

ANNUAL REPORT 2020—2021

UPPER NICOLA BAND



#UNBSTRONG

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ANNUAL REPORT 2020—2021

ʷáy p_yśáyśát (Hello everyone)

kʷú clímt p_cyśáp (We are glad you all have arrived)

Upper Nicola—A strong flourishing community in harmony with our tmíxʷ

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Good day,

I hope you are well today. This past year has been anything but normal. March 2020 came and it was routine, normal business and meetings. Talking about getting ready for flood season, ending the fiscal year and preparing and finalizing our work plans for the next fiscal year. I was in Calgary at a meeting and started hearing about Covid-19. What was that? Then, I started to hear about lockdowns and people going home. Including some of our Council having their meeting canceled and advised to go home. The Province started to implement closures. Crazy. I just wanted to come home. We finished our meeting a day early and we came home. My life, your life, and our community routines changed. Our Emergency Operations Centre was opened and our administration service delivery plans changed. Today we are still opening up. Family visiting family. Hugs for family.

Yes, I changed and have strengthened my priorities. Life priorities. And we have all had some new vision of our life. Our family. My purpose. Relate and be closer to activities that give me self-happiness. Life vision correction.

Today, we are dealing with residential school. Either as a survivor or a inter generational survivor. Let's not travel this journey by ourselves. We need each

other now more than ever.

This past year we also started a new journey with the leadership you elected. Transition was not easy. Developing the team was not easy. This was because we could not meet in person. Over the past few months, you will have heard about "Pillars" that we have formed to do our work for this community. Focus on the big picture and supporting and strengthening our administration team. A lot of focus on Governance. What is this for us? What does it look like? How can we interrelate more effectively with the outside world? How can we become more self-sustaining? Take care of ourselves. This work continues. You will be fully engaged and involved in this work. You will assist to design this new concept of Governance for this community and our relations with our Nation, other Nations, Governments and partners. We will say "Thank You" to the *Indian Act* and we will have our way. We encourage you to be involved in this work. Exciting work.

In closing, I thank you for helping us through these troubling times. Taking care of each other and stepping up when we needed you.



COUNCILLOR BRIAN HOLMES

Chief and Council (C&C) (GBM) (Pillar mtgs)-

Regular council meetings twice a month and chair the tmx^wú láx^w Pillar when meetings are set. Attend Community meetings.

Nicola Watershed Governance Project (NWGP)- Forum-Core Committee-Ongoing-

I sit as an alternate on Government-to-Government Nicola Watershed Governance Project. I am also a sitting member of the Core Committee under the G2G forum. I participate in monthly Core Committee meetings and quarterly Forum. I co-lead, with a province representative, a pilot Modernized planning process. Several community members have been involved with focus groups related to the Indigenous Laws Research.

Upper Nicola Aquatic Invasive Species Working Group-Yellow Perch-Ongoing-

Yellow Perch first confirmed in Windy Lake at the headwaters of the Nicola Watershed. A project was initiated in the 2018 Field Season to determine if any further populations existed. 2018 Field Season confirmed Yellow Perch present in Douglas Lake. Total number of Perch removed from Douglas Lake in 2020 was **9,923**. With the data collected, we are able to estimate a population of **90,000** Perch in Douglas Lake. Impacts to native species like Burbot, Kokanee, & Trout are unknown at this time. Further work is being planned to understand those impacts. 2020 also saw the development of the Aquatic Invasive Species Working Group which consists of Ministry of Forest Lands & Natural Resources, Ministry of Environment & Climate Change, Department of Fisheries & Oceans, & Upper Nicola Band with supporting experts from Okanagan Nation Alliance, & Nicola Watershed Stewardship & Fisheries Authority. This season we were able to acquire funds from FLNRORD to start scoping a Feasibility Study and start developing a Guardian Program. Trapping efforts continue & up to the end of June 2021, the total Perch count for the season was 2795 Perch removed. Removal effort will continue as well as research to better understand impacts.

Nicola Valley Community Justice Services Society (NVCJSS) Board Chair- Ongoing-

I chair the Nicola Valley Community Justice Services Society. There are 4 programs that operate under the NVCJSS: Those being the Nicola Valley Aboriginal Justice Program, The Nicola Valley Advocacy Centre, First Nation Indigenous Court, and the Indigenous Justice Center. The board meets Quarterly. March 2021, the board signed an MOU with BC Corrections. **Finance Audit Committee (FAC) Chair 2015-Present-**

As Chair of the Finance Audit Committee, I coordinate the meetings, set agendas, & facilitate the discussion with the other members of the FAC.

Drought Committee-Seasonal-

The Drought Committee was setup under the Nicola Watershed Governance Project. Freshet levels in 2021 were lower than previous years. Drop in water levels are about a month earlier than last year. June 2021 saw the drought committee recommending the Nicola River be moved to Drought Level 2, similar to 2018, likely going into Drought Level 3 or higher by mid-July/August.

Community Safety Plan (Public Safety Canada)- Ongoing-

Over the last 6 months, we have been meeting every other week with community and staff in a facilitated process to finalize the Community Safety Plan.

Burbot-Ongoing-

Working with ONA to index health of Burbot in Douglas lake. ONA tagged 55 Burbot in 2019 and 56 in 2020. With 2 years data, we estimate the population to be 1,195 catchable adults. UNB is ramping up the creel work to collect the data (tags). In 2021, Upper Nicola will take over the tagging program and pending results from returned tags, we will determine if the program will continue.





I hope this year has been kind to you all despite our challenges and the isolation that came with Covid.

Developing a form of self-care helps us find a space just for ourselves. I

remember thinking last April, I cannot wait for a

year to pass so that I can find my footing and how my skillset is best used and what I must learn to support our community. So, a year has passed, with a lot of good work behind us and a lot of good work ahead of us. With many different priorities that we have as both a community and as individuals, and part of my work with you is to focus on the areas that will be beneficial for both.

Three areas of focus that I will share with you are: enhanced decision making over our natural resources and our lands, moving towards self-governance that parallels our laws with colonial laws and government, and transitioning out of the Indian Act. The government has a duty to consult and accommodate First Nations for projects on our traditional territories that have impact to our title and rights, and because of that fiduciary duty, they have created a consultation process. Our part in their process is to decide on those proposed activities whether or not we consent. Part of the accommodation piece is when we require certain conditions, such as, mitigation strategies, they accommodate those conditions. Presently, there are gaps and shortfalls when it comes to their consultation and accommodation process, where in the end we have not completed our right to Free, Prior and Informed Consent. We must form and share our own decision-making process, and hold the crown to their fiduciary responsibilities, and we must ensure our rights, title, jurisdiction, authority, and decisions are requirements to our process to

achieve our consent, conditional consent or no consent. My second focus is parallel governments, which produces a higher level of decision making by using and building on our governance structure. Working on our governance will strengthen our position with Government to Government (G2G) relationships. You will see Chief and Council as one form of government working, negotiating, and debating with the Provincial and Federal Governments. In working on our governance structure and our indigenous laws, Nsyílxcən (language) and using our cáptíx^wl worldview, it will guide us into our Cáptík^wl Governance Approach. We are going to be able to have those G2G conversations to further influence Acts/Legislation that need amending to accommodate for our Rights and Title within those structures we call law (Colonial law). The third focus is transitioning out of the Indian Act (IA). A long-term goal and a good start at getting a closer look at how the IA plays a role in how we manage ourselves as individuals, leadership, bands, community, and in our politics. We must learn how it dictates who we are, & what decisions we can or cannot make for ourselves so that we can see where we need to make transitions.

We need all three of these areas to work together to see our growth individually and collectively. We have the inherent right of jurisdiction and authority to make decisions on our lands and resources, to our own infrastructures to make those decisions, to stand up our own laws as a self-governing body.

My passion has placed me within the Tmᓐ^w úlá^w Pillar. I sit on the Nicola Watershed Governance Project that is a joint G2G project with the 5 Nicola Bands and the Province. I am interested in learning more about the Douglas Lake Commonage piece.

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COUNCILLOR STACIE COUTLEE

Skemxist



The first year of my first term as a new council member has been interesting. In 2020, COVID-19 affected almost all countries and more than 50 million people around the world. In this unprecedented time, it has never been more important for Council to communicate effectively with a wide range of stakeholders: from community members, employees, businesses, and proponents. At this time, I acknowledge the team of the Emergency Operations Center for carrying out the emergency management procedures.

In addition to the regular Council meetings, I participate in meetings with the following committees: The Finance and Audit Committee (FAC), Chairperson of the N'tyxtix Pillar. As well, one of the seven foundational actions identified in the 2020 Comprehensive Community Plan (CCP) was to create an Economic Development Strategy. The N'tyxtix Pillar and Administration have been reviewing an outline of the economic vision, functions, goals, and strategies for UNB. We look forward to sharing this document upon completion.





wáy'

I hope this finds everybody in good health given the challenges with Covid-19, a dry hot spring and another warm summer. I would like to share with you some of the 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 the Okanagan Forest District. I have also represented UNB while working with the Okanagan Nation Alliance and Licensees (Gorman Brother's, BC Timber Sales, Tolko Industries, Weyerhaeuser Company) in the development of the syíl̓x Forestry Standards. As well, I have been working on the development of the Cultural Survival Area (CSA) 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.

I am a political representative for UNB on a couple of committees: the Okanagan Nation Alliance (ONA), - Natural Resource Council (NRC), and the ONA NRC Forestry Working Group where 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 syíl̓x Forestry Standards where Licensees apply our Holistic, Watershed/Ecosystem Based Principles for operations that occur in our Traditional Area.

The other couple of governance based (which are under development & functioning) Committees I participate in are the N'tyxtíx (Fiscal Relations) Pillar and the tm̓x̓'w̓'úlá'w̓ (Land) Pillar.

With many different opportunities presenting themselves, UNB has a very bright future ahead of us and I am looking forward to the new challenges.

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CHIEF AND COUNCIL 4 GOVERNANCE PILLARS

UNB Chief and Council have developed four governance pillars. The four pillars have been meeting to form themselves. When all four pillars are functioning, we will have a governance process. The Four Pillars will engage community members with the work their pillars will be working on.

Social Justice ; Education, Social and Health

Fiscal Relations; Fiscal Relations (Economic Development): Developing economic opportunities for the community.

- Chair: Stacie Coutlee
- Dennis MacDonald
- David Lindley
- Kevin Ned
- Wallace Michel

The Fiscal Relations Pillar Are:

- Meeting to determine its purpose and work going forward.
- Seeking a traditional name for this pillar.
- Developing their Terms of Reference to clarify responsibilities and processes
- The prioritization checklist will play a key role in the determining the focus of the Fiscal Relations Pillar

Tmx^wúlá?x^w: Water, Forestry, Land, and Air.

- Chair: Brian Holmes
- Scotty Holmes
- Jeannette McCauley
- Matty Chillihtzia

Tmx^wúlá?x^w Pillar (life-force-place)

Key points in the Governance ToR Captík^wł (oral stories) is our governance instructions that are mandated by our Acmiscut Chiefs (Knowledge Keepers) to ensure that the right actions are required as a responsibility to our worldview of our “Inherent Rights”. These ethos are shown in our Captík^wł ceremonial displays, in public rituals, in the Nsyilxcen (our language) interpretive process, and in the direct exercises of practice and interests (occupation and use) that connect us to the whole of the Tmx^wúlá?x^w (also known as the environment

or Land). These Captík^wł ethics are the cornerstone for achieving equity maxims on government-to-government relationships.

Key sections of the Governance To:

Abide by the “Worldview: the unwritten Ethnos-The Way It Is – Captík^wł Ethic that is mandated by Chief and Council on Governance Approach

Implement the Four Chiefs Perspectives, which is: the role of the four chiefs (yilmíx^wm) is to ensure the principles of the eno^wkın^wíx^w ethics are followed during the process of decision-making.

