

ANNUAL REPORT 2021—2022

UPPER NICOLA BAND



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ANNUAL REPORT 2021—2022

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Way'

Good day my friends and relatives. 2021/ 2022 has been a year of awareness and change. You have been through so much, with lost ones and

family facing health and social issues. Our Creator walks by your side.

The Council also faced many challenges. How do we get work done over the computer? With great difficulty. As a person I feel I get more from face to face interaction; I get to see, hear and feel what is being shared. This way I have a better understanding of how one thinks and our group interactions are more fulfilling. We get to know one another as leaders.

I raise my hands in thanks to our administrative and health teams. I heard a saying "it's not how we get the work done. it's who helps you get the work done", we have many teams throughout the community assisting, is it enough? Probably not, but they have all done the best under very trying situations. All of our teams have given 110% to the needs of our community. I see this in the work being done. Sometimes the work for community takes times away from family. This is unfortunate and we ask our people to save some time for family. Our families need family.

As Council and community, we are seeing change. Our commonage is being given new life; our governance is being reviewed; new wealth

opportunities are being given supports; law development; family and group gatherings; new relationships with the colonial governments being pursued; we have seen and experienced climate change with floods, fires and heat dome. A new world. Mother Earth is awaking us and wanting change as well. With all of this, community is being asked to step in and be involved in these changes. This cannot be done by administration or by council alone. This change needs all of us.

We still have lots of needs - housing, income supports, health care and supports and other personal and family supports. We want to see the light at the end of the tunnel. We want new hope for a better future. You will continue to see asks for help and guidance. Take care of you, your family and your relatives near and far. Support wherever you can, when you can, and prayers for good health and wellness.

Way' LimLimpt

Harvey McLeod, Chief



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The Scoop of the early years!

The latest life update

I have been told many times in my life that I overthink, and that is right. I do overthink, and sometimes it's over something that shouldn't require hours of thinking; like what to make for dinner! Then there are times when overthinking really means thoughtfulness, curiosity, ignorance, connection, or growth. I remember when I was a teenager leaving the nest thinking, I know where I'm going..... and then being 25 and having a midlife crisis because I had no clue where I was going, what I wanted to be, what my goals were and even what my real interests were! I scolded my 25-year-old self, ok I need a career, I need a degree, I need a better car, I need to be self-sufficient, starting today! Yes, these are very important and great goals to have. I thought, this would tell me and show me who I was and where I was going and indeed it could. So, I've been thinking for years! And here I am today, many moons...what have I come up with? Some of the most important and useful thinking for myself yet. 3 words really; First, I heard about this word, Colonization. Thought a little bit about it. Then I heard a lot about de-colonization. Ok, so what does that mean? I guess I better learn more about colonization so I can learn what and how to de-colonize! Lastly, most recently, the word Indigenization!

The Scoop of the year!

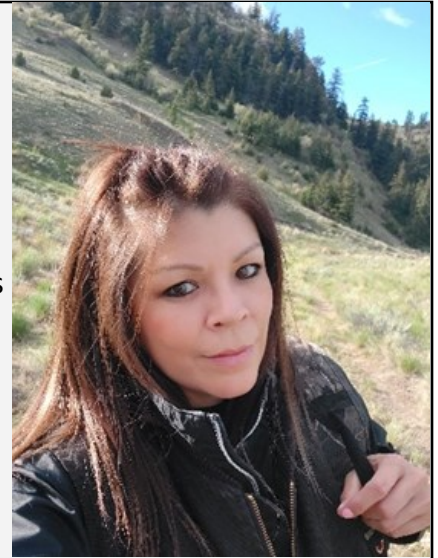
The latest duty update

Although my early midlife crisis or what ever that was had valid and important check lists that required different kinds of strengths; I now realize that I had to dig deeper into who I am and where I am going.

I understand colonization is what happened to me, to us. "The process of assuming control of someone else's territory and applying one's own systems of law, government, and religion is called colonization." Now I can see my colonial way of thinking because of how I have assimilated to the systems of law, education, economy, and political infrastructures. Next, I kept hearing, de-colonize yourself? This one

requires more than just my own thinking. To de-colonize myself and my mindset, it means to recognize what our worldviews are as indigenous people, what is our culture, practices, teachings, language, Captikw'l, etc. and how to strengthen, and in my case, restore them into our lives and mindsets, and understand that is who I am as a Syilx woman, and who we are as Syilx people.

Ok, now what is Indigenization and how does this fit into this scoop of the year update? Right away I think about implementation of indigenous perspectives into the systems of law, government, education, economies, and worldviews. First, we need to organize our principles and teachings so that can be put into our own systems of governance, laws, education, family, economies, etc., that will be of value, and equal weight to colonial systems. We need to understand how the *Indian Act* has turned us from who we are as Syilx people into wards of the crown that need to be governed under a different section of the constitution act, section 91 (24). I have self-determination, we have self-determination. So, much of the work that I have participated in over the past year in our inherent right to self-governance makes me do a lot of thinking about how the de colonization of my mindset is necessary to interpret, learn, structure and enforce our laws and principles into current and new systems. Only take what you need, that is our way. When we govern ourselves as Syilx people, we can influence the colonial ways and share responsibility of de-colonization, which allows us to be who we have always been and thrive from it. I am still learning who I am, but I know where we are going, together.



2021 -22 has seen progress with the development of plans, governance, and capacity development for our community

Plans:

The Comprehensive Community Plan was approved on April 6, 2021. Implementation of the Quick Starts, and Foundational items in the CCP were underway throughout the fiscal year. The Community Grant that will be used to implement the CCP was approved by Chief and Council by July 27, 2021.

UNB Community Safety Plan: During the 2021-22 fiscal year our *Safety Captikw* - the Upper Nicola Band's Community Safety Plan for 2021-2025 was drafted. This plan builds on the community's strategic vision and mission, cultural teachings and the K'u Stamtíma? declarations as they relate to community safety. It was drafted with the guidance of a Core Group of community, council, administration and RCMP members with the support of Public Safety Canada's Aboriginal Community Safety Planning Initiative.

Strategic Plans 2021-25 & 2022 – 2026: The 2021-25 Strategic Plan was approved by Chief and Council on July 26, 2021. The 2022-26 Strategic Plan was approved by Chief and Council on March 21, 2022. The Plans noted above are posted on the UNB Website.

UNB Housing Society 26-Unit Housing Plan: In July 2021, UNB worked to have a designation vote take place under the Indian Referendum Policy, and the *Indian Act* to set aside Lot 142, IR 3, for the

affordable housing project. The UNB Housing Society worked with consultants to have the design and tenders for the 26-unit housing project that will begin construction in the Summer of 2022.

Multi-Use Building, ńqílməlx /Quilchena IR 1: The feasibility study for a new building that will house a community building and administration offices was worked on during the fiscal year.

UNB citizens were engaged in January and February 2022, to have input on what they would like to see as a community gathering place. Design work will take place in the fiscal year: 2022-23. On October 18, 2021, Chief and Council approved to purchase lot 8-1, IR 1, Nicola Lake/Quilchena, for the site for a multi-use building.

Governance Building: A plan was developed by the Administrator, Finance Committee, Chief and Council and Director of Community Services to have a Governance Office constructed in Spaxmn. The building will be on site in November 2022.

