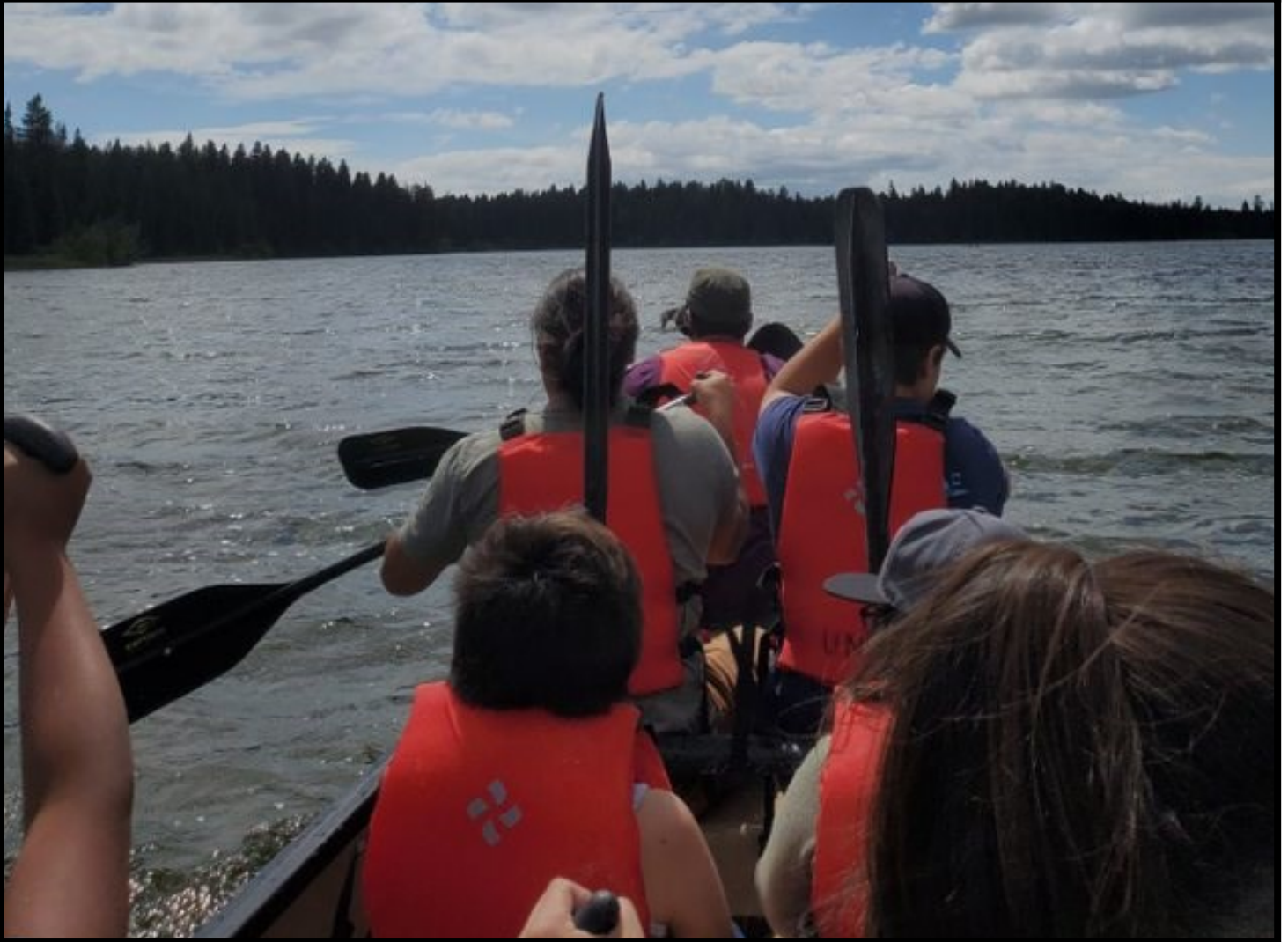


# ANNUAL REPORT 2019—2020

## UPPER NICOLA BAND



# #UNBSTRONG

[www.uppernicola.com](http://www.uppernicola.com)

# ANNUAL REPORT 2018—2019

## Table of Contents

<b>CHIEF HARVEY MCLEOD</b>	<b>P.3</b>
<b>COUNCILLOR BRIAN HOLMES</b>	<b>P.4</b>
<b>COUNCILLOR DENNIS MACDONALD</b>	<b>P.5</b>
<b>BAND ADMINISTRATOR REPORT</b>	<b>P.6 –7</b>
<b>SPITLUM HEALTHY COMMUNITY/ SUPPORTIVE WORKPLACE</b>	<b>P. 8—11</b>
<b>SIYA EMPOWERING MEMBERS</b>	<b>P.12—26</b>
<b>SKEMXIST CULTURAL IDENTITY</b>	<b>P.27—34</b>
<b>SKEMXIST SUSTAINABLE ENVIRONMENT</b>	<b>P.35—38</b>
<b>N'TYXTIX ECONOMIC OPPORTUNITY</b>	<b>P.39—44</b>
<b>CHRISTMAS TREE ENCHANTMENT</b>	<b>P. 45– 46</b>
<b>FOUR FOOD CHIEFS</b>	<b>P.48</b>

UPPER NICOLA BAND  
MAILING ADDRESS: BOX 3700,  
MERRITT, BC V1K 1B8  
BAND ADMINISTRATION OFFICE:  
2225 VILLAGE ROAD,  
DOUGLAS LAKE, BC  
P: 250.350.3342 F: 250.350.3311  
[www.uppernicola.com](http://www.uppernicola.com)

**#UNBSTRONG**





Good day.

Lots of change in our world these past few years. We have seen our Grandmothers Group begin the work of developing our law on adoption. A huge dream for this community to give back responsibly of taking care of family.

The past few years we seen and witnessed the welcoming of our newborns, the welcoming of our family members that had to leave here because of adoption and our people who just left community for various reasons.

We have seen family relationships connected and shown by family trees. Connecting family relationships that may have been forgotten or not visited for some time. We have seen some of the hurt, pain, anger, and shame released and forgiven for our times at residential school.

The supports will still be needed for some time. We ask that we be available to listen and have a better understanding of this part of our history. We have been the victim, the survivor and now we continue to see life through a post traumatic growth lens. The steps we will take after survival stage.

We still continue the work for our fifteen MW solar farm. Lots of work done and some more needed before we have all agreements in place to build this energy plant and showing the people that there are opportunities to produce green energy.

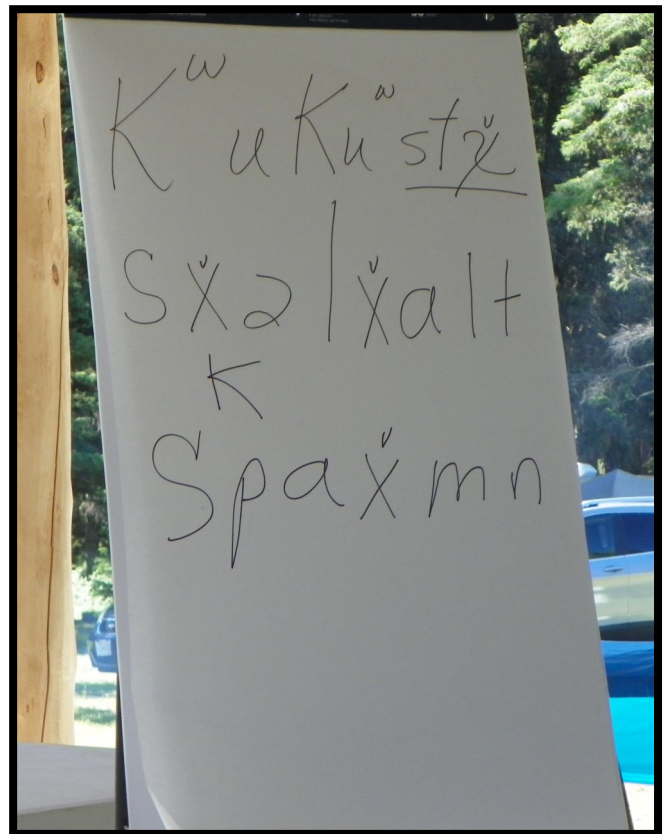
We are witnessing the development of a subdivision in Spahomin. We know that housing will always be a priority and high on our to do list.



We will be developing plans for a community centre in Quilchena. And the fire hall at Quilchena. Education, health, social services, employment, our land, economic development also need a lot of attention and work.

On a personal note the Scw'exmx Tribal Council and the Okanagan Nation Alliance have kept me busy. I am still a Director with the BC Assembly of First Nations and sit on two Provincial Leadership committees and one National Committee with the Assembly of First Nations.

Thank you. Take care.



## #UNBSTRONG



# COUNCILLOR BRIAN HOLMES

The start of a new council term has been an interesting one with all that has gone on in the world. Virtual meetings, getting the kids on zoom to conduct school lessons, two states of emergencies, Covid and flooding. Lots and Lots of water this spring, with over 60mm just in May. We will continue to be #UNBSTRONG. Shout out to the community for doing your part and a huge thank you to all those that are part of the Emergency Operations Center.

Here is a list of the files, boards, committee's, groups that I am a part of;

- ◇ UNB Finance Audit Committee (FAC) Chair 2015-Present- I coordinate the meetings, set agendas and facilitate the discussion with other members of the Finance Audit Committee. FAC reviews budgets before getting approved by Chief & Council, Midyear budget review, Finance policy review, and any extra financial requests. There are 3 new members that have been appointed in 2020; Councillor Stacie Coutlee, Councillor Kevin Ned, Community member Sylvester Cohen, and returning is Sharon Lindley and myself. Councillor Dennis MacDonald will be assisting in transitioning new FAC members.
- ◇ Nicola Valley Community Justice Services Society Board Chair-Ongoing-I chair which has board members from each of the Nicola communities as well as the RCMP. There are 4 programs that operate under the NVCJSS. The Nicola Valley Aboriginal Justice Program which was run previously by Colleen Twan replaced by Chris Stokes, giving Colleen a well-deserved break. The Nicola Valley Advocacy Centre, run by Andree Harley and the First Nation Indigenous Court, run by Roberta Moses. The newest program addition is the Nicola Valley Indigenous Justice Centre. It was developed late last year, and hopefully this year, there will be more to come.
- ◇ Nicola Watershed Governance Project-Forum-Core Committee-Ongoing-I sit as an alternate on Government to Government Nicola Watershed project, also a sitting member of the Core Committee under the G2G forum. I serve as project lead for two projects from this Forum. 1. The Upper Nicola Sub-basin project, Co-lead with a Province rep. 2. Project lead for the Monitoring project, Co-lead with a Province rep. Planning work has started On the Upper Nicola Sub-Basin project.
- ◇ Okanagan Indian Educational Resources Society (OIERS) as well as the Theytus Editorial Committee. I represent UNB by attending regular meetings at the Enowkin Centre. Attend quarterly meetings in Penticton to review program reports and financials.
- ◇ Burbot-Ongoing-Working with Okanagan Nation Alliance (ONA) to index health of burbot in Douglas lake. We had temperature loggers out on the lake getting temperatures at different depths of the lake. The data collection will continue this winter. 55 burbot were tagged last year and with more to be tagged this year. If you get a fish with a tag, please report it to Cultural Heritage Dept or me. You can keep the fish; we just need the tag number and the head. This will help determine the age and what the population of the burbot is in Nicola Lake.

Way' Limlimpt' and happy harvesting this summer and fall.





Way'

I hope this finds everybody in good health given the unprecedented challenges we have faced with Covid19, spring flooding and another warm summer approaching us. I would like to share with you some of the many activities that I have been involved in representing Upper Nicola Band as a Councillor.

The Files/Portfolios that I am currently involved in are Natural Resources and Forestry related: I represent the Band at both the technical and political levels in discussions with the Ministry of Forests Lands and Natural Resource Operations and Rural Development on the Timber Supply Review and on the Apportionment Decision process in Okanagan Forest District. I have also assisted UNB's Suxwtxtem Committee in the review of Gorman Brother's, BC Timber Sales, Tolko Industries, Weyerhaeuser Company and Aspen Planers harvesting practices and activities in UNB's territory. As well I have been working on the development of the Cultural Survival Area management strategies where licensees are required to protect and manage for and around CSA's. Another process I am involved with is the BC Wildfire Fuel Management Technical Working Committee where we are developing a fuel management strategy to protect our communities and interest areas, such as Glimpse Lake, here in the Nicola Valley. For the short term, on an interim basis, I am involved with UNB's Financial Audit Committee, assisting new council members with some of the background on this last 6 years of implementation of UNB's Financial Administrative Law Policies which support our Law.

I am a political representative for UNB on a couple of committees: UNB's Suxwtxtem Committee, the Okanagan Nation Alliance - Natural Resource Council and the ONA NRC Forestry Working Group which I am the Chair, I also assist the Nicola 5 Chiefs with Forestry issues such as the Timber Supply Review

Apportionment Decision and Operating Area Negotiations for the Merritt District.

Some of my goals for this next year are to continue engaging with the Okanagan Nation

Alliance, Ministry of Forests Lands and Natural Resource Operations and Rural Development and Licensees on the collaborative development, discussions and implementation of syilx Forestry Standards where Licensees apply our Holistic, Watershed Based Principles for operations that occur in our Traditional Area. I would also like to continue to work with Licensees who operate in our territory to sign Framework Agreements where the Licensee provides UNB members employment opportunities for all phases of Forestry work.