The Four yilmíx^wm (Chiefs) Model:

- Guiding Principles: eno^wkın^wíx^w Principles
- Governance Decision Making Policy.

Captík^wł: Language, Culture and Traditions.

- Chair: Scotty Holmes
- Jeannette McCauley
- Kevin Ned
- Matty Chillihtzia



The Cáptík^wł Pillar Update: The Council Cáptík^wł Pillar Group have agreed to adopt the Tmx^wúlá?x^w Pillar (life-force-place) Terms of Reference. They will not adopt the decision-making tool. The governance process is not carved in stone, but rather it is approved in principle.





The K^wú Stəmtíma (Grandmothers) along with Chief and Council and Administration participated in Self Inherent Workshops facilitated by the Centre for First Nations Governance (CFNG). The first workshop was held on September 22, 23 and 24, 2020 at the Merritt Civic Centre. The second workshop for Chief and Council was held from January 29th and 30th 2021 online, utilizing zoom technology. During the first workshop, the K^wú Stəmtíma? learned about the federal act, “An Act Respecting First Nations, Inuit and Metis Children, Youth and Families” (Formerly Bill C-92). UNB participants were presented with and explored the principles required to understand and implement a transition over to increased jurisdiction and control of their own Child and Family Services authority. The

workshop covered:

- A Broad Overview of the Act.
- The Jurisdiction of Inherent Rights, First Nation’s Government: What is Jurisdiction?
- The Inherent Right of Self Government: A Legal and Constitutional Overview
- A comprehensive review of the Act (Bill C-92), and finally;
- A preliminary Strategy and Work plan to deal with Bill C-92. Participants engaged in a number of collaborative dialogue exercises to share their perspectives with one another and reinforce their understanding of the Act.

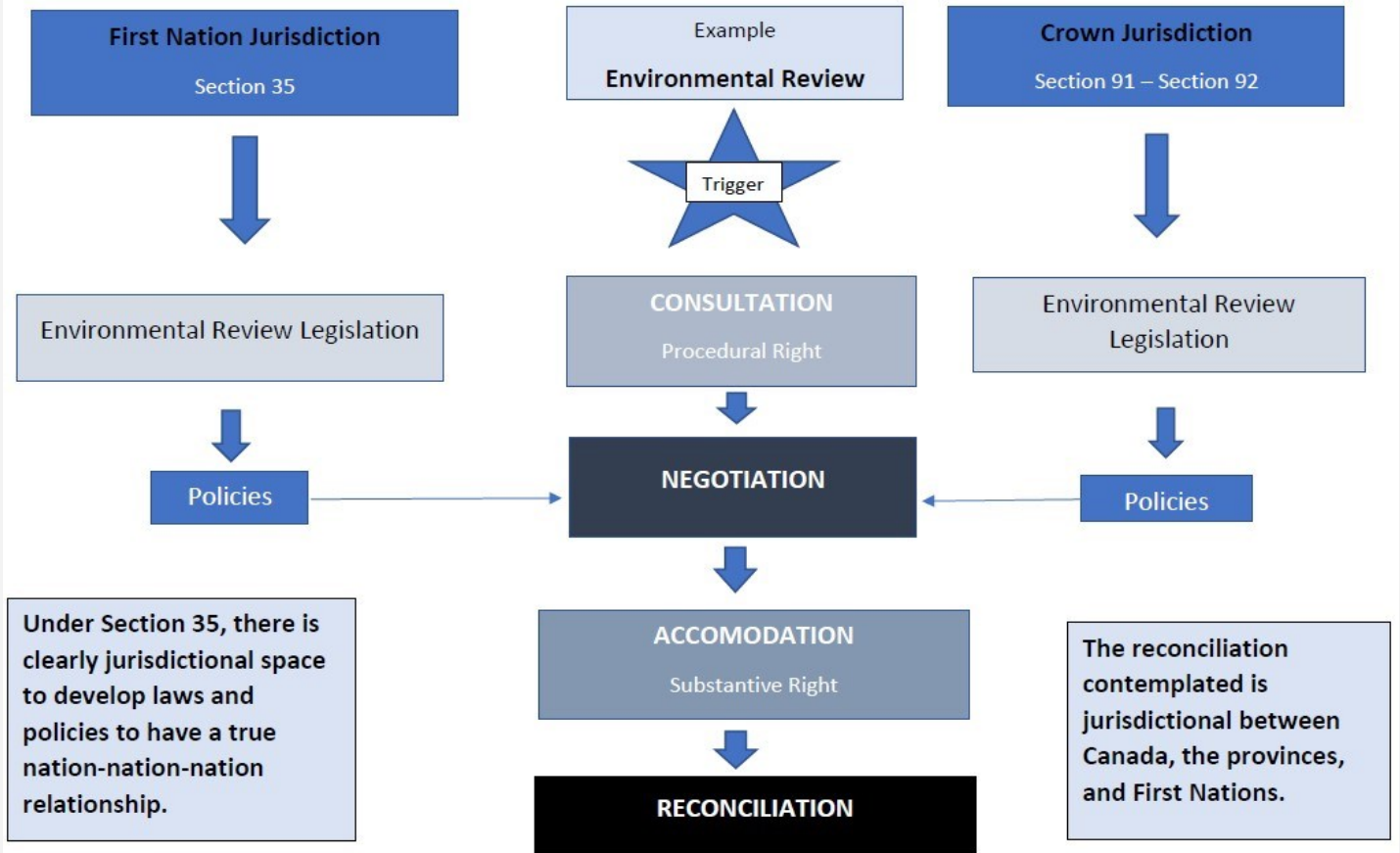
One of the action items was that the K^wú Stəmtíma? would develop an exercise to educate and create awareness about:

- what our peoples were like prior to contact with non-First Nations,
- the changes that federal legislation have had on our lives,
- and ways that we are starting to see, to allow our community to heal and reclaim our self-inherent rights.

The second workshop, worked with the following objectives:

- Creating an understanding of their Inherent rights and aboriginal title so the UNFN Band Council can make a decision to support the Upper Nicola K^wú Stəmtíma? to work with their citizens, the rights holders, in building a vision for effective self-governance.
- Creating strategies and systems to better manage current Indian Act obligations in order to transition to self-governance.
- Building the capacity of leadership and senior staff to effectively work with the Grandmothers to engage their people, educate them on their inherent rights and organize their current governing systems around UNFN inherent title and rights.
- Restoring and strengthening the foundation for their own nationhood, culture and governance. The participation of UNFN elected and administrative leadership is critical for assisting the CFNG to introduce and manage the roll out of this information to UNFN citizens. It provides the people with a comprehensive understanding of their inherent rights, the responsibility they have as the collective holders of their inherent rights and to come to a meaningfully engaged decision on transitioning out of the Indian Act to their own system of self-government. After the second workshop, Chief and Council discussed ways to move forward, and signed BCR 2021-04-20-02 to transition out of the Indian Act. Further, UNB worked with Satsan from the Centre for First Nations Governance to join other First Nations in the “Rebuilding First Nations Governance project”.

The Constitutional Context



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On September 16, 2020, I was awarded the 2020 Band Administrator Award by the Aboriginal Financial Officers Association of British Columbia. When reflecting

Council approved the UNB Comprehensive Community Plan on April 6, 2021. To assist the implementation of the CCP, we worked on developing the Community Grant program that will be rolled out in the 2021-22 fiscal year. The Community Grant will provide UNB members funding to assist with the implementation of the CCP. We look forward to seeing the community take advantage of this opportunity.

Work to support the 24-unit housing project: Administration worked with the UNB Housing Society to assist with the securing land tenure for the housing project at Lot 142, IR 3. The majority of time in 2020 was spent in meetings with government to establish a Section 18(2) lease. In February 2021, we learned that we could not proceed with the Section 18(2) lease, and on March 1, 2021, Chief and Council ordered a Community Referendum to designate land, under sections 37-41 of the Indian Act.

We began to implement our Record Information Management Plan, in which we have a goal to become paperless in the future. We are working to develop our online system to save documents in Laserfiche.

In December 2020, we presented the Nsyilxcen Language Strategy that focusses on working with our Members that are passionate to learn and revitalize our language. We worked with the en'o^wkin Centre to deliver the Nsyilxcen Fluency Degree program in Fall and Winter 2020. We could also see some of our young and old learning our language online, using Social Media and

The K^wú Stəmtíma? have been leading the way to develop our jurisdiction to care for our relations. We worked to build awareness of our self-inherent rights, the opportunity to develop our own Adoptions Law, and a law to care for Our Relations, commonly known as children and families. The K^wú

on this recognition, I have many to be thankful for this achievement. There have been many great things that we have been working on here at Upper Nicola.

Some of the highlights include:

Emergency Management Response: After Chief and Council declared a local emergency due to COVID-19 on March 18, 2020, the Emergency Operations Centre Team was busy responding in assisting UNB Members to ensure they were safe, and educated about the global Coronavirus. Supports included food, heat assistance, financial supports. We did our best to reach out to all community members. Of the 980 members, we now have contact information for about 850, or 87% of our members. With the contact information, we are doing our best to stay in contact with all UNB Members.

In March 2021, UNB received Financial Management System Certification. When the First Nations Financial Management Board audited our financial management system, they noted areas for improvement. Administration worked to implement the recommendations and provided updates to the UNB Finance Audit Committee on a quarterly basis.

UNB Comprehensive Community Plan: Chief and

BAND ADMINISTRATOR COLLETTE SUNDAY

Stəmtíma? took their learned lessons to develop an interactive tool to educate UNB members about our history, and how the colonial system has affected our lives. Twelve people participated in Kairos Blanket exercise training, and began to develop the UNB Relations Blanket Exercise. Further, the K^wú Stəmtíma? worked with Scw'exmx Child and Family Services (SCFSS) to negotiate the Cáptík^{wl} Ethic Protocol Agreement between UNB & SCFSS.

To support economic development, a community survey vote was conducted to Lot 87, IR 1 survey vote related to a proposed Carbon Recovery Project that was presented as a lease opportunity. Members that voted in the survey supported the Upper Nicola Holding Limited Partnership to lease land for this development. Further work to support economic development on Lot 87, IR 1 began throughout the fiscal year.

Further, representatives of the Ntítíyix Pillar engaged with a Consultant to undertake an Economic Development strategy. The goal of the strategy will be to identify future projects that we can pursue to develop our local economy.

Work has progressed on the Community Multi-Use building in Quilchena. A Committee consisting of Council, Administration and Membership interviewed

Architects and have selected an architect that would be the best fit to assist to develop a design for the future building.

Chief and Council supported Telus's application to the Provincial Government to install Purefibre. This new fibre optic internet technology will be installed on IR 3 Douglas Lake, Spaxmn. Construction began in Spring 2021.

Work to update the UNB Community Safety Plan occurred throughout the fiscal year. The Plan is being developed by incorporating teachings of our cáptík^{wl}, and considering the community calls for action, to make our community a safer place. We will look forward to sharing with the community in the new fiscal year.

In closing, I want to share my appreciation for:

- all the people that have had a hand in delivering programs and services for our community,
- the opportunity to assist with positive community development for our people,
- our community, for being caring individuals that help one another.
- The vision that is growing that will see our community live in harmony with our tmixw



Emergency Management

On March 18, 2020, Chief McLeod declared a local emergency for the community of UNB due to the COVID-19 Pandemic. BCR 2020-03-18-01 was signed in support of the declaration. On March 31, 2021, this emergency was still in effect.

On May 13, 2020, the UNB declared a local emergency due to Spring Flood 2020.

UNB rescinded the Emergency Order due to the Spring Flood 2020 on November 17, 2020. The emergency was active for 188 days.

Through our Emergency due to COVID-19, we monitored the situation and took advice from the Province of BC Chief Medical Doctor and First Nations Health Authority. The UNB EOC led the response to the emergency due to COVID-19.

The following supports were provided to assist UNB Members during the time of COVID:

Spring 2020: on-reserve households received food and firewood. Those that did not have a wood stove, received equivalent funds to assist with their heat supply. Valued at \$.