Lot 87, IR 1: Survey plans were approved for three lots (lot 95, 96 & 97) on Lot 87, IR 1, to accommodate future lease for the proposed carbon recovery project.

Finalization of the headlease/sublease for Lot 87, IR1, the solar project, and carbon recovery project will come in the 2022-23 fiscal year.

Governance:

N'kwala Governance Body: In the past few years, it has become apparent that Chief and Council do not have the time available to provide guidance needed to N'kwala School. During the fiscal year, we worked with a consultant to determine governance options (Chief and Council, Advisory Board or Stand-Alone Society). After review, it was determined by Chief and Council that that an Advisory Committee would be the best governance model to move forward with in the present time. The respective



BAND ADMINISTRATOR COLLETTE SUNDAY

N'kwala School Policies were updated and approved on October 18, 2021, to allow an Advisory Committee to begin their role. The update on N'kwala Governance and the call for Advisory Committee was shared at the October 2021, General Band Meeting. In May 2022, five people have showed interest in sitting on Advisory Committee.

Further work that took place to support the N'kwala School was the completion and adoption of the Home School Policy that was approved by Chief and Council on Aug 16, 2021.

Self Inheritance Right Work: UNB citizens met to learn about rebuilding our Syilx inherent rights, through workshops on the *Indian Act*, self-inherent rights, policy development, Bill C-92. An act respecting First Nations, Inuit and Métis children, youth and families, with Consultation & Accommodation. We were invited to participate in a national research project, Rebuilding our Nations, with other First Nations across the country, and the Centre for First Nation Governance. Work continues on this important work for the future generations.

Reorganization of Cultural Heritage Department: As a result of the work on our Syilx inherent rights, work has been underway to re-organize the Cultural Heritage Department to assist with implementing



our title and rights. The Cultural Heritage team and Tm̓xʷúlaʔxʷ, UN citizens and Administrator have participated in workshops with Satsan, the Centre for First Nation Governance, to begin to create the shift to focus on our priorities to protect the tm̓xʷ and tm̓xʷúlaʔxʷ, versus the Federal/Provincial proponent priorities.

Capacity Development:

The Nsyilxcen program: Seven of UNB citizens have participated in the he Nsyilxcen Language Fluency Degree Program.

Curriculum Development: During the Fall, Winter 2021 and Spring 2022, curriculum was developed for Kindergarten – Grade 12. The work built upon work that began in previous years, in which we had the 13 Moon harvesting calendar documented by Kwu Xast, and the Cultural Plan framework developed by the Kʷu Stəmtímaʔ

Funds were secured from the First Nations Education Steering Committee, to have consultant Harvey McCue assist with writing the curriculum. A group of UNB citizens including: Maureen McMillan, Alexa Manuel, Allen Thomas Lindley, Carol McCauley, Tyler



Ernst, Tim (Spike) Manuel, Maynard McRae Jr, Councillor Brian Holmes, and Collette Sunday provided input on the draft curriculum. Upper Nicola had the opportunity to host an intern, Kirsten Marten, via the Indigenous Youth Internship Program, who assisted with the curriculum development.

Kʷu Stəmtímaʔ the iʔ snaqsilxʷtət (our relatives)

Blanket exercise was completed and shared six times with community members, staff to educate ourselves about our story, our history from before contact, after contact and most importantly how we as Upper Nicola people are making positive change for our future. Juanita Lindley, Alexa Manuel, Allan Thomas Lindley worked with local historians; and the Kʷu Stəmtímaʔ did a fantastic job to develop an interactive exercise that will continue to be rolled out as we as a community continue to move forward.

The Kʷu Stəmtímaʔ met in November 2021, to develop their Strategic Plan to identify priorities for the next fiscal year. Work to develop our law, and work under the 13 moon calendar is underway!

Employment & Training: UNB signed a Memorandum of Understanding with the Construction Foundation of BC on July 29, 2021, with the goal to assist UNB Members capacity development and training for UNB Members. Further, UNB has a partnership with the Okanagan Indian Band Pre-Employment Program (PESP) to assist UNB members that are on income assistance.

Projects that we will need skilled and unskilled labourers include: 26-Unit Housing Project, Solar Energy Project, Carbon Recovery Project, construction of community building and Quilchena Firehall.

In November 2021, the UNB Management Team along with A/CEO of UNHLP, the Construction Foundation All Roads Team and the OKIB Pre-

Employment Program Representatives held a Community Information meeting regarding upcoming projects. The partners described how their program can assist with capacity development so that UNB members can participate in the training and employment opportunities associated with the five projects in the next five years.

In Winter 2022, UNB hired an Employment counsellor Geneve McRae, who is responsible to be the contact for UNB members to gain access to training and employment opportunities.

In January, we hosted a community engagement session to showcase a successful community member, Lorne Dunn, who shared his story in trades, and promoted opportunities for others to partake in trades as a career.



Develop Records Information Management (RIM) Plan: Work continues with Ricoh, UNB's IT company, to develop UNB Record Information Management (RIM) Laserfiche. The goal is to set up our filing system to be paperless one day.

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HOUSING

The housing department had a very active year with continuing projects such as the BC Housing Asset Management program and BC Hydro ECAP/ICCP, improved budgeting, and spending the majority of funds on repairs and maintenance. By accepting N'kwala teacherages for property management alone, UNB Housing's portfolio increased on February 8th, 2021. The teacherages are designed to draw qualified educators to the N'kwala School. The UNB Housing portfolio now stand at 39 units, which is split into 7 phases.

The following is the housing applications filed and stored up to 2 years: 4 applications for a 1-bedroom unit, 7 applications for a 2-bedroom unit, 7 applications for a 3-bedroom unit, 4 applications for a 4-bedroom unit, and 2 applications for a 5+ bedroom unit.

Empowering our housing staff with housing workshops & webinars.

The housing department was lucky to have attended some workshops and webinars; key data from these sessions will be included in this portion of the report.

Webinar financial case for energy management (true cost & true cost risk, budget 10-15% safety net, remember to budget on going costs, group exercises: transportation cost, installation cost, average life span, maintenance cost, utility cost, = total cost.

Webinar mechanical domestic heating water tank, topics covered how does overcrowding effect the hot water tank, hard water tablets the good and bad, missed or overlooked maintenance.

Webinar Business of Housing provided by First Nations Housing and Infrastructure Council with three presenters. Given the vastness of infrastructure, this topic alone could have been covered across a week, but it was condensed into a one-day webinar. The first presenter talked about how vital it is to have a land use policy in place, and Upper Nicola is fortunate to have one in place. It was

especially eye-opening when the first presenter mentioned how previously unutilized natural monopolies, such as water and gas, were not factored into earlier housing budget estimates. Considering this, the presenter also mentioned it is highly important to create a financial plan for infrastructure inside and outside of the unit. The second speaker, the owner of a consulting firm, spoke about shelter as a human right and the importance of finding housing solutions in every way possible. For one of the projects for which the company had been recruited to develop a housing solution for a rural town, the presenter also noted how difficult it was to conform to and follow the old CMHC models. After that, the presenter realized how critical it is to hire a housing advocate or a housing society to seek for provincial financing. The final speaker was a consultant with 20 years of expertise working with Indigenous communities in need of financial assistance with housing programs. With all of his knowledge, he had seen that there was a secret that no one had mentioned: producing riches. During his presentation, the speaker stressed the necessity of learning how to attract finance in your own neighbourhood. Stock in the rental market isn't being used to its full potential. The most important principle was for the First Nation to change from managing property to managing wealth. How to



create wealth was one of the questions from the Q&A. The response was simple: when it comes to government funds, you have few options and have very little said. When it comes to managing own source money, you may have a bigger voice and accomplish more for your community. "Remember to



invest in what the community needs," said the presenter as his concluding message.

