

UPPER NICOLA BAND ANNUAL REPORT



2023—2024

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ANNUAL REPORT 2023—2024

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UPPER NICOLA BAND

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#UNBSTRONG





way? pnsnaqsilx

It is with great pride and respect that I present this year's annual report to members of the Upper Nicola Band. Having now served one year as Chief I am humbled to once again have been provided with the responsibility of leading the government of Upper Nicola Band. The past year had been a very busy one. Since my last term as Chief which ended in 2014 the work of my office has undergone some real shifts in approach. Today a lot of the work we do is regional based through groups like the First Nations Health Authority, First Nations Housing and Infrastructure Council, First Nations Education Steering Committee, First Nations Forestry Council, First Nations Justice Council, First Nation Energy and Mining Council and others. As leadership the Chief and Council have done our best to be informed and involved as much as possible. Literally there are meetings occurring weekly on one or more of these topics. That puts a real burden on our time because these meetings are relied on by the federal and provincial governments in developing policy in each area including funding levels.

As many of you know already we also have local tables related to governance work as well. Some of these tables are the Nicola Watershed Governance Project, Secwecemx Child and Family Services, NVIT, Nicola Valley

Justice Council, Secwecmx Tribal Association, Okanagan Nation Chiefs Executive, and others. The work of these groups is focused on more local issues and again take up a lot of time.

Most importantly we support Upper Nicola Band specific tables including the UNB Administration Committees, Kwu Stemtima, Suxtxtem Committee, Community Safety Committee, Upper Nicola Band Housing Society, N'kwala School Advisory Committee, Inherent Rights Working Group, Douglas Lake Commonage Advisory Committee and others. These groups work to provide advice and direction to Chief and Council regarding important UNB programs and projects including the Douglas Lake Commonage Specific Claim, nqilmx Community Centre, BC Housing On-Reserve Affordable Housing Project and others.

On top of all this work I have had the opportunity to represent the BC Region on the AFN Chiefs Committee on Housing and Infrastructure and I also sit on the Indigenous Advisory Monitoring Committee for the Transmountain Pipeline Expansion Project. These two committees provide an opportunity to bring Upper Nicola Band's perspective directly to government as both committees have regular on-going interaction with federal government departments including Indigenous Services Canada, Crown Indigenous Relations Canada, Canada Mortgage and Housing Corporation, Infrastructure Canada, Canada Energy Regulator, Natural Resources Canada, Environment and Climate Change Canada, Department of Fisheries and Oceans and others.

As we continued to move forward in this era of reconciliation over the last year I have continued to stand strong on the traditional values and teachings passed down to us from our ancestors in our captikwl and have done my best to keep this at the center of all my work. I wish everyone a successful year ahead and look forward to seeing everyone at this years AGM.

Chief Daniel Manuel

nłqitəmłx Quilchena Community Centre

In 2020, the UNB Members identified a community multiplex in IR 1 Nicola Lake/ Quilchena/ nłqitəmłx as a community priority in our Comprehensive Community Plan.

As reported last year, we worked to identify architect team to assist with feasibility and design. In July 2022: the feasibility study was approved by Chief and Council.

While we began working on the design, we learned about the opportunity to apply for funds from the Federal Government, Canadian Human Rights Tribunal 41 (CHRT-41). What is the CHRT-41: This decision contains orders for Canada to fund the purchase and construction of capital assets for the delivery of First Nations child and family services or for the delivery of services under Jordan's Principle.

Apart of the design work included funding applications to the CHRT-41. This funding application was supported by the work that the Kwu Stemtima? are doing to care for Our Relations. We at UNB were able to demonstrate a need for funding to construct a gathering space, at nłqitəmłx / Quilchena to take care of our Relations, our people, our community. This could not have been done without the good work for the Kwu Stemtima?

We also applied for funding from Infrastructure Canada, Green and Inclusive Community Buildings. Requirements for this funding application, was that the design of the building is net-zero, which means that the building design is highly energy efficient and powered by renewable energy sources, with any offsetting carbon balance remaining". In February 2024, we learned were not successful with this funding application.

Between August 2022 – December 2023 Design work took place, that included community engagement sessions. From December to March 2023, we worked

closely with Indigenous Services Canada, Consultants to ensure all environmental, archaeological, geotechnical work was completed.

In March 2024, Indigenous Services Canada advised that they approved funding in the amount of \$20.6 Million from the Canadian Human Rights Tribunal-41 (CHRT-41). The Class A Estimate is \$35.5 Million. UNB will be responsible for covering the remainder of the cost. Administration met with Finance Audit Committee to determine financing opportunities, that were approved by Chief and Council, and presented to UNB Members at a March 2024 General Meeting.

Construction will take 18 months, and the new 23,000ft2 building will:

accommodate up to 300 people

Youth Room

have a commercial kitchen, where we can having cooking lessons

artifact room to bring home artifacts and have them on display for us to learn our history

elders – youth knowledge room, where we want our nsyilxcen ways taught

wellness and fitness room

outdoor gathering spaces, playground, natural plant landscaping

THE nłqitəmłx QUILCHENA COMMUNITY CENTRE WILL BE A GATHERING PLACE NESTLED INTO THE LANDSCAPE, UPHOLDING, EMBODYING AND SHARING OUR CULTURE AND HERITAGE.





It

building. We worked to confirm how we would fund the construction of the building, which included use of BC First Nation Gaming Revenues, access to a Revolving Term Loan, and application to grants that might arise.

We collaborated with Consultants to implement all recommendations that were in the Construction and Environmental Management Plan.

Chief and Council Special Election

Within the first year of the Chief and Council term, three Councillors resigned from their positions, and we held a Special Election on April 6, 2024.

Leading up to the election day, Administration worked to implement the UNB Custom Election Regulations, to fill the vacancies, including filling the Tribunal Committee positions, and providing updates to the UNB members at General Band meetings.

Communications

Our Communications Team worked to improve how we communicate with our members by adding an Audio version of the community newsletter, So You Know. Members can access this and so much more on the Upper Nicola Band YouTube page.

Jurisdiction

The Kwu Stemtima? applied for funds from Indigenous Services Canada CHRT-41 to further develop our law for our Relations. The focus of our work will be to conduct community engagement sessions to ensure membership is aware of the mandate of the Kwu Stemtima? and the goal to have our own law in place for the future.

Carpenter Apprenticeship Program

Throughout the year, we had ten members participate in the carpenter apprenticeship program. We worked with Thompson River university and were supported by the Construction Foundation of BC. Our members participated in learning opportunities on the job, and in the classroom. It was so nice to see our young people move out of their comfort zones and learn new skills!

Each day is a good day to continue our work, to implement change for our community. We will continue to do our best, to implement goals identified in our comprehensive community plan, strategic plan, and all other plans we have as a community.

Collette Sunday, Band Administrator

has been an honor to work for our community to overcome all the challenges that were put before us.

One capital project, Siya? Place was being completed, while we planned to have the construction of the n̓q̓it̓əm̓lx Quilchena Community Centre begin. We saw a Special Election take place. Some of the other highlights, include work to improve our communications practices, work on our jurisdiction for Our Relations, implementation of the Construction apprenticeship program.

Siya? Place, 26-unit housing project, IR 3 Spaxmn

Construction of the units took place between September 2022 – May 2024.

We worked with Ask Wellness, who provided mentorship to assist us to update the UNB Housing policy to implement the terms and conditions of the operating agreement that we have signed with BC Housing.

We held the grand opening of the units on March 25, 2024! A wonderful celebration!

n̓q̓it̓əm̓lx Quilchena Community Centre feasibility study, design

Design of the building was completed for the 23,000ft² community gathering space.

We learned that we were not successful in our application for the Green Infrastructure Community Building fund.

