developing and sharing best practices in residential asset management and collaborative efforts to achieve deliverables and outcomes intended to assist with improving the quality of the existing on-reserve housing.



### General Band Provided Housing Services

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

- Chimney cleaning,
- Fire Smart Assessments,
- Assistance with Individually Owned homes that required Well Shocking;
- Bi-annual water testing
- Elders spring clean up
- Solid Waste Services;
- Snow Removal;
- Fire Extinguishers and Servicing;
- Assistance with applying to the FNMHF programs;
- Personal Home Maintenance Accounts.



## **Community Health and Wellness**

2018-19 was a year of continued redesign for the ʔaq̓am Community Health and Wellness Team. A new collaborative care approach to health and wellness is emerging. We have started to promote and engage community with this new model of care. This is the epitome of our goal of “Optimal, holistic health for all community members”. 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. Our relationships with the external partners have increased to include a Pharmacist, Social Worker and a Counsellor. Having these external partnerships working with ʔaq̓am we increase cultural safety, improve access to medical health professionals and mental health and substance use supports and services.

### **Public Health School Services**

Community Health Nurse (CHN) mandated services have been met this year as well as the inclusion of health checks for all of the students in ʔaq̓amnik School. This is a preventative initiative that has the ability to identify possible issues that cannot only hinder the health of the child but also the learning process. The CHN also integrated herself into the class rooms and parent nights to help the parents and the children feel comfortable with her.

### **Grants**

The Healthy Medication use initiative: In this initiative the FNHA (First Nations Health Authority), pharmacists and First Nation Community members and healthcare workers come together to provide medication management services tailored to the community’s needs. Specifically the FNHA Benefits (Plan W) was introduced at the September 17th band meeting and also at our health fair. This initiative also has the pharmacist and your doctor look at the medications you are currently taking and optimizes drug therapy for the most effective treatment.

The Medication Return It Grant: This grant made it easy for community members to dispose of unwanted medication. Forgotten and/or expired medications can collect in people’s homes for months or years, presenting a risk if they end up in the hands of children, youth or vulnerable adults. In our efforts of events and home visits we collected nineteen pounds of medications

## Elders Activities and Outings



In 2018 we held Elders activities once per week. Elders participated in activities such as swimming at the Kimberley pool, walking the mall or the Rec Plex, learning computer skills, and playing board games. “Over-The-Hill-Opoly” was one of the favorite games. Thanks to the New Relationship Trust grant we enjoyed a spring and winter trip to Fairmont, and a summer bingo and picnic at the Wycliffe Park that ʔakisq̓nuk Elders attended and our Christmas bingo and dinner. These events were very well attended by our members.



# ʔaąamnik School

## Overview

ʔaąamnik School is a fully accredited British Columbia Independent School. Instruction is offered to pre-Kindergarten 4 year olds to Grade 6 students. 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. Land-based learning is at the forefront of programming. The school employs: a principal, a student services teacher, a language instructor, four classroom teachers, four support workers, an administrative assistant, a bus driver and a bus monitor.

## Education Objectives

- Support learners to increase participation in and completion of all levels of educational programs.
- Teach using Ktunaxa methods.
- Develop and support Ktunaxa people as teachers and other educational professionals.
- Expand grades and programs offered in the community.
- Assert, reclaim and use jurisdiction in education.
- Develop excellence through learning, at all stages of life.

## School Philosophy

**All ʔaąamnik have a right to access equal and balanced opportunity to learn about:**

- Academics (with a focus on literacy and numeracy skills).
- First Nations cultures and languages.
- Self Esteem building, problem solving, and leadership.
- Life skills (such as nutrition, healthy living and good choices).