Funded

Programs with:

BC Hydro on Energy

Conversation Assistance Program (ECAP) & Indigenous Conversation Communities Program (ICCP).

Activated Stream 2 ICCP program offered by BC Hydro to train two community members to install energy efficient products to all residences that haven't participated in the Stream 1 ECAP program. UNB Housing department had ordered enough energy saving products for 112 residences. These energy saving products are A-line bulbs, low flow shower heads, faucet aerators, caulking, door sweepers, power strip, foil tape, pipe wrap, drying clothes rack, and many other items. BC Hydro has three (3) streams of the energy efficient program, and they are: Ecap from BC Hydro stream 1 (old program), Stream 2 (ICCP and new program) Stream 3 (attic/insulation). To implement stream 2 (ICCP) need to close out stream 1 (Ecap) create excel document of all registered residences that participated in the Ecap program to identify what energy products were utilized. The housing department had to submit key information such as physical address, mailing address, residence's legal name, name of project lead, and proposed agreement end date. The key

information was needed by BC Hydro project manager to compose a contribution agreement which is needed before ordering energy efficient products that will take 30 days to deliver to Upper Nicola.

BC Housing on Basic Home Maintenance workshop.

Condition Assessment 4-day course on-site provided by BC Housing for the Asset Management program: familiarize with Ameresco software layout, how to add 1+ elements to audit file, types of actions on elements, rating on condition of elements example critical condition means repair under a year, how to calculate on Google earth for gross livable area by multiplying building footprint x stackable area (basement & 1st floor) and slope of roof. This condition assessment course usually takes a week to complete but was condensed into the 4 days. BC Housing tech team had decided to offer a bi-weekly teams call to help trouble shoot any problems or hiccups on the Ameresco Software.

BC Housing Lunch & Learn.

Speaking of meetings, the BC Housing Asset Management program's project manager had just begun a lunch and learn session for the teams. This gathering was organized so that the housing agencies may exchange views and ideas. A chance for the BC Housing team to discuss housing-related issues that were raised with various housing departments. Topics covered were the following: Identify Home Maintenance Needs (CMHC), Tiny homes, and Capital planning.

Keeping homes healthy with regular maintenance:

It's crucial to manage and maintain your property properly because it's a major responsibility. Long-term protection of your investment is ensured by proper property maintenance, which also keeps tenants satisfied and keeps the property in good condition.

The housing department received various

HOUSING

maintenance request over the 12 months 2020 – 2021. The majority of the requests were part of the usual upkeep and on-going maintenance needed to maintain the residence in working order. Some of the maintenance requests were repair/replace kitchen appliances, repair/replace laundry machines, dryer kit installation, and septic pump. The requests mentioned above were classified as minor maintenance and all requests were resolved.

The housing department received four major maintenance requests over the 12 months (2020 -2021). The numbered list below states the four major maintenance that was needed in this fiscal year.

- Rent to own residence flooded by spring freshet 2020 in need of remediation and drain field.
- Rental residence in need of concrete ramp and railing due to tenant’s health condition.
- Rental residence crawl space flooded in need of remediation and reimbursement of lost property.
- Maintenance report for phase 7 on faulty housing components breaking easily or needing repairs with normal usage.

The table below is how the repairs & maintenance funds were spent by phase.

Phase	Maintenance spent
3	\$4,381.56
4	\$11,559.43
5	\$13,380.13
6	\$6,783.06
7	\$2,306.62
Band Owned	\$2,315.52
Teacherages	*N/A*joined 7 weeks before year end April 2021



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 require arms-length relationship to shield liability of Upper Nicola Band.

The UNB Housing Society Board of Directors were appointed.

The current UNB Housing Society Board of Directors:

Councillor Wallace Michel, President; Emily Payou, Vice-President; Sylvester Cohen Jr., Secretary-Treasurer; Dan Manuel; Rita Manuel.

Site 7, IR 3

In 2019-20 UNB received funding from Indigenous Services Canada (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 and learned in February 2021, that this was not going to be possible, under the *Indian Act*. 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 prepare for the designation vote that would take place on July 29, 2022.

After the polls closed on July 29, 2021, Chief and Council received the results of the referendum vote that were verified by the Electoral Officer, Petula Maxwell, from Indigenous Services.

Results were as follows:

799 eligible electors (voters)

122 eligible electors voted

100 votes were in favor

22 votes were against

0 ballots were rejected

On July 29, 2021, a Special Chief and Council meeting was held, and the following motion was passed:

It was moved and seconded by the Chief and Council of Upper Nicola that:

- a. They acknowledge the results of the designation vote of July 29, 2021, determined by majority of participating voters of Upper Nicola Band indicating a majority were in favor of the question, and further,
- b. They provided permission to use their electronic signatures to sign the Designation for Leasing for Affordable Housing, on lot 142, IR 3, and finally,
- c. They provided permission to use their electronic signatures to sign BCR 2021-07-29-01 to recommend that the Minister of Indigenous Services accept the designation in the form attached as Annex A to this resolution.

The Minister of Indigenous Services Canada signed the Ministerial Order on March 2, 2022, to designate Lot 142, IR 3, for 99-years for the affordable housing.

Finalization of lease is under review, and Chief and Council and UNB Housing Society will sign off in Summer 2022.

Design

The UNB Housing Society and JTW Consulting, contractor appointed by BC Housing have met on a monthly basis, along with BC Housing. Together UNB Housing Society and JTW Consulting sent out a request for proposals for a Design Build Contractor. D&T Developments from Kamloops was appointed as Design Build Contractor in Fall 2021. The design for the 26-unit housing was complete in Spring 2022. D&T Developments, the Design Build Contractor has issued Call for Tenders for the Construction of the units. According to the schedule, construction, starting with earth works, could begin as early as August 2022.

It should be noted that the full cost of the construction and operation maintenance will be covered by BC Housing.

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.

BC Housing Indigenous Housing Project – Design work is nearly complete with construction expected to start in late summer on this exciting project. The UNB Housing Society will be constructing 26 units of affordable housing at Spaxmn. The project will be constructed in 2 phases with phase 1 being ready for occupancy in 2023 and Phase 2 in 2024.

Quilchena Firehall – This project is ready for construction and will begin in summer 2022 and is expected to take 12-months. The 2-bay concrete tip-up structure will have space for structural fire protection, wildland fire protection and environmental emergency response.

Quilchena Community Building – A project feasibility study has been completed for a new 20,000 square foot facility in nqelxmixon. The new building will have



space for community gatherings, elders, youth, Chief and Council and administration. The building will feature culturally appropriate design elements that align with UNB Community values in a shifted-bar layout. Design on the new facility will commence in the summer.