We did hear confirmation from Indigenous Services Canada that we would receive \$20.6 M from the Canadian Human Rights Tribunal Committee Decision 41 (CHRT-41) for construction of the

HOUSING

Information sharing on the proper ways to store firewood

There were various mentions on how to properly store firewood on the community newsletter. As well information sharing during the delivery of fire extinguishers and smoke detectors to the members who informed the Upper Nicola Fire department of needing a renewal of fire extinguishers and or smoke detectors. Remembering to let your firewood season properly lets your wood stove operate at its highest performance.

How to operate catalytic high efficiency wood stove

Upon request Upper Nicola Housing Manager held one on one training with interested members who contacted the Housing department to state they were interested in participating in the training. During this three-hour training session, the Upper Nicola Housing manager covered topics such as; on how to properly stack your wood in the fireplace, getting the right temperature for the ideal burning experience, the importance of monitoring your burn in the beginning burn stage, and how to maximize the burning heat on the high efficiency wood stove.

Hosted Hub Insurance workshop winter 2023

Greatly appreciated Chad Belbin from Hub Insurance to come out to Douglas Lake to speak about the importance of acquiring insurance for your home and the various other



insurance packages Hub Insurance offers. Even though there was limited members attendance, over the 12-month period the housing department has connected Hub Insurance with members who expressed interest in getting insurance for their residence.

Chimney Cleaning by New Age Duct Cleaning Company

Over the past two years the housing department has run into barriers procuring this service since the local service provider retired. The company resides in West Kelowna, had a great Five-star rating, and provided excellent services. Upper Nicola Housing department highly recommends New Age Duct cleaning company for chimney and air duct cleaning for any interested residences who want good services from a great organization.

Fire Smart Tasks/Objectives/Events

Tenant Relations Office Elaine Paul attended the online course offered by Fire Smart in March 2023 to become a certified Local Fire Smart Representative in our area. The 1-day course was filled with helpful information on how to mitigate wildfire and best practices to implement on keeping residences safe in zones 0 to 3 in each home.

Upper Nicola Fire Department and Upper Nicola Housing hosted a info session in March 2023 at the meeting place in Douglas Lake. There was a demonstration on how to operate your fire extinguisher, install a smoke detector, and how to identify potential fire hazards around your residence.

Lastly all three departments (Community Service, Housing, and Fire) sent one representative to attend the Fire Smart Conference hosted in Vancouver city on May 2023. The conference had many attendees to connect and share information with as well as contact resources of suppliers for fuel mitigation. The three-day conference had engagement sessions discussing upcoming changes to the Fire Smart Manual, newly developed programs being implemented in the upcoming year, and even a chance to meet the Fire Smart mascot.

Maintenance Program Objectives/Tasks

The housing department's maintenance schedule for 2023–2024 included:

An ongoing project to supply woodsheds to band-owned and section 95 (CMHC) rental units. The goal of having a woodshed in each rental property will serve to guarantee and encourage the appropriate storage and seasoning of firewood.

On going project to supply wooden garbage bins to band owned and section 95 rental units. To ensure the residence is kept in a healthy and safe environment.

Maintenance education sessions on how to clean your bathroom fan and to replace furnace filters to rental units.

Providing rental septic tanks with wood-based covers will guarantee that the septic tanks are located smoothly and are conveniently accessible for maintenance during any time of the year.

In addition, throughout the spring and summer of 2023, a new task involving preserving the rental unit's garbage container was completed by painting with primer paint and adding a latch lock (per request). The purpose of this latch lock was to prevent dogs and other wild creatures from accessing the trash, resulting in a safer and healthier atmosphere within every residence.

Surprise objective came knocking into the department late fall 2023 and spring 2024. The housing department had the fortunate opportunity to collaborate with the education department skills link program and were to utilize the student crew and TRU instructor to construct decks and roofs to the selected rental units in need of repairs.

BC Housing Skills Plus - Modules Maintenance/Electrical/Plumbing

During the summer of 2023 BC Housing offered a maintenance program in Skills Plus course taught by BC Housing facilitator in Merritt at NVIT trades building. All 5 bands were able to send up to two person to participate for hands on training. Upper Nicola



was able to send one member who expressed interest in attending the five-day training which covered basic home maintenance, plumbing, and electrical.

BC Housing - Identify Home Maintenance Needs

Thankfully to the operating agreement in place with BC Housing, their team hosted several online gatherings for information sharing on identifying home maintenance needs in your residence. All 5 bands were invited to listen, learn and engage in open discussions of home maintenance and barriers on this topics. How to identify home maintenance needs, implement solutions and problem-solving barriers that each of the five communities faced. Over the several sessions the five communities shared ideas, concepts, and supporting techniques with each other.

BC Non-Profit Housing Association - Capital Planning Course 100 /101

Capital Planning course 100 covered the fundamentals of capital planning and the need for a Building Condition Assessment. Learning how to schedule maintenance and repairs and incorporate those plans into the budgeting process so your organization can be prepared to fund ongoing maintenance and replacement projects. By identifying assets vs liabilities and classifying minor to major repairs within the expected element life cycle to ensure better budgeting and planning for each residence in your community. Other key topics covered include project costing, funding a capital plan, financial reserves, and how to update a capital plan.

Capital Planning 101 learning the importance on how to project bundling and unbundled within the software program. As well it was demonstrated on how to utilize the software to its fullest potential by applying the reporting features to governing funding applications.

BC Housing - Asset Management Pilot Project

Upper Nicola Housing department was able to secure a third-party building inspector and consultant to conduct the audits for every residence which was willing to participate in the BC Housing Asset Management Pilot project.

In order to understand where Upper Nicola stands for Asset Management it was ideal to assess every willing residence to capture a full capital plan.

With these audits being conducted Upper Nicola Housing department was able to apply to government funding (ISC/CMHC) for major and minor repairs for the next 3 years. This pilot project has been on going and the Housing department would like to thank everyone for their patience and on-going support to this project.

HOUSING

[BC Housing – Updating Housing Policies & Appendices for New Subdivision \(Siya Place\)](#)

With the project nearing completion it was important to have a housing policy and appendices for the BC Housing & Upper Nicola Housing Society new subdivision (Siya Place) rental units.

Shout out for working partner ASK Wellness team stepping forward to help review /merge already existing housing policies with appendices from Upper Nicola Housing department which was implemented on section 95 (CMHC) and Band owned rental units.

[BC Housing & Upper Nicola Housing Society & Upper Nicola Housing Department - New Subdivision \(Siya Place\) Open House](#)

Quite a tongue twister to mention all involved parties for the new subdivision (Siya Place), but alas in order to access the funding Upper Nicola Housing department had to step back and become an operational part of the team and an Upper Nicola Housing Society had to be formed and become the leading part of the team to work alongside with BC Housing. In technical terms Upper Nicola Chief and Council isn't in the picture for legal reasons and funding requirements from the government as aspect and requirements.

With that being said, now the subdivision (Siya Place) off the ground as of May 2024 all involved parties threw an open housing and welcomed all Upper Nicola members, community members, and the media to witness this first of a kind program being implemented on the reservation of Douglas Lake.

There are 26 units constructed for low-income housing to be utilized as affordable housing for Upper Nicola members and Upper Nicola employees. With this new to everyone program let's cross our fingers and hope for the best for all involved parties and Upper Nicola membership.

[Rental Housing Application year-round program](#)

Rental housing applications is a year-round program and can be accessed on Upper Nicola website or you may contact selected Upper Nicola Housing employee Elaine Paul by email h.relations@uppernicola.com.

[Market Housing Application year-round program](#)

Market Housing applications is a year-round program and can be accessed by making an appointment with Upper Nicola Housing staff to obtain a Market Housing application package which is available on site at Upper Nicola Band office. This program is best to chat one on one to understand the requirements of the program such as selected/preferred financial institutions that understand the program and to meet with Land department to see if any land lots are available.

[Portfolio Standing 2023 - 2024](#)

Wishing all the best to privately owned residential rental unit as the agreement has come to a close and removed off the Upper Nicola Housing portfolio in February 2024. The portfolio was at 35 units for the year 2023 – 2024. After the finished agreement period came to a closure the portfolio stood at 34 units.

