

UPPER NICOLA BAND ANNUAL REPORT



2022—2023

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ANNUAL REPORT 2021—2022

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UPPER NICOLA BAND

**MAILING ADDRESS: GENERAL
DELIVERY**

DOUGLAS LAKE, BC V0E 1S0

BAND ADMINISTRATION OFFICE:

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#UNBSTRONG



Outgoing Chief and Council, term 2020-2023

We say limlimpt to Chief Harvey Mcleod for his 27 years of service, in UNB leadership. Harvey served as Chief of Upper Nicola Band for two terms (2017-2023), and 21 years as Councillor. You were a great ambassador for our community. You represented our community at the local, Provincial, National and International arenas. We can see the results of your dedication to the people when we look to our new housing project, the energy projects that we are pursuing and work that we doing to create a difference in the socio-economic status of our community.

We further thank the following Councillors that did not seek re-election:

Councillor Wallace Michel, who served UNB for 27 years as Band Councillor. You have dedicated a lifetime for your people.

Councillor David Lindley, who made positive contributions in the ntyitix (fiscal relations/economic development) and social justice pillars.

Councillor Jeanette McCauley, who served on the Tr̓x̓w̓úlaʔx̓w̓ Pillar

Councillor Matty Chillihtzia, who served on the Tr̓x̓w̓úlaʔx̓w̓, and Social Justice Pillars.

Chief and Council Election 2023

As per the UNB Election Regulation dated February 3,2020, the election for Chief and Council started with the appointment and announcement of the Tribunal Committee, at the October 26,

2023, General Band Meeting. The Committee consists of Rita Manuel, Cliff Chillihtzia, Emily Poyou, Diana Boston, and Maynard McRae (replaced twi Sharon Lindley). The Tribunal Committee's term began on October 30, 2019, and concluded on June 18, 2023.

The company OneFeather, www.onefeather.ca was appointed the Electoral Officer at the November 30, 2023, General Band Meeting.

OneFeather implemented the UNB Election Regulation, dated February 3, 2020.

The Upper Nicola Band 2023-2026 Chief Election was held with advance polls opening on March 11, 2023, via online with OneFeather, and in person. When polls closed on March 18, 2023, 295 people voted, out of the 824 eligible voters.

On March 19, 2023, the Electoral Officer, declared Daniel Manuel, as the successful candidate for Chief.

with 196 of the 295 eligible votes.

Nine Councillors were acclaimed to office on February 27, 2023, they are Kayla Boston, Brian Holmes, Fred Holmes, Dennis MacDonald, Kevin Ned, Craig Shintah, Eva Tom, Ira Tom, and Jeremy Tom.

Councillor Brian Holmes, was appointed the Full time Councillor on April x, 2023, in accordance with the UNB Chief and Council Terms of Reference.



QUILCHENA COMMUNITY CENTRE

We are working to implement one of our Strategic goals that is identified in the UNB Strategic Plan 2022-27 “Construct multi-use complex project in IR 1 Quilchena, Community meeting space(s) for up to 300 people, new Admin office”.

On July 28, 2022, Chief and Council approved:

the feasibility study dated June 14, 2022, that recommends:
that lot 8-1, IR 1 Nicola Lake/ Quilchena) as the building location, and
the shifted bar concept as the preferred design form.

to approve the Quilchena Community Centre design proposal dated July 12, 2022, as presented by Michael Green Architecture. The design will be “net-zero”, which results in highly efficient, generates (solar) power, using clean renewable resources. We are also designing building , to meet Firesmart standards.

On January 16, 2023, Chief and Council appointed Unitech, as the Construction Manager for Pre-Construction, Construction and Post-Construction for the Quilchena Community Centre. Unitech began to participate in meetings with the Architect, and Upper Nicola Band representatives (Dan Manuel, Collette Sunday and Council members)

We submitted two funding applications for the project, that is estimated to be \$31 Million.

Indigenous Services Canada, Canadian Human Rights Tribunal 41 (CHRT-41) decision regarding child and family services.

To-date, we have received approval \$1,671,397 to cover reimbursement of land appraisal, purchase of land, feasibility study, and 90% of design expenses. We will apply for funds to cover construction in Summer /Fall 2023.

Green and Inclusive Community Buildings (GICB), we have applied for \$25M.

Chief and Council have approved

authorization to borrow up to \$1.5 Million from the First Nations Finance Authority, if required.

Further Chief and Council approved to have the \$500,000 received as payment one from the First Nations Drinking Water Class Action Settlement to go towards the Quilchena Community Centre.

Summary of the building and timeframe:

Building Area: 23,212 square feet

Community Wing: 15,361 square feet

Administration Wing: 7,788 square feet

Project Milestones:

Summer 2023: Design Complete

Fall 2023: Project to Tender

Spring 2024: Construction to begin.

Winter 2025: Project Takeover

The Quilchena Community Centre will be a gathering place nestled into the landscape, upholding, embodying, and sharing Upper Nicola culture and heritage.

This project is an example about how we are working to implement multiple priorities, by combining our efforts of creating a space for our Relations, as we develop a healthier community!



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 Captikʷt* - 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 Kʷu Stəmtímaʔ 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, ńtqítməlx /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



BAND ADMINISTRATOR COLLETTE SUNDAY

would be the best governance model to move forward with in the present time. The respective Another year has passed, in which we did our best to serve our people, to the best of our ability. We continued to implement our goals in the 2022-23 fiscal year. Highlights included:

Progress on the 26-unit housing project, IR 3 Spaxmn

As a community we held the ground-breaking Ceremony for this exciting project that started in 2018. Construction of the units has begun.

The land lease, for Lot 142, IR 3, between UNB, UNB Housing Society, BC Housing, and Indigenous Services Canada, has been finalized. This instrument is a requirement to ensure that funds for the construction and maintenance of the buildings can take place.

Quilchena Community Centre feasibility study, design

The feasibility study that identified the location for the building, lot 8-1, IR 1 Quilchena was confirmed, and the shifted



bar design.

Community members have been engaged to assist with the design of the building. We have received funding to assist with land purchase, feasibility study and design of the building from Indigenous Services Canada, Canadian Human Rights Tribunal 41 order (CHRT-41).

We applied for funding to the Green Infrastructure Community Building fund and will apply to the CHRT-41 for construction of the building.



Chief and Council Election

Chief Harvey McLeod, and four Councillors did not seek re-election. We raise our hands to all our elected leaders for their service to our community.

For the first time ever, we had the Councillors acclaimed into their positions, and thus we did not vote for Councillors. We congratulate Daniel Manuel, who was elected as Chief of Upper Nicola for the 2023-26 term.

Community Engagement

This year, we have carried out community engagement regarding the following pieces of work:

Sylx Inherent Rights. We are educating ourselves about our rights, and how important it is to begin to take steps to move away from Indian Act governance to sylx governance. As sylx we not only have rights, but we have responsibilities to contribute to the betterment of our lives, for our Relations and our community. We have learned about the Four Food Chiefs, en'owkinwixw, and our captikwl.

Adoption law/Relations law: we have hosted numerous sessions for our members to assist us in the development of laws that will assist how we will care for our Relations, now and into the future.