Winter 2020: each Upper Nicola household received \$.

Spring 2021: each UNB received \$ each.

From April 2020- July 2021: we have supported 811 UNB Members on & off reserve, for a total of .

Other Supports: UNB Community Services assisted homes that wanted to be connected to UNB Internet.

Student Supports: UNB Education Dept provided supports for students K-12.

Mental Health Supports: UNB Health was available to UNB Members in need of support with mental health wellness.

We continued to share information in the UNB Newsletter.

The UNB EOC set up a COVID-19 1-800 Hotline to answer questions that UNB members may have had regarding the pandemic, supports provided, and information that was available regarding vaccinations.

COVID Numbers

Throughout the pandemic, First Nations Health Authority reported 8 cases of COVID-19 for UNB Members. This number could have include on & off reserve members.

During the week of March 8, 2021, our community received our first vaccinations. Over 325 individuals were vaccinated at the UNB Health Centre. First Nations Health and Interior Health worked with the UNB Health Team to make the first Vaccination Clinic a success.

Plans during the emergencies: we updated the UNB Emergency Management Plan and the UNB Pandemic Plan. With these updated resources, we considered how best to respond to emergencies that we had been faced with.

The Team of the EOC, the UNB Health Team and others made the health and safety of our community our #1 priority during the 2020-21 fiscal year. We have made it through this hard time that we will never forget.



HOUSING

In this Global pandemic of 2020, it sure seemed uphill for the Housing department. We were unable to meet or sign agreements and we were unable to host any Housing workshops. But as Michael Jordan once said, “Obstacles don’t have to stop you. If you run into a wall, do not turn around and give up. Figure out how to climb it, go through it, or work around it.” Thankfully, due to social media platforms, there was only a slight stall on meeting outside agencies with virtual meetings on Microsoft Teams and connecting with tenants over the “ONLY Tenant’s Facebook”. UNB Housing is responsible for 36 units. We collected for rent for all homes under the Band’s responsibility. was not collected, equaling 6% of the rent.

Bizarre Encounters with Bats

The Housing department has encountered bats twice in one year. First encounter with the bats was in October at the Band Office Housing department. There were bats nesting in the Band Office. You could hear the rustling in the walls and ceilings in both the Housing and Education departments. Hearing them is one thing but the bats found an entrance point leading into the Housing department and it became a completely different matter. Thankfully employees were able to work out of office until the entrance was closed off. The second encounter was that a bat was trying to nest in one of the rental units in the Quilchena duplex. The Housing department was notified to get it out of the residence. Unfortunately, they were unable to find the bat until days later in the vacant unit. The deceased bat’s died due to

dehydration and the department disposed of the body to the local transfer station.

Maintenance & Repairs

This year for Maintenance, the Housing department’s smaller goals was to have garbage bins replaced with better, newer garbage bins made by the Housing



department. It was very good timing for the department to have done this objective when lumber prices were at its lowest. To date, the price of lumber has risen 40%. As shown in the later part of the calendar year, the department also completed another small goal of constructing a single entrance roof to healthier budgeted units. Because of the increase of expenses, it became preferred for the department to focus on concrete projects such as concrete steps and are looking for suggestions on similar concepts.



Funded Programs

The Housing department were very fortunate to receive funding from other programs:

Indigenous Skills & Training (IST) CMHC program was initiated to assist the BC Housing Asset Management Program to help fund a position and training for the Asset software. The department gained experience on how to conduct an audit review as well as how to input data from a tablet to an online portal. The department's goal was to reach 35 audits by year end of 2020 and through brilliant and outstanding effort by UNB Employee James Tom & Project Manager Daana Magi, this goal was completed. The Lunch & Learn Teams meeting with Daana Magi & BC Housing Team members were full of fun and knowledge.

Indigenous Communities Conservation Program (ICCP) offered by BC Hydro was constructed to replace an older version program called Energy Conservation Assistance Program (ECAP). This newer initiative included funds to train two community members in the installation of energy-saving products as well as salary compensation for installing the products in community members' homes. The products were completely free of charge with no hidden fees. This program had fallen into the laps of the department after 3 months of emails and phone calls of expressing interest in the old ECAP program.

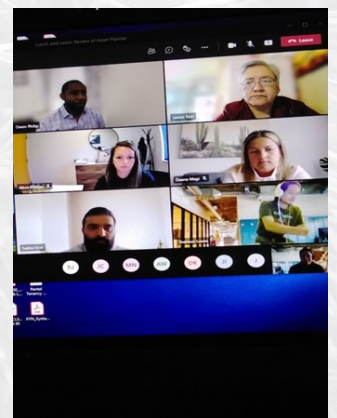
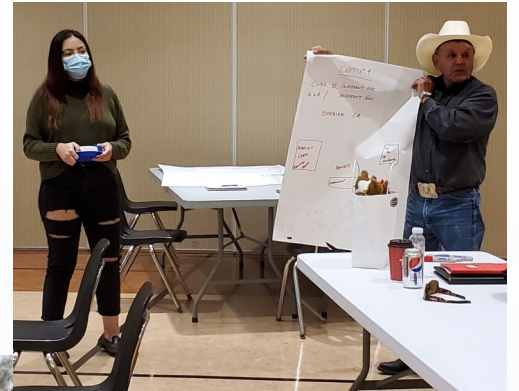
Market Housing Program is a program accessible by you, if you have a good credit score and steady income. In this program there are 3 sections called: New Construction, Purchasing an Existing Unit, and

Renovations.

Home Repairs Program is a program offered by CMHC under sections: Home Adaptations for Seniors Incentive (HASI), Emergency Repairs Program (ERP), Residential Rehabilitation Assistance Program (RRAP), and Disability RRAP. Within these programs, CMHC was only willing to accept 6 applications in total for all the programs. The Housing department had strongly disagreed with the limited number and instead had sent in all 68 applications to prove there is a need for more than 6 applications. Unfortunately we did not receive any proposal approvals. We will continue to apply for funding.

In March 2021, UNB Housing stepped forward to assist N'kwala School to assist with Property Management of the teacherage units. The Housing Department would collect rent, oversee maintenance of the units. The units would still be available for teachers that are employed by N'kwala School.







Upper Nicola Band Housing Society

In November 2018, UNB received conditional allocation for a 24-unit housing project from BC Housing. The goal was to build homes on Site 7 Sub-division, IR 3, located along Douglas Lake Road east of the UNB Office. Since 2018, the following work has been completed;

Upper Nicola Band (UNB) Housing Society

On February 4, 2019, UNB Chief and Council passed motions to form the UNB Housing Society to be responsible for new housing development on Site 7, IR 3 that required arms-length relationship to shield liability of Upper Nicola Band.

Secondly, the UNB Housing Society Board of Directors was appointed.

On January 2021, Chief and Council replaced a member who resigned from the UNB Housing Society Board of Directors.

UNB Housing Society Board of Directors:

- Councillor Wallace Michel—President
- Emily Payou—Vice-President
- Sylvester Cohen Jr.—Secretary-Treasurer
- Dan Manuel
- Carol Holmes (resigned Oct 2020). Replaced by

Rita Manuel in Jan 2021

Site 7, IR 3

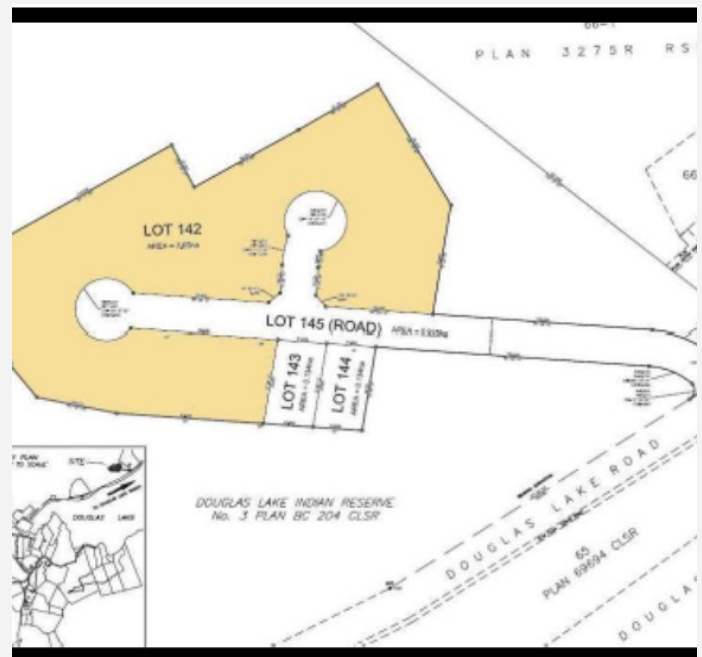
In 2019-2020, UNB received funding from ISC to develop site 7 and install infrastructure.

A legal survey has been completed, and Site 7 is now known as Lot 142, IR 3.



Designation of land, and lease

In 2020, UNB worked with the Federal Government and BC Housing to develop a Section 18(2) Lease. UNB learned in February 2021 that, under the Indian Act, this was not going to be possible. Administration carried out research options for other options: a) designation vote, or b) Ministerial Guarantee. After review of the options, Chief and Council passed a motion to order a referendum designation vote for Lot 142, IR 3, for UNB's 24-unit housing project. From March – June, 2021, plans were made in co-operation with ISC and BC Housing to finalize and prepare for the designation vote.



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COMMUNITY SAFETY PLAN

Spittem—HEALTHY COMMUNITY

With the recent end of our 2016-2020 Community Safety Plan and the ongoing Trans Mountain Pipeline expansion project, we were presented with the ideal opportunity to update, renew, and improve our focus on community safety.

To develop this plan, the Upper Nicola Band engaged with Public Safety Canada's Aboriginal Community Safety Planning Initiative and created a Core Group of Council, Administration, Community Members and Partners to guide the development of this draft. While the Covid-19 Pandemic prevented us from engaging in this community planning project in person, we were able to adapt the process to an online environment and come together as a community around the safety areas we need to prioritize.

The priority areas were identified as:

- promoting safety awareness;
- fostering a healthy lifestyle;
- better communication around our safety strategies;
- improving our community safety infrastructure; and
- ensuring our safety actions are grounded in our culture

This Community Safety Plan is intended to be part of an ongoing approach to continuously engage with the community to find better ways to work with our partners and focus on our shared safety interests.

Work continued into the next fiscal year, with finalization of the Community Safety Plan taking place in Summer 2021.

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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	48	0.19	0.15
	Persons with disabilities	Number of people living on reserve	255	Number of persons with disabilities living on reserve	16	0.06	0.06
	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	56	0.22	0.3
	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	82	Number of K-12 students dropping out	0	0.00	0
	Dropout rate for Post Secondary	Number of Post Secondary Students	36	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	n/a due to covid	#VALUE!	0.07
	Percentage of college/university graduates	Number of Post Secondary Students	36	Number of Graduates 2019	10	0.28	0.15
	Housing Shortage	Number of families known	120	Number of families in need of housing	48	0.40	0.35
	Housing Rent not paid	Annual Rent UNB Housing	235,798	Rents not received	13,206	0.06	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	73	0.56	100
	Water Samples - Collilert Escherichia coli (E. coli)	Number of Samples 2019	196	Number of detects	0	0.000	0
	Water Samples - Collilert Total Coliforms	Number of Samples 2019	196	Number of detects	3	0.015	0
	Water Samples - ALS Labs Escherichia coli (E. coli)	Number of Samples 2019	33	Number of detects	0	0.000	0
	Water Samples - ALS Labs Total Coliforms	Number of Samples 2019	33	Number of detects	2	0.061	0
	Percentage of self-generated revenues	UNB Revenues	16,463,000	Self Generated Revenues	7,707,000	0.47	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	6-120		15-150
	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

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 remain 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 Firehall – Design work is complete and Chief and Council have authorized spending to construct the firehall. This project is awaiting final business case approval before construction is initiated.