Until next time

Upper Nicola Housing Department



UNB Housing Society, siya? Place

On March 25, 2024, we held the Grand Opening for Siya? Place that is located on Lot 142, IR 3, overlooking Douglas Lake.

The twenty-six units are made of:

Two – 5-bedroom units	18 – 2-bedroom units
Three – 4-bedroom units	Three – 1 Bedroom units

We named the housing development Siya? Place

In the syilx oral story of the Four Food Chiefs “How Food Was Given” Chief Siya? (Saskatoon Berry) represents all the things that grow above the ground. This chief embodies the spirit of creative energy, vision, and innovation. The perspective here can be associated with the enthusiasm and creativity that is often found in youth. Attributes of Chief Siya? include:

- Innovation/creative-oriented
- Thinks we CAN do it
- Nothing is impossible
- Thinks outside the box

We have worked over the last six years when we applied for housing from BC Housing Indigenous Housing Fund.

On November 22, 2018, UNB received conditional approval for the housing development.

On January 19, 2019, Chief and Council passed a motion to form the UNB Housing Society to be responsible for new housing development.

Between 2019, and May 2023, we worked with the Indigenous Services Canada to designate land, and have the lease finalized for Lot 142, IR 3, that was completed. The registration of the 99-year lease took place on May 9, 2023.

On August 10, 2023, we held the ground-breaking ceremony for the construction of the project.

Construction of the project took place between September 2022 – March 2024.

The current volunteer Board of Directors are:

- Chief Dan Manuel – Chief and Council Representative
- Rita Manuel, General Member Representative
- Trudy McLeod, UNB Tenant Representative
- Collette Sunday, Administration Representative
- We have one vacant position, for another General Member

UNB Housing Society Board of Directors responsibilities include (d):

- Appointment of the Design Building Contractor – D& T Development

Provide direction on the design and construction of the twenty-six units.

Sign the lease agreement along with UNB Chief and Council

Sign the operating agreement with BC Housing, which will be in place for 60 years.

- Approve all housing policies and related regulations; and Support housing policy enforcement.

Previous Board of Directors include:

Wallace Michel

Carol Holmes

Sylvester Cohen Jr.

Emily Payou

Limlmit to all previous, and current Board of Directors for all that you have done, to get siya? Place housing development completed.

The following Government Agencies, companies and people have provided assistance, for us to complete our Housing development:

BC Housing, for the investment in the first units of housing on reserve.

Canada Mortgage and Housing Corporation, for co-investment funds, and seed fund grant.

Indigenous Services Canada, for assisting with the designation and lease of reserve land, as well as grant funding.

JTW Consulting, assisting us every step of the way from proposal to completion of construction of units.

D&T Developments, Design Build Contractor

Richard Hunt Architecture, Architect responsible for house design

Alan Palmgren, Building Inspector

Doug Springford, UNB Legal Counsel

Askwellness Society, who is assisting us with update of housing policies, and is providing us mentorship for property management.

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



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 | UTA | QUILCHENA COMMUNITY CENTRE | DESIGN BRIEF | JUNE 05, 2023

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!



Upper Nicola Band Annual Report 2023-2024 Human Resources Department – HR Metrics

Permanent Full Time Positions filled from April 2023-March 2024

Employee Name	Position	Hire Date
Tia Powell	Lands Assistant	2023/05/01
Kimberly Fuller	Kwu Stemtima Assistant	2023/05/01
Justin Jimmy	Chief Financial Officer	2023/07/10
Alex DeMontigny	N’Kwala Bus Driver	2023/09/28
Larissa Law	N’Kwala Office Assistant	2023/10/04
Sylvester Cohen	Accounts Payable Clerk	2023/11/13
Praharshi Jay	Human Resources Manager	2023/11/13
Mary Ann Androlick	Cultural Heritage Manager	2023/11/13
Brenda Lynne Jorgesen	Cultural Heritage Researcher	2023/11/13
Braidyn Roberson	Early Childhood Educator	2023/11/26
Iris DeMontigny	Lands Assistant	2024/01/10
Peyton McRae	Director of Community Services	2024/01/15
Jamillynn Viviers	Governance Executive	2024/03/05
Darcy Swakum	Housing Maintenance Worker	2024/03/12
Tyree Archachan	Community Services Assistant	2024/03/25

Temporary, On-Call, Short Term Contracts from April 2023-March 2024

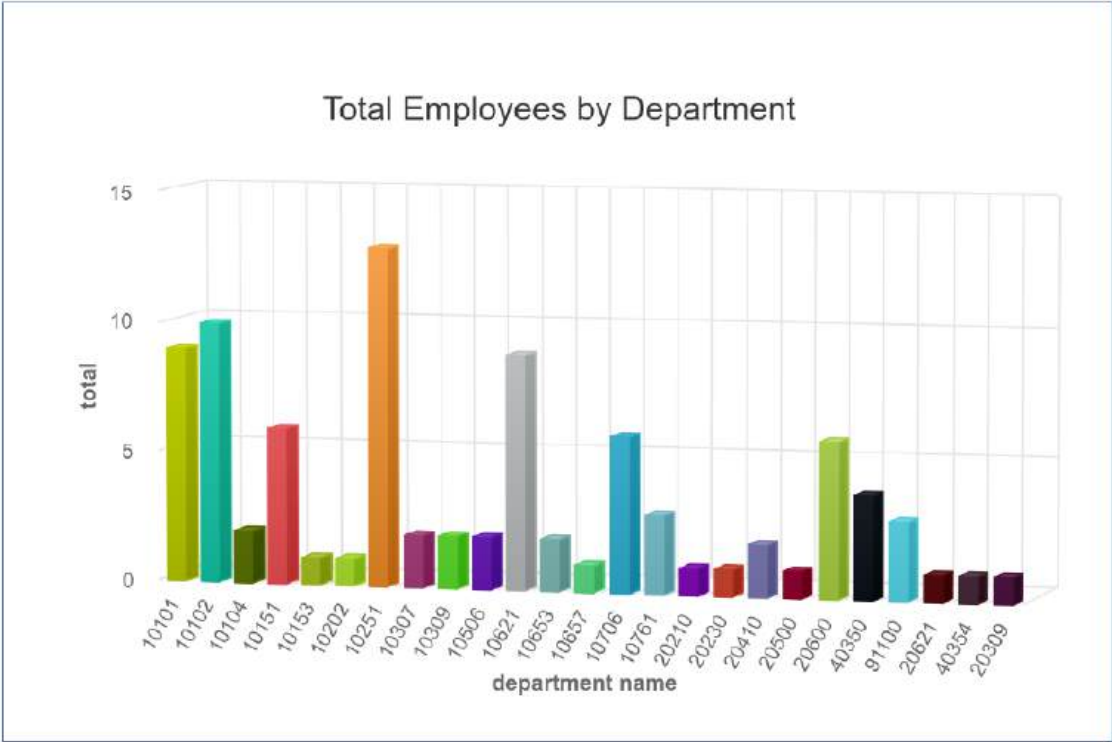
Employee Name	Position	Hire Date
Tierra Holmes	On-Call Receptionist	2023/06/07
Cathy Stewart	Headstart Custodian	2023/07/19
Rene Lamothe	Carpenter	2023/08/29
Geraldine James	Cook	2023/09/05
Ben Clarke	Firewood Gatherer	2023/11/22
Aaron Moses	Firewood Gatherer	2023/11/22
Tom Mollett	Transfer Station Attendant	2024/11/25
Shamus Egan	On-Call Snow Removal	2023/12/13
Richard Sickmen	On-Call Operations & Maintenance Labourer	2024/01/15
Cathy Tom	Payroll Clerk	2024/01/23
River Anderson	Youth Office Assistant	2024/01/26
Juanita Lindley	13 Moon Curriculum Facilitator	2024/02/05
Violet Lindley	Home Support Worker	2024/03/13
David Coutlee	On-Call Indigenous Monitor	2024/03/25
James Tom	On-Call Indigenous Monitor	2024/03/25