Conceptual Rendering / Final Colours And Product May Vary

Image provided by: Richard Hunter Architect Inc.

Operations and Maintenance is important to a healthy community. Most things we do on a daily basis depend on properly maintained and functioning infrastructure. Cooking, cleaning, gardening, bathing/showering, brushing our teeth, driving, playing, going for a walk; all these things rely on Operations and Maintenance staff who work in the community to keep the water on, septic systems from backing up, roads graded, grass and weeds mowed, snow plowed, and garbage and debris removed.

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 160 samples of which only three 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 one community wastewater system and six individual systems. All systems are pumped annually and inspected for any operational concerns.

Roads and Bridges – Community Services performs road and bridge maintenance year-round. Keeping roads graded, free of snow and dust and bridges passable has obvious benefits for community health.

Solid Waste – UNB maintains two agreements with TNRD relating 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 have been implemented with the Station open Tuesday, Wednesday, Saturday and Sunday from 8:30am to 4:30pm year-round.

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 lots 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, buildings are locked and secure after hours. All buildings 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.

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.

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HUMAN RESOURCES

This year we saw much movement in terms of UNB Staff. We hired for 15 Permanent positions. 19 people left the organization, and all moved on to new career opportunities.

Position	Hire	Start Date
Permanent Positions supported by Federal Government, Own Source Revenue		
Chief & Council Executive Assistant	Jamillynn Stange	January 2021
Assets Coordinator	Leigh Tom	January 2021
K ^w ú Stəmtimá Assistant	Della Chillihitzia	January 2021
N'kwala School Principal	Heather Grismer	January 2021
Director, Our Relations	Juanita Lindley	May 2021
Accounts Payable	Leigh Tom	June 2021
Cultural Heritage Technician	Susan White	July 2021
Office Manager	Jeanette Alexander	August 2021
N'kwala School Administrative Assistant	Geneve McRae	August 2021
N'kwala School Principal	Tyler Ernst	September 2021
N'kwala School Education Assistant	Hannah Roos	September 2021
N'kwala School Education Assistant	Joann Holmes	September 2021
N'kwala School Education Assistant	Emma Forman	September 2021
N'kwala School Education Assistant	Jackie Chillihitzia	September 2021
Daycare Worker	Destiny Washington	November 2021
Term Positions supported by project funding:		
Lands Assistant	Sara Frazier-Shuter	June 2021



Lands, Wills & Estates



Hello, I hope you are all well. Where does the time go? It seems like I just wrote my 2020-2021 Annual Report. Time flies by and we all keep moving forward to get as much done as we possibly can. On top of our regular work loads, many of us have responded to the many emergencies and losses that took place over the past year, in our community and surrounding communities.

Some of the highlights of the work done in the Lands Department for the 2021-2022 year are:

- Continued assistance with the lease of Lot 87, Nicola Lake IR 1, for economic development opportunities;
- Continued assistance with the lease for Lot 142, Douglas Lake IR 3, for the BC Housing Project;
- Assisting band members with Land and Estate issues: land transfers, settling estates and will writing;
- Participating in UNB Strategic Planning;
- Assisting with the referendum vote that took place in July 2021 for the Designation of Lot 142, Douglas Lake IR 3, for the BC Housing Project;
- The survey and subdivision of Hamilton Creek IR 2, to determine the boundaries of Band Land and land held under a Certificate of Possession;
- Assisted with the purchase of Lot 8-1, by arranging the appraisal and submitting the documents to transfer the lot to the Band. This lot will be the future home of the Bands Community/Administration Building;
- Working with the temporary Lands Assistant to organize and digitize all the Lands and Estates files;
- Year II of the Lands Certification Program started June 2021 and ended in April 2022. Work on this course was intense and time consuming. The knowledge gained by taking this program will greatly assist all future lands work.

Susan Manuel, Lands Manager

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

Transfers of traditionally held land, transfer of CP/NETI held land, access agreements, provide survey information, provide Matrimonial Real Property/FHRMIRA information.



CONTACT INFORMATION

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

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

EDUCATION

Way' xast sxelx?alt,

In our strategic plan, we identify that one of our priorities is to empower our members. We believe that each member has a part to play in creating our future, and to do that we need to ensure each member is empowered to take responsibility for both their own future and building a strong flourishing community that is in harmony with our Tmíx^w. As we continue to work together implementing programs with the challenges of the Covid pandemic, and flood in Merritt that affected our students, doing on-line learning, and operational plans during the past year. From Kindergarten to grade 12 through learning at home, and youth programs/activities. This involves zoom meetings with teachers, principals, and members of the school district to ensure that all of the students are receiving the learning support they need. The education department is willing to share and give information that will give opportunities to gain awareness of our existing programs and services that are provided are:



Post-Secondary Education (PSE) – UNB student that plan on pursuing post-secondary studies on a full-time or part-time basis and qualify for financial support. The objective of the post-secondary student support program is to improve the employability by providing

eligible students with access to education and skill development opportunities at the post-secondary level. Reporting to ISC is due:

General Pool: May last Friday, and PS Registry Report: August 30th of every year.

Fill out an Upper Nicola Band Student Support Program Application: Deadline April 30th of every year.

Post-Secondary Full-Time – 30

Post – Secondary Part-time - 6

5 Post -Secondary Graduations:

Nathan Chenoweth – Bachelor Education – Elementary – TRU

Janice Tom – Network Security Specialist

Justine Manuel – Nsyilxen Language Fluency Diploma

Cindy Tom-Lindley – Master's in education in Education Administration and Leadership

Trudy McLeod – Administration Taxation Certification



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 - 30 students
 Reciprocal Tuition – 6 students
 1 Graduated – Douglas Roos

Merritt Central School – 19 Students
 Merritt Secondary School – 27 Students
 High School Graduates - 13 students (5 continued with Post-Secondary Education)

Julie Allison
 Tyree Archachan-Lindley
 Hailee Coutlee
 Vanessa Michel
 Holly Munro
 Lane Munro
 Hannah Manuel
 Jandell Ned
 Kayla Rodriguez (Sheena)
 Wyatt Smith
 Rollin Sanderson
 Myron Stewart
 Krya Tom

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, (1) in Maintenance.

Youth Summer Employment – 3 students filled this position as Camp Leaders, Supervisors and did basic office assistant jobs, and maintenance of Band Buildings

Science & Technology and Youth Leadership-
 40 students participated at our Camps at Douglas Lake and Quilchena. This year we had activities such as nature walks, build a sweat, leather work, painting, beading, plant/medicines, stories, and science projects. Though activities enhancing our cultural & traditional teachings, and focusing on building capacity development enhancing knowledge, and abilities skills.

FNESC – COVID 19 Related Education Grant (CREG) – for 2021-2022 school year under this program 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, and technology devices and or other directly related activities.

Support Students – 10 Laptops to N'Kwala School – online learning
 Tutorials
 Activities – art & crafts
 Incentives – pizza, gift cards

Highlights:

Graduation Ceremonies –Recognition to all students K-12; 13 Highschool Graduates ON/OFF Reserve, UNB also had 5 high school students who applied for Post-Secondary to their career of choice.