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. A Terms of Reference for the preferred consultant has been developed and building design will be commence shortly. Operations and Maintenance is integral to a healthy community. Most aspects of daily activities somehow rely on Operations and Maintenance.

Water Systems – Our Community Water Systems continue to provide clean, safe drinking water for community members. Daily monitoring and weekly sampling are conducted by our water operators to ensure the quality of our drinking water. In the last year, we collected over 400 samples of which only two resulted in total coliforms with zero resulting in e

coli.

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.



Watch UNB Newsletter and social media for updates.

Community Buildings -

Community Services is responsible for ensuring the Band office and other community facilities are open for use on a daily basis. This includes ensuring the buildings are cleaned, entrances and parking are clear and safe to use, safety equipment including fire extinguishers and first aid kits are available, water and sewer are

operational, heating and ventilation are operational, electricity and lights are on, building are locked and secure after hours. This past year saw some major repairs to the band office. Both the front and side entry stairs were upgraded. Covid 19 had a major impact on the buildings in both use and maintenance. All building required Covid plans and extra cleaning to minimize the potential for transmission of the virus.

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.

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. Changes to the operating hours of the Transfer Station are still being considered. Please watch UNB Newsletter and social media for updates.

Overall, the past year was busy and operations were as normal as they could be considering the on-going pandemic. Community Services Staff worked hard throughout the year to support UNB's Pandemic Response while ensuring day-to-day operations did not falter. We are very grateful for each of our staff members who worked in Community Services this past year!



UPPER NICOLA BAND FIRE DEPARTMENT

The Upper Nicola Band Fire Department provides Fire Protection and public safety services to the Upper Nicola Band. These services includes fire prevention, fire safety inspections, fire control and or suppression and occasionally first aid. Our primary concerns are the safety of the community, its members, homes, and band infrastructure. As a not-for-profit volunteer-based organization, our operating budget comes from band source revenue, gaming revenue, and donations. For the last 2 years, we have primarily been focusing on training to the National Fire Protection Association standard which is devoted to eliminating death, injury, property, and economic loss, due to fire, electrical, and related hazards. We also have been teaching fire prevention and safety while distributing materials, such as Smoke/Carbon Monoxide detectors, fire extinguishers and information on Fire Smart practices. By consolidating and updating our equipment, we have more efficacy in our response to emergencies.

Aboriginal Day

The Fire Department had been requested to attend Aboriginal Day 2020 at Glimpse Lake as First Responders for any medical emergencies. The department had also set up a table for the 50/50 Draw and to showcase the Fire Fighting equipment.

Annual General Assembly 2020

We had a table set up to demonstrate the proper use of a fire extinguisher, and the departments attempted for a second time to give every community member a new fire extinguisher and smoke detectors. The first

attempt to hand out Extinguishers and Smoke/carbon monoxide detectors took place back in April 2020. The department had gathered at the old meeting place to set up a demonstration table and sign-out sheet for said items. At this event, it was unfortunate to have only a handful of community members come over to get their free fire extinguisher and smoke/carbon monoxide detectors. UNB as approved to begin work on our Community Firesmart Plan and Community Wildfire Protection Plan.

The goal of the Firesmart Plan is to create awareness and have community members involved to remove combustibles, reduce human caused fires. We are in search of a community champion that can lead community input to our Firesmart Plan. We received funds to hire a Consultant to assist us to develop a Community Wildfire Protection Plan (CWPP). This plan will need to be completed to support prescriptions, treatments and community education as we move forward to be a FireSmart community.

An infrastructure assessment was carried out for all UNB buildings and assets, Members homes. Further the inventory is identifying fuel types within perimeter of buildings, assets and homes.

Firesmart Policies will need to developed to implement best practices to prevent human caused fires. Work is ongoing into the next fiscal year.



Walk to Remember

At this event, the K^{wú} xást program had sought out help from the Fire Department First Responders to assist in any medical emergencies during the walk from the Band Office to Fish Lake.

Halloween Fire Works

The Fire Department was approached by Health Director Duane Tom to put on a display of fireworks at N'kwala School field on Halloween night. The fireworks were provided by Duane Tom and the volunteer firefighters put aside their time to be there and to assist.

Weekly Fire Practices

During the weekly fire practice, volunteers debate and agree on what kind of refresher training is needed, as well as whether there are any forgotten abilities, such as trying a bowline knot. A bowline is a knot that secures a loop on the end of a rope. It is essential. It is used frequently during rope securing operations and fire suppressions. Other topics that are covered during practices are ladder safety, 5 classes of fire, and 4 ways to extinguish a fire.

Raffles

The Fire Department held various raffles throughout 2019 – 2020. Due to being a non – profit organization, we fundraised to cover some of the expenses towards our travel and lodging for training seminars. It's no small feat to show there is a need for funding as the hall is in constant need of new equipment such as overalls, boots, and gloves among other life-saving and fire-related apparatus. This

equipment ages out or reaches its life span during its service to the community.

Chimney Cleaning

There were a few times the Fire Department was contacted by concerned homeowners to have their chimney cleaned. It was understandable why community members reach out to the Fire Department to have their chimney cleaned. This was a service offered by a previous Fire Chief back in 2018. As of to date, the Fire Department does have the cleaning supplies, knowledge to clean chimneys, and is willing to do so in the fall. The Fire Department will be asking for \$120 per chimney and if interested, please book your appointment by calling 250-350-3331 and ask for Mahendra Paul.



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HUMAN RESOURCES

This year we saw much movement in terms of UNB Staff. We hired for 15 Permanent positions.

8 people left the organization, in which two people retired, and six people moved on to new career opportunities.

The new hires are listed below and welcome!;

Position	Hire	Start Date
Permanent Positions supported by Federal Government, Own Source Revenue		
Office Manager	Thelma Chillihitzia	June 2020
N'kwala School Intermediate School Teacher	Randi Gardypie	September 2020
N'kwala School Education Assistant	Daphne McRae	September 2020
N'kwala School Education Assistant	Angie Holmes	September 2020
N'kwala School Education Assistant	Anna Clayton	September 2020
N'kwala School Education Assistant	Ivan Sunday	September 2020
N'kwala School Education Assistant	Tanya McRae	September 2020
Asset Coordinator	Leigh Tom	October 2020
K ^w u xast Facilitator	Nadine Chillihitzia	October 2020
Community Network IT Support	Ernie Ducharme	November 2020
Transfer Station	Randy Chillihitzia Sr	November 2020
Language Assistant	Justine Manuel	November 2020
N'kwala School Principal	Heather Grismer	January 2021
Executive Assistant to Chief and Council	Jamilynn Stange	January 2021
Asset Coordinator	Leigh Tom	January 2021
Comprehensive Community Planner/ Communication Officer	Diana Boston	October 2020

This has been a crazy year; we started and ended the fiscal year in a pandemic. From April to August 2020 the Band shut down and only essential services were working. As Lands is not an essential service, I was recruited to work in the Band's Emergency Operations Centre to help provide services and supports to Band Membership.

Once the Band Office opened, I resumed work on Lands, Wills and Estates files. To this day, on top of my Lands work, I continue to provide ESS support to the band by taking the lead role in the distribution of UNB Community Supports for COVID-19.

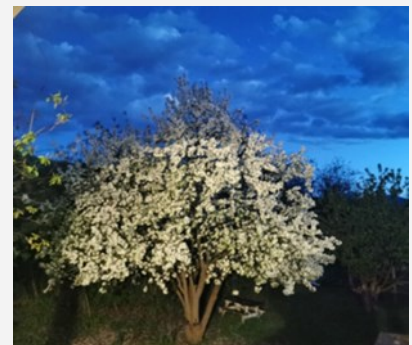
In August 2020 I was supposed to start Year 2 of the Lands Managers Training. That training was postponed due to COVID-19 and was resumed in June of 2021. I look forward to getting back into the formal education for my role.

Some of the key projects that were worked on in the 2020-21 Fiscal year were:

- Assisting with the Lease and Sublease of Lot 87 Nicola Lake IR 1 for the Solar Project
- Assisting with the Lease for Lot 142 Douglas Lake IR 3 for the BC Housing Project
- Assisting a member to become the recognized Traditional Holder of her lot. The member completed all the requirements in her

Conditional Land Allocation, including paying her mortgage in full. CONGRATULATIONS!!

- Assisting a member to get their Residential Land Allocation Request to the Conditional Land Allocation Stage. The member will be moving forward with completing all the requirements. CONGRATULATIONS!!
- Estate and Land Issues. There has been an increase in requests to get estates settled, help with wills and land transfers.
- Worked with Indigenous Services Canada to proceed with land from historical estates transferred to the rightful heirs.
- Met with numerous members regarding estate planning.
- Assisted members to write or update their wills.



How can the Lands Department Help?

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 plan to do individual or family group information sessions.

Assist with land transactions

CONTACT INFORMATION

Office Hours: Monday to Friday, 8:00 am – 4:30 pm

Phone: 250-350-3342 Email: lands@uppernicola.com

Education

wáy' xást sxəlx?ált,

We continue to work together implementing programs, services, policies, and operational plans. We have identified goals and objectives through the strategic planning process which ensures that 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 and 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, the UNB provided support and financial assistance to:

- Post-Secondary Full-Time – 30
- 6 Post -Secondary Graduations –
- Stacie Coutlee – Executive MBA in Indigenous Business Leadership Program – SFU – Beedie School of Business.
- Tiffany McRae – Indigenous Human Service Diploma – NVIT
- Nathan Chenoweth – Bachelor Education – Elementary – TRU
- Kim Harvey – Master's in Fine Arts - UVIC
- Carla Wright – Human Service Diploma – TRU

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 -

Of the 29 student from Reciprocal Tuition –

- 12 students reside off reserve and UNB receives funding from the Province of BC
 - 17 are funded by ISC
 - 2 of those students are Home Schooled
- Merritt Central School – 20 Students
- Merritt Secondary School – 20 Students
- High School Graduates - 9 students (5 continued with Post-Secondary Education)
- Neleah Chillihitzia
- Avery Chillihitzia
- Anthony Michel
- Maria Lindley – Sheena
- Phillip McRae



- Isaiah McRae
- Alberta Ned
- Hope Smith
- Sandra Lee Tom

LEA Incentive Attendance -

27 students from Grade 8 - 12

Other Funding Sources:

First Nation Education Steering Committee –

Mentored Work Placements – The position filled (2) at N'Kwala School, (1) as Education Assistant, (1) as Language Assistant, and (1) in Maintenance.

Youth Summer Employment – 3 students filled this



position as Day Camp, Supervisors and did basic office assistant jobs.

Science & Technology and Youth Leadership

Had 25 students who participated at our Day Camps at Douglas Lake and Quilchena. This year, we had outdoor activities such as tan hiding, made rattlers, building a sweat, leather work, painting, beading, learning plants/ medicines, hearing

stories, and science projects. Through activities, we were enhancing our cultural & traditional teachings, and focusing on building capacity development thus enhancing knowledge, abilities, and skills.

FNESC – COVID 19 Related Education Grant (CREG) –

For the 2020-2021 school year under this program, in providing supports in response to the COVID -19 pandemic for students who live on-reserve and normally attend public and off-reserve independent schools. RE: The provisions of supervision, and learning supports, mental health supports, safety equipment and materials, technology devices and or other directly related activities.

Support Students – COVID 19 Grant Funding – We provided 16 tablets to Elementary students. We had 5 to deliver and gave 10 laptops to High school students.

Face Masks were given to SD 58, N'kwala School, Parents, and community members.

Tutorials provided.

Activities – art & crafts.

Incentives – pizza, gift cards.

Highlights:

Graduation Ceremonies – Due to COVID -19, these were done differently. From June 16–18, we went to 7 UNB Graduates homes and presented their Certificates and Awards. We had 2 graduates off reserve from Kamloops and Keremeous. UNB had 5 High School students who applied for Post-Secondary education to pursue their career of choice.