Terminations from April 2023-March 2024

Employee Name	Position	Termination Date
Gloria Sheena	Cultural Monitor	2023/05/29
Margareta Arnell	Indigenous Researcher	2023/07/14
Gary Stefluk	Relief Bus Driver	2023/09/08
Tiffany McRae	Child & Family Protection Worker	2023/09/22
Phil Dumont	Relief Bus Driver	2023/10/06
Tia Powell	Lands Assistant	2023/12/01
Justin Jimmy	Chief Financial Officer	2024/01/31
Justice Cisco	N’Kwala School Receptionist	2024/02/09

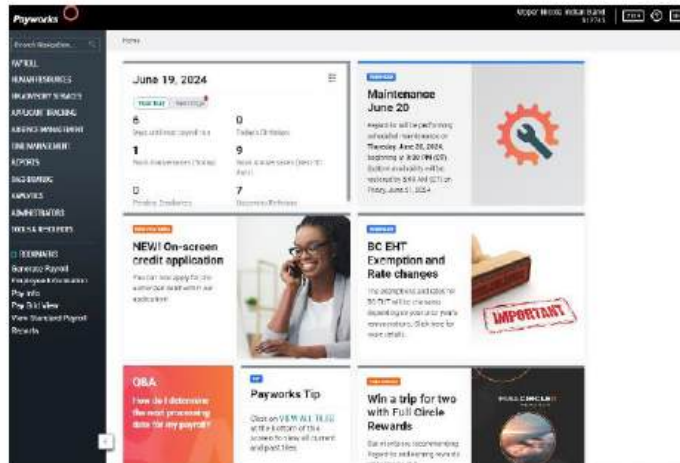
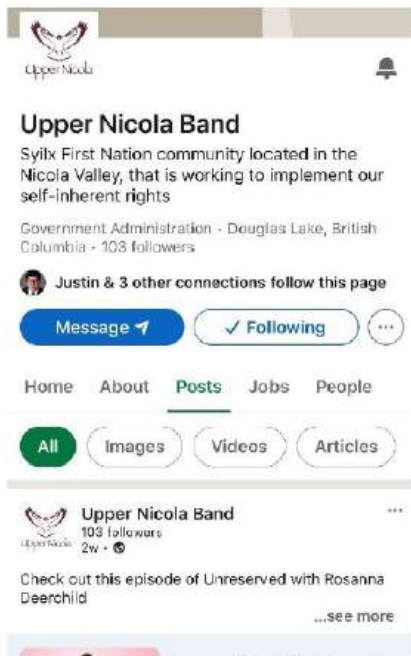
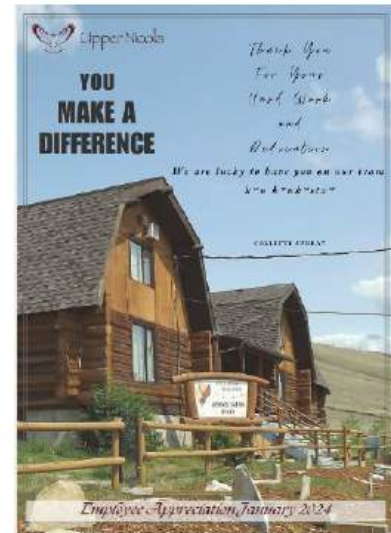
Retention Metrics

Currently we have 90 active employees. Below is a breakdown by department.



Other projects HR Department completed from April 2023 – March 2024

1. Employee appreciation event took place on February 01st 2024.
2. New HR & Payroll system - PayWorks was implement on February 23, 2024.
3. UNB LinkedIn page is now up and running since March 20, 2024.
4. UNB website now has updated profiles for staff.





Lands, Wills & Estates

Lands Staff

Susan Manuel – Manager
Iris DeMontigny - Assistant

Highlight of 2023-24 Lands Department

- Assisting Band Members with Land and Estate matters: Land Transfers, Land Allocations, Estate Management, Will writing and Witness/Notarize documents as a Commissioner for Taking Affidavits.
- Assisted Administration with encumbrance checks, access agreements, land transactions permission to enter for various projects within reserve lands.
- Secured a second year of 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.
- Began the process of updating the UNB Land Use Plan and Residential Land Allocation Policy.

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

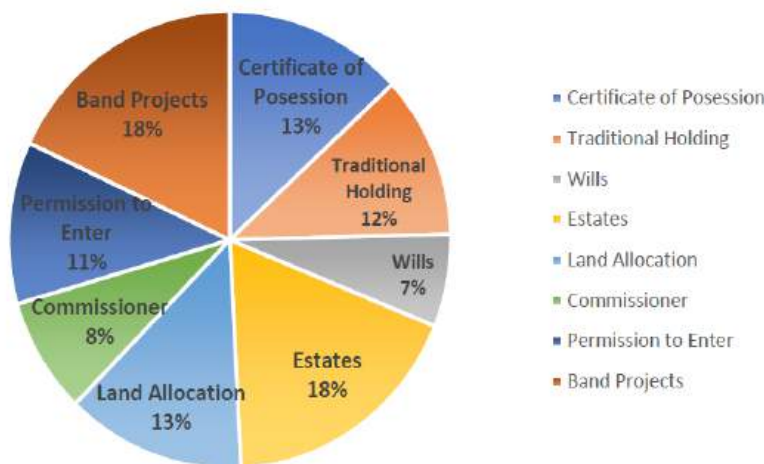
Provide information on administering estates

- 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.

Lands, Wills & Estates Statistics
TYPES OF FILES WORKED ON



CONTACT INFORMATION

Office Hours: Monday to Friday 8:00 am – 4:30 pm /
Phone: 250-350-3342 / Email:
lands@uppernicola.com
landsassist@uppernicola.com

EDUCATION

Education

way xast sxlxal't , In our strategic plan, we identify that one of our priorities is to empower our member to play in creating their future, and to assist 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 Tmixw. To support and improve education outcome for kindergarten - grade 12, and our Parents through learning at school/home, 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 that is provided 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 outline 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:

Post-Secondary Full-Time – 35

Post – Secondary Part-time - 4

7 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:

Nkwala School – 29.1250 FTE student

Merritt Central School – 19 Students FTE

Merritt Secondary School – 21 Students FTE

High School Graduates – 7students (5 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 –

\$52,329

Youth Summer Employment – 3 students filled this position as Camp Leaders, Supervisors and did basic

office assistant jobs, maintenance of Band Buildings - \$9,800.00

Science & Technology and Youth Leadership- Had 30 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, abilities skills.

FNESC – Impact of Students Learning – \$82,426.00 – Youth Initiatives

SD558 – Community initiatives - \$10,000.00

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.

NRT - \$8000.00 – 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 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

IR 1 Nicola Lake

QCC – full report in Annual Report

Nicola River and Michel Roads Upgrade: We have been working on the design phase of the upgrades, with McElhanney Consulting. We have met initially with property owners, along Nicola River Road, to share the proposed work. This work will continue in the 2024-25 fiscal year, with goal to have construction of road upgrades take place in the 2025-26 fiscal year.

Fire Hall: We have plans to construct Fire Hall at the junction of Highway 5A and Douglas Lake, across from the Quilchena Church. Work has focussed on working with BC Hydro to move the hydro pole that exists on the proposed site for the Fire Hall.

Water Storage: As work was completed to finalize the design for the Quilchena Community Centre we needed to confirm there was sufficient water capacity at Nicola Lake IR 1 to support the development. The study confirmed that there is sufficient water capacity for the Quilchena Community Centre, but not further development than was already in UNB's current capital plan implementation. The study [recommended that Administration](#) Complete a study to identify additional reservoir storage needs due to future development, and potential fire flow needs. Further it is recommended that we carry out treatment testing to confirm capacity limits for the proposed manganese and iron removal filters at the Water Treatment Plant.