K^wúStəmtímá? – joined this group March 2019, very active and exciting work to learn more on UNB Children in Care. On going activities for our children, families, and children in care such as: Regular Monthly Meetings, Youth Camps, Baby Welcoming, Community Christmas Party, and Winter Wellness was my activities. Throughout the year and meeting discussions were policies, training, and workshops, SCFSS file reviews, Strategic plans, Cáptik^{wl} cultural plan, Syilix 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 \$105,266.00.
 Summer Work Experience – Hired 3 students



receiving \$12,397.00.
 COVID 19 Education funding (CRSS) - \$43,701.00.
 COVID 19 Education Additional Funding – 26,211.00.
 New Relation Trust Youth Funding - \$5,000.00.
 New Relation Trust Elder Funding - \$5,000.00.
 Post-Secondary Additional Funding:
 Enhancement Budget - \$68,988.00.
 General Pool Allocation - \$22,102.
 Emergency PS Funding - \$66,719.00.

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

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

PSSP/UCEP Administration, Indigenous student data, Post-Secondary Partnerships Programme, Programs, Projects, and initiatives updates, BC Tripartite PSE model.

School District 58 –Local Education Agreement, Enhancement Agreement, AIC and AAC monthly/ quarterly meetings, and Community Support Meeting Student Support – working collaborating to support our students continuously, with school base teams, First Nation Support Workers, Education Coordinators to support our parents, students, and families.

MSS - DVR Meetings /reviews



REPORTS:

Post-Secondary Register for 2021/2022, submit by August 30.

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

UNB Strategic Planning/ Operational Plans - on going.
 Budget – Draft budget, due in January, quarterly meetings.

Post Secondary Deadline – April 30 of every year.



way' p_isnəqsílx^w (Greetings my Relations)

The 2021-2022 school year started off with change, challenge, and constant.

COVID 19 risks and exposures continued;
therefore, health and safety protocols remained.
At the beginning of the school year, the principal
Heather Grismer submitted her resignation.
There was no high school teacher, no intermediate
grade teacher; and no principal.
Returning teaching staff included Colleen
Brandrick (primary teacher) and Linda Holmes
(Nsyilxcen teacher).
Geneve McRae was just hired as the administrative
assistant; and then, when Geneve resigned;
Justice was hired.
Returning support staff included Cindy McLeod,
Tierra Holmes, Tanya McRae, Emma Forman,
Daphne McRae, Ang Holmes, Judy Chillihitzia,
and Phil Dumont.
EA's hired Jackie Chillihitzia, Joann Holmes, and
Hannah Roos.
The nominal role increased.



A principal was needed immediately; therefore, Carol Holmes was approached and agreed to come in until a full-time principal was hired. Now, the big question 'How can we continue with education for the intermediate and high school class until teachers are hired?' It took out-of-the-box thinking. School District 58 and SCIDES was contacted with the idea of providing the students with the homeschool learning and teacher support while the students remain on the

N'kwala School nominal role. The agreement included SCIDES to provide the learning materials, teacher support (on-line and in-person); Magy Arnell and Rita Keskinen were by SCIDES to provide in-class assistance. The EA's supported the teachers in all possible capacities. Colleen and Linda continued with their teaching roles and responsibilities.

This was an extraordinary and remarkable year; the students and staff continued with their education with the interruptions of COVID exposures and in November the atmospheric flood. Learning from home, learning on-line, and in-school instruction became the norm. These were not ideal learning environments. There were successes and there were failures.

And then, on January 31, 2022, Tyler Ernst came in as the principal.... Carol stepped aside to mentor and to support Tyler.

limləmt Thank you to the students, their parents/ guardians, and the staff for their resilience, their ability to adapt, and their continued support of N'kwala School!

limləmt Thank you to Tyler Ernst for returning home to be the N'kwala School principal!

limləmt Thank you to Collette Sunday for your overwhelming support!

limləmt Thank you to the UNB Chief and Council for your support!

Submitted by Carol Holmes



COMMUNITY SAFETY PLAN

During the 2021-22 fiscal year our *Safety Captíkʷł* - the Upper Nicola Band's Community Safety Plan for 2021-2025 was drafted. This plan builds on the community's strategic vision and mission, cultural teachings and the Kʷú stəmtímáʔ declarations as they relate to community safety. It was drafted with the guidance of a Core Group of community, council, administration and RCMP members with the support of Public Safety Canada's Aboriginal Community Safety Planning Initiative.

Within the plan you will see how Our Safety Cáptíkʷł will be brought to life by:

- Seeking more community input than was possible during the COVID 19 pandemic,
- Working with community, council, administration, partners and neighbours to implement the plan,
- Finding the resources necessary to undertake the activities and achieve the goals and objectives it contains,
- Monitoring the work to ensure that this plan gets implemented and doesn't sit on a shelf; and
- Updating the plan as necessary to respond to changes in circumstances.

The following graphic summarizes the content of the *Safety Captíkʷł* - the Upper Nicola Band's Community Safety Plan for 2021-2025. We have shared the plan at a General Band Meetings during the fiscal year. It is also available on our website.

We look forward to working together with all those interested in the safety of our community, members and residents. Community safety is all our responsibility.



For all of us, this past year will be remembered as one that challenged and tested us like none other. This time it seemed like a never-ending bitter winter. We have continued to experience the global COVID-19 pandemic along with the wildfires, heat waves, smoke, floods, evacuations, residential school traumas and the ongoing toxic drug poisoning crisis. These disasters have projected unexpected and undeserved troubles that have given rise to mental health needs and increased grief and loss needs. We continued to navigate the challenges of accessing and disseminating accurate health information, coordinating vaccines, attaining and distributing pharmaceuticals, medical transportation, treatments, food security, funerals and primary care. At the same time, our normal work of providing programs and services to membership continued.

I acknowledge the immense pressures and challenges our offices faced this past year where leaders and staff worked tirelessly to assist membership. The intensity and duration of the pandemic stretched the capacity of our team; there was ample evidence of COVID fatigue. When big things happen in our lives that are beyond our control, we need an experienced guide to direct us. I can think of none better than the qualities passed down by our elders. The important focus of our work this year was the need to cultivate courage, unity and optimism to guide and help us during these difficult times.

COVID-19: Response and Recovery

The pandemic meant that as a health office, our work took on greater urgency. We quickly adopted multiple approaches to gather and track changes to health services. This allowed us to identify pandemic related issues to which our office could respond. A significant investment in time by the Emergency Management team allowed the health office to establish coordinated wellness checks, distribute COVID supplies, community services, education, promotion as well as disease surveillance and response. We also worked with provincial and federal partners to deliver health and social supports. Major partnerships included First Nations Health Authority, Interior Health, ISC, Ask Wellness, Friendship Centers, Scwexmx Health and Okanagan Nation Alliance. Each in turn supported community health emergency preparedness with distributing resources and essential services.