UNB has a very bright future ahead of us with many different opportunities, I am looking forward to seeing you at this AGA soon.

Way'



Other elected Councillors include David Lindley, Wallace Michel & Clarine Paul. Thank you to Chief & Council for serving the 2017-2020

## #UNBSTRONG



Upper Nicola Band has much to be proud of this year. From demonstrating our financial accountability to our community, to working on community priorities, it has been one busy year!

Over the last six years, UNB has worked to develop a foundation that is preparing the community for success in the future. We have put into place the UNB Financial Administration Law. Back in 2014, Leadership realized that there had to be more than managing poverty for the community members. Once UNB learned about the opportunities under the First Nations Fiscal Management Act, they began to act. We have developed our Financial Law, and policies to implement the law. We have now received financial management system certification. This means that we are doing our outmost best to manage UNB finances with the best interests of our community, in mind.

As we ventured through the work to seek financial management system certification, we opted-in to the 10-Year Grant from Indigenous Services Canada. We receive our federal transfer dollars at the beginning of the fiscal year, and reporting has

decreased, allowing staff to spend more time working on community priorities, rather than checking the boxes of government.

Some of the community priorities over the last year have been driven by the UNB Grandmothers Group. In August 2019, the UNB Grandmothers Group hosted the Gathering of our Relations, in which we welcomed members that are or were living outside of our community, as a result of the inability of family and community to care for our own children in the past and present. The UNB Grandmothers Group are working with the UNB Administration to celebrate new birth, support families, and advocate for children in care.

The UNB Grandmothers Group is working to develop our own UNB Adoption Law that will be the beginning of how we exercise our jurisdiction, our self-inherent rights to govern ourselves and our families. We realize that we need to go back to our capitkw to learn our laws and learn to live by them.

We have challenged ourselves to break down our administrative silos, and have our education, health, Kwu Xast, language programs work together on various initiatives this year. We have further received funding to assist with Child Family Prevention, from Scw'exmx Child and Family services. This funding further challenges us to work for our people, and not just our program.

Work to support our 24-housing unit project has been working to get lands surveyed, the land prepared, infrastructure installed. A Section 18(2) lease is being negotiated between UNB, Indigenous Services Canada and BC Housing Society. The UNB Housing Society are working with our Consultant to

get a plan to realize the homes within 18 months.

Our draft Comprehensive Community Plan was finalized and presented to UNB members in February. It was determined that the plan would be continued to be shared, and then ratified in the new fiscal year. The CCP has identified 7 Quick Start Projects, that community can begin to assist with implementation, so that we can keep the momentum going to work towards our vision for the future.

First Nations Gaming Revenue was received from the First Nations Gaming Society, in which the Province of BC has agreed to revenue share a percentage of gaming revenues. UNB Chief and Council opted not to expend funds in first year, as we received part way through the fiscal year, and funds were placed in our investment fund.

In September, our Nsyilxcn language program grew. We hired a Language Manager, to assist with administration of the language program, to co-ordinate language programs, to work with members who want to learn our language. We have a goal to revitalize our language, we have much work to do.

It has been my pleasure to serve as the Band Administrator for our community. I take pride in the work we do, and I raise my hands to our staff for all their efforts. I further thank the UNB Finance Audit Committee and the elected Chief and Council who have supported our work throughout the year.

way'



# #UNBSTRONG



## HOUSING

UNB Housing department oversees a total of 36 housing units which are separated into phases of which there are currently 4 active phases as well as band rentals.

The housing department had a very busy year with ongoing projects, BC Housing pilot project, tenants moving out, new tenants moving in, better budgeting, spending the majority of monies in the replacement reserve and repairs maintenance, as well there were policy amendments done to the Rental & Rent to Own Policies.

### ◇ Empowering our Members with Housing Workshops

UNB housing department engages in community workshops on housing related topics and the workshop that received the most popular comments was the Hub Insurance Workshop. If you remember the flyers for this event, it said the door prize would be a side of dried salmon and it was supposed to be salmon. Sure had a good laugh when the typo was noticed. The Hub Insurance workshop was held on November 21, 2019 at the old Meeting Place. There was a total of 12 people attending the workshop and the Housing Department did follow strategic priority economic opportunity by hiring local community member who was fundraising catering for a grandson's hockey team.

Unfortunately, we were unable to host the BC Hydro MyHydro workshop due to the COVID-19. This workshop was going to be held at the Meeting Place on April 19, 2020. The game plan would have been to have an instructor inform community members step by step on how to utilize the MyHydro app. This useful app would have made it easier to monitor your power usage in your home.

Another popular question asked was could the housing department bring to our community the Basic Home Maintenance Workshop.

We have sought out facilitators to see if they are interested in conducting the workshop and now have an estimated cost on how much this would cost. We were talking with others to share cost and match calendars before COVID-19.

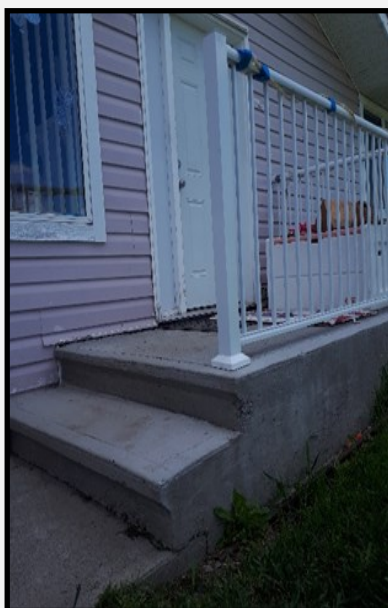
### ◇ Empowering our Members with Market Based Housing Program

It has also been a very successful year for the Market Based Housing Program under section New Construction. As a reminder, the program has three sections called: New Construction, Purchase Existing Unit, and Renovations. Although there are three different sections for the Market Based program, we have only accessed the New Construction section with our band members. You may have seen in the July 2020 UNB Community Newsletter that we have welcomed back to the community Opal Charters who has finished the Market Based Housing program and is a new homeowner in a beautiful part of the community. This wonderful program is a great opportunity to make your housing goals attainable and you may not know what you could qualify for unless you apply.

### ◇ Healthy Community with INAC Minor Capital Funding

The UNB Housing Department were greatly surprised in November 2019 to receive a new funding agreement with INAC for 10 years in the amount of \$68,048 annually. We have used 2019 funding on replacing broken woodstoves in a few homes in our community and we have replaced them with Blaze King woodstoves. Having in mind UNB Health and Safety criteria, these wood stoves needed immediate replacement and we were super thankful for how patiently the homeowners waited for the new funds to be accessible. The UNB Housing Department will be coming up with new criteria for the 2020 fund and will let everyone know by the UNB Community Newsletter what the criteria is and when to send in

your maintenance request form. Keep an eye out for the newsletter and hope to hear from you as we are trying to apply for funding, and we are still part taking in the BC Housing Pilot project with the 5 Bands.



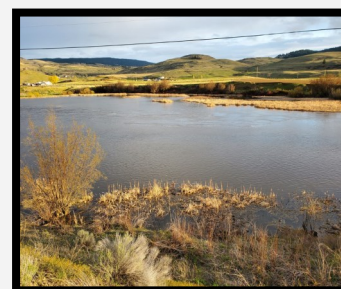
On February 4, 2019, UNB Chief and Council passed motions to form the Upper Nicola Band Housing Society to be responsible for new 24-unit housing development on Site 7, IR 3 that require arms-length relationship to shield liability of Upper Nicola Band. Secondly, the UNB Housing Society Board of Directors was appointed. Representatives include:

- Councillor Wallace Michel, Band Council representative
- Danny Manuel, UNB Staff Representative
- Emily Payou, UN Tenant Representative
- Carol Holmes, UNB General Population Representative
- Sylvester Cohen Jr. UNB General Population Representative

A legal survey has been completed and going forward Site 7 will be known as Lot 142, IR 3 Douglas Lake.

UNB Administration is working with Indigenous Services Canada, and BC Housing to get a lease in place under Section 18(2) of the Indian Act for the purposes of providing housing for Upper Nicola Band members.

By having housing for 24 individuals or families, we will be assisting our members to live in our community, to assist us promote SuxwtxEm, teach our Captikw and build foundations through En'owkin'wixw.





# 2020 STATE OF THE NATION

UNB Population 980, On Reserve 350, Off Reserve: 630

	Indicator	Base Fact	Number	Fact in Search of	Number +/-	Percentage +/-	Goal for March 2021
	Income Assistance Rate	Number of people 18+ living on reserve	255	Number of people living on reserve receiving Income Assistance	65	0.25	23
	Persons with disabilities	Number of people living on reserve	255	Number of persons with disabilities living on reserve	21	0.08	
	Unemployment Level	Number of people 18+ living on reserve	255	Number of People 18+ unemployed living on reserve	50	0.20	18
	Percentage of members working at Band Council administration	Number of People 18+	255	Number of UNB Members working for UNB	67	0.26	26
	Percentage of members working at Band owned businesses	Number of People 18+	255	Number of UNB Members working for UNB owned businesses	0.5	0.002	1
	Percentage of fluent language speakers	980	980	Number of fluent speakers	12	0.01	12
	Dropout rate for K-12	Number of students in school K-12	81	Number of K-12 students dropping out	0	0.00	0
	Dropout rate for Post Secondary	Number of Post Secondary Students	35	Number of Post Secondary Students dropping out	0	0.00	0
	Attendance rate for elementary school	Number of school days for UNB students	6116	Number of student absences that are unauthorized	571	0.09	0.07
	Percentage of college/university graduates	Number of Post Secondary Students	35	Number of Graduates 2019	6	0.17	0.17
	Housing Shortage	Number of families known	120	Number of families in need of housing	46	0.38	0.35
	Housing Rent not paid	Annual Rent UNB Housing	247000	Rents not received	3100	0.01	0
	Infrastructure needs (Roads, water, sanitation, buildings)	1) Water treatment, IR 3 Spaxomin 2) New Administration Office/Community Building IR 1 3) Firehall, IR 1 & firetruck					1) Design complete 2) Design commenced 3) construction in progress
	Percentage of homes with a computer/internet	Number of Homes on reserve	130	Number of homes with computer/internet service	50	0.38	100
	Water Samples - Colilert Escherichia coli (E. coli)	Number of Samples 2019	446	Number of detects	0	0.000	0
	Water Samples - Colilert Total Coliforms	Number of Samples 2019	449	Number of detects	2	0.004	0
	Water Samples - ALS Labs Escherichia coli (E. coli)	Number of Samples 2019	90	Number of detects	0	0.000	0
	Water Samples - ALS Labs Total Coliforms	Number of Samples 2019	90	Number of detects	0	0.000	0
	Percentage of self-generated revenues	UNB Revenues	11,344,850	Self Generated Revenues	4,837,790	0.43	0.3
	Number of businesses in the community				10		10
	Participation rates in cultural events organized by UNB	Number of People 18+ on reserve	350	Average number of UNB members participating in cultural events organized by UNB	8 - 50	#VALUE!	15-75
	Number of people attending General Band Meetings	Number of People 18+ on reserve	255	Average number of people attending GBMs	12	0.05	0.1
	Number of unsettled estates	Number of estates that UNB are assisting Members to settle		Number of estates that have been settled		23 estates	20
	Number of youth participating in youth events organized by UNB	Number of youth on reserve 0 - 18	95	Average number of youth participating in youth events organized by UNB	10	0.11	0.25



## Trans Mountain Pipeline

Upper Nicola Band signed an Impacts Benefit Agreement with Trans Mountain in November 2019 following a community referendum on November 2, 2019. Following the referendum, the Judicial Review court case was withdrawn. Coldwater and other FN continued with filing a Judicial Review.

Since the IBA has been signed, the Cultural & Heritage staff have been working on the wave of referrals and permits coming in regarding the pipeline and having environmental monitors when there is construction in our territory. Discussions continue with Trans Mountain, Public Safety Canada and RCMP with concerns on the work camp in Merritt

Over the next couple years, UNB will implementing the points outlined in the IBA. Looking at emergency response plans, emergency equipment, firehall in Quilchena, the Development Corporation is bidding on procurement opportunities during construction and after construction.

As well as further discussion with the Crown on accommodations in relation to the intrusion on our traditional territory has yet to continue.

Results from the community referendum on the Impact Benefit Agreement (IBA) that was held, November 2, 2019 are as follows:

	Yes	No	Total
Electronic voting	57	7	64
Spaxmn	45	14	59
Quilchena	33	2	35
Total # of votes	135	23	158



## #UNBSTRONG

# COMMUNITY SERVICES

The Community Services Department includes Capital Projects, Operations and Maintenance, and Housing. In supporting the priorities identified in the UNB Strategic Plan we are focussed on the following

## Priority 3. Creating a Healthy Community

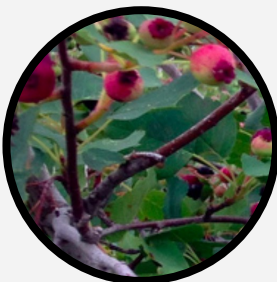
Our work in Capital Projects supports this priority by developing plans and projects that promote community health.

Quilchena Flood Mapping and Risk Assessment – To prevent potential damage caused by flooding on Nicola Lake IR 1, the Upper Nicola Band has received funding through Crown-Indigenous Relations and Northern Affairs Canada’s First Nations Adapt Program. This project will develop flood mapping of the Nicola River within Nicola Lake IR 1, assess the risk of flooding on community infrastructure and personal property, and develop a plan to support decisions relating to flood protection and mitigation works. We have now completed the flood mapping and modeling and will be using this information to prepare proposals for flood mitigation.