After receiving the study, Chief and Council sign a Band Council Resolution 2024-02-17-01 to [advise UNB community that current water storage reservoir, cannot support any \(commercial\) development](#) and UNB will not permit any connection to the UNB water supply, until further notice.

IR 3 spaxmin

N'kwala School Repair

On January 21, 2024, we were alerted to the school flooding, as a result of the failure of the fire suppression system. From that day, to now, we have been working with our Insurance Company to have the damage assessed and repaired. The latest update from the Insurance Company is that they have the scope of work out for tender. They would look to have the repair work started in Summer 2024.

2. Replacement of the fire suppression system, is separate from the property damage, as the insurance will not cover the replacement of the fire suppression system. We have had to go to Indigenous Services Canada to request for support for the replacement of this system. We have contracted a Fire Protection Engineer, Falcon Engineering, to do a report of the current fire suppression system. We have further requested that they develop a design for an upgraded system. We have been told that this work can be complete by October 2025, at the earliest.

Water Treatment Plant

Through the fiscal year, we submitted funding application to Indigenous Services Canada to carry our design of the of a new water treatment plant for IR 3 Spaxmn. A proposed location for this facility is at the corner of Manuel Road and N'kwala Road. Along with this new water treatment plant, the community will see construction of approximately 1.7 kilometres of watermain leading from the water treatment plant west to the community's supply wells adjacent to Corral Road.

Why is this needed? Residents are already supplied with treated drinking water, however, the infrastructure that treats water is aging. A new water treatment plant will provide much needed improvement, increasing drinking water source security and safety to the community.

A new water treatment plant will supply much of the same infrastructure including water disinfection for residents' safe consumption. Additional treatment equipment may be included, however, that is to be determined during design. These design improvements are planned to also circulate water better for residents' use, thereby limiting the disinfection needs. The design work will take place during the 2024-25 fiscal year, and proposed construction during the 2025-26 fiscal year.

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 and no intermediate grade teacher; and, no principal.

Returning teaching staff included Colleen Brandrick (primary teacher) and Linda Holmes (Nsyilxcen teacher).

Genieve McRae was just hired as the administrative assistant; and then, when Genieve 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



Tyler Ernst – Principal Feb. 2022 to June 2022

I was initially taxed with several urgent challenges of stabilizing our school and staffing situation. I am so grateful to acknowledge N'kwala's staff positions are nearly all filled (with only one p/t position remaining to be finalized) and we are fully planning for next year as a fully staffed school.

Now having transitioned into the position of N'kwala School Principal, I would like to briefly introduce myself. I am son to Nettie Ernst (nee Stewart) and Gary Ernst, grandson to the late 'Old Mom' (Celestine McRae) and the late Johnny Stewart, and great-grandson to the late Mameesh (Theresa Jim) and late Joe Coutlee. I was with SD#23 (Central Okanagan) the last ten years as the Okanagan Language Teacher teaching Okanagan Language for senior level credit accepted by Universities across the United States and Canada (up to Grade 12). Prior to that I taught for the University of Victoria (School of Child and Youth Care) while pursuing a Doctorate. I have been with Indigenous Child and Youth Mental Health (Indigenous Mental

Health Educational Outreach / Clinician) and the Vancouver School Board as an Indigenous School Support Worker. I also attended a four year immersion nsyilxcn Language House in Penticton to acquire working nsyilxcn proficiency. Additionally, I have lived in other Indigenous societies around the world (in places without non-Native contact like Vanuatu near Australia) where we were surrounded by sharks, hunted bats with arrows made from elastics and clothes hangers and have been immersed in what non-Indigenous people refer to as bad medicine.

Education can be powerful, beautiful, and even, in the words of Pueblo scholar Gregory Cajete, about finding one's heart. I look forward to working with you and whole heartedly thank you for your support of our children and families as this year school year comes to a close and we prepare for a fresh 2022 / 2023 academic year with a spirit of hope and possibility.

way', kwu kwukstxw.

Tyler Ernst.

Primary Class: Ms. Colleen Brandrick

A Spring focus was caterpillars and butterflies (observation, documentation and literature).

Butterfly life cycles were observed in preparing their chrysalis'. Incorporating both local curriculum and international, the class explored South Korean food (making hotteok), culture and have had shown strong growth with reading and mathematics.

Intermediate Class: Ms. Tanya McRae / Ms. Jackie Chillihitzia

This year's academic struggles with online learning were a challenge. However, everyone did their best to pull together and the class finished strong. Culturally, the loved the opportunity to do soapstone carving,

The students also made shadow box's for Mother's Day; they all turned out amazing.

High School Class: Mr. Binod Subedhi

The class explored Haroun and the Sea of Stories by Salman Rushdie. They held an ongoing conversation around the ideas of freedom and censorship using the story. Coyote stories were read daily. Students took turns reading stories from Coyote Stories collected and compiled by Morning Dove.

June was science focused. Grade 9s worked on the periodic table, other elements and compounds.

Students have also explored The Scream as expressionistic art. Students finished reading The Outsiders and analyzed the film. The class has started working on the sources and reasons for stereotyping. They compared and contrasted Disney's version of Pocahontas with the true story of Pocahontas. The students also worked towards creating an awareness campaign to express their inner emotions through the medium of painting.

The class also excelled as they made a trip to Kelowna Secondary School setting up a reciprocal educational plan with the Kelowna students to visit N'kwala in the 2023 school year. We had an informal stick game, ate KFCs and toured the biggest school in Western Canada (2000 kids just in Grades 11/12). The KSS kids were taken back by some of the stories (captikwl) and songs we could share. We represented well and N'kwala is bracing for increased exposure and comfort of being a part of the larger, international community. We fundraised through carwashes and hot dog sales and people in the community donated to help us make the trip.

Staff:

Cindy McLeod (Assistant Speech and Lang. Pathologist) completed her SLP program at NVIT and has grown into the role of the ASLP from her earlier experience as an EA.

Add'l Outings:

Monck Park sage gathering.

Monck Park pictograph and connecting with our ancestors (Twilight Man etc).

RCMP Bicycle Rodeo which was 10/10 !

N'kwala time capsule was placed on site with all staff / students / community speaking to future generations in reflection of our time and place.

way'. Tyler Ernst.



Stuwix Resources Joint Venture

UNB Forest Management Agreement Report

2023-2024

Hello Upper Nicola Members, Stuwix has been managing your Forest Licenses and Woodlot 1637 under a new Forest Management Agreement since Nov 1, 2023. We do this in collaboration with Administration staff and leadership, this is allowing Stuwix to incorporate UNB values and principles.

Suxtxtem Harvesting Principles

Stuwix continues to evolve our harvesting practices to align with UNB expectations / Suxtxtem Principles. Our ecological anchor strategy is in its 2nd full year of implementation, and we have morphed the strategy to utilize more small patches and less individual dispersed trees. The Strategy now incorporates individual tree marking to ensure mother tree and veteran tree recruitment is implemented during harvest as we were not seeing consistent positive results when left to the buncher operator to implement on their own. The extra step of marking has added costs but ensures adequate spatial distribution and desired leave trees are realized post-harvest. Our updated Ecological Anchor Standard Operating Procedure (SOP) is attached for reference.

Woodlot 1636

Stuwix harvested 8,652m³ between June 2023 and January 2024. The harvesting in June allowed for road construction to take place during favorable conditions as concerns were noted with proximity to water and sensitive soil types. The next opportunity to harvest on the woodlot will be in late 2025 where we will target 13,206m³.

Forest License A88927

Stuwix operates on this license annually, this license has an annual allowable cut of 47,272m³ and a non-replaceable (NRFL) volume of 8,000m³. Some of the areas harvested and volumes are listed below.