## Highlights

- \* Completed new gymnasium available for student use and hosting events
- \* The addition of a new library/computer lab space
- \* Staff regularly attend classroom language sessions
- \* Participation in events with School District 5 schools including the inaugural basketball and volleyball season for ʔaḡamnik students
- \* Increased dedication to land-based learning with a commitment to outdoor programming in all classrooms
- \* Increased funding to support our Language and Culture program
- \* Increased funding for Special Education including the addition of a fourth full-time education assistant
- \* Tripartite Education Framework Agreement negotiations completed
- \* Well attended Kindergarten 4-year-old program
- \* Re-established partnership with Sport 4 Life Society and Aboriginal Sport Circle
- \* Daily breakfast for all students
- \* Language and Culture instruction continue to be available for ʔaḡam students attending middle school
- \* Outstanding professional development opportunities for teachers and staff
- \* Entire staff attended EECOM 2018: Placed-based and Environmental Education conference

## PARTNERSHIPS

First Nations Schools Association  
 First Nations Education Steering Committee  
 ʔaḡam Community members  
 School District 5  
 College of the Rockies  
 Columbia Outdoor School  
 Ministry of Child and Family  
 Kimberley Aquatic Center  
 Kimberley Nordic Center  
 UVic faculty of Education  
 Key City Gymnastic Club  
 Breakfast Club of Canada  
 Wildsight  
 East Kootenay Child Care Resources and Referral  
 Interior Health Authority  
 Cranbrook Fire Department  
 Ktunaxa Nation Council  
 Yaḡan Nukiy School

## *ʔaqamnik 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 children. 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.



ʔaqamnik daycare continues to be licensed by the Licensing Direct of British Columbia, we work diligently to maintain licensing expectations and undergo routine inspections by the local licensing officer. We strive to exceed the expectations of the Licensing Direct rules and guidelines.

We also partner with Child Care Resource and Referral and make use of their toy lending library and craft store at Supported Child Development; We have two children that receive support through their services. In the past few months we have begun borrowing tools from Supported Child Development, that help the children during transition times in the day, and provide more visual aids.

The Aboriginal Supported Child Development Centre provided the Daycare staff with Moe the Mouse training last fall, and they continue to be readily available to help with any questions and/or concerns that the Daycare staff and/or families have.

We have successfully partnered with the local speech pathologists and they have provided the staff with useful information and strategies to better help the Daycare children develop proper language and speech skills; They are available for children and their families to meet and discuss any questions and/or concerns and to provide support. We have recently scheduled with the speech pathologist to come into our center to provide information and support to one of our infant children; she has been working alongside the child's parents, child and families and the Daycare over the past several months. We are hoping to learn some new information to better help this child, and others in the future at the Daycare.



Another active partnership is the Dental program through Interior Health, where a Dental Hygienist comes into the Daycare and examines children's teeth and puts a protective sealant on them; parents sign a permission form for this service ahead of time. She talks to the children about the importance of dental care in a fun and interactive way.

Our Ktunaxa community partners include K4 at the ʔaqamnik 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.

We are very thankful for Robert "Stubby" Williams from Tipi Mountain, who donated plenty of plants to the Daycare last spring as well! He is a wonderful asset in the community, and because of his kind donation, we were able to grow and educate the children about more plants and foods!

### **Partnerships**

The ʔaqamnik Daycare partnered with the Columbia Basin Trust, Ministry of Children and Family Development, First Nations and Inuit Child Care Initiative, and the Ktunaxa Nation Council. These partnerships enabled us to add more storage spaces to the Daycare, complete upgrades in the bathrooms, and kitchens and to provide the Daycare with some beautiful new Ktunaxa murals on the walls. We also were able to purchase new learning toys and equipment and we were able to purchase more art supplies and stock up on high quality toys and learning tools. Another wonderful addition is the new all season strollers. Now the infants can enjoy outdoor walks all year round!



## Enrollment

The daycare has maintained full enrollment for the infant side, and the 3-5 side this year. Our program includes K 4 Programming partnership with the School.