Site 7 Subdivision - Healthy communities require serviced lots for housing development. In 2018 we received funding commitments from Indigenous Services Canada to complete the construction of 17 lots in Spaxomin. Construction of this beautiful development was completed in Spring 2020.

BC Housing Indigenous Housing Project – In December 2018 we were given preliminary approval to construct 24 Affordable Rental housing Units at Spaxomin. Development of this project was turned over to Upper Nicola Band Housing Society in the Spring of 2019 and we continue to support them in this exciting opportunity.

Quilchena Firehall – Design work is complete and Chief and Council have authorized spending to construct the firehall. Due to the Covid-19 Pandemic this project is currently on hold.



Quilchena Community Building – A project team was initiated to identify and screen potential consultants to work on the building design. Five consultants were invited to submit expressions of interest

from which three were selected for interviews. After interviewing the three consultants we invited community members to meet with the three consultants and to assist with the final selection. Due to Covid-19 Pandemic this work has been paused.

Operations and Maintenance is integral to a healthy community. Most aspects of daily activities somehow rely on Operations and Maintenance.

Water Systems – Everyone in the community uses water on a daily basis. One of the keys to safe drinking water is certification of the water systems and its operators. Upper Nicola operates 2 Community Water Systems, both classified as Small Water Systems under the Environmental Operator’s Certification Program. We have three staff members certified as Small Water System Operators. In order to maintain certification operators must complete Continuing Education Units annually in courses registered and approved by Indigenous Services Canada. We also receive funding from First Nations Health Authority to monitor our water quality. In-house samples are taken weekly in both systems and lab samples are collected monthly. Results for the last year follow;

- Wastewater Systems – Wastewater is a hazard to human health and can cause serious public health risks when not properly managed. Community Services operates 1 community wastewater





system and 6 individual systems. All systems are pumped annually and inspected for any operational concerns.

- Roads and Bridges – Community Services performs road and bridge maintenance year-round. Keeping roads graded, free of snow and dust and bridges passable has obvious benefits for community health.
- Solid Waste – UNB maintains 2 agreements with TNRD relates to solid waste and recycling. The first agreement allows UNB and its members to utilize TNRD facilities to dispose of solid waste and recycling. The second agreement allows TNRD residents to utilize UNB Facilities to dispose of solid waste and recycling. In the coming weeks we will be changing the operating hours of the transfer station to Wednesday to Saturdays 8:30am to 5:00pm. This change is a result of the limited use of the facility during early morning and late afternoon and on Sundays.
- Community Buildings - Community facilities are integral to community health. Although it is common to joke about the “Band Office” in Indian Country, the Band office remains the primary point of contact for almost every interaction between the Band Administration and Band members. Community Services is responsible for ensuring the Band office and other community facilities are open for use on a daily basis.
- Firehall – UNB continues to have a core group of dedicated fire personnel ready to respond to emergency calls 24/7, 365 days a year. Please see the Fire Department report for more information about the Fire Department.

Community Services provides oversight to the Housing Department and assists in budget development and planning as well housing maintenance. Please see the Housing Department report for more information about the housing department.

### Emergency Management

On March 18, 2020 Chief Harvey McLeod declared a local emergency for the community of UNB due to the COVID-19 Coronavirus Pandemic.

UNB offices and N’kwala School were closed on March 19, 2020. Some staff continued to work at home. The UNB Emergency Operations Centre (UNB EOC) was set up at the N’kwala Gym.

The UNB EOC organized the following supports for UNB Members, as we wanted our people to remain, in their homes, where it was deemed the safest:

#### On Reserve

Food: Staples that will assist nourish individuals.

Heat Assistance: Firewood was delivered to each home on reserve (111 +/- homes) that utilizes wood as heat source. Other members (17 homes +/- homes) have received \$200 that utilize other heat sources, as their main source of heat.

UNB staff did Community Check-ins and shared updates to each reserve household to:  
Health check in to ensure all people with high & medium health risks were in good health  
Updates, and Questions & Answers regarding COVID-19, and /or UNB Supports.

#### Off Reserve

Financial assistance of \$330 was provided per household off reserve.



## UPPER NICOLA BAND FIRE DEPARTMENT

For the year the fire department had 19 incident call outs.

On May 14, 2019 the fire department had Gord Bjorkman with the Electrical Energy Training Group come in and teach the BC Hydro Electrical Safety Training for all first responder personnel to ensure that they are aware of electrical hazards that they may encounter in emergency situations.

On May 23, 2019 the fire department picked up our new fire truck in Hope, BC. We were very happy that the Powell River Fire Department donated their truck to our community. The new apparatus seats 6, and has many fire fighting capabilities that our other engines did not have.

On May 27,28 &29, 2019 Risk Management Officer and Fire Chief Ira Tom attended a 3-day workshop on Healing the Community that was hosted by Patrick Lamour with the Upper Nicola Health Department in Merritt BC at the Best Western.

On May 31, June 1/2 2019 and June 7-9 2019 the fire department had TC First Aid and Safety come in and teach First responder course. This course teaches Comprehensive first aid and CPR skills for professional first responders or those training to become first responders. Course teaches the patient assessment model, cardiopulmonary resuscitation, hemorrhage control, and care for a variety of acute and chronic conditions. The fire department first responder team is FC Ira Tom, DFC Mahendra Paul, FF Tim Tom, and RMO Leigh Tom.

On June 4, 2019 the fire department attended the 35th Annual Regional First Nations Firefighter Training in Penticton BC. While attending the firefighters learned auto extrication and where certified. Vehicle extrication is the process of removing a vehicle from around a person who has been involved in a motor vehicle collision, when conventional means of exit are impossible or

inadvisable. A delicate approach is needed to minimize injury to the victim during the extrication.

On June 25, 2019 the fire department attended a WHMIS training course hosted by Mary Ann Androlick Human Resources Manager for Upper Nicola Band. This course was taken at the band office in Douglas Lake. Workplace Hazardous Materials Information System (WHMIS) is Canada's national hazard communication standard. The key elements of the system are hazard classification, cautionary labelling of containers, the provision of (material) safety data sheets ((M)SDSs) and worker education and training programs.

On August 2019 we participated in the AGA held at N'Kwala gym in Douglas lake. The fire department had a table set up with statistics for the year, firesmart information, and information on home fire prevention.

On August 21,22, 2019 FR Ira Tom and RMO Leigh Tom attended a table top exercise with Nicola Valley Emergency Management in Merritt BC.

On September 4, 2019 the fire department participated in a training exercise with Trans Mountain in Merritt BC and on September 5, 2019 at Nicola Lake BC. We learned the equipment needed and the practices for utilizing the equipment in case of an oil spill in water.

On September 18,19, 2019 the fire department traveled to Valemount BC and participated in a full-scale exercise with Trans Mountain. Full-scale exercises give the team an opportunity to practice and validate their plans, policies, and a wide variety of the skills covered in CERT Basic Training. Volunteers play the role of victims and moulage is used to add realism.

On October 16, 2019 the fire department had a visit from N'Kwala School grades 1-3. As part of their health and safety month. They had a tour of the fire

department, talked with DFC Mahendra Paul and RMO Leigh Tom about the Personal Protective Equipment firefighters use. The tour ended with the students sitting in the fire department Engine 3.

On October 29, 2019 Kynan O'Rourke with Indigenous Services visited the fire department and did a First Nations Community Fire/Life Safety Assessment.

On October 30, 2019 the fire department set off the community's annual fire works for the Halloween Celebrations.

The fire department helped with the 4th Annual Christmas Tree Enchantment fundraiser that took place in Merritt BC. This event took place in November and December.



## #UNBSTRONG



## HUMAN RESOURCES

This year, although impacted by COVID-19, UNB Staffing changes were; many. We hired 11 Permanent positions. We had 7 people leave the organization. Of those, 3 people retired, 2 moved out of province and 2 people moved on to new career opportunities. Due to the impact of COVID-19 in March 2020, UNB laid off 6 employees.

- ⇒ All UNB Managers took part in a 3-part session of Leadership Training delivered by Okanagan College.
- ⇒ UNB Joint Occupational Safety and Health Committee held 8 JOSH meetings from March 2019 until March 2020. Each building is represented on the JOSH Committee.

**The new hires are listed below; and welcome!;**

Position	Hire	Start Date
<b>Permanent Positions supported by Federal Government Own Source Revenue</b>		
N'Kwala School Principal	Stacy Zakall	August 2019
Head Start Day Care Manager	Agnes Holmes	August 2019
Language Manager	Carol Holmes	September 2019
Referral Clerk	Leteesh Archachan	July 2019
Executive Assistant to Health Director	Mary Jack	August 2019
Home Support Worker	Nadine Chillihitzia	October 2019
Transfer Station Attendant	Jon Tom	June 2019
Home Support Worker	Angie Holmes	November 2019
Senior NR Tech	Loretta Holmes	July 2019
N'kwala School Bus Driver	Phil Dumont	August 2019
On-Call Receptionist	Daphne McRae	June 2019
<b>Term Positions supported by project funding:</b>		
Post Secondary Finance Assistant	Sylvester Cohen Jr	May 2019
Comprehensive Community Planner	Diana Boston	June 2019
Administrative Assistant	Geneve McRae	June 2019
Nsyilxcen Language Teacher	Nancy Saddleman	June 2019
Nsyilxcen Language Teacher	Linda Holmes	June 2019
Housing Assistant	James Tom	July 2019
Finance Clerk	Sonya BigEagle	September 2019
Records Information Management/Administrative Assistant	Daphne McRae	October 2019
Asset Coordinator	Kathryn Baptiste	October 2019
Kwu Xast Facilitator	Jane Paul	January 2020





The Lands, Wills & Estates department has had a busy year. I have been familiarizing myself with the lands and estates file, attending training and working on day to day tasks. On January 15, 2020, it was one year since I started as the Lands Manager.

Some of the activities over the last year have included:

- ◇ Year 1 of Lands Management Certification at the University of Saskatchewan
  - May 6-17, 2019
  - July 21 – August 2, 2019
  - January 12 – 24, 2020
  - I am still working on my final semester which is an on-line commerce course.
- ◇ Wills & Estates Planning Workshop: May 28, 2019
- NALMA Land Regimes Toolkit Training: September 9 – 13, 2019

- ◇ First Nations Market Housing Survey Project: In 2018 UNB received funding from FNMH under the UNB Capacity Development Program to have legal surveys carried out for all house lots that did not currently have a legal survey. The Lands Manager, with the assistance of the Housing Manager, have met with most of the homeowner/tenants to review the surveys to confirm that the survey pins were correct. Once the survey pins are confirmed, a briefing note is forwarded to Council for approval. One of the key benefits of having a legal survey done is that it makes the homeowner eligible for loans for home maintenance or improvements

One of the biggest challenges within the department is outstanding estates. If you have an outstanding estate within your family, I strongly

## ◇ Do you need to have a document notarized?

The Lands Manager is a Commissioner for Taking Affidavits. I can provide this service free of charge for Band Members

## ◇ Assist with writing wills

The Lands Manager can meet with you and give you a template to use when writing your will and can witness the will

## ◇ Provide information on administering estates

If members are interested in learning more about administering estates, the Lands Manager can facilitate a Wills and Estates workshop. If you are not comfortable in a workshop setting we can make arrangements to do individual or family group information sessions

## ◇ Assist with land transactions

# #UNBSTRONG

## EDUCATION

Way' xast sxelx?alt, Another successful year and would like to thank all Student, Parents, Community members and Technical for their support and assistance during the 2019/2020 year and continuing support & attendance to all educational activities and functions.

During the past year, we continue to work toward implementing programs, services policy, and operational plans and while that implementation continues, we will identify goals and objectives through our strategic planning process. The Education Department is not only maintaining effective management, but also looks to the future for ways to improve upon the current structure for the benefit of support to Students and Parents.

**Post-Secondary (PSE)** – The objective of the Post-secondary student support program is to improve the employability of Upper Nicola Band members by providing eligible students with access to education and skill development opportunities at the post-secondary level. This fiscal year, UNB provided support financial assistant our band members:

- ◇ Post-Secondary Full-Time – 40
- ◇ Post -Secondary Part time - 6 (UCEP/Certification Courses)
- ◇ Bridging to Trades Affiliated through NVIT – 10 Participates and 7 Graduated
- ◇ Post -Secondary – 10 students Graduated (Masters in Education, Early Childhood, Health Care Assistant, Culinary Arts, CHAD, 1<sup>st</sup> Year in Welding, 1<sup>st</sup> Year in Electrician, Heavy Mechanics)

**Bridging to Trades** – affiliated with NVIT – Completed, December 2019. The Bridging to Trades program provides students the courses needed to have greater access to trades training of their choices, with Hands-on and classroom experience.

**Elementary & Secondary Funding:** The Nominal Roll is an annual census of eligible students living on reserve and attending elementary /secondary school. Nominal Roll (NR) Student Census Report:

N'Kwala School - 7 student from  
Reciprocal Tuition – 12 students  
Merritt Central School – 30 Students

Merritt Secondary School – 31 Students  
High School Graduates - 5 students (3 out of 5 continued with Post-Secondary Education)

**Local Education Agreement:** - Attend quarterly meeting to support our students in contributing to a collaborative dialogue with School District 58 programs and services that will increase achievements and attendance and approve accountability for better results of reporting and tracking student success through “How Are We Doing Report”. Support our parents and community to promote a respectful relationship within the school and home. As part of the LEA, working groups such as the 5-year Enhancement Agreement, signed March 2020, was created for the benefit of our students through Health and Wellness, Culture and Language, Self-Worth and Identity and Academic Success. Aboriginal Curriculum Integration- Each year the district performance data will be reviewed and an annual action plan to focus the work will be developed. An annual report will be prepared at the end of each year and shared with the Aboriginal Advisory Council.