K^wúStəmtímá? – I joined this group March 2019, and am very active with exciting work to learn more

about our UNB Children in Care. On going activities for our children, families, and children in care such as: Youth Camps, Baby Welcoming, Community Christmas Party, and Winter Wellness. Meetings, training, and workshops held throughout the year were we discussed policies, SCFSS file reviews, Strategic plans, Cáptik^wI cultural plan, syilx Child & Family Declaration and agreement between UNB and SCFSS.

Internal Office

Proposal Driven funding:

- First Nation Education Steering Committee funding approved.
 - Skill Linked Program – Mentored Work Placements, Science & Technology, Career Promotion received
 - Summer Work Experience – Hired 3 students receiving
 - First Nation Health & Science
 - COVID 19 Education funding
 - FNESC Board Members Technology Funding -
 - COVID 19 Related Education Grant -
- Post-Secondary Additional Funding:
- Enhancement Budget -
 - General Pool Allocation -
 - Emergency PS Funding -

School District 58 –Local Education Agreement, Enhancement Agreement, AIC and AAC monthly/ quarterly meetings.

Student Support – working collaborating to support our students continuously, with school base teams, FNSW, Education Coordinators to support our parents, students, and families. MSS - DVR Meeting / reviews, 4 UNB Grad students 2020-2021 Provincial and Federal safe return to class/ school dollars – summary documents on spending.

Post Secondary Interview –

Second week in June of every year.

Post Secondary Amendments – Signed by Chief and Council – March 2, 2020 Local Education Agreement





Negotiations and Signed – March 2020
NVIT – Experience
NVIT – virtual events – attend information sessions with the Department Heads of the Programs,

such as University Transfer, Office Admin, Business and Trades, LPN, Indigenous Human Services from 12 – 1 pm.

REPORTS:

Post-Secondary Register for 2020/2021 submitted August 30

Nominal Roll Register – ON Reserve attending School District 58 and N'Kwala - submitted October
UNB Strategic Planning- on going
Budget – Draft budget, submitted in January, quarterly meetings

FNESC Post-Secondary Session- Overview/Feedback and direction and reporting on recent activities and discuss emerging education issues.

- COVID 19 Response and Resources
- PSSP/UCEP Administration
- Review of application and Reporting Process for PSSSP/UCEPP Admin.
- Declaration on the rights of Indigenous Peoples Act
- Indigenous student data
- Post-Secondary Partnerships Program
- PSE Programs, Projects, and initiatives updates
- BC Tripartite PSE model

School District 58 –Local Education Agreement, Enhancement Agreement, AIC and AAC monthly/quarterly meetings.

- Student Support – working collaborating to support our students continuously, with school base teams, FNSW, Education Coordinators to support our parents, students, and families.
- MSS - DVR Meeting /reviews, 4 UNB Grad students 2020-2021
- Provincial and Federal safe return to class/ school

dollars – summary documents on spending.

- Post Secondary Interview – Second week in June of every year.
- Post Secondary Amendments – Signed by Chief and Council – March 2, 2020
- Local Education Agreement Negotiations and Signed – March 2020

NVIT – Experience NVIT – virtual events – attend information sessions with the Department Heads of the Programs, such as University Transfer, Office Admin, Business and Trades, LPN, Indigenous Human Services from 12 – 1 pm.

Province of BC Ministry of Advanced Education and Skills Training “Strengthening our Nation”:

Working with MaryAnn (HR) on Community and Staff Training. Programs that were brought into the community and completed:

- Security Guard Training – August 2020, 11 showed interest, 8 participated, 6 competed, and 2 did not write exam;
- Language Program – September – April 2021 – Certificate in nsylxcen through Enowkin Centre – 2 full time 4 part-time, and 4 elders participating;
- UNB K^wú Stəmtimá? Strategic Planning – October 2020 – 13 participates;
- Multimedia Training – October 2020 – 7 participated and completed;
- Industrial Training – March 2020 – 12 participated – 8 received all certifications; and
- Career Development – March 2020 – affiliated with NVIT – 7 staff (staff development).



N'Kwala School opened its doors to students on September 8th, 2021 to 40 students. This was an increase in nominal roll from previous years as parents wanted to keep their children in the community during the Covid 19 pandemic. The

N'Kwala staff welcomed returning teachers Rita Keskinen to the High School classroom, Colleen Easterbrook to the Elementary classroom and Linda Holmes in the role of Language and Culture

Teacher. We welcomed teacher Randi Gardypie in the position of Intermediate Teacher. Cindy McLeod returned as the School Speech and Language Assistant. 6 Educational Assistants were hired on in various classroom and school settings. Tierra Holmes, Annette Alexander and Anna Clayton in the Elementary classroom, Ivan Sunday and later Tanya McRae in the Intermediate classroom, Angela Holmes in the High School classroom and Daphne McRae as a Special Education Assistant. Phil Dumont returned as School Bus Driver and Maintenance Worker, as well as Cody and Shay McRae as Janitorial staff, Jeanette Alexander as Administrative Assistant and Stacy Zakall as School Principal.

With the increase of students, the increase in support staff was a must to ensure all students were receiving the learning supports needed. It also helped meet the various needs that having a diverse range of grade levels in each classroom brings. Within the classrooms, the Elementary Classroom had a classroom population of

16 student's—kindergarten to grade 2. This population broke down into 5 Kindergarten students, three Grade 1 students, and 8 Grade 2 students. The Intermediate classroom had a population of 13 students in total. Of these students, 2 were in Grade

3, one in Grade 4, two in Grade 5, one in Grade 6, and seven in Grade 7.

Some staffing changes that occurred throughout the year were:



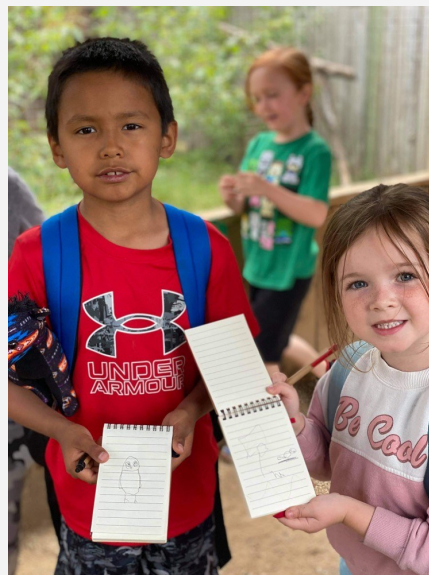
- In November 2020, Stacy Zakall announced she would be resigning January 2021. Heather Grismer was hired to take over as principal on January 11th of 2021.
- Annette Alexander gave up her position as SEA in the elementary classroom in January but

continued to work at a part-time schedule for the remainder of the year.

- Joan DeGrey returned to her janitorial position at N'Kwala School.
- In April, N'kwala School contracted out janitorial services to Perfect Solutions replacing our janitorial staff.

Covid 19 at N'Kwala School

This year has come with many challenges at N'Kwala as we move through a global pandemic. One of



the greatest challenge was in establishing and maintaining normalcy at N'Kwala School for students while maintaining health and safety standards as we ebb and flow through this time. Over the year we have had regulations increase and decrease as we

moved through the various wave of the pandemic. We have, to this date, been able to maintain a safe and Covid 19 free environment for staff and students by using various safety protocols at the school.

Language and Culture

At N’Kwala School, all students participate in a daily language and culture class. This works well in our school schedule as it allows teachers prep time in their days and provides this rich learning piece for our students. We are also striving to bring more use of the nsyilxcən language into our classrooms, school, and daily use. Another part of our cultural programming is learning about the land and taking opportunities as a school to participate in teachings on the land whether it be spúklic fishing or spítlúm picking. N’Kwala has Elder Abe Sheena working at the school three days a week teaching students lessons and giving them guidance. In the years to come, we hope to continue to grow and develop our language and culture programs even more and bring in and develop curriculums that are reflective of the Sylix culture and traditions.

Special Education

This year’s increased enrollment also came with more students falling under the umbrella of special education. With more students needing support in learning, this accounted for a lot of the increase in educational assistants staffing at N’Kwala School. At this time, we are working with the FNESE SEP Team to develop strong Individual Education Plans for these students that will help further develop programming for them in the upcoming school year. This is an area that is often quite costly with additional staffing needs and alternate programming costs. However, it is a very crucial piece of education that ensures that we are meeting each student’s individual educational needs.



This past year can only be described as extremely challenging in delivering all the Health and Social programs and services. The COVID-19 Pandemic continues to substantially impact our lives within our community and around our Nation. As I present this report, the Health staff have seen band members making fundamental changes in daily routines, as we worked together to try and minimize Pandemic infections. Upper Nicola Band Health staff observed and supported individuals who were dealing with challenges. These included financial uncertainty, employment layoffs, reduced social interactions, and periods of isolation. Yet, despite the harsh realities of this past year, the Health team continues to be inspired by the many ways in which membership have come together to support one another, as many have expressed diligence and renewed optimism. We will all continue to protect our most vulnerable and stand together even when we have to stand apart.

The COVID-19 Pandemic has positioned all Health and Social Services to deliver programs guided by social restrictions and safety guidelines. A key prime intuitive was the request to educate membership in the prevention and protection in the spread of the Coronavirus. We guided membership in living healthy through the Pandemic by providing awareness to socialize differently through physical distancing, wearing masks, and routinely handwashing. Much support was provided in monitoring symptoms and connecting individuals to COVID testing sites. Many other tasks included work and home safety methods,

managing illness and self-isolation, food delivery, shopping, pharmaceutical deliveries, home



maintenance, firewood, essential care , wellness check in's, suicide prevention, mental health, and therapy. The Social Development programs delivered to the membership included income assistance, home care, yard maintenance, community clean up, employment supports family domestic violence prevention and child protection.

The Health Centre also completed two COVID-19 vaccine clinics for the community. Approximately 360 community members received the first vaccine shot and the second vaccine roll out was expected before the end of June 2021.

Staying connected to each other and helping one another by means of maintaining and building from our strengths, we will get through this pandemic. Please reach out and connect with close family members, friends and health providers through new media and technology means. Upper Nicola Health will continue to make progress by infusing all aspects of the Bands six strategies with a principled and practical approach to wellness.

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Empowering Members:

This strategies goal is to empower individuals, their



COMMUNITY HEALTH SERVICES

Siya—EMPOWERING MEMBERS

children and families to live with more independence through choice and to take control of their lives. Individuals have been empowered to take an active role in their own health care and to make responsible decisions for their own health maintenance. This might include supporting someone to find a job, build new relationships, or to get involved in various on the land activities. Opportunities for personal growth included counselling, residential treatment, workshops, child protection, family development, and Residential / Day 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. This is done by focusing on addressing healthy eating, food security, physical activity and managing healthy weight. The UNB Nursing department has been working diligently linking community with access to health records; such as lab results, x-rays, and future medical appointment dates in the MyHealthPortal website. Additional activities included foot-care, mammograms, kidney screening, flu immunizations, family planning, prenatal care, and diabetes screening and education. Our program has also supported membership in several leisure activities that included rodeos, sports, horse clinics, family functions, youth outings, and wellness days.

There were many virtual functions delivered in this strategy to empower members with the essential tools of education and support. FNHA Virtual Doctor of the Day, Virtual Substance Use and Psychiatry Service, National Drug Forum virtual event, and Men's & Women's Leadership gatherings, Darien Thira Colonization workshop, and Virtual Unity Run. 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 continue to play an important role in passing along our beliefs and values. An additional significant development was the continued support of the Grandmothers K^wú stəmtímá? group who have more than assisted in important family work and activities throughout the year.

Our Health and Social programs also provide regular opportunities for members to take part in traditional activities. Demonstrations were given in fishing, hunting, harvesting, medicines, preparing and eating traditional foods together. Through social media, members could partake in community events, traditional games, and ceremonies. Activities include drumming, singing, camping, sweats, bone games, adolescent training and seasonal ceremonies.