Budget 2023-24 presentations: Managers presented operational plans and budgets for the fiscal year, to provide members with a better understanding of what Administration is focusing on, and how their work relates to



the UNB Comprehensive Community Plan, Strategic Plan, Community Safety Plan. Policy work: we held policy bingo night, and other interactive sessions, for members to provide feedback on development and policy amendments.

We say limlæmt. Thank you to all helping hands. Let's keep going, we have more work to do!

Way' put 😊

Collette Sunday



#UNBSTRONG



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 stands 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 1 bedroom unit, 7 applications for 2-bedroom unit, 7 applications for 3-bedroom unit, 4 applications for 4-bedroom unit, 2 applications for 5+ bedroom unit.

Empowering our housing staff with housing workshops & webinars

The housing department was lucky to have attended 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 ongoing 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 3 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

UNBHS AERIAL PHOTOS - MAY 21, 2023



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 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 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 owned 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 2 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 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 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 4 days. BC Housing tech team had decided to offer a biweekly teams call to help trouble shoot any problems or hiccups on the Ameresco software.

HOUSING

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 maintenance requests over the 12 months 2020 – 2021. Majority of the requests were part of the usual upkeep and on-going maintenance needed to maintain the residence is 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 4 major maintenance requests over the 12 months 2020 -2021. The numbered list below states the 4 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.

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

Construction of the project started in September 2022. Construction of units will be complete in 2024. Stay tuned on when first units will be available for rent.

Another highlight for the project, was the signing and registration of the 99-year Lease for Lot 142, IR 3 between: UNB, UNB Housing Society, BC Housing, and Indigenous Services Canada, that was registered on May 9, 2023.

We are on our way to develop more homes on reserve for our members!

The volunteer Board of Directors consists of five members that were appointed by UNB Chief and Council. The five members include:

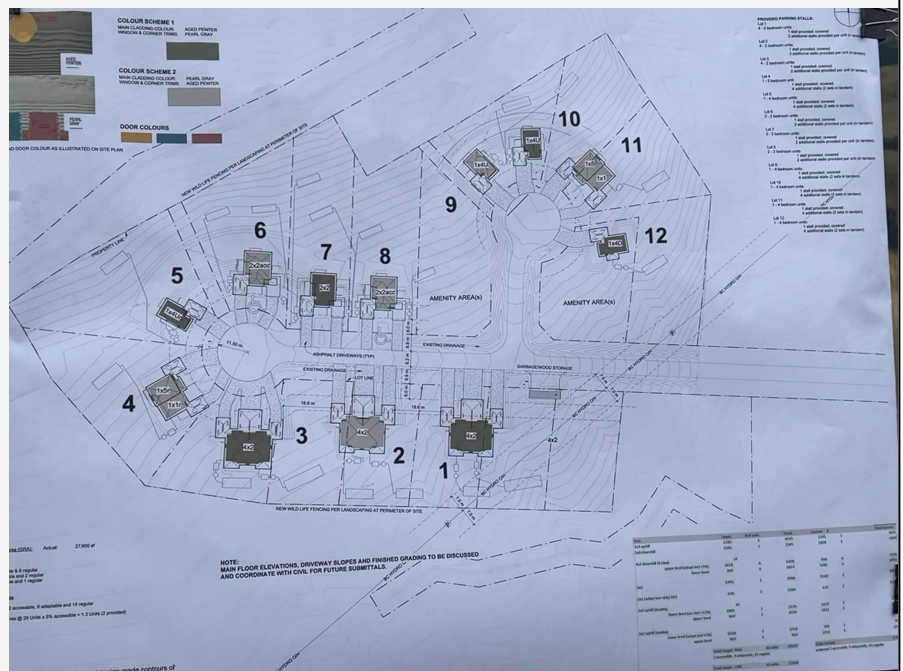
1 Member of Chief and Council - Councillor
Wallace Michel, President

1 UNB Housing Tenant - Emily Payer, Vice - President

2 Upper Nicola Band Members from the
general population: Sylvester Cohen Jr. -
Secretary/Treasurer

& Rita Manuel - General Board of Director

1 Member from Administration - Dan Manuel:
General Board of Director



QUILCHENA COMMUNITY CENTRE

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SITE PLAN

PHASE 1 LANDSCAPE ELEMENTS

1. OUTDOOR CLASSROOM
2. OUTDOOR GATHERING SPACE
3. FIRE + BBQ PIT
4. PLAYGROUND
5. COMMUNITY GARDEN
6. GREENHOUSE + TOOL LIBRARY
7. COMMUNITY BUILT PIT HOUSE
8. HORSE HITCHES
9. RAIN GARDEN
10. OVER FLOW PARKING

PHASE 2 LANDSCAPE ELEMENTS

- COMMUNITY PARK SPACE
 - SKATE PARK
 - BASKETBALL COURT
 - AMPHITHEATER
- CONNECTING WALKING TRAILS
- NEW BUS SHELTER

PARKING

ACCESSIBLE STALL	2
TYPICAL STALL	32
PASSENGER DROP OFF	7
LOADING	1

OVERFLOW PARKING

TYPICAL STALL	34
BUS PARKING	2



COMMUNITY GARDEN



PLAYGROUND



FIRE / BBQ



MGA | LTA QUILCHENA COMMUNITY CENTRE | DESIGN BRIEF JUNE 05, 2023

Administration Wing: 7,788 square feet

Project Milestones:

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HUMAN RESOURCES

This year we saw much movement in terms of UNB Staff.

We hired for 10 Permanent positions.

10 people left the organization, and all moved on to new career opportunities.

Position	Hire	Start Date
Permanent Positions Full or Part Time.		
N'Kwala High School Teacher	Connie Swiftwolfe	August 29, 2022
N'Kwala High School Teacher	Sean Chretien	April 24, 2023
Employment Councillor	Geneve McRae	February 4, 2022
Community Services Assistant	Peyton McRae	June 7, 2022
Human Resources Manager	Jamillynn Viviers	June 18, 2022
Office Manager	Sharmon Alphonse	May 10, 2022 and July 12, 2022
Office Manager	Harriett Isaac	August 17, 2022
Office Manager	Thelma Chillihtzia	October 3, 2022
Accounting Supervisor	Harriett Isaac	September 14, 2022
Wellness Cultural Event Coord	Bernard Manuel	July 4, 2022
Wellness Cultural Coord	Timothy Manuel	July 4, 2022
Community Nurse	Terri Stockwell	February 23, 2023
Health & Social Executive Assist	Emily Payout	February 23 23, 2023
Director of Our Relations	Debra Manuel	February 17, 2023
Temporary Positions Full or Part Time		
Position	Hire	Reason
N'Kwala High School Teacher	Magy Arnell	Cover gap between teachers
Kwu Stemtima Assistant	Alyssa McNain	Cover gap between employees
N'Kwala Education Assistant	Ivan Sunday	Support High School Class
N'Kwala School – Relief Cook	Geraldine James	Cover Gap when Cook is away

Lands, Wills & Estates



April 2022 – March 2023 Annual Report

Highlight of 2022-23 Lands Department

- Assisting Band Members with Land and Estate matters: Land Transfers, Land Allocations, settling estates, Will writing and Witness/Notarize documents as a Commissioner for Taking Affidavits.
- Assisted Administration with encumbrance checks, access agreements, land transactions.
- Participated in UNB Strategic Planning.
- Secured funding by submitting a successful proposal to Indigenous Services Canada to develop an Estates Management Grant. The Grant will be used to achieve the following objectives:
 - Increase the role of UNB in the management of Estates.
 - Create a database/repository that will house all Estates information.
 - Create a culturally relevant Wills & Estates Handbook that will include:
 - Why you should write a Will and what must be included to ensure that your Will meets legal standards.
 - Define the roles and responsibilities of an Executor/Administrator.
 - Funeral Protocols.
- Secured capacity development funding from the Ministry of Transportation and Infrastructure to assist with resolving Estates. This funding has provided the Lands Department the opportunity to hire a Lands Assistant who will start work in the 2023-24 Fiscal Year.