COVID – 19 positive case notification pathways were established to inform leadership and health workers about active cases within our communities. This could only happen if the member chose to let our office be notified of the diagnosis. In many cases, we were not informed about positive cases, however, when we were aware of positive cases, staff were able to provide supports for individuals and families with their health and wellness needs. These supports also included members evacuated due to flooding, fires and high smoke elevations. These supports included:

- Providing Personal Protective Equipment,
- Immunization clinics, information/education,
- Meal supports,
- Isolation accommodation support,
- Community based rapid testing kits
- Access to primary care
- Access to mental health and substance use services,



COMMUNITY HEALTH SERVICES

- Health human resources,
- Communications,
- Access to Pharmaceuticals,
- Ongoing Wellness checks,
- Personal Care: Home support services and firewood delivery,
- Crisis and Mental Health Counselling,
- Income Assistance Distribution,
- Medical Transportation,
- Flood Evacuation Support,
- Distribution of air purifiers, and
- Youth development.



Mental Health and Wellness

The mental health and wellness effects of the pandemic on individuals and families was difficult. For all of us, we have been coping with pandemic related stress on top of usual pre-pandemic stress. Social distancing, public restrictions and isolation created an inability to get together, attend functions or support loved ones at a level we're used to. This resulted in loss of social connections, cultural connections, isolation and disconnection from our

families and friends, causing great impacts on mental health and wellness. Coordination of contact with membership was enhanced with regular telephone wellness checks or use of virtual platforms. Barriers to accessing programs were reduced by providing some cellphones and laptops to some members in need as well as enhanced WI-FI connection in our communities. In-person mental health services continued to be delivered with health and safety precautions in place for staff and patients.

Responding to the Toxic Drug Crisis

While our office focused heavily on COVID responses in the past year, our team also focused on the toxic drug crisis. Street drugs are becoming increasingly dangerous, particularly for members residing in urban areas. Members of our team routinely checked on members in the streets of Merritt with wellness checks, supports, referrals, drug alerts and distribution of Naloxone. Resources describing self-care was also disseminated with lessons on how to react positively in a crisis.





**Climate Change:
Land based
healing**

In the coming decades due to climate change we are bracing for drier and warmer summers as well as increased flooding. These changes can create significant

environmental incidents and can impact our physical and mental health. Although some of these realities are beyond our control, we must actively prepare for these changes and come up with potential action plans together. Key areas that are crucial to our community are air quality, safe drinking water and food security.

Our efforts to address these issues this past year included the provision of air purifiers, primarily to elders and people with health risks, within our community. Routine water sampling took place to ensure the water was safe to drink. Our office has provided food security for community members by offering hunting camps, salmon distribution, and creation of community gardens. There was a significant increase in requests for seeds and topsoil for families to grow their own food sources. Community clean up was promoted with the assistance of garbage bins placed throughout both communities.

Going forward, our commitment is to be unrelenting in our goal to respond to individual health concerns and needs as well as providing membership with good health promotion. We will continue to make progress by infusing all aspects of the Bands six

strategies with a principled and practical approach to wellness.

This report details some of what our offices were engaged in, but it is important to acknowledge the “why” we do what we do. We are a strong, flourishing community in harmony with our tmíx^w. This past year, we have witnessed commitment and dedication from caring leaders, band staff and membership to get through these difficult times together. Thank you all so much.

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The Aboriginal Head Start on Reserve Program nurtures the healthy growth and development of community children from birth to the age of six. 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 Nsyilxcən language from community elders, Linda Holmes and Abe Sheena.

Our centre is divided into two areas. For children from newborn to age three, 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 three to five 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 six principles:

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

NUTRITION

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).

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), and 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 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 continue to resume our field trips.





STAFF

A new program manager was hired in September 2019. Staff included: Manager, Lead Head Start Instructor, Infant/Toddler Instructor, ECE Assistant, Custodian, and 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 is 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 working or going to school.
- Healthy community: we have the nurse come in

and talk about germs, head lice, and 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, who 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.



K^wú stəmtímá?



The Kwu stemtima? Of Upper Nicola Band continues to grow year after year by expanding programs for our families by engaging our youth, elders, mothers, and fathers. 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.

The K^wú stəmtímá? Group represents the Upper Nicola Band and Chief and Council on interests relating to Upper Nicola Band Children, Youth and Families.

The Kwu stemtima? Group:

- Will advocate and uphold the UNB Grandmothers Declaration
- Exercise jurisdiction to care for all UNB children
- Will work collaboratively with the UNB departments
- Will work in cooperation with the Okanagan Nation Alliance and Scw'exmx Child and Family Services Society and other agencies to support the best possible outcomes for the safety, well-being and identity of children and families.

Here is a brief recap of some of the programs that have been offered over the past year:



Spring Quarter Events - April 1 – June 31, 2021

- Family Gym
- Our Relations Blanket Exercise
- Women's Wellness – Mother's Day Event
- Counselling (Kevin Ward)
- Recognition of Men – Father's Day Events
- Indigenous Day and Name Giving Ceremony
- Honouring the 215



Summer Quarter Events - July 1 – September 30, 2021

- Family Gym
- Our Relations Blanket Exercise (ORBE)
- Every Child Matters
- Baby Welcoming Baskets





Fall Quarter Events - October 1 – December 31, 2021

Girls Hunting Camp
Baby Welcoming Baskets
Boys Sweat Lodge Building
Strategic Planning
Winter Solstice
Kids Christmas Party
Minnie Lake Ice Fishing
Wildlife Park Passes
Family Gym

Winter Quarter Events - January 1 – March 31, 2022

Family Gym
Boot Camp Workouts
Family Ice Fishing Day
Horsemanship Clinic
Men's Cooking Group

kʷu stəmtíma? Declaration

December 15, 2020

kʷu stəmtíma? tɪ Upper Nicola, declare that the safety, well-being, and identity of Relations is a priority.

yaʔyáʔt iʔ stəmtíma? tɪ Upper Nicola will respectfully:

- Stand up and take responsibility for our Relations
- Awaken and uphold the teachings of our ancestors
- Connect with the Relations, teach respect, self-control, and self discipline
- Raise our children to be leaders and to be ABLE
- Encourage Relations to reclaim their identity
- Demonstrate a strong and health community

kʷu stəmtíma? tɪ Upper Nicola put forth this declaration for the past, present and future Relations of the Upper Nicola

Relations – a 'traditional' term to include children and families and to not separate the two. Relations is used in the capškʷ Ethic Agreement between UNB and SCFSS.
yaʔyáʔt iʔ stəmtíma? tɪ means "All Our Grandmothers from"

FINANCE

The UNB Finance Team, Administrator, Finance Audit Committee and Chief and Council carried out work to implement the UNB Financial Administration Law 2018.