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 through 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 the community.

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, and 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,
- Community and individual home 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 sixth year of a ten-year block agreement with the First Nations Health Authority. (FNHA) This agreement is intended to provide funding to assist the band in carrying 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 that 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:

Many of our community members are feeling the pressure of financial difficulties and one way we wanted to assist was to initiate and promote gardens. A total of 30 gardens were rototilled and seeds were provided as well as planting and maintenance demonstrations. Many individuals enjoyed nutritious harvests and some outdoor exercise. We also distributed some game meat and salmon through the Health Office. We hope these measures helped members save financial resources.

Supportive Workplace:

The Health office is working to provide a setting that takes a strategic and comprehensive approach to providing the physical, cultural, and psychosocial in conjunction with work/job design conditions that maximize health and wellbeing of staff. Encompassing activities to improve the quality of work life and create a healthy and safe work environment that 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.





The Aboriginal Head Start on Reserve Program nurtures the healthy growth and development of community children from birth to the age of 6. With programming designed and delivered by the community, it

supports the physical, developmental, emotional, social, cultural, and spiritual well-being of the children. The local content and focus adds culturally relevant learning opportunities and experiences. Children also receive daily instruction for one hour and/or exposure to the Nsyílxcən language from community elders, Linda Holmes and Abe Sheena.

Our centre is divided into 2 areas. For children from 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. Children aged 3 to 5 are provided with the same opportunities as those younger than them, with the addition of preschool learning options. This preschool experience 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. This includes teaching the children about healthy food choices, providing nutritious snacks, and allowing children to aid in food preparation (where appropriate).

Our Good Food Bin program has over 47 bins being distributed monthly to community members every second Wednesday of the month. 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

Parents and students were able to participate in a number of field trips including: 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). We attend two pow wows, one in the school district in Merritt in May and the other school in the Merritt area, Coldwater school and the Lower Nicola. We take turns hosting an Annual pow wow each year. We go up to Douglas Lake Ranch to have a tour to see the baby calves. We take part in the community



activities and events. For the past year and half, we could not do any outside activities due to the COVID-19 restrictions. Hope we can resume our field trips as soon as COVID-19 restrictions lift.

STAFF

A new program manager was hired in September 2019. Staff includes: 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.



How is our department relating to UNB priorities from the UNB strategic plan?

- Empowering members: our Head Start program is for children aged 3-5, and we like parents and members to participate but it is tough because parents are 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.
- Supportive workplace: we encourage the staff to take workshops once a year to get their 40 hours for licensing requirement's. We also have staff meetings once a month to touch base on how their job is going and what kind of supports they need.
- Cultural identity : we teach CAN8 with Linda Holmes and Abe Sheena coming down for an hour a day. We do some Indigenous crafts, but we would like to do some more such as tanning hides, fishing, picking berries, learning about the pit houses, sweats, and so on.

Summary of our achievements from this year

We went from using Can8 to having two Language teachers Linda Holmes and Abe Sheena visit us from N'kwala school. We had Stephanie Gould from First Nations Education Steering Committee, a Registered Speech-Language Therapist, come in once a month to do assessments with four children, along with Cindy McLeod, who is taking a course in Speech and Language, come down twice a week to work with the children.

Our doors were closed due to COVID-19 on March 18, 2020, for two months and started backup June 1, 2020. We did not allow parents to enter the building. Only staff and children entered the building. We practiced COVID-19 protocols. It has been tough on the children not going on field trips.



Kʷú stəmtímá?



The Kʷú stəmtímá? of Upper Nicola Band has grown.

In 2016, when the Kʷú stəmtímá? first began, there were four Kʷú stəmtímá? involved. Now, we are up to 20+ Kʷú stəmtímá?

The group consists of:

Chairperson:

Carol Holmes

Vice-chair:

Danielle Jack

Kʷú stəmtímá? Assistant:

Della Chillihitzia

Members:

- Sharon Lindley
- Carol Smith
- Nettie Ernst
- Linda Holmes
- Diana Boston
- Judy Chillihitzia
- Trish Manuel
- Charlene McRae
- Debra Manuel
- Cora Tom
- Agnes Holmes
- Maria Woodward
- Annie Allard
- Amanda Lamothe
- Mary Jack
- Collette Sunday
- Emily Lindley-Payou
- Martha Chillihitzia
- Nadine Chillihitzia

Kʷú stəmtímá? Group

represents the Upper Nicola Band and Chief and Council on interests relating to Upper Nicola Band



Children, Youth, and Families.

The Kʷú stəmtímá? Group:

- will assert, advocate, and uphold the UNB Grandmother's Declaration (See below);
- exercise jurisdiction to care for all UNB children;
- will work collaboratively with the UNB Departments (ie. Health, Education, Kʷú xást);
- 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 Kʷú stəmtímá? Group Terms of Reference.

This year has been a different kind of year because of Covid restrictions. We have learned how to do virtual meetings, how to hold events safely – keeping distance and having lots of safety in place. It was a learning experience for many of us and I am sure we appreciate the face-to-face meetings more when we can do so. Some events were cancelled because of being unable to gather.

From March 2020 to March 2021, the Kʷú stəmtímá? have:

- Regular Kʷú stəmtímá? meetings every six weeks,
- File Review meetings with Scw'exmx Child & Family Services quarterly,
- Summer Camp 1 and Youth Summer Camp-July & August 2020,
- Baby Welcoming Preparation Work:
 - Kʷú stəmtímá? planned on doing baby blankets and baby moccasins for the new babies born in the community. This took lots of work and planning. Kʷú stəmtímá? invited family members of the babies to participate as well.
 - Baby Welcoming Ceremony - for safety this was held outside by the church on October 5, 2020
- Bill C-92 Workshop – September 2020

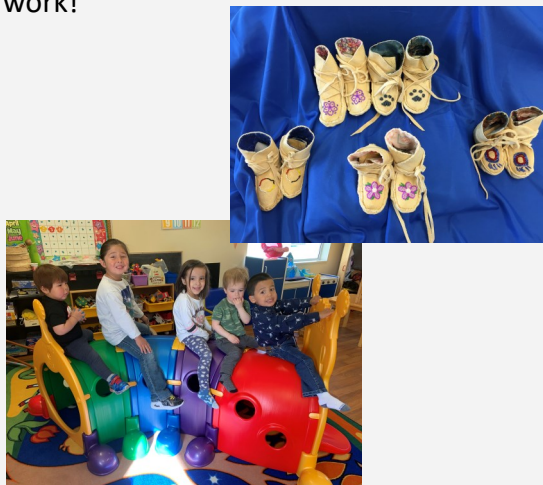
- A Walk to Remember – September 2020
- K^wú stəmtímá? Strategic Planning Session – October 2020
- A Covid Safe Community Christmas Party – December 13, 2020 (Judy, Cora, Charlene)
-the K^wú stəmtímá? shopped, wrapped, baked Christmas Cake, bagged candy and delivered gifts to UNB family homes
- Cáptík^wl Story Play was put on via Zoom for Upper Nicola Community: The presentation was held via Zoom and story told was: “How Owl Set the Animals Free” – January 21, 2021 (Debra, Della, Martha)
- Winter Wellness Festival: traditional food was the menu. – (Cora, Emily, Nadine) -February 2021
- Grandmothers Gathering with ONA: February 20th & 21st, 2020
-this was an excellent gathering and Grandmothers attended from different areas and talked of our roles & responsibilities, visions we have, and on February 20th in the evening we made ribbon skirts
- Cultural Planning for our Children in Care – this was done on-line and K^wú stəmtímá? worked on a cultural plan. This plan is near completion as the K^wú stəmtímá? have been working on this diligently. It is now called Cáptík^wl Cultural Plan

We are proud to say that K^wú stəmtímá? now have their own logo. This happened in January 2021!

From November 2020 to January 2021, a K^wú Stəmtíma? Working Group worked on the Captik^wl Ethic Protocol Agreement between UNB & Scw'exmx Child and Family Services Society, that will replace the 2017 Protocol between UNB & SCFSS. UNB representatives, Chief Harvey McLeod, Health Director Duane Tom and Carol Holmes, the K^wú Stəmtíma? Chair signed the Captik^wl Ethic Agreement. The new agreement has been strengthened with the recognition of our Inherent rights.

The Strategic Plan was first drafted in October, and then at the end of the fiscal year, February-March 2021. Maria David-Evans assisted the K^wú Stəmtíma? to identify next steps to draft our Adoptions Law, Our Relations (commonly referred to as Child and Family Services) Law, Programs to stand our law up, and policies required to implement our program. The K^wú Stəmtíma? began to look at recruitment for the Director of Our Relations, who would assist the K^wú Stəmtíma? in implementation of our Strategic Plan.

The K^wú stəmtímá? Group are committed to create positive change for the betterment of our children who are in care. The K^wú stəmtímá? spend a lot of time putting in many hours of meetings, discussions, and vision for what we want for our children. We welcome new Members to join us in our important work!



FINANCE AUDIT COMMITTEE

The UNB Finance Audit Committee members are:

- Chairperson Brian Holmes
- Councillors Stacie Coutlee, Kevin Ned
- UNB Members: Sharon Lindley, Sylvester Cohen Jr.
- Technical Support: Chief Financial, Officer Dianne Bastedo & Collette Sunday, Band Administrator

See the Key Financial Planning Dates that the Finance Audit Committee, Chief and Council and Administration met to ensure the UNB Financial Administration Law 2018 was implemented.

UNB Administration presented the Budget, Multi-Year Budget and Quarterly Financial Statements to UNB Members.

By implementing the UNB Financial Administration Law, we are providing transparency and accountability to UNB Members.

Financial Planning																					
2021-22 Budget	Reviewed by UNB FAC, March 6, and 12 Reviewed with UNB Membership March 10, 2021 Approved by Chief and Council March 16, 2021																				
2021-27 Multi-Year Budget	Reviewed by UNB FAC, March 25 2021 Approved by Chief and Council, March 30, 2021 Shared with UNB Membership in Newsletter																				
Strategic Plan	Planning session, April 15, 2021 To be approved by Chief and Council July 2021																				
Annual Operational Plan	Developed by UNB Managers																				
Risk Management Plan	Risk Management Planning Session May 12, 2021 To be approved August 2021.																				
Monthly/ Quarterly Financial Statements	<div>Monthly Statements were presented at Chief and Council meetings. Quarterly Statements were delivered to UNB FAC & Chief and Council.</div> <table><thead><tr><th></th><th>FAC</th><th>Chief and Council</th><th>Membership</th></tr></thead><tbody><tr><td>Q1: April-June 2020</td><td>Aug 27/20</td><td>Sept 8/20</td><td>Oct 26/20</td></tr><tr><td>Q3: July - September 2020</td><td>Nov 18/20</td><td>Dec 7/20</td><td>Jan 25/21</td></tr><tr><td>Q3: October - December 2020</td><td>Mar 1/21</td><td>Mar 1/21</td><td>Mar 3/21</td></tr><tr><td>Q4: January - March 2021</td><td>May 5/21</td><td>May 17/21</td><td>July 9/21</td></tr></tbody></table>		FAC	Chief and Council	Membership	Q1: April-June 2020	Aug 27/20	Sept 8/20	Oct 26/20	Q3: July - September 2020	Nov 18/20	Dec 7/20	Jan 25/21	Q3: October - December 2020	Mar 1/21	Mar 1/21	Mar 3/21	Q4: January - March 2021	May 5/21	May 17/21	July 9/21
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Kʷú xást - Better Together

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

Okanagan Declaration 1987

Purpose and Goals for Kʷú xást

- Increase knowledge of Syílʷ culture and traditions including how our land has always provided for us.
- 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.
- Bring our community together to create awareness and build self-esteem through physical, emotional, mental and spiritual activities.
- Increase knowledge and use of traditional calendar: '13 Moons': seasons, harvesting and ceremonies. Also increased knowledge and use of Syílʷ 'Four Food Chiefs Teachings'.
- Maintain our responsibility within the community to lead the people and care for the land thereby ensuring regeneration year after year.