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



Education

Way' xast sxelx?alt,

In our strategic plan, we identify that one of our priorities is to empower our members to play in creating their future and to assist 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. To support and improve the education outcome for kindergarten - Grade 12, our Parents through learning at school/home, and youth programs/activities. The education department is willing to share and give information that will give opportunities to gain awareness of our existing programs and services. The list of the ones that is provided for are:

Post-Secondary (PSE) –UNB students and plan on pursuing post-secondary studies on a full-time or part-time basis and qualify for financial support as outlined in our PSSSP. 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.
Post-Secondary Additional Funding:
Enhancement Budget - /General Pool Allocation- \$90,090.00, Emergency PS Funding - \$65,579.00

Post-Secondary Full-Time – 33

Post – Secondary Part-time - 5

5 Post -Secondary Graduations

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 – 29.1250 FTE student

Merritt Central School – 21 Students FTE

Merritt Secondary School – 22 Students FTE

High School Graduates – 4 students (3

continued with Post-Secondary Education)

Other Funding Sources:

First Nation Education Steering Committee

Mentored Work Placements – the position filled (1) at N'kwala School, (2) Community Services – \$47,322.00

Youth Summer Employment – 3 students filled this position as Camp Leaders, Supervisors and did basic office assistant jobs, maintenance of Band Buildings - \$17, 370.00

Science & Technology and Youth Leadership-

Had 45 students who 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. Through activities enhancing our cultural & traditional teachings, and focusing on building capacity development enhancing

knowledge and abilities skills. - \$5200.00

FNESC – Impact of Students Learning –
\$82,426.00 – Youth Initiatives
school year under this program, in providing
support: RE: the provisions of supervision,
and learning supports, mental health
supports, safety equipment and materials,
and or other directly related activities such
as: Tutorials, Activities – art & crafts,
Incentives – activities.

Summer Work Experience – Hired 3 students
receiving \$17,370.00.

FN Health & Science Relate - \$5000.00 –
Youth Initiatives

REPORTS:

UNB Strategic Planning/Operational Plans -
on going.

Budget – Draft budget, due in January,
quarterly meetings

Post Secondary Deadline – April 30th of every
year.

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

School District 58 –Local Education
Agreement, Enhancement Agreement, AIC
and AAC monthly/quarterly meetings, and
Community Support Meeting
Student Support – working and 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

Upper Nicola Band Pre-Employment/ Training Services

The Employment Counsellor (Geneve McRae)
assists and provides information to job seek

for clients (members) on all aspects of
employment search and career planning.
Counselling clients for career planning,
vocational selection, job search, identifying/
overcoming personal barriers for
employment and personal career
management.

Partnership/Collaboration:

Construction Foundation of BC (All Roads),
PESP, ISETS, NVIT, & Others.

13 Clients/Members who have engaged in
the service for training, and employment
assistance.

Our goal is to assist our members in the
community with achieving their goals with
employment, providing any training/
education to assist with gaining employment
opportunities. As well to employ/train
members for the 5 major projects that are
coming to the community:

26 housing units (currently in the progress
of building)





way p isngsílŋw (Greetings my Relations).

The 2022-2023 school year started off with N'kwala having teachers in each of the classrooms. There was a hopeful few weeks until October, where sadly, our High School teacher fled back to Saskatchewan with all planning, curriculum and marks. No notice or support was provided in providing a transition.

There was discussion, during this brief time without a teacher, whether our little N'kwala School has the capacity to continue to deliver a High School program. Ethically, this led to all Jr. High School parents being contacted and provided the option of transferring Jr. High students to SD#58 at the end of the semester. After careful consideration, all of our parents elected to keep their children at N'kwala.

However, Magy Arnell, N'kwala Resource Teacher, left her role and agreed to take on the challenge of a struggling High School. Without question, we can say with strong affirmation that the High School has maintained strong aca-

ademic rigour since. An additional High School teacher from Tl'etinqox School is joining N'kwala April 24th, with Magy planning to move back to her Resource Teacher position for the 2023/2024 academic year.

The Senior High School curriculum has remained consistent under the 'Connected Classrooms' platform. It uses a combination of technologies to create an integrated, interactive classroom environment for students in various locations. Students participate in a real time virtual classroom with a qualified educator who has the subject matter expertise needed to instruct the course. Students have excelled within this delivery and it is uplifting to watch them doing science experiments, all materials laid out, while the teacher works with N'kwala staff to blend in-person and online learning.

The nominal role has remained consistent the last few years. However, High School students were denied acceptance to N'kwala this year as focus had to be spent on the students we have and ensuring we do the very best we can to



make up for recent struggles in achieving the education students deserve. We have been and remain intensely dedicated to addressing gaps in learning from the lack of consistent staff, structure and administration over the last few years. This year has been further compounded as 2023 marked the year of N'kwala having to undertake our five year Independent Schools Assessment. This assessment has been humbling with N'kwala having to do major revisions updating policies and procedures and further developing curriculum. The Ministry of Education declared N'kwala to have to clear 18 requirements surrounding Statutory and Policy issues in order to maintain our Independent School status. I am happy to say that we have been able to clear 14 of the 18 requirements at this time. We remain committed as we continue to strive for balance and in-

creased stability as a staff, school and family.

Through this year's school inspection and assessment process one comment directed towards N'kwala was that, of the schools being assessed this year, N'kwala had k'wäck'wäcspu?ús (a strong heart). With all the challenges facing education in these times, this is the feather in our cap we will hang onto.

kwu kwukstxw k'w'incutn

Submitted by Tyler Ernst.



Upper Nicola Indian Band Harvest report for April 1,2022- March 31,2023

Stuwix delivered 38,000m³ that will be attributed to or was harvested on UNB's A88927.

36,000m³ was associated with fire salvage harvesting in Whiterock Lake Fire and Garrison Lake Fire

2,000m³ was green wood harvesting near Glimpse Lake

Stuwix fire salvage used Stuwix's Fire Salvage Principles which were developed collaboratively between UNB, Stuwix, other member communities and Tolko.

Blocks were developed to maximize dead/burnt timber harvesting.

Internal retention (Ecological Anchors – TU Z) were established in all blocks to retain structure associated with water features, moisture receiving sites, deciduous species,



veteran trees or where needed to ensure structure was maintained spatially across all blocks post-harvest.

On-site preworks were conducted with a UNB representative and Stuwix harvesting supervisor and contractor.

Dispersed single live tree retention was implemented into all prescriptions.

100% of constructed road during salvage in the Whiterock Lake Fire will be rehabilitated and planted.