### **Other Funding Sources:**

#### **First Nation Education Steering Committee –**

**Mentored Work Placements** - hired 4 youth under the age of 30 that worked in various Band departments.

**Youth Summer Employment** – hired 4 students to work at Glimpse Lake as Camp Counselor and the rest of duration they did beautification on reserve.

**Science & Technology and Youth Leadership-** Camp at Glimpse Lake – July 15-26, 2019 with 30 students participate. The students did science projects, cedar basket making, buckskin work, beading, plant & medicines, health and wellness workshop, games, drumming, Lahal, cultural and traditional teachings. These focused on building capacity development and enhancing knowledge, abilities, and skills. A proposal from the New Relationship Trust and School District 58 helped with the costs of the camp which covered the cost of facilitators, Elder honorarium, knowledge keeps, Food, Cooks, and supplies.

**Highlights**

- ◇ UNB Awards & Appreciation –acknowledgement of our elementary & secondary students, high school & post-secondary graduates, and parents. 65 came out to support this initiative.
- ◇ First People Graduation Ceremonies – 2<sup>nd</sup> week of June we celebrated 6 of our UNB students Graduates through MSS.
- ◇ UNB Aboriginal Day – UNB staff organized an Aboriginal Day for community members to participate in various activities throughout the day.
- ◇ Justin Young Youth Conference – 15 youth participated during spring break held at N’Kwala Gym
- ◇ Girls Group sessions –SCFSS and 7 UNB girls took part in group session on each of the reserves and had various workshops.
- ◇ Grandmothers Group – Participation in Training, Cultural and Events such as “Gathering our Relations” and monthly meetings.

**Internal Office**

Proposal Driven:

First Nation Education Steering Committee (68,000)

First Nation Health & Science (\$5,000)

LEA Negotiations Grant (\$11,000)

New Relationship Trust:

Youth Initiatives - \$2,000

Elders Initiative: Grandmother Group - \$2,500

SD 58 – Cultural Camp - \$4,000

Post-Secondary Additional Funding – May 30 (General and Protective Pool )

**REPORTS:**

Post-Secondary Register – Due August 30

Nominal Roll Register – On Reserve attending School District 58 and N’Kwala - Due in October

UNB Strategic Planning- On going

Policies & Procedures – UNB delegated Assigned Responsibilities Policy

Budget – Draft budget due in January

FNESC Meeting- Post Secondary Coordinators, Nominal Roll, LEA, Regional Mtg’s,

School District 58 – Welcome Dinner, Community Meeting, LEA, EA, AIC and AAC monthly/quarterly meetings.

Post Secondary Interview – Second week in June of every year.





## N'KWALA SCHOOL



### Staff

Principals: Carol Holmes, Stacy Zakall

Cook: Judy Chillihtzia

Admin Assistant: Jeanette Alexander

Relief Cook: Gail McLeod

Teachers: Colleen Brandrick, Della Chillihtzia, Rita Keskinen, Linda Holmes

Custodians: Joan DeGray, Betty Ann Charters

Relief Custodian: Shaylene McRae, Cody McRae

Education Assistants: Cindy Holmes, Joline McRae, Tierra Holmes

Bus Drivers: Ivan Lindley, Phil Dumont

School Elder: Abraham Sheena

### Student Enrollment: June 2019—18

September 2019—16

March 2020—21

The 2019-20 year was a successful one for N'kwala School. August 2019 saw a change in administration with the retirement of Carol Holmes and the hiring of Stacy Zakall. Long-time bus driver and maintenance worker, Ivan Lindley, also retired and Phil Dumont was hired. All teachers remained on staff and one

additional education assistant was hired to meet the individualized needs of new students. We are very pleased with our increased enrollment of over 20% since September.

In order to increase the cultural identity within the school we have continued to work toward increasing the use of our language and traditional practices. We have done this by increasing the teaching time of our Nsyilxcen teacher and school elder. This allows for increased learning by students. The school has also teamed with the Language Department in order to bring Elders and older students together in order to speak and learn the Nsyilxcen language more fluently. This activity has also assisted in building healthy community by bringing 2-3 generations together to



share learning. It is important for N'kwala School to be involved in the community. Participation in activities such as tea picking, Orange Shirt Day, traditional hunting camps, and medicine making have allowed students to expand their traditional knowledge and take pride in their culture and community.

To create a healthy learning community, the school has implemented a new daily breakfast program in addition to the already existing daily snack and hot lunch programs. Research has shown that children learn better when their bodies are adequately prepared by being properly rested and well fed. Since implementing the breakfast program, staff members have observed reductions in negative student behaviour. The breakfast and lunch programs also allow additional time for multi-grade interaction, helping to strengthen the school community. Focus on kindness and positive words, taught through Pink Shirt Day anti-bullying activities, has



helped build a school environment that is conducive of learning. N'kwala School has also hosted events such as a Welcome Back BBQ, Thanksgiving Lunch, and Christmas concert with a Turkey Lunch where families and community members were invited to join students and staff to create community connection.

N'kwala staff members have continued to focus on building a supportive workplace. All staff are encouraged to attend various professional development opportunities, including mandatory sessions in Positive Behaviour Interactions, Truth

and Reconciliation, and positive team building. Other training opportunities attended by individual staff members include: English First Peoples curriculum development and training, Science First Peoples teaching strategies, Principal and Language Teachers PLC, Regional FNESC Meetings, Basic Violence and Threat Risk Assessment Training, Dr. Ross Green Positive Behaviour Support Training, Primary and Intermediate EA Provincial Pro-D opportunities, as well as any training provided by UNB Admin and Health.



Student achievement is still of the utmost importance, with a continued goal of mastery (80% or better) for all students in numeracy and literacy.





## COMMUNITY HEALTH SERVICES

There is no better time as we look to the future to take a close look at not only how the Health Office is meeting our goals but also to examine how our office itself is meeting our community needs in a rapidly changing world. We are currently in year five of a ten-year agreement with the First Nations Health Authority. It is now time to revisit the health plan through highly engaged dialogue and debate to explore a range of health issues with our band vision and role. Current and upcoming discussions will direct health services in efforts to strengthen and decolonize programs and services.

In today's climate of building relationships, we are looking to do new things in old ways. We are reminded to call on the strengths of our teachings to respond to new challenges. We want to revive knowledge in root solutions to prepare us to better serve members in times of trouble. This year, many of our communities are faced with the CORONA Virus crisis. This crisis has impacted many of us and is very close to home. This escalating pandemic will be challenging. We will all need to work together to protect each other. We can do this by socializing differently by physical distancing and constant handwashing. These two strategies are critical to reducing the spread of COVID-19.

The Health Office has also completed an accreditation survey which took place in mid-November 2019. This initiative is designed to improve the quality and accessibility of health services provided to the community members. In support of the program development work, staff had to prepare policies, procedures and mostly familiarize themselves with national health standards and practices. Specific areas of the review covered Leadership, Mental Health, Home Support and Infection control. The review also largely focused on workplace safety. We were highly successful in the review and received Accreditation status for an additional four years.

We are also in a period of time where we are committed to make our culture functional. Such an approach will continuously draw upon the strength of our language, medicines, foods, *capik'il* and *Enowkin'wix'*. We want to bring energy, expertise and a wonderful sense of optimism to carry out this critical work.

While the world and the world of Health and social services has changed over the past several years, we will continue to respond to individual health concerns and needs as well as providing membership with good health promotion. We will continue to make progress by infusing all aspects of the Bands six strategies with a principled and practical approach to wellness.

**Empowering Members:** This strategies goal is to empower individuals, their children and families to live with more independence and choice and to take control of their lives. Staff have sought to empower individuals not only to take an active role in their own health care and to be the ultimate decision maker but to take responsibility for their own health



maintenance. This might include supporting someone to find a job, build new relationships, or to get involved in various activities. Opportunities for personal growth included the Choices program, Counselling, residential treatment, workshops, wellness days, child protection, family development and residential school healing.

In the program cluster that addresses chronic disease, we provided services and activities that aim to reduce the rate and improve management of illnesses including diabetes and heart disease. Focus is addressed on healthy eating, food security, physical activity and maintaining a healthy weight. Additional activities included footcare, mammograms, kidney screening, flu immunizations, diabetes screening and education, family planning, and prenatal care.

Our program has also supported membership in several leisure activities that included rodeos, sports, horse clinics, dance, pow-wows, family functions, movie nights, youth outings, and wellness days.

On a Nation level, members attended health forums, youth and elder workshops, unity runs, health conferences and cultural activities.

There were many community functions delivered in this strategy to empower members with the essential tools of education and support. The determination of our staff will continue to support people to achieve the best possible outcomes.

**Cultural Identity:** The importance of cultural identity is so true for the healthy development of our

members since community and belonging are important parts of our belief system. In recent years, our elders and leaders have been striving to enhance the sense of belonging to our members. This circle of connectedness strengthens our unity, our families, our lands, our traditions and our language. Given that identity is such an important

aspect of our culture, Elders will have to continue to play an important role in passing along our beliefs and values. An additional important development was the continued support of the Grandmothers group who have more than assisted in important family work.

Through our wellness days, meaningful interactions take place where Elders teach as much as they can about the specifics of our culture, our traditions, strengths and challenges. Their teachings try to balance the importance of physical, mental, emotional and spiritual dimensions of ourselves. They are also very supportive for members to

learn and maintain our language, stories and legends.

Our Health and Social programs also provide regular opportunities for members to take part in traditional activities. Demonstrations are given in fishing, hunting, harvesting, medicines, crafts, arts, dance, preparing and eating traditional foods together. We also provide regular opportunities for members to take part in community events, traditional games and ceremonies. Activities include drumming, singing, camping, sweats, bone games, adolescent training and seasonal ceremonies.





## COMMUNITY HEALTH SERVICES

Our programs will continue to support appropriate ways of gathering and managing knowledge that helps our members decolonize by strengthening their health and wellness by socializing them more in cultural development.

**Healthy Community:** The membership of the Band believes a healthy community is one which embraces a broad vision of health through intentional and balanced environmental and social development. We believe that when the values of the healthy community are shared, we will enhance overall public health and sustainability. We also recognize our responsibility as stewards of the community and the importance of taking action, through: mentoring, modeling, education and advocacy. To ensure that future generations enjoy an enhanced quality of life and have access to the same opportunities and benefits available today, we will contribute to a healthier community by supporting:

**Human Health and Well-being:** A community that is working to

- ☐ encourage individuals to take ownership of their health and well being
- ☐ support individual and family wellness and safety programs- car seats, bike safety, gun safety
- ☐ assign appropriate resources to build capacity and equitable access for all

**Environmental Sustainability** A community that is working to

- ☐ take pride in its neighbourhoods- Community and grave yard clean up, gardens.
- ☐ practice, protect, and preserve its natural assets for future generations
- ☐ regulates and enforces further environmental protection initiatives, water protection and water

sampling

We see progress towards a healthier community through increased participation and community engagement.

**Sustainable Environment:** The Band is now in its fifth year of a ten-year block agreement with the First Nations Health Authority. (FNHA) This agreement is intended to provide funding to the Band to assist the band to carry out Health Programs and Services in accordance with the terms and conditions of the agreement. The Band also has a Memorandum of Understanding agreement with the FNHA which allows closer dialogue towards Health issues, concerns, programming and resources. Leadership and Management will continue to fulfill the terms of the agreement and where possible negotiate, advocate and propose solutions to meet health care needs.

**Economic Opportunity: N/A**

**Supportive Workplace:** The Health office is working to provide a setting that takes a strategic and comprehensive approach to providing the physical, cultural, psychosocial and work/job design conditions that maximize health and wellbeing of staff. Activities to improve quality of work life and creating a healthy safe work environment included training, workshops, coaching, motivating along with supporting open communication and collaborative decision making. Additionally, we have provided recognition to staff in appreciation for the work that they do. Further plans are to develop self-care plans and continued capacity development.

Finally, I must acknowledge the tremendous work done by our leadership, Elders, Band staff, clients, partners and volunteers. Thank you so much

The Program nurtures the healthy growth and development of community children from birth to the age of 6. Programming is designed and delivered by the community and it supports the physical, developmental, emotional, social, cultural and spiritual well-being of the children. The local content and focus add culturally relevant learning opportunities and experiences. Children also receive daily instruction and/or exposure to the Nsyilxcen language from community elders, Linda Holmes and Abe Sheena.

Our centre is divided into 2 areas. Newborn to age 3; we have an infant/toddler program focusing on sensory and play-based learning. Children are encouraged to learn through discovery supported with positive reinforcement from staff. Aged 3 to 5 are provided with the same opportunities as those younger children but also have preschool learning options. This helps children develop self-confidence, while learning beginning literacy and numeracy concepts to aid in a smoother transition to Kindergarten. We foster an environment to encourage the desire of the children to become lifelong learners.