2020 ACTIVITIES

~Arnica gathering

~Pennask Trout drying & smoking X2

~Cedar Bark harvesting

~Medicine gathering in Lytton

~Berry Picking X3

~Youth Summer Camp X3

~Family Camp

~Okanagan Salmon fishing and Distribution X 2

~Canning & Freezing salmon

~Every Child Matters Walk

~Baby Welcoming Celebration

~Sisters In Spirit candle light Vigil

~Deer hunting & how to videos

~Child & Youth Healthy Living Initiative & Christmas Tree Enchantment

~Distribution Christmas Baking for Elders

~Christmas Gift shopping for youth

~Christmas Gift wrapping

~Christmas Gift delivery

~Hand Drum giveaway to N'Kwala

School & Headstart

~Cáptikʷl Night X2

~Traditional food Drive Thru

~Winter Wellness Virtual Festival

~Indian Residential School Survivors Workshop X3



LANGUAGE

i? t! a nqilx^wcntət yʃat əcmistim i? kl tmix^wúla?x^wtət ut i? kl siwłk^wtət ut i? kl tmix^w. t! tmix^w yʃat i? skhniya?s i? a? nq^wəlq^wilt n ut i? sʔums k^wu x^wičtm ut yʃat i? smihayts t! mnimłcəl x ki? a? cmistim

Our nsyilxcən language is our knowledge of the land, water, and the tmix^w. The sounds and pronunciations within our nsyilxcən language came from the tmix^w and contain specific knowledge values and meaning to them. – excerpt from the Syilx Okanagan Language Declaration

The UNB Nsyilxcən Language department oversees and contributes to the community’s efforts toward Language Revitalization and continues to work towards creating an environment where Nsyilxcən language use is encouraged, nurtured, and expected. The Language department has seen many changes in this past year due to COVID restrictions and staffing changes. We have learned to adapt and persevere during these times, and we had to get creative in our language efforts. We would like to recognize the First Peoples Cultural Council, eno^wkín Centre, and the Upper Nicola Band for supporting nsyilxcən initiatives and activities. With continued financial support, community support, patience, healing, and commitment, nsyilxcən (Okánágán language) will be our language of communication.

EMPOWERING MEMBERS

Advocating and Supporting our Language Learners

Nsyilxcən Indigenous Language Certificate - eno^wkín Centre/NVIT

We have two (2) Full-Time students and nine (9) Part-time students that are taking courses to achieve their Indigenous Language Certificates, with the options of continuing on to the Bachelor of Nsyilxcən Language Fluency degree (BNFL).

Encouraging members to get involved in Language

Providing opportunities for community members to learn the language.



CULTURAL IDENTITY

Sharing of language materials and resources with community

Social media, contests, virtual meetings, newsletter submissions, Word of the day, Yearly agenda, monthly calendars

Sign Project: Signs for UNB buildings that have the language place name

HEALTHY COMMUNITY

Supporting the community in language revitalization efforts

Creating a space for language

SUSTAINABLE ENVIRONMENT

Nsyilxcən Language Program Team

- Language Manager
- Language Assistant
- Language Trainee
- Fluent Speaker

Language Program Grant Funding

- First Peoples Cultural Council – BC Language Initiative (BCLI) grant
- First Peoples Cultural Council – Indigenous Language Grant (ILG)
- National Indian Brotherhood
- Gaming Revenue (OSR)

SUPPORTIVE WORKPLACE

Collaborating and supporting the Upper Nicola Organization in their language use and language revitalization efforts

Collaborating with other UNB Departments on hosting community events such as the cáptíkʷí storytelling evenings, Summer Cultural Camp, UNB Staff Language Bingo, Traditional Foods celebration
Collaborating with other communities to establish positive working relationships.

CAN-8 program: Establishing working relationships with Okanagan Indian Band (OKIB) & School District 58 on the use of CAN-8 program: CAN-8 is a virtual



Online Language Lab that provides the opportunity to learn the Okánágán language online.



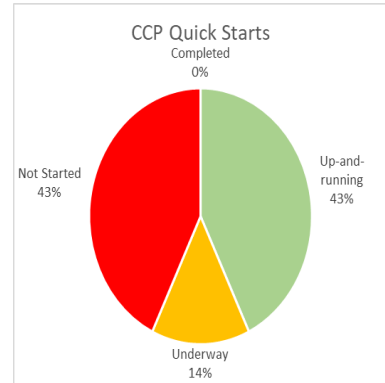
COMPREHENSIVE COMMUNITY PLAN

UNB has been working to develop our Comprehensive Community Plan (CCP) since 2018 and have undergone extensive community engagement to get feedback from the community. The CCP has resulted in 20 Action items that are broken out in Quick Starts, Foundational Actions and Medium-Term Actions. We have begun to implement 11 of these goals. The draft Comprehensive Community Plan was presented to UNB Members in February 2020 and on February 24, 2021 and approved by Chief and Council on April 6, 2021. Final Actions: The UNB CCP includes three levels of Final Actions: **Quick Starts, Foundational Actions and Medium-Term Actions.**

Quick Starts

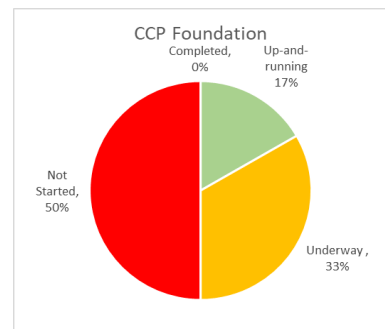
1. Youth Leadership Program
2. Youth-Elders Program
3. Growing Healthy Program
4. Health Priorities Identification
5. CCP Annual Report
6. Community Grant Program
7. Community Recycling and Compost Program
8. Housing Fact Sheet

Implementing



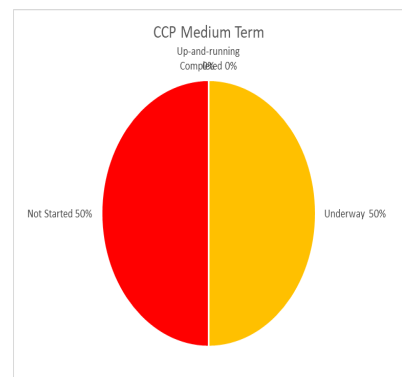
Foundational Actions

9. Housing Upkeep and Maintenance Program
10. Youth Council
11. Culture and Language Committee
12. Lands Committee
13. Economic Development Strategy
14. Education Strategy



Medium - Term Actions

15. UNB Land Code
16. UNB Self-Governance Plan
17. Lake Access and Facilities
18. Elders Housing
19. Community multiplex Design Study
20. Improve Lighting and Road Conditions



Work to develop the UNB Community Grant Program took place during the fiscal year. The Grant Program will offer financial support to UNB youth, families, and community members to champion projects, programs, and initiatives that support our Comprehensive Community Plan (CCP). We will be posting the CCP Dashboard on the UNB Website, so that all UNB Members can monitor the implementation of our Comprehensive Community Plan.

CHR MANDATE:

To collect, record and preserve UNB's historical, cultural and traditional knowledge for the benefit of future generations.

The Upper Nicola Band's Cultural Heritage Resources Department researchers have been responding to referrals, collecting, organizing, reviewing, and analyzing information on traditional land and resource values, uses, practices and locations since 2000.

The CHR Department is responsible for:

- Technical support for Chief and Council in consultation processes that may impact UNB Aboriginal Title and Rights, to facilitate informed decision making, and conducting or managing a diversity of research projects (e.g. traditional use studies, Archaeological Impact Assessments, environmental assessments, cumulative effects assessments).
 - Technical support for the Natural Resource Department in referral responses and reports.
 - Technical representation on committees (West Kelowna Transmission Project (WKTP) FNs Project Review committee, TransMountain Indigenous Monitoring and Advisory Committee (IAMC), etc.).
 - Assisting in drafting and implementing natural resource/cultural heritage resource policies on behalf of Chief and Council.
 - Archaeological and environmental monitoring of large and small-scale development projects.
 - Maintaining the Community KnowledgeKeeper database.
 - Assisting other UNB departments as requested to ensure that UNB's consultation procedures and policies are followed by government and industry in referrals.
 - Writing funding proposals for cultural heritage and natural resource related projects.
 - Responding to cultural, historical and traditional research questions (internal and external).
- In 2020-21 the COVID-19 pandemic continued to present challenges to departmental operations. This included UNB's ability to participate in monitoring activities and field reconnaissance's. At the same time, the Crown and proponents continued to send

referrals for resource development projects in UNB territory. These ongoing operations increase the risk of exposure to the pandemic and potentially undermine UNB's efforts to safeguard its ancestral lands and cultural resources. Some provincial governments issued interim guidelines for consultation which direct Crown decision-makers to consider First Nations' ability to respond to referrals in view of the pandemic.

Here are some highlights from 2020-2021:

Nicola Watershed Governance Project The five Nicola Bands (Upper Nicola, Lower Nicola, Coldwater, Nooaitch and Shackan) have been working collaboratively with the Province of BC since 2018 to develop a new approach to water stewardship in the Nicola watershed. The watershed experiences significant water issues: flooding, drought, and water quality concerns that impact local economies and ways of life. In 2020-2021, three UNB members took water flow monitor training with NVIT and BC Ministry of Forests Lands and Natural Resources for drought management. Monitoring was then carried out on the Nicola River, Spahomin Creek, and Quilchena Creek. The Nicola Watershed Governance Project is guided by a government-to-government Nicola Forum which includes the five Nicola Chiefs and five senior Provincial executives to build the relationships and knowledge base needed to make better water decisions.



#UNBSTRONG



Fisheries – Spúklc (Burbot) and Invasive Perch Monitoring

UNB worked in collaboration with the Okanagan Nation Alliance to tag spúklc throughout the summer of 2020 and in January, two UNB members (Thomas Manuel and Jessica Sheena) monitored the spúklc fishery on Douglas Lake. Information on tagged fish was collected by the monitors, and fishers were asked to remove the heads, tags, and tails before taking their fish home. Monitors also provided information on size allowance and catch limits, and how to identify Yellow Perch.

The illegal introduction of Yellow Perch, an invasive fish species in Thompson-Nicola Region watersheds, was noted in the early 2000s. Perch are not native to the lakes or the Nicola watershed. and this rapidly breeding species competes for food with native fish and has the potential to wipe them out. Yellow Perch are highly adaptive, and females produce thousands of eggs for every inch of total length.

In 2020, UNB engaged in multi agency effort with Okanagan Nation Alliance and Scw'exmx Tribal Council, to do electro-fishing for Yellow Perch supplemented by nets.

UNB set several fish traps in Douglas Lake and monitored them every few days. Perch were removed from the traps and disposed of (most were mulched, although some ended up on dinner plates). During their spawning, egg ribbons were also removed – each ribbon can carry up to 20,000 eggs.

UNB is working with provincial and federal agencies to control the population of this invasive species, including public awareness and prevention activities, and to the effectiveness of containment and eradication methods for Yellow Perch in Upper Nicola traditional territory. At the time of writing, about 2,900 perch have been removed from Douglas Lake. A YouTube channel has been created to document these efforts. Check out “Holmes on the Water”

<https://www.youtube.com/channel/UC->

[GFu8tbT7YAfeqexW4Lf1A](https://www.youtube.com/channel/UC-GFu8tbT7YAfeqexW4Lf1A)

Cumulative effects assessment (CEA) on UNB's Area of Interest/Traditional Territory

The CEA involved creation of a forecast simulation model using ALSCES software (ALCES = **A** Landscape **C**umulative **E**ffects **S**imulator) in UNB's area of responsibility.

In 2020, over thirty UNB members participated in workshops for the CEA. Community members discussed natural resource development in UNB territory, and their concerns about cumulative impacts in relation to the environment, Indigenous Land Use, and culture.