One site was identified in Whiterock Lake (DZ5004 – ND1344) Fire that did not meet UNB's expectations around management of water. The site was visited by UNB and Stuwix and restorative actions were put in place to rectify the moisture receiving site incursion during harvesting and future planning practices to better identify such sites.

The small portion of greenwood develop-

ment harvested by Stuwix in 2022-23 incorporated Stuwix Ecological Anchors that are based on Suxtxtem principles. Photo of the greenwood harvesting, and Stuwix's Ecological Anchor SOP attached for information.

Upper Nicola Band Woodlot WL1637 License Plan was approved.

Term is 2022-2032

Cutting Permit GG approved which enables harvesting and road construction in 2023-24 fiscal.

Total revenues received by UNIB for the year were \$2,342,059.

Lindsay Tighe

Ecological Anchor(TUZ) with singed/live trees and road planned for rehabilitation in 2023 (DZ5004 - ND1341)



COMMUNITY HEALTH SERVICES

The 2022/23 year was extraordinary for the health office. While the COVID-19 pandemic continued to disrupt our memberships lives, our services continued to adjust with a shift to a “new normal”. The pace of changes to public programs in the last couple of years has been difficult for our membership to navigate resulting in increased advocacy and support from our office. There is no question that the various measures governments and agencies have taken during the pandemic continues to leave our members believing they have been treated unfairly. The need for our services was very apparent as we delivered increased participation in direct meetings with Interior Health (IH), First Nations Health Authority (FNHA), and Indigenous Service Canada (ISC). In particular, the Letter of Understanding with Interior Health and the Okanagan Nation are achieving the intended purpose of establishing and improving our relationship. Successes included the hiring of more Aboriginal Patient Navigators in hospitals, as well as

the establishment of sacred spaces in hospitals. While there have been some positive results between the Nation and IH with some good communication between the parties many challenges are still surfacing. One challenge is the shortage of Registered nurses in the Interior. It was reported that thirty-three communities did not have a Registered Nurse (RN) for their communities including Upper Nicola. Recently, we were successful in hiring a full time RN to assist with program management in Home Care Nursing, Public Health, and the Elder Enhancement Programming. Our RN will work collaboratively and receive assistance and guidance with FNHA and Health Authorities to meet the needs of UNB Community and members. The RN will keep updated with Covid protocols, vaccinations, and updates in collaboration with BCCDC and Health Authorities.

An additional important activity the office provided was to ensure coordination of Health Services in membership care through emergencies including fires, smoke, floods, pandemics, and the opioids crisis. During these emergency events, support services were provided to members impacted by disasters.

Responding to the Toxic Drug Crisis

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

Mental Health and Wellness

The mental health and wellness effects of the pandemic on individuals and families were difficult.



COMMUNITY HEALTH SERVICES

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. With restriction being lifted we have witnessed Covid break outs in in many social activities. Coordination of contact with membership was enhanced with regular telephone wellness checks and support and encouragement for impacted members to self-isolate. In-person mental health services continued to be delivered with health and safety precautions in place for staff and patients.

Getting to the Core functions of our programs and services, we will continue to respond to individual health concerns and needs as well as providing membership with good health promotion. We will continue to make progress by infusing all aspects of the Bands six strategies with a principled and practical approach to wellness.

Empowering Members	Cultural Identity	Healthy Community	Sustainable Environment	Economic Opportunity	Supportive Workplace
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These strategies

each promote the development of individuals, their children and families and to live with more independence and choice and to take control of their lives. Staff have sought to empower individuals not only to take an active role in their own health care and to be the ultimate decision maker but to take responsibility for their own health maintenance.

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

These supports included:

- Providing Personal Protective Equipment
- Immunization clinics, information/ education
- Meal support
- Isolation accommodation support
- Community based rapid testing
- Access to primary care and Institutional care
- Access to mental health and substance use outpatient counselling
- Health human resources
- Communications
- Access to Pharmaceuticals-Advocations
- Ongoing Wellness checks
- Personal Care: Home support services, community clean up and firewood delivery
- Crisis and Mental Health Counselling
- Income Assistance Distribution-Special



- needs
- Medical Transportation- Milage, meals and accommodations
- Flood Evacuation Support
- Maintenance of air purifiers
- Youth development-sports, nutrition, culture, education
- Pre and Post Natal Support
- Diabetes Education and Support-footcare
- Oral Health
- Wellness days/outings-food harvesting
- Gardens
- Hunting Camps
- Employment /training referrals
- Membership requests-Basic home repairs, sewage, ramps, etc.
- Drinking water testing
- Residential School Survivors support
- Probation/Corrections Canada Liaison
- Accreditation Preparations

tasks at various tables. A key area that requires considerable attention and development that will address these gaps is to promote greater traditional wellness programming. While I am very pleased in the hard work of our leaders, staff and community members, I am also reminded of the teaching of a community elder. He spoke of important teachings of training youth in canoe paddling. He said the most important lesson was that “united we move forward”.

#UNBSTRONG



In many ways, this past year has been a year of transition and growth. We recognize that there are profound challenges that persist for so many members and for our leaders who take on difficult



ABOUT OUR PROGRAM

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 add culturally relevant learning opportunities and experiences. Children also receive daily instruction for one hour and/or exposure to the Nsyilxcen language from community elder, Linda Holmes.

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

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, allowing children

to aid in food preparation (where appropriate).

We no longer do the Good Food Bin program, because of the high cost of living, and the lack of getting help to put the boxes together.

ADDITIONAL ACTIVITIES

Parents and students were able to participate in several field trips including Little Skippers Petting Zoo (Kelowna), Energy Plex (Kelowna), Swimming Lessons, Davidson's Apple Orchard and Pumpkin Patch (Vernon), L'il Monkeys Treehouse in (Kamloops), that is closed now.

We attended two pow wow's during the school year, one is the school district in Merritt in May and with the other schools in the Merritt area, Coldwater School and the Lower Nicola School, we take turns hosting an annual pow wow each year. Next year we will be hosting the pow wow.

We take part in the community activities and events.

STAFF

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

All 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.

We use the six components from the Head start, Empowering members to drop their children off at the Head start for daycare are for the Head start program from ages 3-5, we like parents and members, 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

HEADSTART/SNSCECMALATAN DAYCARE

Siyá—EMPOWERING MEMBERS

have the Hygienic from Merritt come in to check the children's teeth.

Supportive workplace for the staff to take workshops once a year to get their 40 hours for licensing requirement's, have staff meetings once a month to touch base on how their job is going and what kind of supports, they need.

Cultural identity with the CAN-8 and Linda comes down for an hour a day, we do some native crafts, but we would like to do some more such as tanning hides, fishing, picking berries, like to learn about the pit houses and sweats, and so on.

Summary of our achievements from this year

Never did too much due to the lack of staffing.

We hired Braidyn Roberson for a responsible adult in May 2022, working towards her Early childhood Certificate will be finished in Jan 2024.

We went from Can-8 to one Language teacher from N'kawa school, Linda Holmes.

Lots of visit to Rotary Park.

Adams river trip.

Wildlife park.

We got all the lighting changed in the centre.

Start planning for a new playground with Grandmothers group that will be completed in Aug 2023.

Planning on painting the entire Head Start, fix the floors, doors and the electric panel.

Planning to help fix the pit house fire pit, with Buzz and Spike.