The Aboriginal Head Start program provides activities built around 6 principles:

- ◇ Nutrition
- ◇ Education
- ◇ Culture and Language
- ◇ Social Support
- ◇ Healthy Promotion
- ◇ Parental Involvement

## NUTRITION/GOOD FOOD BINS

The Head Start staff continue to make nutrition a top priority for community children and families such as teaching the children about healthy food choices, providing nutritious snacks, allowing children to aid in food preparation (where appropriate), and our Good Food Bin program.

Our Good Food Bin program has over 60 bins being distributed monthly to community members. For a cost of \$20/month, community members receive a bin filled with fresh fruits, vegetables, and other healthy food options. Head Start provides one donated food item in each Good Food Bin.

## ADDITIONAL ACTIVITIES

Field trips: Little Skippers Petting Zoo (Kelowna), Energy Plex (Kelowna), Swimming Lessons, Gymnastics Lessons (KGTC), Davidson's Apple Orchard and Pumpkin Patch (Vernon), L'il Monkeys Treehouse (Kamloops), Santa visit (Kamloops), Kids In Action preschool fitness stations (Kamloops), two pow wows: one in Merritt in May and UNB takes turns with Coldwater school and

the Lower Nicola in hosting an annual pow wow each year, Douglas Lake ranch to have a tour to see the baby calves and take part in community activities and events.

## STAFF

A new program manager was hired in September 2019. Staff include: Manager, Lead Head Start Instructor, Infant/Toddler Instructor, ECE Assistant, Custodian, & On-Call Maintenance Worker.

All of the staff at Head Start are dedicated individuals who are committed to providing valuable learning opportunities for the children of this community. We are honoured to be a small part of creating a strong foundation for a flourishing future.

## UNB STRATEGIC PLAN

We use four comports at the Head start: **Empowering members** to drop their children off at the Head start for daycare and with the Head start program for children ages 3-5, parents and members are encouraged to join but it is tough as parents and members are usually both working or going to school.

- ◇ **Healthy community-** we have the nurse come in and talk about germs, head lice, and about nutrition. We go around the community to pick up garbage.



## HEADSTART/SNSCECMALATAN DAYCARE

- ◇ **Supportive workplace-** staff take work shops once a year to get their 40 hours for licensing requirements, staff meetings once a month to touch base on how their job is going and what kind of supports they need.
- ◇ **Cultural identity** with the CAN8 and Linda and Abe coming down for a hour a day, native crafts, and hope to do crafts such as tanning hides, fishing, picking berries, and learn about the pit houses and sweats.

### ACHIEVEMENTS FROM THIS YEAR

Hired two Language teachers from N'Kwala school, Linda Holmes and Abe Sheena. Stephanie Gould, First Nations Education Steering Committee Registered Speech-Language Therapist, comes in once a month to do assessments with four children, Cindy McLeod, currently enrolled in Speech and Language, comes down twice a week to work with the children. After a two-year absence, we made a trip to the Vernon pumpkin patch in October. We went to the Kamloops mall to have a visit with Santa and took group photos with Santa, along with a Christmas party for the parents and children. We were going to start swimming lessons and then the COV-19 started so we closed our doors March 18,2020







The Grandmother's Group of Upper Nicola has grown. Back in 2016 when the Grandmother's first began, there were 4 grandmothers involved. Now, we are up to 16 Grandmothers!

This Group consists of: Carol Holmes, Sharon Lindley, Nettie Ernst, Linda Holmes, Martha Chillihtzia, Judy Chillihtzia, Debra Manuel, Cora Tom, Emily Lindley-Payou, Diana Boston, Danielle Jack, Tricia Manuel, Charlene McRae, Carol Smith and Collette Sunday.

Upper Nicola Grandmother's Group represents Upper Nicola Band Chief and Council on interests relating to Upper Nicola Band Children, Youth and Families. The UNB Grandmothers Group:

- ◇ will assert, advocate, and uphold the UNB Grandmothers Declaration (See Appendix A);
- ◇ exercise jurisdiction to care for all UNB children;
- ◇ will work collaboratively with the UNB Departments (i.e. Health, Education, Kwu Xast)
- ◇ will work in cooperation with the Okanagan Nation Alliance and Scw'exmx Child and Family Services and other agencies to support the best

possible outcomes for the safety, well-being and identity of children and families.

In February 2020, the Chief and Council approved the UNB Grandmothers Group Terms of Reference. Further the Chief and Council appointed Carol Holmes as the Chairperson and Danielle Jack as Vice-Chairperson.

The Grandmothers have been very busy. Besides, our regular Grandmother's meetings every 6 weeks, we also do File Review meetings quarterly with the files held with Scw'exmx Child & Family Services.

From March 2019 to present the Grandmothers have:

- ◇ Honoring Our Babies: May 7, 2019
- ◇ Children First Forum in Vernon: June 7, 2019
- our Grandmother's group were honored at this event
- ◇ Aboriginal Day





## UNB GRANDMOTHERS GROUP

Celebration and Name Giving Ceremony: Glimpse Lake-June 20, 2019

- ◇ Training for Grandmothers with Scw'exmx Child & Family: July 4 & 5, 2019

-at this meeting we also had a visit with Minister Conroy. Minister Conroy is BC's Minister of Children and Family Development

- ◇ Gathering of Our Relations: August 12 & 13, 2020

-this was a huge event and took a lot of work from the UN Community as well as the Grandmother's Group. It was well received and activities included: tour of lands of UN, horse back riding, horse shoe games, family dance, family trees on gym wall for everyone to see, craft tables, recognizing and welcoming family members who grew up away from their families.

- ◇ Gathering of Our Relations #2: October 25, 2020

-this was to welcome people who did not attend August's gathering to attend. Sadly, this was not as successful as August's gathering, but we shared a good meal and family trees were up for viewing.

- ◇ Grandmothers Gathering with ONA: February 20th and 21st, 2020

-this was an excellent gathering and grandmothers attended from different areas and talked of our roles & responsibilities, visions we have, and on Feb 20th in the evening, we made ribbon skirts.

- ◇ The Grandmothers have begun working with Scotty Holmes on UN Adoption delegation. This is going to take a lot of discussion, meetings to get to where we want to be in our adoption delegation for UN children.

The UNB Grandmother's Group are committed to create positive change for the betterment of our children who are in care. The Grandmother's spend a lot of time putting in many hours of meetings, discussion and vision for what they want for our children. We welcome new Members to join us in our important work!



[The UNB Governance Policy](#) was amended on March 16, 2020. The amendments incorporated the appointment of the Full-Time Councillor position, and the process associated with the appointment. The proposed amendments were first presented to the UNB to the Finance Audit Committee for review and recommendation to Chief and Council.

**The UNB Personnel Policy**  
**2019 [policy](#)** was amended on March 16, 2020 to ensure Canada Labour Code (CLC) Compliance.

**The UNB Investment Direction and Procedures Policy**, a policy to replace the ILM Spending Policy 2015, was approved on February 3, 2020. The policy created a replacement reserve for Tangible Capital Assets, that would direct UNB to set aside funds to assist with expenses to replace band buildings when the buildings aged out. Other changes included i.) investment return rate and ii) any references to this policy being applicable for ILM funds, as UNB has other funds that are deposited in the investment fund.

[Upper Nicola Band Post-Secondary Student Support Program Application and Policy \(2020\)](#)

The UNB Education Department led the update of the UNB Post-Secondary Policy and Application (2013). The update included adopting best practices from i) other First Nations of similar size and ii) the Toolkit for First Nation Post-Secondary Education, Local Operating Guidelines.



Some of the key changes include: Added Detailed Funding Priority List, the Selection Committee now includes a youth representative. Further, the policy identifies new Funding Amounts for i) Tuition (College and University, by \$500 per semester, and ii) Living Allowance by \$200 a month. Students will have

to sign a Student Contract Agreement, and improved communication strategies between the UNB Education Department and student.

**The Chief and Council Terms of Reference** was updated on March 16, 2020. Previously, in April 2019, one amendment was made to the Chief and Council Terms of Reference. Otherwise, it has been sometime since they have been updated, estimate 2000, as there is not a date of Approval on the document. UNB engaged Consultant, John Singleton, to assist with the update. UNB community members and Administration and Chief and Council had input into the following documents:

The final revision of the Terms of Reference Meeting Reports (Jan 15 & Mar 4) and Suggested Next Steps for Council Council Self Evaluation, March 2020

Chief and Council Terms of Reference Appendix, March 2020

Chief and Council Meeting Procedures

Fees for Consultant were paid for by the First Nations Market Housing Fund, under the UNB Capacity Development Plan.



# 2019-2020 UNB CUSTOM ELECTION REGULATIONS AMENDMENT



**Strategic Plan 2020-25** On February 20, 2020 Chief and Council, Managers met to develop the strategic plan (2020-2025). Chief and Council for Chief and Council approved the Strategic Plan on March 16, 2020.

## **UNB Custom Election Regulations Amendment, February 3, 2020**

The UNB Tribunal Committee (Sharon Lindley, Rita Manuel, Cliff Chillihtzia, Emily Payou and The UNB Tribunal Committee (Sharon Lindley, Rita Manuel, Cliff Chillihtzia, Emily Payou and Diana Boston) received proposed amendments to the UNB Election Regulations. A Special General Band Regarding Proposed Amendments to the UNB Election Regulations was held on Wednesday January 8, 2020. UNB Members 18+ (Electors) that were present voted, by paper ballot, on the proposed amendments to the UNB Elections Regulations 2010. As per UNB Election Regulations, Part 22 – Administration of Regulations and Part 23 – Amendments, the vote shall be determined by majority of votes cast by Electors.

Amendments of the Upper Nicola Band Custom Election Regulations were as follows:

1. The Council number: amended to 1 Chief and 9 Councillors representing 1 Councillor for every 100 registered UNB Members by election date.

2. Schedule and Timelines: A candidate who has been nominated may withdraw his/her nomination at any time, but not less than 12 calendar days before the opening of the Advance Poll.
3. Manner in which voting shall be carried out: Voting will be in person and electronic on-line voting.
4. Counting of Votes: A third party be on hand to verify all ballots
5. Tribunal Committee: A 5th individual be under the age of 25, but this is not necessary.

Further change to the UNB Custom Election Regulation saw the elimination of “Part 11 - Mail in Ballots” of the UNB Election Regulations as a result of the amendments to the manner in which voting will take place: in person and electronic voting.

## **UNB Election for Chief and Council**

The Company OneFeather was appointed as the Electoral Officer for the election of UNB Chief and Council. The elections for Chief and Council held on March 21, 2020; and the following Band Members were declared elected on March 22, 2020:

Chief: Harvey McLeod

Council (9): Incumbents: Brian Holmes, David Lindley, Dennis MacDonald, and Wallace Michel.

Newly elected Council: Mathilda Chillihtzia, Stacie Coutlee, Fred Holmes, Jeanette McCauley and Kevin Ned.

The Term of Office shall be three (3) years, effective the 23<sup>rd</sup> day of March 2020.

Election 2020	Election 2017
Eligible voters: 798 Total votes: 326 or 40%	Eligible voters: 798 Total votes: 247
Electronic: 158 or 48%	Mail in: 2 or .008%
In person: 168 or 51.5%	In person: 245 or 99.19%

## Kwu Xast ~ Better Together

**Purpose and Goals: Increase knowledge of Syilx culture and traditions including how our land has always provided for us.**

- ◇ Increase traditional knowledge and teachings about family systems, roles and responsibilities: roles of parents, grandparents, aunts, uncles and other extended family members.
- ◇ Bring our community together to create awareness and build self-esteem through physical, emotional, mental and spiritual activities.
- ◇ Increase awareness of self; physically, emotionally, intellectually and spiritually.
- ◇ Continue to support IRS survivors and intergenerational survivors on their healing and learning journey and increase pride in language and culture.
- ◇ Replace shame and trauma based learning with positive learning.
- ◇ Increase knowledge and use of traditional calendar: '13 Moons': seasons, harvesting and ceremonies
- ◇ Increased knowledge and use of Syilx 'Four Food Chiefs Teachings'
- ◇ Maintain our responsibility within the community to lead the people and care for the land thereby insuring regeneration year after year
- ◇ Understanding our past ensures that we are well in the present thereby laying the foundation for a healthier and happier future.
- ◇ Increase responsibility and accountability for children, grandchildren and family.

*We will survive and  
continue to govern  
our mother and her  
resources for the  
good of all for all  
time"*  
Okanagan  
Declaration 1987

**Some of this year's  
activities;**

- |   |   |   |
|---|---|---|
| ◇ Grandmothers Group meetings, file review, adoption delegation and planning meetings | ◇ Aboriginal Day Celebration and                    | ◇ Attended the ONA Salmon Feast and Bear Wallow |
| ◇ Grandmothers Group special training   | ◇ Name Giving Ceremony                              | ◇ Christmas Tree Enchantment                    |
| ◇ OKIB and UNB nsyilxcen meeting  | ◇ Glimpse Lake Summer Camp – Drum making & painting | ◇ Winter Wellness Festival                      |
| ◇ 1st Annual Baby Welcoming Celebration   | ◇ Berry picking                                     | ◇ You Empowered & Strong Beading Classes        |
|   | ◇ Sage gathering                                    | ◇ Captiwkl Night                                |
|   | ◇ Indian tea picking                                | ◇ Indian Day School applications                |
|   | ◇ Bag sewing  |   |
|   | ◇ Gathering of Relations celebration                |   |





## LANGUAGE

axa? i? kʷu syilx i? kʷu\_sukʷnaqinx kʷu cnqilxʷcən ta nsyilxcən ul way t'əsxʷuy ul ta mnimʰət kə ckʰ qixʷstm ul kə ctilstm, ul niʃip kə ckʷulmstm i? nsyilxcən a? nqilxʷcntət.