## Program

We have gone for many picnic walks out at ʔaḡam and enjoy hiking up the big hill to see the view from the top! We have been enjoying language lessons with Mrs. Chrystal, 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! The new community gymnasium has been a great joy for everyone to go and play in. We enjoy arts and crafts and cooking, as well as sensory play with many different items from water to shredded paper. We are always looking for fun new things to play with and new ways to learn.



## **Facility Operations**

### **General Admin Site Maintenance:**

ᑭᐱᐱ Operations staff are continuously busy throughout the seasons maintaining all community buildings including general cleaning, maintenance requests, mowing/landscaping, shoveling snow/sanding sidewalks, event setup/takedown and everything in between.

### **Staff Training:**

Mitch Helary has completed his Small Water Systems and Distribution 1 courses this year, ensuring proper operation and maintenance of the community water systems.

### **Gym Rentals and Facility Usage:**

The gym, since being completed and commissioned this past August, has seen many different types of events being hosted; including community funerals, Band meetings, school functions, Theo Fleury and Kim Barthell, the KNC Youth Summit and many other important community events. Staff are working on increasing community access to the gym facilities in general to promote access and usage.

### **Home Ignition Zone Assessments:**

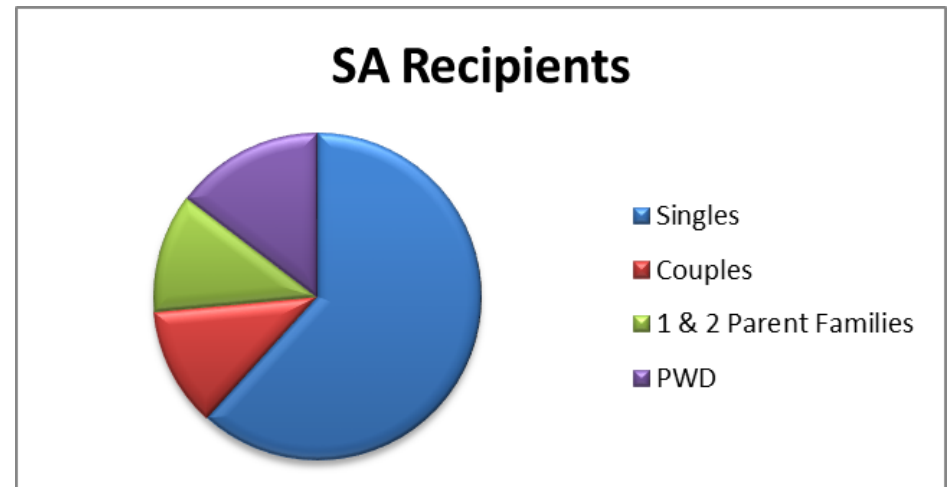
As part of continuing down the Firesmart path, Operations and Lands Department staff completed Wildfire Mitigation Specialist Training to conduct Home Ignition Zone Assessments for community houses. The intention of these assessments is to improve wild fire resiliency for community houses. Twenty reports in total were completed this past summer with the intention of completing all remaining homes this upcoming year.

## **Client Services Coordinator**

### **INCOME ASSISTANCE**

This year the ᑭᐱᐱ Social Development (SD) Program provided basic needs to 34 Social Assistance (SA) recipients; which is a slight increase from last fiscal year. We averaged 16.91 clients per month, whereas last year we averaged 16.41 clients.

This year 14 of the 34 clients were taken off SA for employment, education/training or relocation; and are succeeding in their endeavours.