We started swimming Lessons on April 26 until June 14, 2023.

We had an outing to Central School for different activities such as:

Nicola Valley Aquatic Centre

Nzenman AIDP

Kamloops's Family Therapy

Stoyoma Dental

Jump Start

Dawn (SD 58) speech assistant

Food Bank

Conayt Lift the Lip

Vision Screen

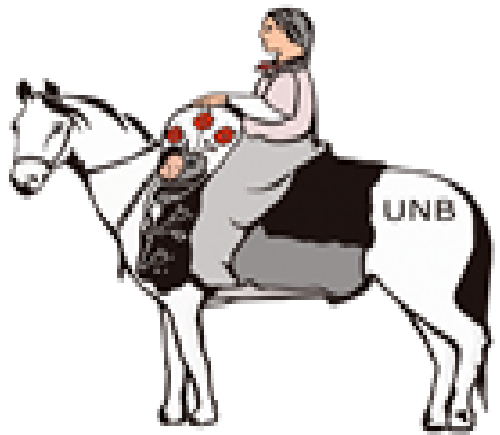
Literacy Merritt

We relate to ONA with the Jordan's Principal, they have been dropping gifts of for the children and have a tea party with the bears.

We have Natasha back from material leave as of May 9, 2023.

We are in the process of buying a 15-passage van so we can transfer or children for trips and start making home visits to our elders, and that way we are not taking staff vehicle wherever we go.





kʷu stəmtímaʔ

The kʷu stəmtímaʔ (grandmothers' group) represent the Chief and Council at Upper Nicola Band on all matters regarding Upper Nicola Band Relations. The kʷu stəmtímaʔ started in 2017 at that time there were five members. They developed the Terms of Reference and the Grandmothers Declaration. In 2017, the kʷu stəmtímaʔ had one employee: Child and Family Preservation Worker.

Now in 2023, the kʷu stəmtímaʔ have six employees to support the work of the kʷu stəmtímaʔ: Director of Our Relations, kʷu stəmtímaʔ Assistant, Child and Family Preservation Worker, Cultural Wellness Coordinator, Cultural Wellness Worker, and Cultural Wellness Events Coordinator. The kʷu stəmtímaʔ is following the 13 moon calendar that they developed at their strategic planning session in 2020. The main focus of the 13 moon calendar is to host cultural activities that bring families together in the community to teach them about ancestral traditions. Although the calendar has expanded over the past three years, all the additional staff that were hired between 2017 and 2022 have helped implement this newly expanded calendar.

The kʷu stəmtímaʔ works collaboratively with N'kwala School, Okanagan Nation Alliance, the schools in district 58, Kamloops Indian Band and with SCFSS. They help with all child prevention needs within the Upper Nicola Band. The kʷu stəmtímaʔ strive to ensure that all Upper Nicola Band children know who they are and where they come from. One of their goals is to have no more children in care.

In 2022-2023 the kʷu stəmtímaʔ focused a lot of energy and resources into developing Upper Nicola Band's own laws around children and families. They held information sessions on Bill C-92 and self-inherent rights, community engagement sessions on all topics regarding Bill C-92, self-inherent rights, developing of laws, and next steps into how they will be implementing their own laws. By holding these community engagements, the kʷu stəmtímaʔ extended their community members knowledge on



K^wú stəmtíma?

what K^wú stəmtíma? has been working on and how, as community members, they can be involved in this process of developing their laws at Upper Nicola Band.

The K^wú stəmtíma? not only hosted those events but hosted over 40 events in the community for the 2022-2023 year. Other major events they hosted were the Our Relations Blanket Exercise, a Greif and Loss workshop, Horse Clinic, Women's Wellness Day, Father's Day Golf Tournament, Indigenous Day celebration at Glimpse Lake, Youth Summer Camp, Elder's Luncheons, Traditional Feasts, Kid's Christmas Party, Lateral Violence Workshop, 'Every Child Matters' walk, skiing and snowboarding lessons at Sun Peaks, medicine harvesting and making, commonage tour, and fishing at all the lakes to name a few.

The Youth Summer Camp is a major event for Upper Nicola community members. It is a two week summer day camp put on by the Education Department that the K^wú stəmtíma? assists with. It takes place at Glimpse Lake and teaches our youth at Upper Nicola Band several different traditions of the Syilx people. A few teachings this year were: canning fish and potatoes, canoeing, traditional games, the burrowing owl project, cooking, beading, basket making, story telling, language, traditional games, and stretching hides. This camp allows our older youth to have more responsibility as they are responsible with being leaders for the younger children.

Another major event that is held by the K^wú stəmtíma? with the help of all the departments at the Upper Nicola Band office is the Indigenous Day Celebration held at Glimpse Lake. All the schools in the district are invited to take part in this day. This event brings all members together on this day to celebrate the Indigenous culture.

A very memorable event that K^wú stəmtíma? hosted was the 'Every Child Matters' walk. The community walked from Douglas Lake to Quilchena, an 18km walk. Upper Nicola had one of their residential school survivors and elder walk the entire way. When the community finished the walk, they had a dinner to celebrate everyone who completed the walk.

The K^wú stəmtíma? is a group of grandmothers who are passionate about their relations. They always have their arms open to any community members who may need them, they are willing to teach their traditions to all community members and no matter the work they are doing they always have the best interest of the child in mind.



The UNB Finance Team, Administrator, Finance Audit Committee and Chief and Council carried out work to implementation of 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, December 16, 2021, Feb 24, 2022, March 8, 2022, April 25, 2022, 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 \$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.



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 on 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)

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

Beginning in 2021-22, the Cultural Heritage Resource

Department's archive of interview recordings were being digitized for uploading into the CKK database. The archival collection includes audio-visual cassettes, CDs and DVDs, and historical documents. About 160 hours of recordings collected between 2000-2010 have been digitized and downloaded to date.

For the map, traditional place names were compiled from ethnographic sources. Place names 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 is required to accurately identify these locations.

Nine boxes of ethnographic, archaeological, academic and historic and archival documents (published and unpublished) pertaining to Upper Nicola were sent to RICOH to be catalogued and digitized.

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;