We, the Syilx Okanagan Peoples, have spoken our Nsyilxcen language since time immemorial, and we are responsible for the protection, revitalization and advancement of our Nsyilxcen language. – excerpt from the Syilx Okanagan Language Declaration

way' p\_isnəqsilxʷ (Greetings my relations),

In the last couple of years, the nsyilxcən Program has expanded. Accolades and gratitude to the First Peoples Cultural Council, En'owkin Centre, and the Upper Nicola Band for supporting nsyilxcən initiatives and activities. With continued financial support, community support, patience, healing, and commitment, nsyilxcən (Okanagan language) will be our language of communication<sup>1, 2, 3</sup>.

The CAN8 Program<sup>1, 6</sup> was the first major stride. The Program provides an opportunity for virtual learning, primarily learning nsyilxcən online. In 2017, partnership with the Paul Creek Language Association, Salish School of Spokane, and sʰəmtic'a? Sarah Peterson, permission was granted to transfer their resources and curriculum onto the UNB CAN8 website. N'səl'xcin' <sup>1</sup> is available, along with other resources including the Alphabet Sound Chart, captikʷ stories, music (songs and drumming), prayers and hymns. Other projects to be added<sup>2</sup> include Nsyilxcən <sup>2</sup>, Place Names, and syilx prayers (the prayers on the site are Catholic prayers translated). UNB appreciates and acknowledges the use of these nsyilxcən resources; to ensure the Upper Nicola Dialect<sup>2</sup> is represented, there is action to include our dialect both in written and oral form.

There has been discussion with the First Nations Principal (School District 58) to provide the UNB students with access to CAN8<sup>1</sup>; agreement/contract details are in process of discussion. The Okanagan Band<sup>1, 2</sup> has a CAN8 User Agreement with UNB.

In August 2019, Dr. John Lyon, researcher and professor in linguistics, taught a university credited course (INST120: Okanagan Translation/Transliteration), with the support of UNB fluent speakers. This course focused on practice in reading and writing the Nsyilxcən alphabet, combining sounds, and identifying and building words from the root word.

Figure 1: Aug. 2019 Summer Course

Back row: Shannon Goss, Cherlyn Allan Michel, Linda Holmes, Stuart Michel, Doddi Chambers, Sharon Lindley, Carol McCauley, Stephanie Dick, Opal Charters-Voght, Nelson Stewart, Ron Ned, John Lyon

Front Row: Della Chillihitzia, Tia Jensen, Ayla Goss, Seraphine Stewart, Kathy Michel, Carol Holmes

Missing: Delilya Dick



The Reclaiming Our Language Project<sup>1, 2</sup> provided an opportunity for ten Silent Speakers (people who understand but are not able to speak) to receive weekly coaching and learn tools from a cognitive behavioural therapist to address barriers to learning; also, the Project provided an opportunity for the Silent Speakers to learn directly from ten fluent speakers. Testimonies from the project “From thinking, I can’t do it to Yes, I want to learn more.”, “It was the greatest opportunity I have had to look at what was blocking my learning and it has given me a group of people I can continue my learning with.”, “My knowledge has increased along with my confidence and comfort level”, “I have more confidence in my speaking without putting up my wall.”



Following the Project, weekly sessions 1, 2, 3 continued with the learners, the fluent speakers, and, a bonus, the N’kwala students. On average, there were 26 participants. The weekly sessions included lessons from N’sel’xcln’ 1, cAptikw] (from the Elders), and games; lots of fun and laughter.



Learning nsyllXcen comes in many ways<sup>1, 2, 6</sup>. Other ways include articles in the newsletter, 2020 Calendar – nsyllXcen Word of the Day, 2020 wall and desk calendar. We did explore nsyllXcen immersion



with the birch bark basket making and Go Fish games; this was challenging. Our environment is primarily English-speaking, more opportunities for nsyllXcen immersion are required.

The En’owkin Centre, in “partnership with Indigenous organizations, Indigenous post-secondary institutes, and post-secondary institutes of BC”, are working towards a Language Fluency Degree. The En’owkin Centre and UNB have an agreement for a community-based Nsyilxcen Language Fluency Degree<sup>1, 2, 6</sup> (Certificate, Diploma and/or Bachelor); plans are in process.

Other revitalization ventures<sup>1, 2, 3, 5, 6</sup> include finalizing the nsyllXcen (Okanagan Language) Strategy and Goals, the presence of Nsyilxcen within other local FN organizations (ie. STA, SCFS), promotion of nsyllXcen interest and learning, liaison with other Okanagan Bands and First Nations schools and another summer course. In addition, research to include a Language Nest at the UNB Headstart is in process.

STAFF 2019/2020

Carol Holmes, Manager, Nancy Saddleman, nsyllXcen translator, Gina Egan, CAN8 Trainee, Devyn Nicholas, CAN8 Trainee, Kaetlyn McLeod, CAN8 Trainee



## COMPREHENSIVE COMMUNITY PLAN

In the 2019-2020 year, the Comprehensive Community Plan went well into Stage Two and started looking at Stage Three. Stage Two was “How do we get there?”, well, we started the year with the Draft Engagement Summary in January to end the fiscal year.

In February we joined up with the Kwu Xast program to host the Winter Wellness Community Event and we also joined forces with ONA to have a Heart Event. In March, we had a Youth Conference followed by an Open House on April 4th. At this Open House, we had ten stations and those are listed below.

- ◇ Administration & Governance
- ◇ Our Children & Youth
- ◇ The Health of Our Land
- ◇ The Jobs we do & Businesses we run
- ◇ How we get educated and Learn Skills
- ◇ Our Language & Culture
- ◇ Our Health (Emotional, Physical & Spiritual)
- ◇ Community Buildings & Recreation
- ◇ Title and Rights
- ◇ Housing

Focusing on these specific areas and information gathered from previous CCP engagements, community members selected what they see as priorities, they prioritized actions and they were educated on what the Band has been working on.

At this time, we have had over a dozen community engagement activities which gathered over 1300 ideas. Some of those ideas were put into the draft CCP as Quick Start Actions, Foundation Actions and Medium-Term Actions. Our Quick Start Actions are simple, cost less, build momentum, are easy to start and take 1-1.5 years to complete. Our Foundation Actions are more detailed and lay the groundwork for future projects. These are often 2-3 years. Our

Medium-Term Actions are more complex, cost more money, take place after the quick starts and foundation actions and these are longer term projects, usually 5-6 years.

Our Quick Start Actions are;

- ◇ Youth Leadership Program
- ◇ Youth-Elders Program
- ◇ Growing Healthy Program
- ◇ Health Priorities Identification
- ◇ CCP Annual Report
- ◇ Community Grant Program
- ◇ Community Recycling
- ◇ Compost Program, and
- ◇ Housing Fact Sheet.

Our Foundation Actions are Housing Upkeep and Maintenance Program, Youth Council, Culture and Language Committee, Lands Committee, Economic Development Strategy, and Education Strategy.

Our Medium-Term Actions include UNB Land Code, UNB Self-Governance Plan, Lake Access and Facilities, Elders Housing, Community Multiplex Design Study, and Improve Lighting and Road Conditions.

We have started our Quick Start Actions and will continue to work on them annually. We have assigned leads for each action item and will monitor them throughout their project term.

We have also started some of our Foundation Action Items and will continue to work on those in the coming years. We have also started one of our Medium-Term actions, but it will take years to complete. We will continue to monitor each step for each action item and because this is a living plan, it will continue to be labeled a draft. We will ask Chief and Council to approve the CCP this summer/fall 2020.

The CHR department and Suxwtxtem Committee have been meeting with proponents and provincial/federal groups and developing field guidelines for pfr crew members and monitors for the 2020 field season.

## CHR Staff :

- ◇ CHR Special Projects Manager
- ◇ CHR Department Manager
- ◇ Senior Cultural Heritage Resource Technician
- ◇ CHR Coordinator and Administrative Assistant:
- ◇ CHR Community Researcher and Referral Coordinator
- ◇ Natural Resource Technician

## CHR Department Activities in 2019-20

**1. IRF Species at Risk** – The UNB Species at Risk program began in 2014.

The UNB has implemented a Burrowing Owl reintroduction program on the UNB IR #3. In 2019 eight captive bred owls provided by the Burrowing Owl Conservation Society of British Columbia were released at the reintroduction site on UNB IR #3. The captive-bred owl pairs successfully fledged 20 young, which accounted for 18% of all wild-born young in British Columbia. This places the UNB's Burrowing Owl reintroduction program as one of the most productive in the province. Over the years, 30 artificial burrows have been installed on the site to accommodate future captive-bred owl releases as well as the increasing number of wild-born owls returning to the site. A total of 29 occupied sites for Great Basin spadefoot toad have been identified on IR #3 and assessed for habitat degradation risk. The long-term goal of this study is to support recovery efforts for Great Basin spadefoot by conserving occupied habitat occupied to help stabilize or increase population numbers.

## 2. BCH West Kelowna Transmission Project FNs

**Project Review Committee** – This First Nations Advisory Committee has been meeting monthly with BC Hydro Okanagan Indian Band and Westbank FN since 2016. The objective is to help BC Hydro better understand potential impacts of the project on Syilx territory, and make better decisions on evaluation of the best route alternative for a new secondary transmission line to provide electricity to West Kelowna and Peachland. This project is still in the identification phase.

**3. NRCAN TMX CEA** – In November 2019, Upper Nicola Band initiated a Cumulative Effects Assessment (CEA) related to the Trans Mountain Pipeline. Working with the Okanagan Nation

Alliance and Kwusen Research, the CEA will assess the impacts of existing and future developments, including the Trans Mountain Pipeline, on UNB's access to lands and resources, self-governance, and Syilx way of life. Kwusen Research & Media worked with UNB to lead community focus groups, compile and review data, conduct modelling, and produce a report. Seven focus groups took place between February 10 – 14 2019, and 39 UNB Cultural Advisors



shared changes on the land and to resources that they have witnessed in their lifetimes.

Kwusen and UNB will utilize a GIS model called ALCES, which can model changes to UNB's Area of Responsibility over time, from the past to the present and into the future. Kwusen and UNB will utilize a GIS model called ALCES, which can model changes to UNB's Area of Responsibility over time, from the past to the present and into the future. Information from the focus group interviews and data gathered in previous Traditional Use interviews that are being formatted to reinforce the CEA model. The project is expected to conclude in August 2020.



## CULTURAL HERITAGE RESOURCES

As CHR Project Manager, I provide technical support to Chief and Council on implementation of UNB Suxwtxttem Consultation/ Cultural Heritage policies: to ensure development proponents (such as BC Hydro, Kinder Morgan) and their consultants comply with UNB policies and with the federal/provincial regulations regarding protection of cultural heritage, archaeological or environmental sites. For example, under the Heritage Conservation Act, Environmental Assessment Certificate, National Energy Board processes. I also work with Council, Natural Resource and Forestry departments on Referrals and other band projects:

### **Wood (AMEC Foster Wheeler) Monck Park Archaeology Impact Assessment (HIP 2017-0428)**

Two UNB crew members participated in BC Parks' Monck Park AIA project April 30-May 2, 2018.

### **BC Hydro Interior to Mainland (ILM)**

Environmental Effects and Restoration Monitoring (EERM): Three UNB members participated in nine environmental audits in Section 1-2, 2 A-C of the transmission line from April-October, 2018, and two inspections (in June and Aug/18).

### **West Kelowna Transmission Line Project**

Participation in Okanagan Nation Project Review Committee (PRC) Meetings with BC Hydro throughout the Feasibility Design phase to investigate potential impacts for the various project alternatives. Provide updates at community, Chief & Council, Energy Executive Committee (EEC), Chief Executive Council (CEC) meetings. hosted community open house on June 6, 2018. Review interim and final reports for following field studies:

- One UNB (RISC) field crew participated in the following *Archaeology Overview Assessment (AOA)*, Preliminary Field Reconnaissance (PFR) from July 22-30, 2018.
- Two UNB Environmental Monitors on the *Vegetation Survey: Rare Plant Species* from August 20-September 30, 2018.
- Two UNB Environmental Monitors on *Fish and Aquatics Survey* Field Sampling -North Corridor, Aug 13-26; Central, August 27- 31, 2018
- One (RISC) crew member on the *Geotechnical Site Review*, September 17- 25, 2018.

### **BC Timber Sales Bridge Replacement 42km Whiteman FSR**

One UNB member took part in the Archaeology/Environmental Monitoring from June 6-10/18

### **Interdepartmental Recovery Fund**

- One crew member on the *Lewis's Woodpecker* survey of the Douglas Lake reserve on July 16-18/18.
- Two crew members on *Spadefoot Toad* Surveys of all 8 reserves from April 30-May 10, 2018.



**Pennask Lake Fish Distribution Project**

June 19-25, 2018-Work with ONA, and the Freshwater Fisheries Society to harvest approximately 6000 rainbows to distribute to the 7 ONA bands. A fish ceremony took place prior to harvest; which the Society, N'kwala School, Pennask Lodge manager also attended. UNB and ONA also explored the opportunity for setting up a st'mus or fish trap at the outlet of Spaxomin Creek; and an area to dry some fish and camp.

**Ministry of Transportation and Infrastructure (MOTI)**

One UNB Cultural Heritage Monitor July-Aug, 2018 at Hwy 97C Pennask Project Phase 2 Drainage Improvement.