Information from the workshops, combined with statistical data (from the past to the present) about landscape, wildlife, fish, vegetation, climate data, etc. was uploaded into ALCES and used to model results of changes in climate and habitat over time.

The Cumulative Effects Assessment measures changes to the land and environment caused by the combined impact of past, present, and future land-use patterns on UNB's land and resources, self-governance, and Syilx way of life. The Four Food Chiefs were used as the framework for carrying out this assessment. The ALCES software application also provides the ability to develop 50-year forecast simulations of potential future changes based on different scenarios.

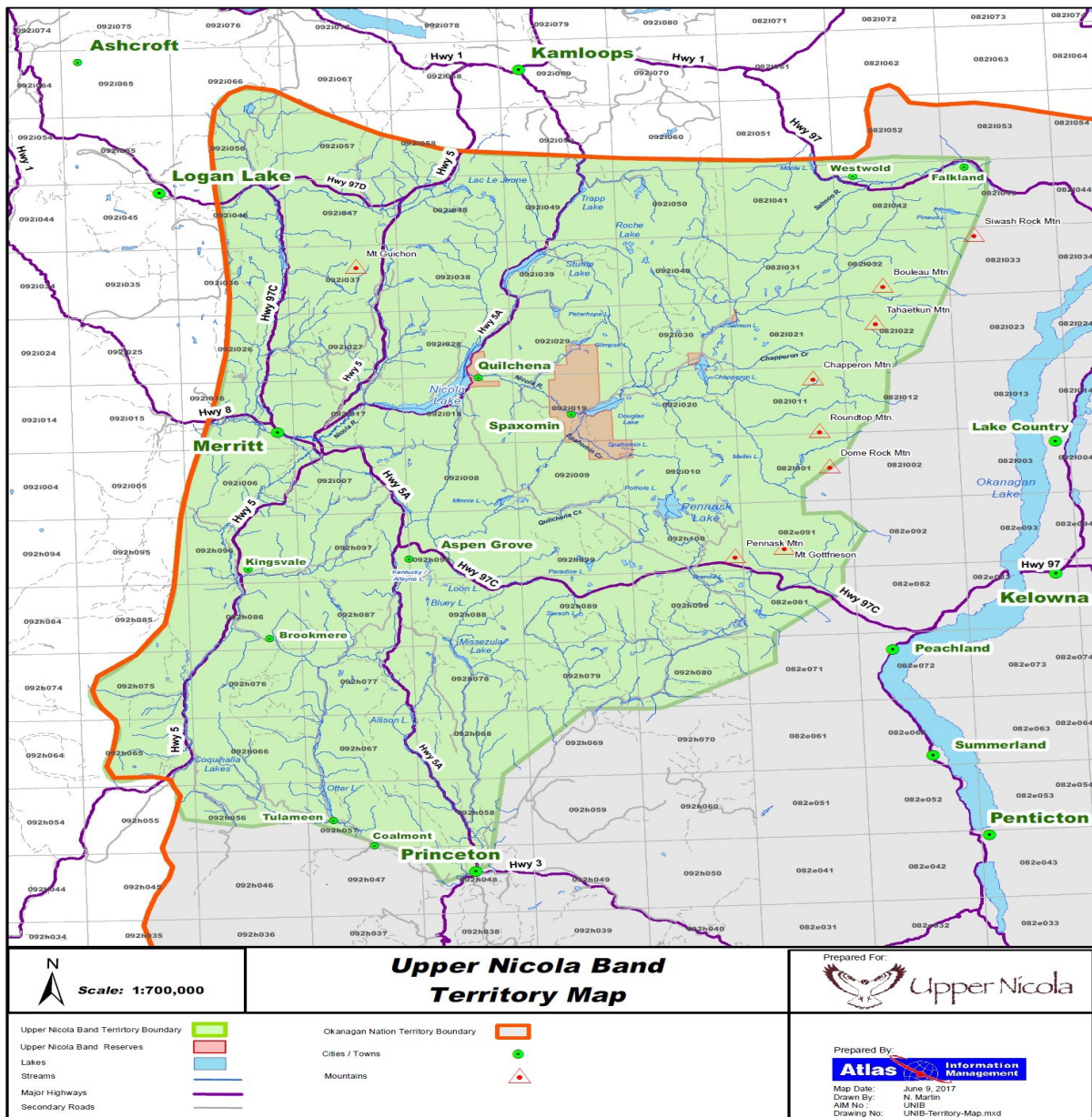
Rates for returning owls were very low in 2020 and nesting success was down for all nesting sites in BC. At IR 3, with two males and five female owls, a high reproductive season was not anticipated. However, UNB had one large nest of 7 healthy young.

Great Basin Spadefoot Toad is a Threatened species under the federal Species at Risk Act with population declines occurring throughout its range as a result of habitat loss and destruction. In 2018, the Upper Nicola Band received funding to conduct field surveys for Spadefoots and a total of 29 occupied sites were located on IR 3.

In 2019, each site was revisited to assess the risk of habitat degradation or destruction as a result of human activities (off road vehicles) or domestic animals (livestock, horses). Ten sites were identified as being at high risk and fencing was proposed to prevent or minimize further impacts. In 2020, fencing activity began.

Monitoring and Small/short-term projects

- Monitoring on TransMountain pipeline construction (started in September 2020);
- Construction monitoring and water quality sampling on Highway 97C (Highway Creek Remediation Project, Pennask);
- Hemmera 5 and 30 water quality sampling for Wind Farm Project;
- BC Hydro Douglas Lake Pole replacement Project;
- Cultural Survival Areas (CSA) Group;
- ONA Pennask Fisheries Project;
- MOTI, monitoring diesel spill clean ups in UNB territory; and
- Archaeological monitoring for Arch Impact Assessment of Chutter quarry/gravel pit.





#UNBSTRONG



On September 28, 2021, Chief and Council approved that the community would have a survey vote (online & in-person voting) for UNB members to ask UNB Members if they were in favour of proceeding with leasing a portion of Lot 87, IR 1 Nicola Lake for a Carbon Recovery Project. 166 (equivalent of 21% of eligible voters) UNB Members 18+ voted on-line (Oct 7-14, 2020) and in person on Oct 14, 2020.

The majority of voters, 147, voted “Yes” in support of leasing a portion of Lot 87, IR 1 Nicola Lake for a Carbon Recovery Project. 17 people voted “No” in response of this initiative.

The next steps going forward include:

- Upper Nicola Holdings Limited Partnership (UNHLP), which is owned by Upper Nicola Band, will begin to negotiate a lease/sublease for a Carbon Recovery Project.

- UNHLP will keep Council regularly informed on the negotiation and the terms of a proposed lease/sublease and obtain approval from Council before finalizing the terms of the lease/sublease. Terms will include a finalized survey of land to be used, an appraisal, rent payable for the lease, and the term (length) of the lease.



HONOURING OUR COMMUNITY MEMBERS

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Ira Tom retired this year as UNB's Volunteer Fire Chief. When asked what his most memorable experiences were over his 20+ year career, Ira stated that going to the Fire Fighting competitions were both the most memorable and the funniest. "We had a crew of 10... 8 women and 2 men. We would go to competitions all over BC. We never placed but we sure had fun and always made new friends." Tom got into Fire Fighting in the late 1980's by getting invited to join fire fighting and learning the Basics. That's what he misses now. "With all of these wildland fires happening right now, I just want to go join the others." He misses the action and the camaraderie. "Once you become a fire fighter, its hard to let go. I still follow up and check the fire sites to make sure they are out." Tom wants to remind all UNB community members to Fire Smart their homes and properties. "To reduce risks, make sure to clean up your homes and properties 10 meters away from your home." UNB wants to let you know that we appreciate everything that you have done for UNB, Ira! Thank you for your service and enjoy your well-earned rest.



Christmas Tree Enchantment

2020 CANCELED

Upper Nicola Band 2020 Christmas Tree Enchantment Fundraiser will not take place this year

Please stay safe during this time of the Global Pandemic

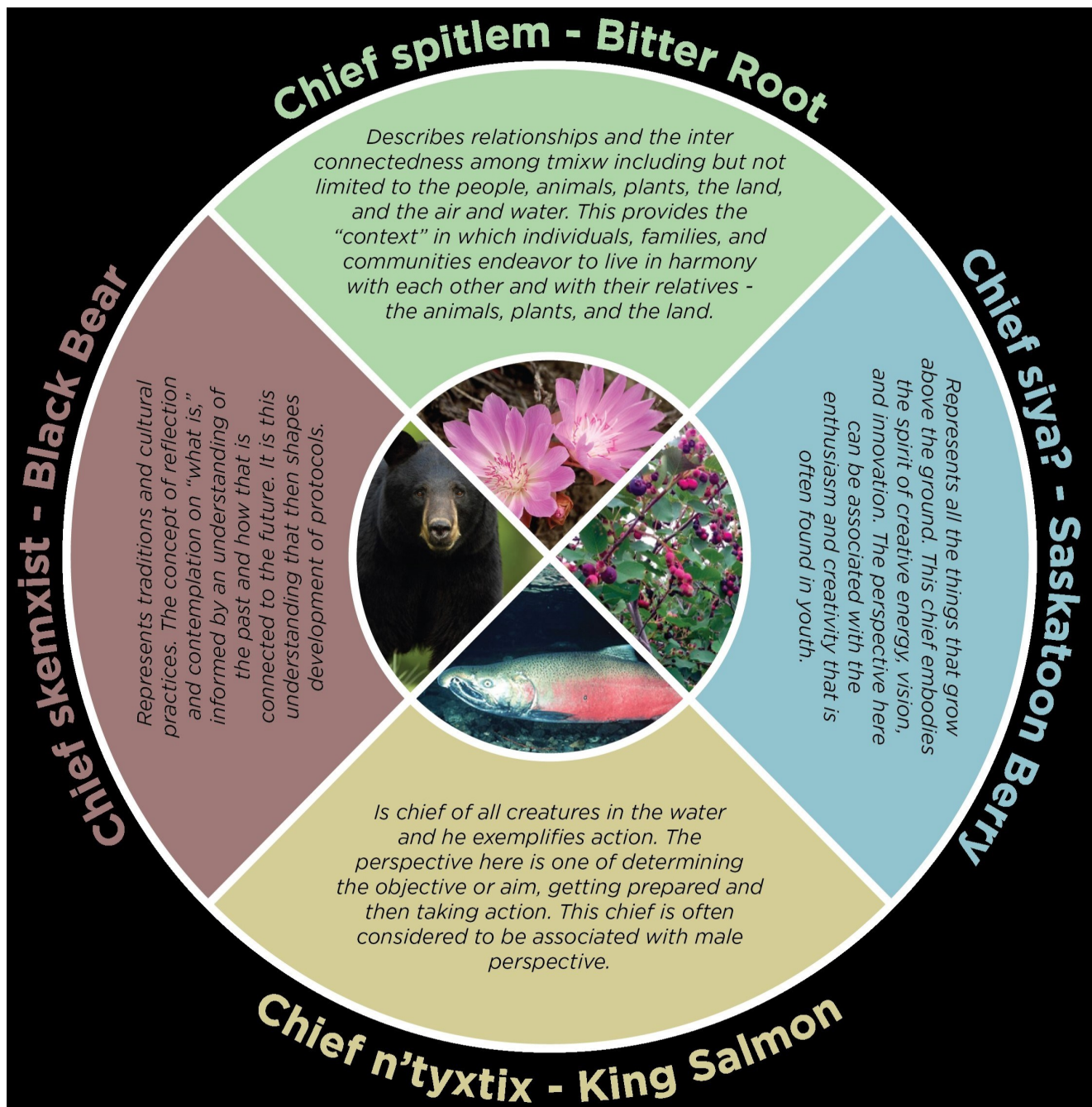
We look forward to seeing you next year

Seasons Greetings

Upper Nicola Band
#UNBSTRONG







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 community in harmony with our tmixw^w.



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