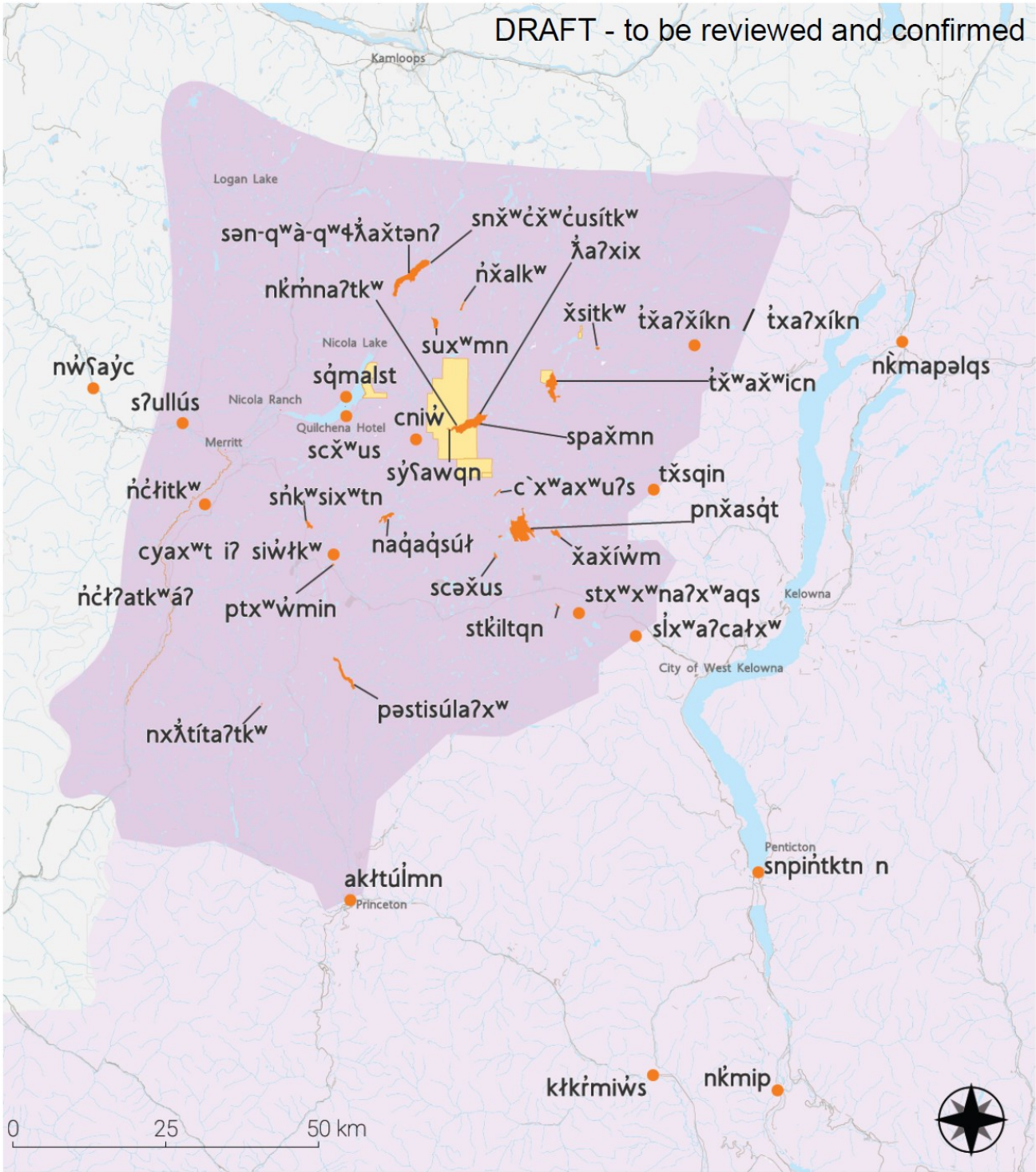
Field trips to record data on culturally important sites were delayed until 2022-23 due to COVID and heat dome/wildfire concerns.

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)

Participation in the Project Review Committee for BC Hydro's West Kelowna Transmission Project
BC Hydro Douglas Lake Pole replacement Project
ONA Pennask Fisheries Project/trout distribution
Burbot monitoring
Yellow Perch eradication program



DRAFT: Nsyilxcən Place Names

Orange square

Nsyilxcən Place Names

Orange dot

Nsyilxcən Place Names

Yellow square

Upper Nicola Band Reserves

Purple square

UNB Area of Responsibility

Grey line

Roads

Light purple square

Syilx Territory

CONFIDENTIAL

Prepared for:

By:

Created: February 2023; Coordinate System: WGS 84 / Pseudo-Mercator EPSG:3857; Map Scale: 450000; Overview Map Scale: 25000000
Data Sources: Upper Nicola Band, Province of British Columbia, Government of Canada. Basemap: Sources: Esri, HERE, Garmin, FAO, NOAA, USGS, © OpenStreetMap contributors, and the GIS User Community.
This map is a living document and is intended to be amended and refined over time. The map includes a small sample of nsyilxcən place names that will be added to in the future. The map is the property of Upper Nicola Band and may not be reproduced without written permission. The map was prepared without prejudice to UNB's Aboriginal Title and Rights.

ORGANIZATION REVIEW

In July 2022, UNB issued a Request for Proposals to have an independent third-party review of the UN organizational structure, as well as its operational efficiency and effectiveness, including an assessment of recent effectiveness in meeting strategic goals, and of UN's internal and external communications, an assessment of whether the best use of staff is occurring, are an assessment the use of government and community resources.

At the September 12, 2022, Chief and Council passed motion to award contract to Four Corners Management Consulting to complete the UNB Organizational Review

Four Corners Management Consulting presented the findings of the UNB Organizational Review to

Chief and Council on Feb 6, 2023. Chief and Council passed two motions related to the UNB Organizational review:

It was moved and seconded by the Chief and Council of the UNB to approve the UNB Organizational Review February 2023, prepared by Four Corners Management Consulting and húham Consulting, and the report be shared with UNB Membership.

It is moved and seconded by the Chief and Council of the UNB to support the implementation of the organizational review by considering the following priorities:

1. Community members giving direction on implementation with support provided by the Chief and Council and Administration.

2. Ongoing improvements to the community-led governance systems; and
3. Implementation of community safety recommendations.

UNB Members on Feb 24, 2023.

The review had 25 recommendations, which are organized into the following categories: Underway, Short, Medium and Long Term, in the summary sheet.

Some funds have been identified in the 2023-24 budget to implement some of the findings.

The full report can be found at www.uppernicola.com



		Term to Complete				Notes
		Underway	Short	Medium	Long	
	Higher Potential Benefit, Higher Ease of Implementation					
1	Develop a Communications Policy			x		Hire Consultant
2	Develop a stand-alone Procurement Policy		x			work with FN Financial Management Board (FMB) & CFO
3	Develop a stand-alone Code of Conduct / Conflict of Interest Policy		x			work with FMB
4	Develop a staff calendar		x			we have calendars, we need to share and train
5	Delegation of Authority to be incorporated into each policy		x			work with FMB
6	Publish a list of contracts awarded over a specific threshold		x			work with CFO and Departments
7	Refresh the mandate of the HR Department			x		Hire Consultant
8	Provide training on the revised Code of Conduct / Conflict of Interest policy			x		work with FMB, other Consultant
9	Modify agenda structure for leadership meetings	x				
10	Conduct a review of organizational priorities		x			Scheduled within the first 3 months of CC election
11	Publish an enhanced organizational chart with contact information for key functions	x	x			implementing now
	Higher Potential Benefit, Lower Ease of Implementation					
12	Create an electronic ticket system for service requests			x		Will be apart of our Record Information Mgmt System
13	Create, publish, and report on service standards			x		Hire Consultant to assist us
14	Refresh the hiring process			x		Hire Consultant to assist us
15	Review the scope and responsibility of key positions			x		Does Chief and Council want to hire 2nd Senior Manager? We can look @ additional Staff Member in Health
16	Create rules and norms for interpersonal interactions			x		Hire Consultant to assist us
17	Create a safe and responsive process where staff can confidentially voice concerns			x		Hire Consultant to assist us
18	Refresh the job classification system		x			Work started, hope to have done by May 2023
19	Refresh the performance management system			x		Hire Consultant to assist us
20	Deliver communications training to staff	x	x			Communications Workshop to take place Mar 15
	Lower Potential Benefit, Higher Ease of Implementation					
21	Implement plain language writing characteristics into communications			x		
22	Create and implement a communication strategy concerning organizational priorities			x		Can happen after planning session held in Spring/Summer 2023
23	Publish the wage grid and refresh wage grid policy	x	x			in UNB Personnel Policy Update, Mar 6
24	Create a finance dashboard to facilitate the communication of financial data		x			We have capacity to do this in Board software, Staff to be trained
25	Administer an annual employee pulse check			x		hire Consultant to assist with this

The UNB Finance Team, Administrator, Finance Audit Committee (FAC) and Chief and Council carried out work to implementation of 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 on January 16, 2023.