**TMX – IMAC INDIGENOUS MONITORING SUB-COMMITTEE**

The following is a list of agenda items that have been tabled at the Sub Committee attended over past year:

- March 6, 2018- watercourse-crossing workshop
- Training Needs for IAMC Monitor
- Bill C-68 entitled "An Act to amend the Fisheries Act and other Acts in consequence".
- IAMC Inspection Workshop with NEB April 10-11 2018
- Spawning Mat Monitoring Plan
- Building an Indigenous Monitoring Program for TMX
- PFN pilot implementation; to build a line wide monitoring program
- Kinder Morgan Commitments Tracking Table (Kinder Morgan has hired their own "aboriginal " environmental monitors to monitor construction]
- Operations and Maintenance activities the company has filed publicly on the NEB
- Monitoring Pilot Program and Prep for Construction
- Proponent Filing Reviews (i.e. Condition 98: Plan for Aboriginal Group Participation in Construction Monitoring, etc.)
- Long-term Community Monitoring Initiatives (i.e Guardian Programs, etc.)
- Trans Mountain Environmental Alignment Sheets and DRAFT Geographic Response Plans
- Emergency order SARA listing for Steelhead. Condition 92 requires TM to design construction methods and develop mitigation that minimize any potential effects.

**Indigenous Advisory and Monitoring Committee, Indigenous Monitoring Program Proposal:**

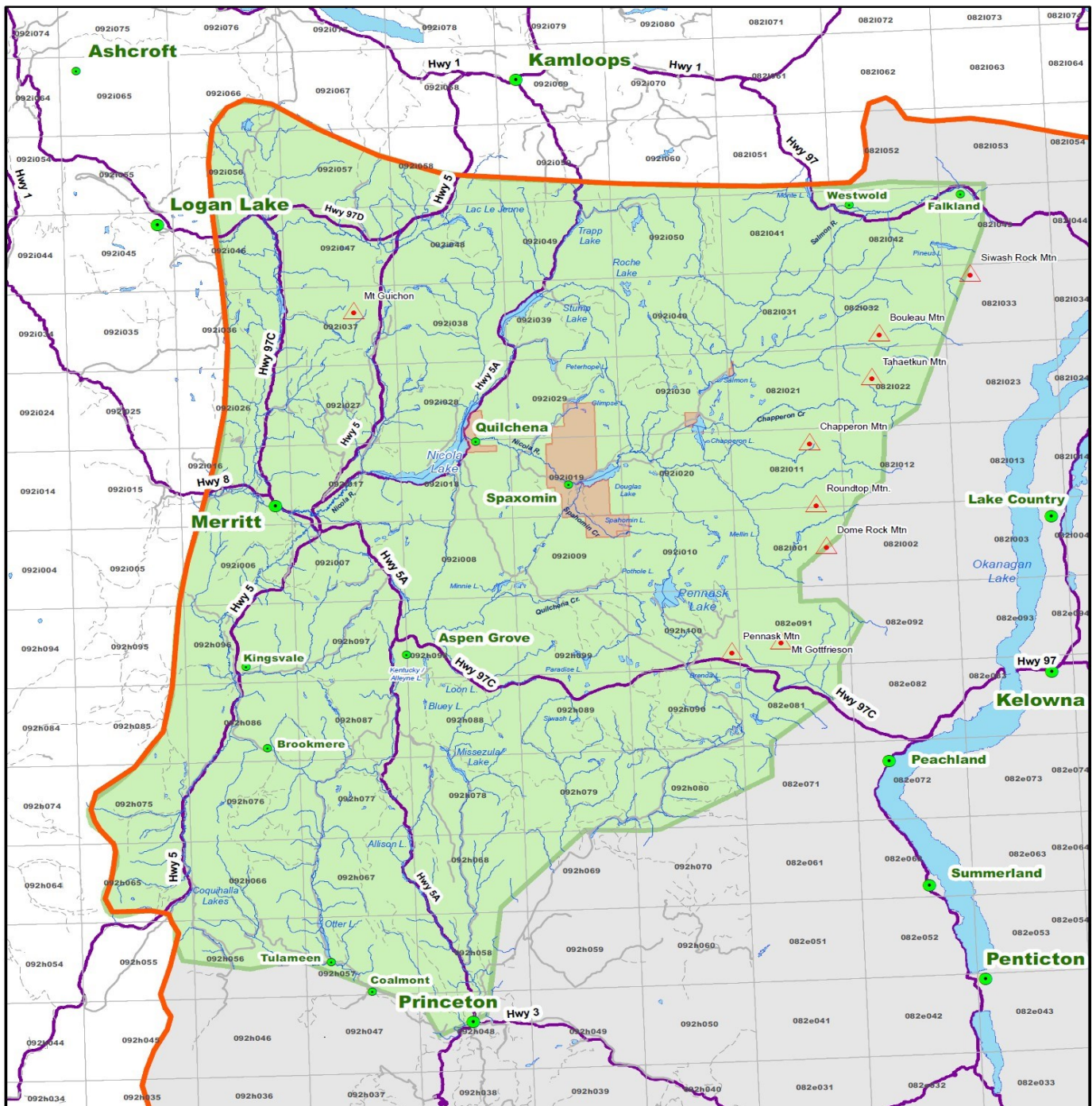
- Four UNB members took *Environmental Field Skills*-Sept 24-Oct 12 2018: how to conduct standard environmental assessments and inventories: air, water, plants, trees, wildlife, fish, and soil; and backpack electrofishing surveys. Designed to train field technicians in environmental monitoring to assist: environmental consultants, biologists, hydrologists, site restoration/ environmental professionals, engineers.
- Two UNB members took *Spill Response Due Diligence*. Trains technicians to avoid, manage, restore field sites and environmental spills on construction sites-3 days, March 2019.
- Two UNB members trained in *Safety & Skills Training* (TDG, WHIMS, First Aid, H2S Alive, Confined Space and Awareness; Confined Space Entry Monitor, Hazard Assessment,



# CULTURAL HERITAGE RESOURCE

Pipeline Construction Safety Training, Ground Disturbance, Fall Protection, Petroleum Safety Training, Transportation Endorsement, Journey Management, Basic Safety Orientation.

SKEMIXIST—SUSTAINABLE ENVIRONMENT



Scale: 1:700,000

## Upper Nicola Band Territory Map

Upper Nicola Band Territory Boundary  
 Upper Nicola Band Reserves  
 Lakes  
 Streams  
 Major Highways  
 Secondary Roads

Okanagan Nation Territory Boundary  
 Cities / Towns  
 Mountains

Prepared For:



Upper Nicola

Prepared By:

Atlas Information Management

Map Date: June 9, 2017  
 Drawn By: N. Martin  
 AIM No: UNIB  
 Drawing No: UNIB-Territory-Map.mxd

In the following pages you will see selected information taken from our audited financial statements. The complete statements detail the financial activities of your Chief and Council on your behalf and are available to any member of the Upper Nicola Band upon request.

### Statement of Financial Position:

The title above is more commonly known as the Balance Sheet. In the first table below, you will see how much money UNB holds and in what type of fund. **“Cash” of \$1,783,516** is the total of UNB operating bank accounts on March 31, 2020; “accounts receivable” and “due from related parties” is money we haven’t received yet. **In total UNB has now or is waiting for over \$16 million.**

	March 31	2020	2019
<b>FINANCIAL ASSETS</b>			
Cash		\$ 1,783,516	\$ 3,398,196
Accounts receivable		1,521,356	1,701,216
Due from related party		3,817	-
Marketable securities		11,984,826	5,936,431
Long-term investments		1,492,493	1,276,537
Trust funds held by Ottawa Trust		140,415	136,007
<b>TOTAL FINANCIAL ASSETS</b>		<b>16,926,423</b>	<b>12,448,387</b>

**Liabilities of \$4,692,378** represent amounts that UNB owes to others or are obligations to deliver something. This means that our liabilities are roughly  $\frac{1}{4}$  the size of our assets.

	March 31	2020	2019
<b>LIABILITIES</b>			
Accounts payable and accrued liabilities		\$ 1,171,227	\$ 1,536,164
Deferred revenue		1,144,888	1,236,632
Due to related party		-	17,955
Upper Nicola Trust		122,154	122,154
Funded reserves		513,947	542,010
Long-term debt		1,740,162	1,947,784
<b>TOTAL LIABILITIES</b>		<b>4,692,378</b>	<b>5,402,699</b>



## FINANCE

When you subtract the Financial Assets from the Liabilities the remainder of \$12,234,045 is the **net financial assets**, which lets us know how much money would be left over if we suddenly paid all our debts. “Non-financial assets” of \$10,169,169 is mostly held in buildings, equipment, and other tangible assets. You can see that the **accumulated surplus** has grown since this time last year by nearly \$5 million. The income statement further down will explain where that increase came from.

	March 31	2020	2019
TOTAL FINANCIAL ASSETS	\$	16,926,423	\$ 12,448,387
TOTAL LIABILITIES		4,692,378	5,402,699
Net financial assets		12,234,045	7,045,688
<b>NON-FINANCIAL ASSETS</b>			
Capital assets		10,160,290	10,424,907
Prepaid expenses		8,879	8,249
TOTAL NON-FINANCIAL ASSETS		10,169,169	10,433,156
ACCUMULATED SURPLUS	\$	22,403,214	\$ 17,478,844

### Statement of Operations and Accumulated Surplus:

The title above is the long name for what we normally call the Income Statement. You can see here where much of our income comes from, and what kind of programs we use the money for. Most of UNB money usually comes in the form of government funding (**ISC or INAC \$4,741,488**), but this year we also received some negotiated benefit payments that increased “other income” to \$6,015,044.

An important part of the Band’s revenue comes from own source revenue (OSR) such as **Forestry licences \$1,414,570**, which allows us to manage and provide a greater variety of programs and services to members than if we only had government funding to rely on.

For the year ended March 31	2020 Budget	2020 Actual	2019 Actual
<b>REVENUE</b>			
Indigenous Services Canada	\$ 4,411,310	\$ 4,741,488	\$ 4,917,157
Other Income	3,182,882	6,015,044	1,776,610
Forestry	1,100,000	1,414,570	1,561,565
First Nations Health Authority	1,353,181	1,502,205	1,373,384
Rental income	294,258	288,455	280,422
First Nations Education Steering Committee	183,131	214,239	265,083
Investment income	35,652	519,310	222,442
CMHC subsidy	90,350	90,893	146,987
Daycare fees	18,400	3,701	21,307
FNHA - Revenue deferred from prior years	-	-	50,000
ISC - Revenue deferred from prior year	-	669,852	548,171
ISC - Revenue deferred to future year	-	(578,108)	(1,236,632)
<b>TOTAL REVENUE</b>	\$ 10,669,164	\$ 14,881,649	\$ 9,926,496

We spent the income through several departments on programs and services to the membership, the largest two being **Community and Social Services \$2,012,542** and **Education \$2,208,476**.

For the year ended March 31	2020 Budget	2020 Actual	2019 Actual
<b>EXPENSES by program</b>			
Administration	1,627,053	1,548,976	1,200,431
Amortization	-	761,241	929,680
Community and Social services	1,867,725	2,012,542	1,944,411
Economic Development	23,186	21,048	73,320
Education	2,253,375	2,208,476	2,147,435
Forestry	289,968	287,538	702,258
Health	1,343,300	1,320,142	1,404,256
Housing	494,283	374,261	311,281
Language and culture	197,795	105,376	98,993
Other	270,986	177,029	348,912
Title and rights	1,351,795	981,526	667,980
Capital Fund	1,784,946	159,124	44,046
<b>TOTAL EXPENSES</b>	<b>\$ 11,504,412</b>	<b>\$ 9,957,279</b>	<b>\$ 9,873,003</b>

### Expense by Object:

The next table is Note 16 taken from the Notes to the Financial Statements, which gives you a better idea of the type of costs UNB spent to provide the programs and services to Band Members. The largest expense as usual is for **wages and benefits \$3,387,723** paid to Band employees who provide services and administer programs. You can see that the actual costs at the end of the year were less than the expected budget, and lower than the wage costs last year.

**Administration fees \$351,495** and **Management fees \$90,319** are paid out of program funding and transferred internally to offset Band and Housing administration costs.

For the year ended March 31	2020 Budget	2020 Actual	2019 Actual
<b>EXPENSES by object</b>			
Administration fees	373,654	351,495	193,334
Advertising	29,482	24,971	39,291
Amortization	-	761,241	929,680
Bad debts	-	-	77,900
CMHC Replacement reserve	34,008	36,108	36,108
Contracted services	593,628	237,155	566,895
Equipment purchase	-	1,551	7,989
Honoraria	267,078	238,610	106,466
Insurance	122,786	119,777	116,978



## FINANCE

Interest and bank charges	178,513	53,444	47,469
Management fees	79,994	90,319	85,442
Office expenses	20,115	24,131	12,870
Other expenses	502,407	607,728	511,011
Professional fees	2,485,936	857,050	392,827
Rent	66,390	63,379	117,143
Repairs and maintenance	361,736	330,326	341,882
Salaries, wages and benefits	3,568,400	3,387,723	3,529,457
Social assistance	582,616	620,802	590,403
Supplies	275,052	343,678	428,962
Training and professional development	133,568	112,218	105,243
Travel	240,298	156,432	220,058
Tuition and student allowances	1,277,882	1,260,640	1,130,958
Utilities	226,338	187,988	216,170
Workshops	84,531	90,513	68,467
<b>TOTAL EXPENSES</b>	<b>11,504,412</b>	<b>9,957,279</b>	<b>9,873,003</b>

Overall, the **Band expenses total of \$9,957,279** were lower than the budget \$11,504,412 but greater than last year's \$9,873,003.