- o DZ5006 – Peter Hope - Approved STI – 16,734m³ plus RP
- o DZ5007 – Whiterock - Approved STI – 36,551m³ plus RP
- o DZ5008 – Jack Douglas Approved STI – 7,709m³ plus RP
- o DZ5009 – Kane Valley Approved STI – 35,500m³ plus RP
- o DZ5010 – Lamont Submitted to MOF - 60,612m³ plus RP
- DZ5011 – Iron Mtn Awaiting CHA - 24,615m³ plus RP



interesting journey in putting community expectations to the core of how we operate within the territory. I look forward to more collaboration with UNB as we move forward in an industry that rapidly needs to change.

Sincerely,

Lindsay Tighe

General Manager Stuwix Resources

We are currently operating in Peter Hope, Whiterock, and Jack Douglas and will be there until early to mid-July depending on the weather.

Community Firewood Delivery

For the 2023-2024 fiscal period UNB has received \$578,126.63 in payments for profits from the Woodlot and Forest Licenses, there is still another \$221,000 payable.

I'd like to take this time to thank UNB in trusting Stuwix to exercise land management in a meaningful way for the member communities that own Stuwix. I can share that since returning to Stuwix it has been an



Stuwix Ecological Anchors and Dispersed Leave Trees

April 2024

Version 1.2

In coordination with Stuwix’s member communities, ecological anchors are being incorporated into Stuwix block development as a strategy to incorporate Tmix ’w (water, land and soil) values. Ecological anchors are subunits of the

ecosystem that have values important to Stuwix’s member communities and will be retained on the landscape.

Ecological anchors most often have increased biodiversity values associated with water, soil and wildlife complexes that

differentiate them and elevate their priority for retention within a block.

Establishing ecological anchors within a block has the following objective:

1. Provide shade to moisture receiving areas, non-classified drainages, streams and wetland features
2. Actively protect areas of significant immature stems
3. Protect wildlife features (dens, nests, browse etc.) and wildlife recruitment trees and/or logs along with surrounding support trees
4. Decrease viewing distances in a block
5. Establish visual screening along roads
6. Retain groupings of veteran trees
7. Maintain areas with higher diversity of culturally significant plant species
8. Maintain areas of higher tree and shrub species diversity

Ecological Anchors will often be established on ecosystem subunits with the following attributes:

1. Moisture receiving areas, non-classified drainages, streams and wetland features
2. Wildlife features (dens, small nests, browse species etc.)
3. Groupings of Veteran Trees (Ex. Fd>65cm)
4. Groupings of mixed species Veteran trees with advanced regen
5. Openings of advanced regen (L3-L4)
6. Multi-layers stand with abundant regen (L3-L4)
7. Deciduous leading types
8. Lower volume mature tree areas with increased regeneration/immature stems
9. Wildlife trees with supporting trees.
10. Coarse Woody Debris (focus on large downed stems and ensure entire stem is retained)
11. Visual screening patches (long crowns) to limit long views into a block.

Ecological anchors may be established as Wildlife Tree Patches or treatment units (TU) with up to 100% retention depending on windfirmness, forest health and operational access. Ecological anchors established as TU’s will be included in the NAR. Types of ecological anchors and field marking:

1. Where dispersed ecological anchors are **>0.15ha**, they will be established as WTRA’s as per EMS Field Marking Standard
2. Where ecological anchors contain forest health concerns (root rot), they will be established as WTRA’s as per EMS Field Marking Standard
3. Where ecological anchors **<=0.15ha and are not a forest health concern**, they will be fully retained or limited mature stems will be removed from the edge to create a feathered edge to increase windfirmness, they will be flagged as a Treatment Unit (TU Z) and marked as per EMS



Field Marking Standard.

4. Additional machine free zone may be located to protect a micro riparian or moisture receiving feature when removing mature timber is not detrimental to management of soil or water values.

The size of dispersed ecological anchors that will be included in the NAR can vary from 0.02ha (10mX20m) to 0.15ha

(35m X 40m). Larger than 0.15ha that are not allocated as WTRA will be discussed with Stuwix Supervisor. TU Z will be

included in the NAR however not planted to retain the attributes of the ribboned area.

Visual screening is a key aspect of the strategy so ecological anchors will be established in a dispersed manner across a

block with a target density of **2-3/ha or 0.06-0.15ha/ha**.

Where the combination of Ecological Anchors and L3/L4 stems/ha are insufficient to screen sight lines or recruitment of

veteran trees is a priority, **dispersed groups of merchantable trees** containing ≥ 1 merch stem will be flagged as per

EMS Field Marking Standard so no area within a block is less than 1.5 tree lengths from Boundary/WTRA/TUZ or another

group of reserved dispersed trees. The composition of each dispersed group is dependent on site specific factors:

1. Windfirmness – dispersed leave trees with long live crowns will be targeted or tree count increased to

ensure windthrow risk is reduced. In significant wind prone areas, utilization of TUZ and WTRA is preferred.

2. Forest Health – trees with forest health concerns or within root rot areas will not be flagged. WTRA in area or TU Z's near the areas will be established to provide screening.

3. Dispersed trees may only be required in portions of blocks as site specific factors change.

Actual locations of dispersed leave trees will be included on the Harvest Plan Map and DBH classes tallied for incorporation in cutting permit submissions.

Ecological anchors and dispersed groups can impact skidding efficiency. Don't be afraid to establish ecological anchors

that cause skidding to take a longer route as the forest

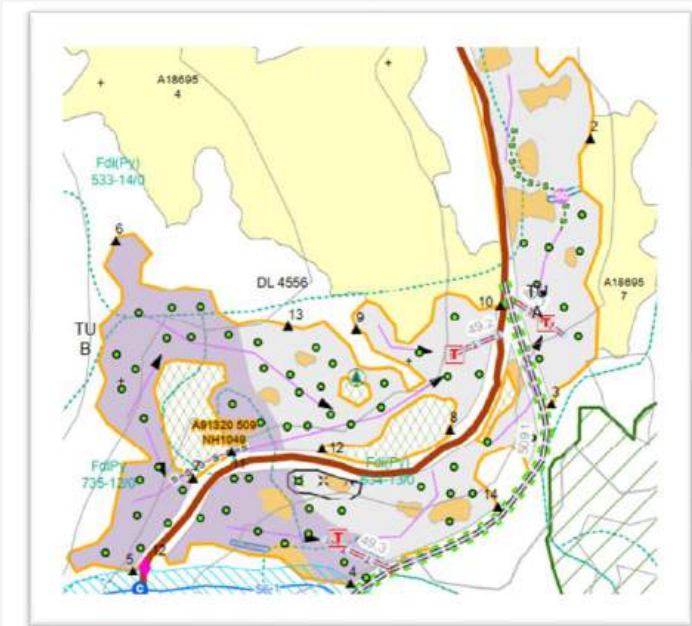
value is more important than economic efficiency. Retention of

advances regeneration within the entire merchantable area is important to Stuwix's member communities. Advanced

regen will be retained throughout the block where operability and safety allow. Ecological anchors will not create unsafe conditions.

Example of Ecological Anchors (orange), WTRA (green hash) with marked groups (green dot) including 1-6 flagged trees

per group of dispersed leave trees in certain areas of the block (FU8509 – NH1049):



Where not to establish ecological anchors:

1. Patches with low crown to height ratio (Ex. Pine). Focus on larger patches with varied crown lengths to manage against windthrow.

2. Patches with significant soil moisture that compromise windfirmness. Focus on WTRA with varied crown lengths to manage against windthrow.

Keep ecological anchor shapes simple. Round is better than linear for blowdown risk. Amoeba shapes are difficult for operations.

Each ecological anchor will be GPS'd and pictures taken.

COMMUNITY HEALTH SERVICES

The 2023/24 year marks the completion of year nine of our ten-year block funding agreement between Upper Nicola and the First Nations Health Authority. I was thinking about the term “The evolution of devolution” and reflecting on how far we have advanced in the past twenty years. I remember when the Nicola Valley Health Services dismantled, and Upper Nicola was asked to pick up its share of equipment and supplies. So Chief Freddy and I went there and picked up a baby scale, one filing cabinet, file folders and the keys to their old Health car. That was the starting point of our community Health Services. Over the next little while, we were able to secure stacked funding agreements with Health Canada until eventually a Ten-Year Funding Contribution agreement was signed with the First Nations Health Authority. Now as we enter the tenth year of that agreement, leadership will be focusing on negotiating a new Ten-year funding agreement.