## **EMPLOYMENT**

### **Job Readiness**

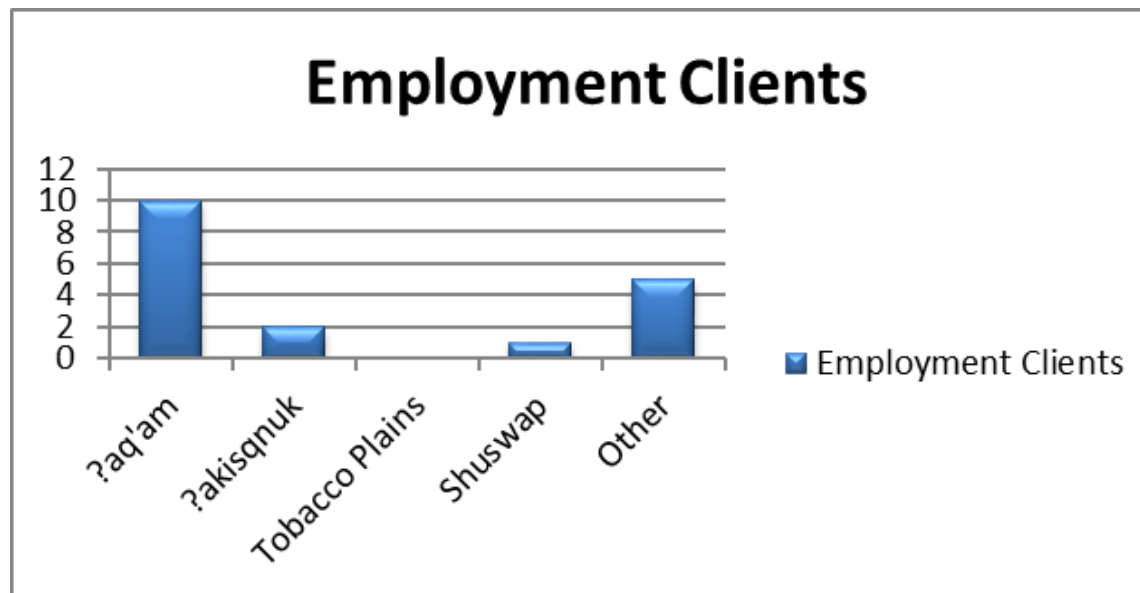
Social Development also has funding to engage community members to increase skills and motivation to seek and/or maintain employment. We were able to sponsor clients to assist in numerous community events such as, ?aqam Culture Trek, Elders Christmas Dinner and the Community Christmas Dinner, providing them with transferable job skills. Clients also attended training sessions for Dangerous Tree Assessor, Food Safe, and upgrading. We also assisted families' with income assistance (IA) for work gear (IA clients have a different funding source to help them with work gear if they are newly employed).

### **Occupational Skills & Training (OST)**

This allows community members to access and pursue short-term education/training that are not funded through traditional Indigenous Services Canada (ISC) education programs. This year we funded eight individuals in nine various courses. We have funded courses such as First Aid Level 3 to post-secondary courses (1 course/semester) and registration fees. This fund is available to those wishing to build their capacity.

### **Employment Counselling**

This year 15 employment clients were assisted on 42 separate occasions with job search; resume/cover letter writing; interview preparation; and job maintenance. Job maintenance is just as important as finding employment. ?aqam 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 IA recipients.



## **EDUCATION**

### **Post-Secondary Supports**

In 2018-2019, ʔaąam funded 13 students in their post-secondary studies. We sponsored seven students at the certificate/diploma levels; two at the bachelor levels; and four at the master levels. Two have completed their educational goals.

### **K-12 off Reserve**

Attended the Honoring Ceremony at Mount Baker in May 2018, attended three Enhancement Agreement meetings with the School District #5; Metis and Tobacco Plains Indian Band, and In February 2019, also attended the Capstone Project meeting at Mount Baker. Support had been provided to three families with their struggling students by advocating for them and working collectively with School District #5 and also continue to visit schools within our district and set up a standing meeting with students to encourage them to continue with their education.

### **Jurisdiction – K-12 On Reserve**

The Negotiating First Nation meeting on September 11, 2019 was attended to ensure to voice our questions regarding packages from First Nations Education Steering Committee. Bonnie Harvey provided the community with an update on Education Jurisdiction on March 3, 2019 and also hosted a Family Day Celebration.