Highlights for the 2021-22 fiscal year include:

- Risk Management Plan was delivered to FAC and approved to Chief and Council in June 2021;
- UN Strategic Plan 2021- was delivered to FAC and approved to Chief and Council in 2021;
- Mid-Year Budget 2021 – 22 was delivered and approved by Chief and Council on November 16, 2021;
- Audit 2020-21 UNB FAC reviewed the 2020-21 audit on November 12, 2021, and Chief and Council approved the audit on November 30, 2021;

- Quarter 1 (Q1) Report was delivered to FAC and approved by Chief and Council on August 16, 2021;

- Q2 Report was delivered to FAC and approved Chief and Council: January 17, 2022;

- The 2021-22, 2021-26 Multi Year Budget, Q1 & Q2 reports were shared with UN citizens;

- Q3 Report was delivered to FAC & approved by Chief and Council on May 19, 2022;

- Q4 Report was delivered to FAC and approved by Chief and Council on June 20, 2022;

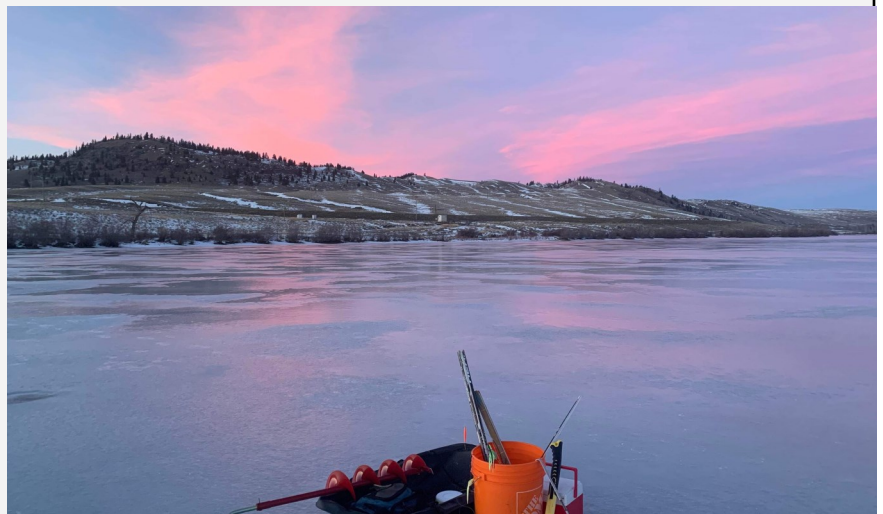
Other FAC Meetings included: July 30, 2021, December 16, 2021, Feb 24, 2022, March 8, 2022, April 25, 2022, and May 2, 2022.

Annual Review of UNB Investments with RBC Dominion Securities on December 3, 2021, representatives of UNB (Chief McLeod, CFO & Administrator) met with UNB Portfolio Manager. Since 2014, UNB's investments (\$15M) have received a return of \$5M, averaging 6.78 % of income in the seven years of investment for a \$20M portfolio value.

Work continues to implement the recommendations from the First Nations Financial Management Board, Financial Management System Certification review. Areas that we need to continue to develop capacities include Asset Management Plan, and Asset Life-Cycle Plan.

Dianne Bastedo retired from her role as Chief Financial Officer on April 29, 2022. Upper Nicola thanks Dianne for her leadership in assisting Upper Nicola to be transparent and accountable to the citizens of Upper Nicola.

We would like to further acknowledge the loss of UNB FAC Member twi Sharon Lindley, as she joined the ancestors. We trust that she continues to guide us in our path forward.



CULTURAL HERITAGE RESOURCE DEPARTMENT

AGA Report 2021-22

Upper Nicola Band's Cultural Heritage Resources Department researchers and monitors 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
- 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 from committees West Kelowna Transmission Project (WKTP) FNs Project Review committee, TransMountain Indigenous Monitoring and Advisory Committee (IAMC), etc.)
- Assist 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
- Assist 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)

2021-22 was a turbulent year for activities as the COVID-19 pandemic continued to present challenges to departmental operations. A major heat dome in June followed by a volatile wildfire season also impacted fieldwork and monitoring activities.

Monitoring and Small/Short-Term Projects

- Monitoring TransMountain pipeline construction (started in September 2020)
- Biophysical Field Study Participation- TransMountain Coldwater West Alternative Route Screech Owl survey
- Construction monitoring and water quality sampling on Highway 97C (Highway Creek Remediation Project, Pennask)
- Yellow perch eradication program
- BC Hydro Douglas Lake pole replacement Project
- ONA Pennask Fisheries Project/trout distribution
- Burbot monitoring
- MOTI, monitoring diesel spill clean ups in UNB

CULTURAL HERITAGE

territory

- Biophysical Field Study Participation-Coldwater West Alternative Route Subcontract Screech Owl survey
- Archaeology and CMT training for 2 UNB Cultural Heritage monitors
- Career Basics: Learners Licence Exam Prep for 8 UNB members

BC Capacity Initiative – UNB Cultural Heritage Cultural Landscape Monitoring Project

Two community engagement sessions with 16 UNB Cultural Advisors took place in June 2021 to identify culturally important sites and gather information on concerns;

Cultural landscape monitoring training for 8 UNB Monitors on GeoKeeper/CKK; and

Field trips to record data on culturally important sites.

Species at Risk program

Burrowing Owl – eight pairs of owls were released at the site on IR #3. Due to concerns about forest fires on their migration route, the owls were returned to winter at the Kamloops Wildlife Park.



Spadefoot Toad habitat protection– Upper Nicola Band has taken measures (fencing, signage, etc.) to protect areas where spadefoot toads are known to occur.

In March, a group of students from N'kwala School made a field trip to Kamloops Wildlife Park.

Library and Archives Canada - Digitization of Upper Nicola Band Cultural Heritage Collection and Placename Map project

UNB's archive of interview recordings are being digitized for uploading into the CKK database. Traditional place names were compiled from ethnographic sources. Place were also gathered in traditional use interviews with community elders. Placing the sites accurately on a map presents a challenge, as parts of the landscape have changed significantly in recent decades due to factors such as forestry activities. Additional work will be done in 2022-23 to accurately identify these locations.

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i? citx^wtət i? nq^wlq^wlntət

Our House, Our Language

The UNB Nsyilxcen Language department oversees and contributes to the community's efforts toward Language Revitalization and continues to work towards creating an environment where Nsyilxcen language use is encouraged, nurtured, and expected. The Language department has seen many changes in this past year due to COVID restrictions, and adapting to virtual gathering. We have learned to adapt and persevere during these times, and we had to get creative in our language efforts. The Language Department was successful in receiving funding for general language programming, as well as starting the process of digitization of archived materials. We would like to recognize the First Peoples Cultural Council, Enowkin Centre, and the Upper Nicola Band for supporting nsyilxcen initiatives and activities. With continued financial support, community support,

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patience, healing, and commitment, nsyilxcen (Okanagan language) will be our language of communication.

EMPOWERING MEMBERS

Advocating and Supporting our Language Learners

Nsyilxcen Indigenous Language Certificate - Enowkin Centre/NVIT

We have two (2) Full-Time students and seven (7) Part-Time students that are taking courses to achieve their Indigenous Language Certificates, with the options of continuing on to the Bachelor of Nsyilxcen Language Fluency degree (BNFL).

Several community members taking some form of Language learning

Encouraging members to get involved in Language



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 Week,

Yearly agenda, monthly calendars

Sign Project: Signs for Upper Nicola Community
Welcome signs that have the traditional place name

HEALTHY COMMUNITY

Supporting the community in language revitalization efforts

Creating a space for language

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SUSTAINABLE ENVIRONMENT

Nsyilxcən Language Program Team

-Language Manager

-Language Assistant

-Language Trainee

-Fluent Speaker

Language Program Grant Funding

-First Peoples Cultural Council – Pathways to Language Vitality (PLV) grant

-First Peoples Cultural Council – Language Technology Program (LTP) grant

-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 Captikʷt Story-Telling Evenings, Summer Cultural Camp, UNB Staff Language Bingo, and Traditional Foods Celebration.