As we move forward in promoting new ways of doing things, Upper Nicola has been active in participating in a Primary Care Network with Interior First Nations and Interior Health. Across BC, divisions of family practice and health authority’s and community partners have been working to establish Primary Care Networks (PCNs). In a PCN, physicians (via patient medical homes), other primary care providers, allied health care providers, health authority service providers, and community organizations work together to provide all the primary care services a local population requires. Together, we:

Enhance patient care using a **team-based approach to care**.
Support each other and **work to their strengths**.

- Further link patients to other parts of the system, including the health authority’s specialized community services programs for vulnerable patient groups (e.g., frail elderly, mental health and substance use). Collectively increase a community’s capacity to provide greater access to primary care for people without a primary care provider.

Participation in a primary care network enables a patient medical home to operate at its full potential. Our work in the PCN is for members to get access to timely, comprehensive and coordinated team-based care. In Nation work (ONA), we have participated in Health services with the wellness committee. As mandated by the ONA’s Chief’s executive council, the purpose of the wellness committee is to provide technical advice,

current information and strategic input to the CEC to continue quality wellness services. This work included providing feedback, guidance and direction to the development and implementation of Nation based programs and services. Current highlights include pursuing Health restoration in the Interior Health region, advancing the Letter of Understanding with Interior Health, and establishing preliminary development of the Ashnola Treatment centre. Getting to the Core functions of our programs and services, we have continued to respond to individual health concerns and needs as well as providing membership with good health promotion. We will make progress by infusing all aspects of the Bands six strategies with a principled and practical



Mammograms Can Save Lives

The mobile mammogram coach is coming to a community near you.

Mammograms are available for women ages 40+. Take a positive step for your health and book a free screening mammogram.

Visit www.screeningbc.ca to learn more.

approach to wellness.

<i>Empowering Members</i>	<i>Cultural Identity</i>	<i>Healthy Community</i>	<i>Sustainable Environment</i>	<i>Economic Opportunity</i>	<i>Supportive Workplace</i>
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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:

- Nursing and Health Services
- Medication consolidation
- Holistic Nursing approach
- Wound Care
- IV care and medication administration
- Support with doctor and specialist appointments
- Lifeline- Monitoring and wellness checks
- Immunization clinics, information/education, disease management
- School engagement and health education (vaping and tobacco use, healthy eating, puberty, diabetes and cardiovascular education)
- Meal support
- Community based rapid testing
- Access to primary care and Institutional care
- Access to mental health and substance use outpatient counselling
- 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, inflation relief, shelter support
- Medical Transportation- Milage, meals and accommodations
- Distribution of air purifiers, fans
- Youth development-sports, nutrition, culture, education
- Pre and Post Natal Support
- Diabetes Education and Support-footcare, healthy meal preparations
- Cardiac care education and support
- Oral Health
- Wellness days/outings-food harvesting
- Gardens
- Hunting Camps
- Employment /training referrals

- Membership requests-Basic home repairs, sewage, ramps, ect..
- Drinking water testing
- Residential School Survivors support
- Accreditation Preparations
- Yard cleaning
- Weekly Bus services
- Kids Christmas party
- Childcare support

People have been dealing with a lot over the last few years. As a result of the pandemic and the stress and social challenges it caused, more people are suffering from depression and anxiety. Our team continues to provide members with crises response approaches as well as wellness promotion, prevention and intervention. These approaches include outpatient counselling, detox, residential treatment, self care workshops, cultural activities and peer supports.



An additional important activity the office provided was to ensure coordination of Health Services in membership care through preparing for emergencies that may include fires, smoke, floods, pandemics, and the opioids crisis.



In many ways, this past year has been a year of continued transition and growth. We still recognize that there are profound challenges that persist for so many members and for our leaders who take on difficult 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 elders who spoke of important teachings of getting back to the land, “that is where our medicine is”.

Responding to the Toxic Drug Crisis

Our team continued to focus on the toxic drug crisis. Street drugs continue to be 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

#UNBSTRONG

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 elders, Linda Holmes and Nancy Saddlemen

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).

ADDITIONAL ACTIVITIES

Parents and students were able to participate in several field trips including Energy Plex (Kamloops), Swimming Lessons, Davidson’s Apple Orchard and Pumpkin Patch (Kamloops Zaaz Eatery and play)

We had our own pow wow’ on June 5, 2024 up at Glimp’s Lake with Nkwala school, Lower Nicola school, coldwater School, N.V.I.T daycare and Nooaitch Headstart, total of 257 students on June 5, 2024 . We rotate with the three band schools each year.

We take part in the Culture and Language with the community activities and events.

We have a new pet in the building name Ash from Ashcroft, from one of our field trips, he just likes hopping around the children and is litter trained.

Buzz Manuel came to the Head Start to show the children a deer head with the alters and explained what they do with the hide and brains from the deer.

STAFF

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

Supportive workplace for the staff to take work shops 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



HEADSTART/SNSCECMALATAN DAYCARE

Siyá—EMPOWERING MEMBERS

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

We had a new playground put in, dim-mission started Sept 26,2023 and finished project November 5, 2023 and ribbon cutting on November 17, 2023for the head start and the community members. The play ground costed rough around \$ 867,322.00 dollars. The Head start put in roughly around 573,000.00 dollars

We went from Can-8 to one Language teacher from N'kawla

school, Linda Holmes. We are still working on Can-8.

Lots of visit to Rotary Park

We are getting the Air conditions changes and up grade on the Electrical panel from 4-Elements

The whole inside of the Head Start is painted now.

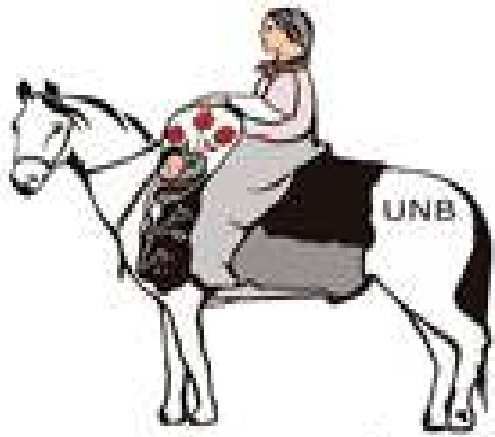
Buzz Manuel comes in drums and dances with the children for an hour a day.

ONA drops of gifts for the children from Jordan's Principal, such as having a tea party with the bears, and appreciate gifts for the staff.

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



#UNBSTRONG



kʷu stəmtímaʔ

UPPER NICOLA CITIZENS (MEMBERS) HAVE THE RIGHT AND THE RESPONSIBILITY TO MAKE CHANGES...

This act empowers the Upper Nicola Band and other Indigenous communities to assert jurisdiction of our Relations (children, youth and families).

Bill C-92, An Act respecting First Nations, Inuit and Metis children, youth, and families, came into force on January 1, 2020

kʷu stəmtímaʔ made an application to ISC for Jurisdiction Capacity Development Funding Application on December 7, 2023, and received \$300,000 for operation 2024-2025. This funding is for:

Project Proposal and Work Plan

Objectives:

The Upper Nicola Band kʷu stəmtímaʔ intend to:

reassert and assume full inherent jurisdiction as an Aboriginal right (Constitution Act, 1982 S. 35) in Canada over our Relations, defined as Upper Nicola Band children, families, and community members living on and off reserve, including legal adoptions from the Government of British Columbia
develop laws to be the basis for negotiations

with the Federal and Provincial Governments to fully assert inherent rights over Relations, which are appropriately funded by both levels of government in accordance with Bill C92.