The **operating surplus** (called "Excess of revenue over expenses" below) for the year was **\$4,924,370**. A good deal of this surplus is thanks to certain impact benefit agreements, and a provincial revenue-sharing agreement. We have also implemented some stringent financial regulations to ensure Upper Nicola management team adheres to budgets and good decision-making with Band funds.

For the year ended March 31	2020 Budget	2020 Actual	2019 Actual
TOTAL REVENUE	10,669,164	14,881,649	9,926,496
TOTAL EXPENSES	11,504,412	9,957,279	9,873,003
<b>Excess of revenue over expenses</b>	<b>(835,248)</b>	<b>4,924,370</b>	<b>53,493</b>
Accumulated surplus, beginning of year	-	17,478,844	17,425,351
Transfers	245,889	-	-
<b>Accumulated surplus, end of year</b>	<b>(589,359)</b>	<b>22,403,214</b>	<b>17,478,844</b>

In summary, Upper Nicola Band has focused on its vision to be a strong, flourishing Syilx community and can be proud of its commitment to wise and responsible financial management.

### 10 Year Grant

Upper Nicola Band is one of the 46 First Nations in BC, and 88 First Nations in Canada who have opted into the 10 Year Grant from Indigenous Services Canada. Before, UNB had a Comprehensive Funding Agreement, that covered 5 years. Our 10-year grant began in April 2020.

In January 2017, we learned about the opportunity to opt into the 10-Year Grant. Some of the facts about the 10-year grant include:

- a 10-year term (most contribution agreements have shorter terms)
- flexibility to allocate, manage and use funding to better accommodate local needs and changing circumstances and priorities
- ability to retain unspent funds
- reduced administrative and reporting burden.

As we move forward we want to look at ways to use program funding to assist implement our strategic goals. For instance, we want to develop our own Income Assistance program, in which we can work with our members to overcome their barriers and find a place to work or volunteer in our community. Together we are better. #UNB Strong

### Financial Management System Certification

In March 2020, UNB received Financial Management system certification from the First Nations Financial Management Board. This certification will demonstrate that UNB Chief and Council & Administration are implementing our own financial administration law. The goal of the UNB Financial Administration Law 2018 is to practice transparency and accountability to UNB Members. In order to receive financial management system certification, it took the Chief and Council, Finance Audit Committee and Administration three years, 2017-2020, to

develop and implement the list of plans and policies that are needed to receive financial management system certification.

Now that we have certification, we can access loans for from the First Nations Financial Association at lower rates. This creates opportunities for us as we plan for our future. This work will be linked to community priorities identified in the Comprehensive Community Plan.

The Finance and Governance, The Information Management and Personnel Policies are key to assist us with implementation of the UNB Financial Management Law 2018.

Further, the Chief and Council are responsible to approve a Multi-year financial plan including tangible capital plan (5-year). UNB Chief and Council will updated the Strategic Plan annually. A Risk management plan will be approved.

The UNB Finance Audit Committee (FAC) and Chief and Council were instrumental in reviewing the policies and plans. recommended that the Chief and Council request to participate in the 10-year grant. Members of the FAC include: Chair Councillor Brian Holmes, Councillor Dennis MacDonald and UNB Member Sharon Lindley. Staff includes Dianne Bastedo, UNB Chief Financial Officer and Collette Sunday, Band Administrator.

### Sale of Logging Truck

On September 16, 2019 Chief and Council passed motion to approve that Administration to sell logging truck to Mr. Jayson Charters for 100K. The deal for the sale of the truck was complete on March 13, 2020.

UNB Chief and Council supported providing A grant to Jayson Charters up to \$12,500 assist with equity and business start-up.





## SETTING THE FOUNDATION

Jayson and his wife Yvonne are now owner/operators of Jayvon Trucking!

### UNB Forest Tenure Opportunities Agreement, Forest Licenses

As of January 2017, Stuwix Resources, a joint venture of which UNB is part owner, began to manage Upper Nicola Band's Forest Licences # A91687 (with 16,833 m3 of replaceable annual cut) and #A88927 (with 38,359 m3 of replaceable annual allowable cut). Stuwix and Upper Nicola Signed a Management Agreement on February 15, 2017 which expired on December 31, 2019.

During the fiscal year, Stuwix and Upper Nicola reviewed the 2017 Management Agreement and prepared to enter into a new agreement. The new forest agreement would be finalized in July 2020.

Upper Nicola has requested that Stuwix Resources manage UNB's Woodlot 1637 (with 2,201 m3 of replaceable annual cut) as well as opportunities to develop capacity at the band through training opportunities.

Revenue that is generated via the forest licenses serves as UNB's lead source of own source revenue. The UNB Finance Audit Committee continues to



stress to Chief and Council that UNB cannot be dependent on forestry funds to carry UNB, and we need to diversify our economy. This is a challenge that, we at UNB are willing to take on.



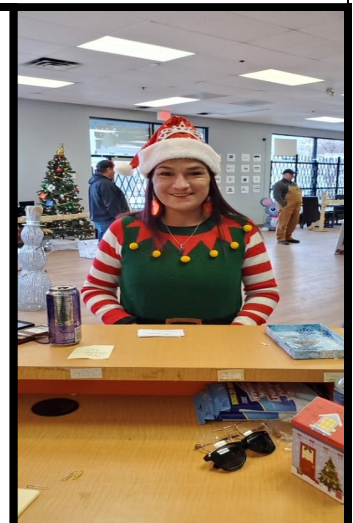
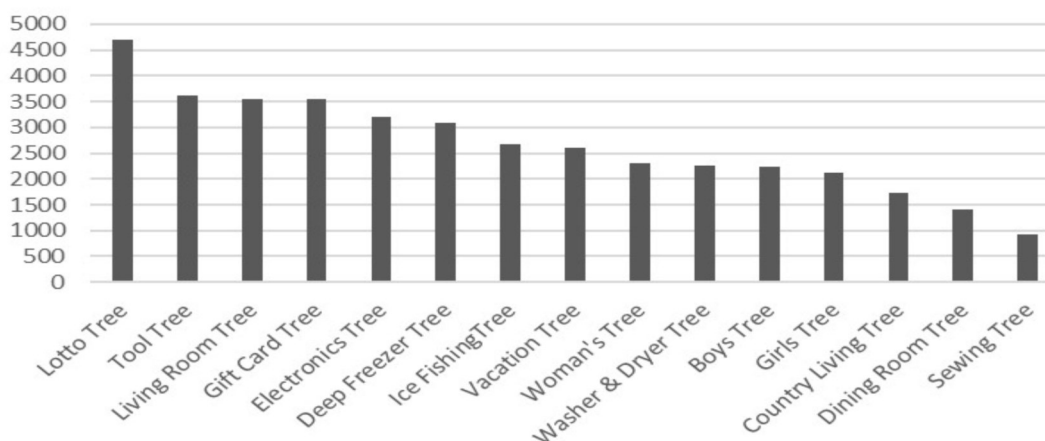
# 4th ANNUAL CHRISTMAS TREE ENCHANTMENT

## Congratulations & Thank you to our sponsors of the 4th Annual Upper Nicola Band Christmas Tree Enchantment Fundraiser

Trees	Winner	Sponsored by
Electronics Tree	Dean Tom	Cantex Okanagan Consturction Ltd, Crowe MacKay & City Furniture
Vacation Tree	Kerri Dumont	RBC, Indigenous Markets, Gabriel Branco & Stuwix Resources
Ice FishingTree	Andy Schindler	Mitchell "Magic" Shuter
Woman's Tree	Linda Nelson	RBC Dominion Securities, Rhonda Hymers, Connect Telephone & Hack Electric
Deep Freezer Tree	Amelia Washington	Mandell Pinder LLP, Extra Foods & City Furniture
Gift Card Tree	Emery Alexander	Fortis BC, Stewart Springford Law, Nicola Plumbing & Ricoh
Lotto Tree	Leteesh Archachan	JTW Consulting
Washer & Dryer Tree	Ida Wallace	McElhanney Consulting & City Furniture
Tool Tree	Lizzie Shuter	Kala Geoscience Ltd. & Homehardware
Living Room Tree	Phillip McRae Jr	Fortis BC & City Furniture
Sewing Tree	Doreen Harry	Colliers International, Colliers Macaulay Nicolls Inc
Girls Tree	Michael Sturgeon	Scw'exmx Child and Family Services
Boys Tree	Kristen McLean	DW Builders
Country Living Tree	Christy Whittaker	McElhanney Consulting, The Fireplace Centre, Jake & Monica Coutlee
Dining Room Tree	Doug Mervin	Hub International & City Furniture

Funds raised will go to the Upper Nicola Band Wellness Society, with distributions to the UNB Youth, Elders, and nsyilxcen language iniatives and equipment for UNB Volunteer Fire Department. Thank you to Sponsors, Supporters and Volunteers. This year, we had parents or guardians volunteer with the Annual Christmas Tree Fundraiser. As a result each child recieved an equal amount of money to assist with supports their individual needs.

UNB Christmas Tree Enchantment 2019





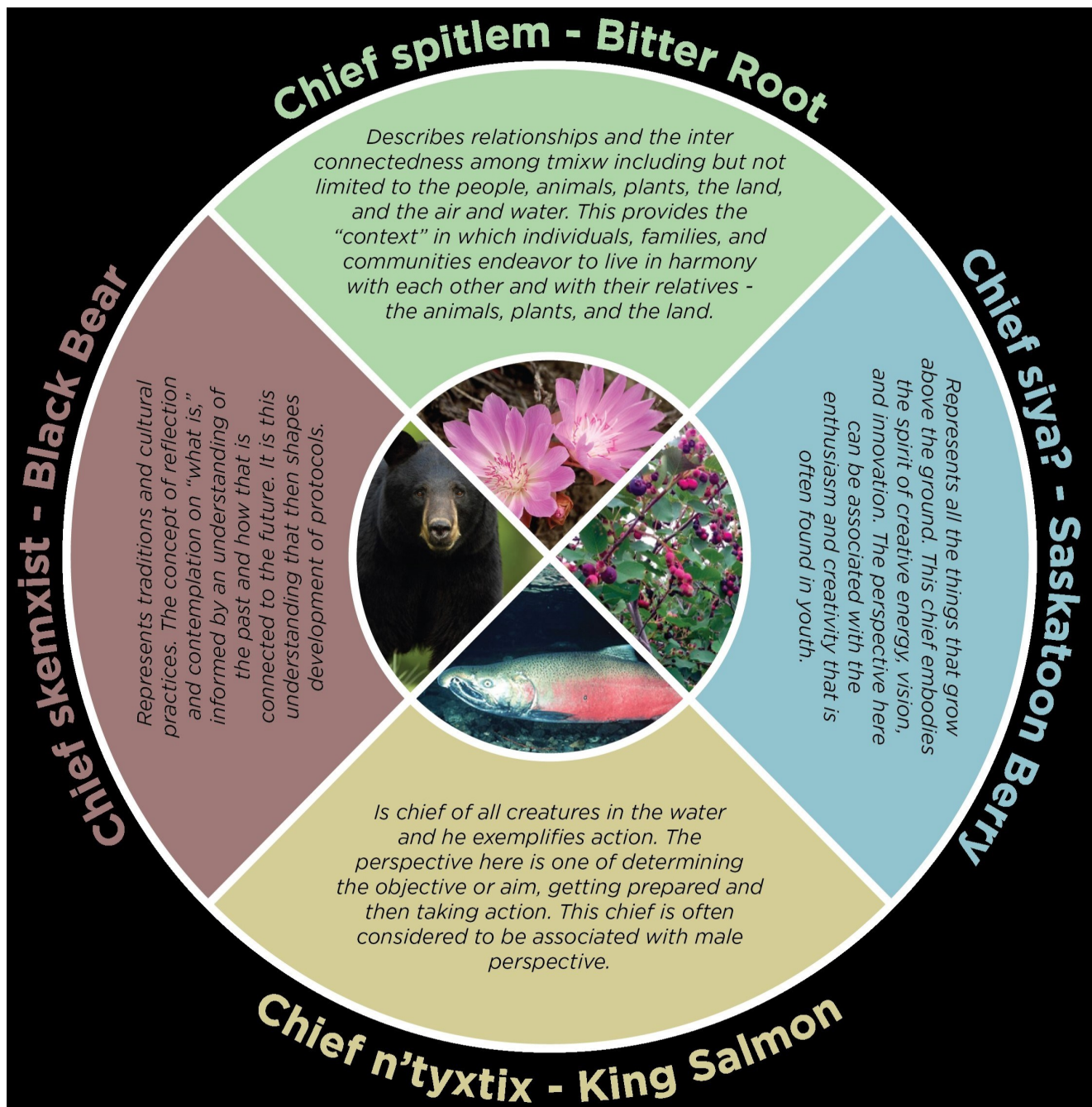
4th ANNUAL CHRISTMAS TREE ENCHANTMENT











#### Mission Statement

Upper Nicola is a proud, inclusive Syilx community working together to promote suxwtxtem, teach our Captikwl and committed to building foundations through En'owkin'wixw.

#### Vision Statement

A strong flourishing



#UNBSTRONG