UN Strategic Plan 2022-27 was delivered to UNB members on January 19, 2023, and Chief and Council approved extension of plan on January 16, 2023.

Mid-Year Budget 2022 – 23 was delivered to FAC and approved by Chief and Council on November 7, 2022.

Audit 2021-22 UNB FAC reviewed the 2021-22 audit on x, 2022, and Chief and Council approved the audit on July 28, 2022.

Quarter 1 (Q1) Report was delivered to FAC and approved by Chief and Council on November 21, 2022.

Q2 Report was delivered to FAC and approved Chief and Council: January 16, 2023.

Q3 Report was delivered to FAC & approved by Chief and Council on March 5, 2023.

Q4 Report was delivered to FAC and approved by Chief and Council on May 15, 2023.

FAC Meetings in 2022 were held on: April 25, May 2, May 16, June 17, July 25/26, September 19, October 31.

FAC meetings in 2023 were: January 10, Feb 6 & 7, 21, 28, March 31.

Budget and Operational Plans 2023-24: Each Manager presented their plans and budget to members on January 23,24,30 and 31, 2023. The 2023-24 Budget and 2023-28 Multi-Year budgets were presented to FAC, and approved by Chief and Council on March 5, 2023.

Annual Review of UNB Investments with RBC Dominion Securities. On February 8, 2023, representatives of UNB (Chief McLeod, Interim CFO & Administrator) met with UNB Portfolio Manager. Since 2014, UNB's investments(\$15M) have received a return of \$4.4M, averaging 6.44 % of income over seven years of investment, for \$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.

From May – July 2022 we contracted the services of Meyers Norris Penny consulting Group, and from August 2023 to present, we contracted Chief Financial Officer services of the Xyntax Group, Mercedes Marleau, CPA.

On January 16, 2023, Chief and Council appointed April Smith to the Finance Audit Committee. The full Finance Audit Committee roster is as follows:

kcx^wstustm i? nqilx^wcntət*We carry our language in front of us*

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 easing out of 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 the funding proposals receiving funding for general language programming, as well as starting the process of developing a community language planning group. We were unable to utilize the LRPP grant this fiscal year due to limitation of hiring for a planner but look forward to the next fiscal year to complete this work. 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, patience, healing, and commitment, nsyilxcen (Okanagan language) will be our language of communication.

#UNBSTRONG**EMPOWERING MEMBERS***Advocating and Supporting our Language Learners**Nsyilxcen Indigenous Language Certificate - Enowkin Centre/ NVIT*

We have one Full-Time student 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

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, short videos, cultural knowledge



LANGUAGE



community events such as the captikwł story-telling evenings, Summer Cultural Camp, Culture and Heritage – Traditional place name project, Traditional Foods celebration



Sign Project: Stop Signs with the Nsyilxcen word for STOP
Delayed formation of UNB Language working group

HEALTHY COMMUNITY

Supporting the community in language revitalization efforts
Creating a space for language

SUSTAINABLE ENVIRONMENT

Nsyilxcen Language Program Team
Language Manager
Language Assistant
Fluent Speaker
Language Program Grant Funding
First Peoples Cultural Council – Pathways to Language Vitality (PLV) grant
First Peoples Cultural Council – Language Revitalization Planning Program (LRPP) grant

SUPPORTIVE WORKPLACE

Collaborating and supporting the Upper Nicola Organization in their language use and language revitalization efforts
Collaborating with other UNB Departments on hosting



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 UN 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.

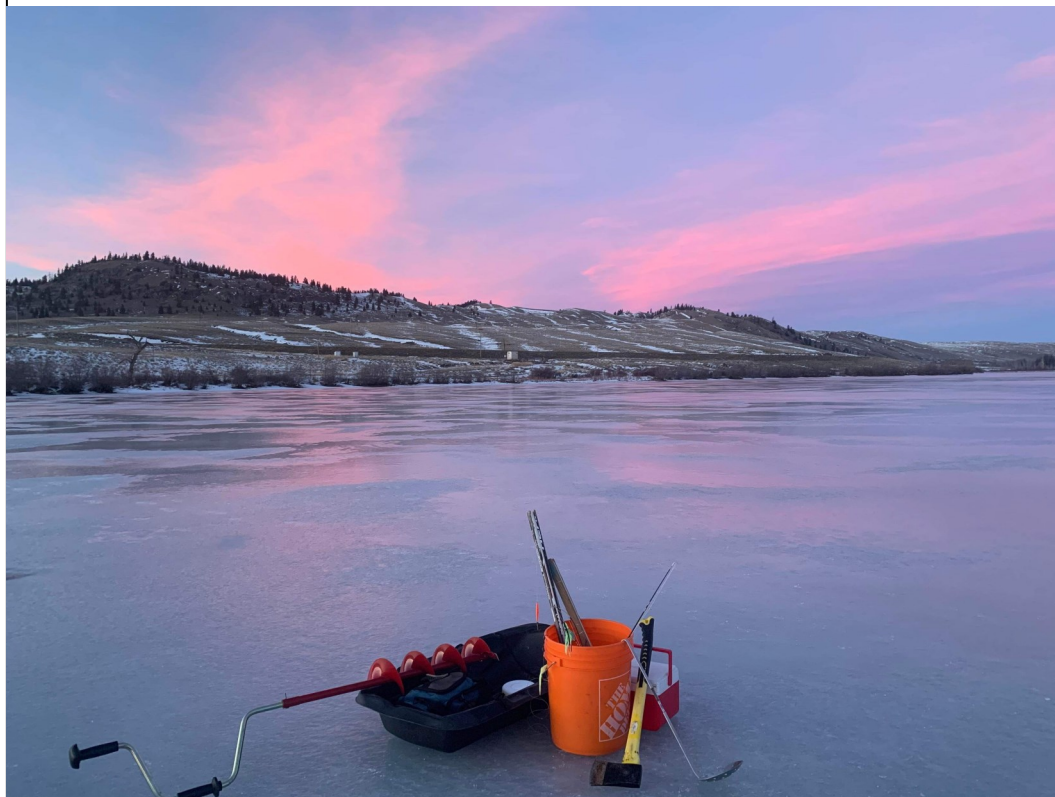
In the 2021-22 fiscal year, the overall number of reports for Covid-19 were minimal, in which we learned of approximately 10 members.

Covid-19 vaccination clinics were offered at three times (March 2021, June 2021, and date x) 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 Plans 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 lived off reserve were affected and were displaced from their homes.



Although homes and infrastructure were not affected on-reserve, UN residents along with others experienced hardships to access groceries. UN EOC organized to have fresh vegetables, milk, and bread available for sale at cost. Small efforts such as this, provided assurance to UN 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 rain storm.