During the fiscal year April 2021 – March 2022 the Upper Nicola Band Emergency Operation Centre (EOC) continued to meet on a weekly basis to respond to the Covid-19 emergency.

The EOC consisted of the following people:

Director: Collette Sunday
 Planning: Mary Ann Androlick
 Logistics: Leigh Tom
 Operations: Dan Manuel, Ivy Gregoire
 Finance: Dianne Bastedo, Sylvester Cohen Jr.
 Communications: Diana Boston
 Health: Duane Tom, Mary Jack
 Council Rep: Councillor Brian Holmes, Chief Harvey McLeod

The EOC would meet every Tuesday to receive a report from our Planning Section on the latest COVID numbers in the Province of BC and the Interior of BC. We would also hear reports from First Nations Health Authority regarding numbers of COVID-19. As a team, the EOC would strategize how to support Upper Nicola Band Health Team to respond to the Covid-19 emergency. Ways we did support included: providing information about COVID, we set up a 1-800 line that was available for UN members to call to receive information, we further offered resources for mental health supports, as we all had to isolate. The Health Team and other members of UNB staff called on-reserve members to do a weekly Covid-19 check in. Health team Member Kim Michel continues to do weekly Covid-19 check-ins! Maple Manuel shares resources from First Nations Health Authority.

In the 2021-22 fiscal year, the overall number of reports for Covid-19 were minimal, in which we learned of approximately 10 members.

Covid-19 vaccination clinics were offered at three times (March 2021, June 2021, and December 2021) during the year to provide vaccinations for Band Members.

Upper Nicola provided a third and final COVID -19 payment in December 2021, at the rate of \$125 per person, for on and off reserve members. In the previous fiscal year, 2020-21, we provided two COVID-19 payments in the amounts of \$150 per person, and \$200 per household, for on and off reserve members.

Between March 2020 and March 2022 the Upper Nicola Band Emergency Management Plan and the Pandemic Plan have both been updated.

In addition to the Emergency related to Covid-19, the Nicola Valley experienced an atmospheric rain- storm in mid-November 2021. The storm did not affect Upper Nicola Reserve lands; some of our members that live off reserve were affected and were displaced from their homes.

Although homes and infrastructure were not affected on-reserve, UNB residents along with others experienced hardships to access groceries. UNB EOC organized to have fresh vegetables, milk, and bread available for sale at cost. Small efforts such as this provided assurance to UNB members that their basic needs were being supported.

kʷu kʷukʷstxʷ to all people that contributed to ensure the safety and well-being of members throughout the Covid-19 emergency and the atmospheric rainstorm.



SELF INHERENT RIGHTS

Rebuilding our Syilx Self Inherent Rights Work.

On April 20, 2021, Upper Nicola Chief and Council formalized their decision to engage our people to develop our inherent rights strategy to transition from the *Indian Act* and stand with our people to restore our right to self-governance. Chief Harvey McLeod submitted our letter of intent to participate in the Rebuilding First Nations Governance project.

In the summer of 2021, we began working with the Centre for First Nations Governance (CFNG) and the Institute of Public Administrators of Canada (IPAC) volunteers to carry out in the following areas:

Community engagement to educate our people about our Self Inherent Rights and the *Indian Act*. We held a session on September 27, 2021, via Zoom to implement COVID-19 safety protocols. We had 25 people participate in the session. Further, five, two-hour engagement sessions took place between February 8 to March 2, 2022. We had 54 people participate in the sessions.

Implementing Bill C-92

Upper Nicola's K^wú Stəmtímá? (Grandmothers' Group) on behalf of the Upper Nicola Band have a goal to develop our laws relating to child and family services, which when passed will be the basis for the tri-partite negotiations (Canada, BC, UNB) under Bill C-92 to assume our inherent jurisdiction. The K^wú Stəmtímá? would like to immediately embark on pursuing our inherent right over traditional Captikwl adoptions, which is currently under the purview of the Government of British Columbia. Our work started in 2019, Scotty Holmes worked with the Kwu StemtimA? developed our Cáptík^wl ethics,

the foundation for our laws. In September 2021, Satsan, Albert Peeling and Chris Robertson worked with the K^wú Stəmtímá? to assist with the education of our self-inherent rights, and the implementation of Bill C-92. A second two-day workshop was held in March 2022, we had 25 people participate in each session.

UNB & Consultation

From January – March 2022, Satsan, Albert Peeling and Chris Robertson worked with UNB Representatives of the Chief and Council (Tm^xwúla?x^w Pillar) and the Cultural Heritage Department to learn about consultation and accommodation. We have developed a work plan to develop to enact the Upper Nicola Consultation and Accommodation law. We have held five sessions, that included 22 people.

“Building Capacity Expertise” through Policy

Between January – March 2022, we worked with Rebuilding Nations Research Team representatives: Satsan, IPAC Volunteers, Catherine MacQuarrie, Mike Demers and three Research Assistants. UNB forwarded our policies for review, and a training workshop was held for Chief and Council and UNB



Managers to build our knowledge and skills necessary to direct and implement a policy suite that will support nation re-building and help us more efficiently manage our *Indian Act* responsibilities to create space for the work of self-determination. We have held three meetings, and a 1.5-day workshop, in which we had 22 people participate in all sessions.

Work is ongoing to rebuild Our Nation, as we continue to learn about our Syilx rights, stand up our laws according to our Captikwl and our nsyilxcen language.



Carol McCauley—I speak as a community citizen who has taken it upon myself to get involved with the many different activities that UNB has been developing. I remember the many times at band meetings when Chief and Council have been saying to its citizens to get involved. So, I decided to listen and take the incitive to get involved in the areas

that interest and inspire me.

I am very passionate for our Syilx Governance and have been learning so much of how our ancestors had amazing ways of using Syilx ways to have a balanced relationship with the land, animals, plants and humans. I have a lot to learn still.

I really enjoyed the five Inherent Right sessions that we had with the community and hearing your voice which is so important for the process of moving forward. It was valid to hear Satsan and his team give the education we needed to hear what the *Indian Act* has done to our people over the last 150 years and to hear how our inherent right can over ride the *Indian Act* and how we can have authority and jurisdiction for our lands and resources. So, please come out to the community engagements, it is very valuable and important as we bring ourselves together to bring our knowledge together to unite our community and to strengthen our people.

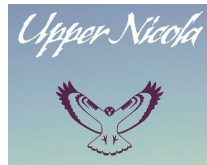
I go to meetings and workshops to learn and to involve myself where I can. I encourage other community members to get involved where your interest may lie, we need that community voice and direction. Knowledge is powerful and there is lots of knowledge in our community, we just need to bring it together.

Respectfully and in good spirit,

Carol

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Facebook @ <https://www.facebook.com/uppernicola/>

Instagram @uppernicolaband

TikTok @uppernicola

YouTube @Upper Nicola Band

UNB App email communications@uppernicola.com



Mission Statement

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

Vision Statement

A strong flourishing community in harmony with our tmixʷ



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