## **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, we 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 IA but is meant for all community children. ʔaąam 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
- Community Events
- Contribution to Administration (Shared Service)

### **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 Parenting Strategies Information Session; sponsorship of a community member to attend the ASIST (suicide prevention) training; and fly-fishing packages for our ʔaąkiy.

## **Mental Health**

This year this role is the intake worker for our Counsellor, Richard Leesman and also take an active part of mental health outreach to community members. We have helped individuals by doing suicide interventions, mental health check-ins, and being a person for people to debrief with, and talk to. We have also hosted four successful Mental Health Dinners for ʔaąam and will continue to do so in the near future. I am collaborating with Ktunaxa/Kinbasket Child & Family Services and the Ktunaxa Nation Council to provide holistic well-rounded services to our community.

## **Language & Culture**

We were successful in obtaining the grant in updating the band hall to the ʔaąam Language & Culture Centre and the Grand Opening was held on April 16, 2019.

Daycare has been working on the book Brown Bear Brown Bear and learning to recite it in Ktunaxa. They will hopefully be ready to perform it at Awards Day 2019.

The Language Speakers & Knowledge Holders partnered with the Ktunaxa Nation Council Social Sector and Ktunaxa Dance Troup to practice the Ktunaxa Hymns and produce a CD of the hymns. There was more than 50 people that attended the workshops and 30 people that attended the Christmas Mass in 2018.





## **Lands and Resources**

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

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.

In November, 2018 Canada made an admission that they breached their fiduciary duty in failing to take measures to protect the Mission Farm Lands from pre-emption. This is a significant step towards reaching a resolution with respect to this Claim, as ʔaᓄam will be entering into negotiations with Canada to discuss a potential settlement. Membership can expect further correspondence as negotiations proceed.

### **Land Code Implementation**

It has been five years since ʔaᓄam community voted in favour of Land Code in accordance with the Framework Agreement and *First Nation Land Management Act*. The Lands Department remains committed to implementing the ʔaᓄam Land Code, corresponding Land Code Laws, and policies. We focused on three work areas in 2018: revising the Lands Management Manual Policy, developing an Environmental Management Plan, and ongoing implementation of Land Code Laws and policy.

The review of policies and procedures regarding environmental assessment and protection, and the issuance of land instruments occurred by updating the Lands Management Manual. The revised Lands Management Manual is now available on the ʔaᓄam Lands Website.

The Lands Department has been working alongside the Lands Committee, Community and an Environmental Consultant to develop an Environmental Management Plan. Under Land Code ʔaᓄam is responsible and liable for environmental damage on reserve. We are nearing completion of this operational manual used to manage risk and liabilities associated with activities that could harm the environment.



## Wildfire Interface Projects

During the Fall/winter of 2018-19, a number of on-reserve wildfire urban interface fuel treatments occurred within the residential area based on their high threat and susceptibility to wildfire. Sites were selected based on the priorities identified within the newly updated Community Wildfire Protection Plan and treatments will benefit the whole of community. In total, 69.0 hectares were treated through funding provided by Columbia Basin Trust and First Nations Emergency Services Society.

There were 4 crews employed in this project: Nupqu, Akinmi Resources (Allan Hunter), Glenn Yates Contracting, and Loki Contracting. Approximately 15 community members worked within these crews.

## Wildfire Recovery Project

It has been the desire of ʔaqam to complete timber salvage on the 2017 wildfire site to prevent future fuel loading and increased susceptibility to future wildfire, the site has been difficult to address because of poor wood quality and site condition. However, in March 2018 we were able to harvest 32.0 hectares of approximately 50.0 hectares of burned area. We expect to complete additional site rehabilitation, consisting of road grading and possibly seeding with native shrubs and grasses, as needed.