SELF INHERENT RIGHTS

Chief and Council made the following decisions regarding Rebuilding Nations work:

On April 2021, Chief and Council passed the following motion "It was moved and seconded by the Chief and Council of the UNB to provide permission to use their electronic signature to sign Band Council Resolution 2021-04-20-02 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.

Further, on or about Chief and Council provided permission via email to approve that Chief Harvey sign letter of intent to participate in the Rebuilding First Nations Governance project.

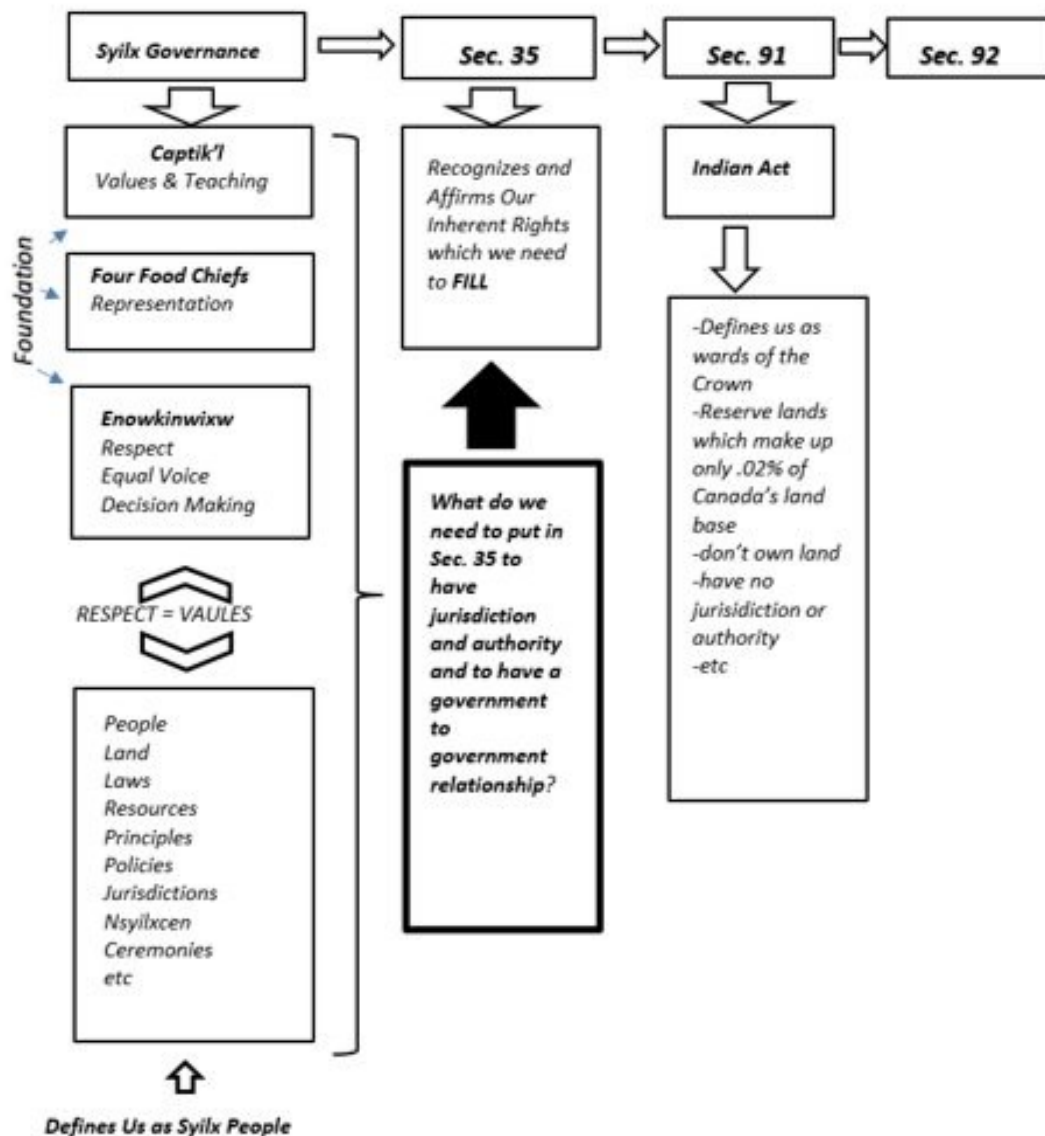
Community Engagement

Throughout the year, we participated in workshops with members to educate our members to alleviate their fear and help them to learn about the Indian Act and how it has held them for over 150 years. The objective was to teach us about our inherent rights and assist all members to become one body willing to move forward towards self-governance and away from the Indian Act and away from their control over everything in their lives.

Over the last year, we have carried out work with our citizens and will continue to work with our citizens in the following areas:

RECAP FROM SESSION TWO REPORT BY CAROL McCauley AND CINDY TOM-LINDLEY

VISION: Put our Inherent Rights Syilx Governance into ATION and Transition Out of the Indian Act





Priorities

Through the community engagement sessions, the following priorities arose:

1. enowkinwix^w & captik^w†: we need to learn about the syilx laws, and how we continue to carry them forward in our work for future generations.

2. Jurisdiction :

Consultation & syilx inherent rights – part of the work will be to take the SuxwtxtEm policy and the Cultural Heritage policy and move them into laws, Upper Nicola Syilx laws.

Our Relations (Child and Family) Law, Bill C-92 and beyond

3. Health: how do we address our people's health - physical, mental, emotional, and spiritual

4. Strategic Transition: how do we transition out of the Indian Act.

Declaration

Constitution

Motion from members to opt into Syilx inherent rights

Empower/appoint Transitional Government

5. Economic Development: how do we develop our economy, so that we can be self sufficient

"Building Capacity Expertise" through Policy

All UNB policies were reviewed by the Rebuilding First Nation Governance researchers, and they advised that we have a comprehensive set of policies. They are prepared to assist us develop a Master policy document, that we can use to develop, or update the following policies that we have

identified in the UNB Strategic Plan or departmental operational plans:

Policies to amend: Land Allocation, Post-Secondary, Rental Housing, Cultural Heritage

Policies to draft: Referendum Policy, Firewood, Funeral Support.

In February 2023, the Chief and Council passed a motion to approve that Chief Harvey McLeod sign letter of engagement for the Rebuilding First Nation Governance Social Sciences Humanities Research Council project. As a participant of the research project, we will be able to network with other Nations that are developing their self-inherent rights. We will have access to policy writers, legal minds to assist us draft our laws.

Out of all the work we have done over the year, we continue to hear the best thing for us to do is to: be on the tmixw, tmixlawx -land, and speak nsyilxcen!

We thank all people that have joined us in our journey thus far, and we welcome all people to join us!

As stated in the axá i? scuntat i? tl ǵa?xítat ǵl i? nǵsiltat
FAMILY DECLARATION

Creator and Coyote laid down our laws/responsibility for us, sqilx^w/ syilx/s?uknaqínx, to carry for all time. We hold in high regard their decree and teachings of accepting the responsibility to be keepers of our waters, territory, lands, foods, and resources. The Land, all creation, and us, as sqilx^w/ syilx/s?uknaqínx People, are one.





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



#UNBSTRONG