## 2018 Community Trek

The 2018 Community event was hosted at a location on the Bull River (ʔaqalsimuk) and started on Friday August 10<sup>h</sup> through to Sunday August 12<sup>th</sup>, 2018. Our theme this year was “*Culturally Mentoring our youth to Living off the Land*”. We had 18 tents and up to 50 participants who came out to enjoy all the activities and awesome food. There were opportunities for our participants to learn/ engage in the following cultural activities, thanks to the help of many citizens that took time to share their knowledge:

- Fish Weirs — Jacob Beattie
- Moccasins — Vickie Thomas
- Beading — Chrystal Williams
- Tule Weaving — Cecilia Pearson
- Native Blankets — Vickie Thomas
- Ktunaxa Games — Juanita Eugene
- Hunting Skills — Kyle Shottanana
- Indian Ice Cream — Juanita Eugene
- Ktunaxa Spelling Bee — Bonnie Harvey
- Fishing and Water safety — Mark Thomas



## Membership

Leeanna Rhodes assumed the role of Membership Clerk in October 2018 (following Shelley Collinson's "retirement"). For interest sake, we are including the following statistics for your reading pleasure:

- 396 Members on and off Reserve
- 193 on ʔaḡam reserves, 26 on other reserves
- 177 are off reserves
- 92 youth
- 304 adults
- 3 applications for ʔaḡam Membership

## Wills

The Lands department dedicated funds during 2018/19 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 fourth 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.





## **Finance Annual Report 2018-2019**

### **Membership Loan details as at 31<sup>st</sup> March 2019**

<b>Name</b>	<b>Date of Loan</b>	<b>Purpose</b>	<b>Amount (inc. interest)</b>	<b>Outstanding</b>	<b>In Arrears</b>
Robert Williams	15 May 2018	Tuition	862.4	0	No
Sharon Warden	02 Dec 2018	Car payment	577.75	320.75	No
Terry White	07 Dec 2018	Truck Tires	1501.09	500.37	No
Frankie Alexander	15 Feb 2019	Rent	1048.5	948.5	No
Rod Birdstone	29 Mar 2019	Car payment	1573.13	1573.13	No

Member loans that either were authorized in 2018/19 or were still active during that period.

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

<u>Name</u>	<u>Position</u>	<u>Months</u>	<u>Salary/ Remunera- tion</u>	<u>Other Remunera- tion (Note 1)</u>	<u>Travel (Notes 2)</u>	<u>Total</u>
J Pierre	Chief	12	26,480	3,200	2,021	31,701
V Thomas	Councillor	12	19,890	6,175	3,883	29,948
C Morigeau	Councillor	12	19,890	2,852	1,423	24,165
C Walkley	Councillor	7	10,710	2,800	224	13,734
J Birdstone	Councillor	12	19,890	3,350	175	23,415
J Andrew	Councillor	5	9,180	2,325	461	11,966
<b>Total</b>			<b>106,040</b>	<b>20,702</b>	<b>6,153</b>	<b>130,895</b>

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

<u>Position</u>	<u>Months</u>	<u>Salary</u>	<u>Other remuneration</u> <u>(Note 1)</u>	<u>Travel (Note 2)</u>	<u>Total</u>
Chief Operating Officer	12	82,001	15,307	1,420	98,728
Director of Finance	12	80,278	14,883	0	95,161
<b>Total</b>		<b>162,279</b>	<b>30,190</b>	<b>1,420</b>	<b>193,889</b>

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		
Julie Birdstone	Numanana Beads	Yes	Yes	Owner	100%
Jennifer Pierre		Yes		Contractor	100%

**Family member employed**

<b><u>Name</u></b>	<b><u>Employee Name</u></b>	<b><u>Relationship</u></b>
Codie Morigeau	Sonya Morigeau	Sister-in-law
Codie Morigeau	Andrew Fletcher	Son
Julie Birdstone	Cordell Birdstone	Son
Jason Andrew	Michelle Shortridge	Sister

**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)