Annual kʷu stəmtímaʔ have their annual Strategic planning, go over their goals and objectives of the past year, and set new goals. All the events that you see posted come from the 13-moon calendar that kʷu stəmtímaʔ has set out for the upcoming year. For each event, the kʷu stəmtímaʔ meet about 3 or 4 times to go over their work plan for the event and meet again for their own evaluation of how the event went and their score on who came, the number of families and children from on reserve and off reserve. The staff of kʷu stəmtímaʔ will assist with the events and planning.

Goal 3: Develop a 13 Moon Workplan for the kʷu stəmtímaʔ in caring for children and community to strengthen and support UNB Relations

Highlights of a few events that have taken place so far in 2024:

spqwlC Fishing, Songs/Stories/Drums/Hides in Pit House, Traditional Feast, Horseman Ship – Youth & Horses, Medicines, Woman’s Wellness, Golf & Family Funday, Commonage Tour.



BURROWING OWL UPDATE

Upper Nicola Burrowing Owl Reintroduction Program 2023 Summary

by
Dawn Brodie & Loretta Holmes

Chief and Council

Burrowing Owl Release

The eighth annual Burrowing Owl release took place April 22, 2023. A welcoming ceremony was held at the Upper Nicola Pit House, opening prayer, drumming and speakers: Chief Danny Manuel, former Chief Harvey McLeod, Elders and Loretta Holmes. Chief Manuel and N'kwala School Ambassador Keanu Manuel released a pair of Burrowing Owls at the site.



Chief Danny Manuel “ We look at our traditional and cultural knowledge and find their (Burrowing Owls) purpose here on our lands, and we can find our responsibility to animals and birds.”

Eight captive-raised yearling owls were from three breeding facilities in British Columbia operated by the Burrowing Owl Conservation Society of BC (BOC). All owls were given a health check prior to release. Field surveys, monitoring, owl banding and burrow maintenance are conducted by Loretta Holmes, Senior Cultural Heritage Research Technician and Dawn Brodie, RVT.

Returns

Two owls (male, female) returned to the Upper Nicola site and were identified by leg bands as wild-born 2020 and 2021. The male K/56 has sired 27 wild-born offspring in 3 years and uses the same burrows each year!

Productivity

Four pair produced 21 wild-born offspring. The juveniles were banded at 30 days of age with USFW and alpha numeric green/black leg bands. Trail cameras were used continually throughout the summer which have proven invaluable for observing numbers of juveniles, predators, food delivery by adults, band identification and breeding behaviour. A photo showed a juvenile unable to fly due to a wing deformity. The juvenile was caught and subsequently euthanized. We would not have know or found this owl without the use of trail cameras. Dr. B Matthews examined the X-ray and diagnosed a congenital defect and has noted identical limb defects in other animals. The right radius measured 1/2 the length of the left. The other siblings had normal limb structure. **The Upper Nicola produced 19.6 % of all BC wild-born Burrowing Owls.**

2023 Release>Returns/ Productivity

Location	Release Owls	Wildborn Juveniles	Return Owls
Burrowing Owl Conservation Society of BC	44	86	11
Upper Nicola	8	21	2
BC Total	52	107	13

Upper Nicola Band Reintroductions and Productivity

Year	Owls Released	Wild-born	% Wild-born BC	Returns	% Returns BC
2016	6	9	6.0%	1	3%
2017	6	13	7.0%	1	3%
2018	9	10	11.0%	2	7%
2019	8	20	18.0%	0	0%
2020	7	7	14.0%	2	17%
2021	10	20	16.5%	0	0%
2022	8	14	16.0%	2	13%
2023	8	21	19.6%	2	15%

One late hatch 1-day-old nestling was pulled for hand-raising to ensure survival. It was fostered at two weeks old into another nest at the Beresford site with the cooperation of BOC. Size Matters! To be a foster nest the other nestlings must be the same size & age.

Dawn hand-raised a juvenile from the South Okanagan BOC facility for the Beaverhill Bird Observatory, Alberta. This owl is named "Nina" and will be used for education programs. He is now trained to go on a jess" (leg leash) and sit on the handlers arm. Nina is a charmer and is meeting hundreds of visitors.

Three male captive-raised owls failed to migrate by October 23, were captured October 23 and transported to the BC Wildlife Park in Kamloops for the winter. They will be released at the Upper Nicola site spring 2024. Past data has shown that non-migrants are highly successful their second year after a season gaining experience in hunting and avoiding avian predators.

Non-Migrant Burrowing Owls

USFW Left	Green/Black Right	Sex	Weight	Origin	History
0914-85305	AP/08	M	186g	Oliver	Captive-born 2022
0914-85310	AP/01	M	183g	Oliver	Captive-born 2022
0914-85329	Y/68	M	176g	BCWP	Captive-born 2022

Outreach Burrowing Owl Presentations

Loretta and Dawn spent many hours developing a power point presentation including artifacts and pellets for interactive involvement by participants. All presentations were well received.

January 19, Nicola Naturalist Society, Valley Institute Lecture Theatre, Merritt, BC

March 7, Kamloops United Church, Kamloops B.C.

March 28, CWS Pacific ECCC Seminar Series, Upper Nicola, BC

June 8, Arthur Stevenson Elementary School, Kamloops, BC

August 21, Adèle McKay, Habitat Stewardship Program Coordinator, Upper Nicola BUOW site tour and presentation at Band Office.

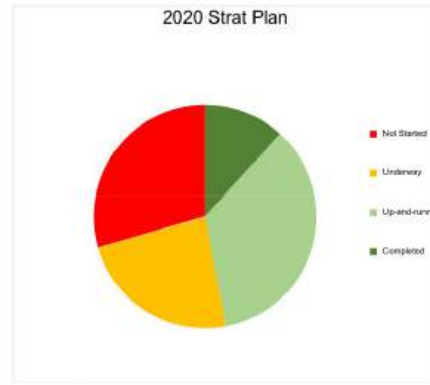
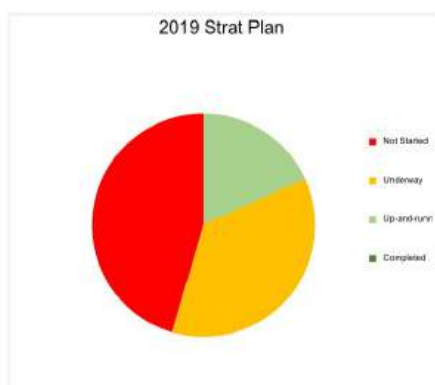
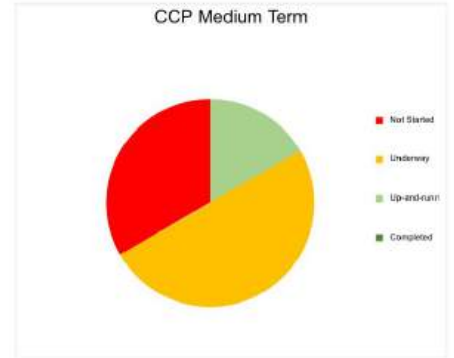
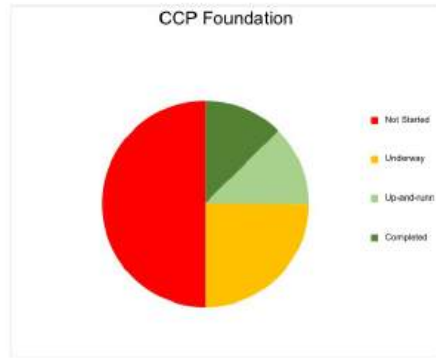
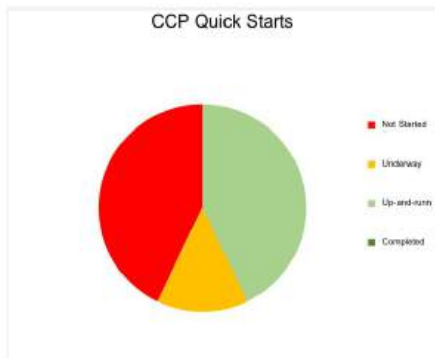
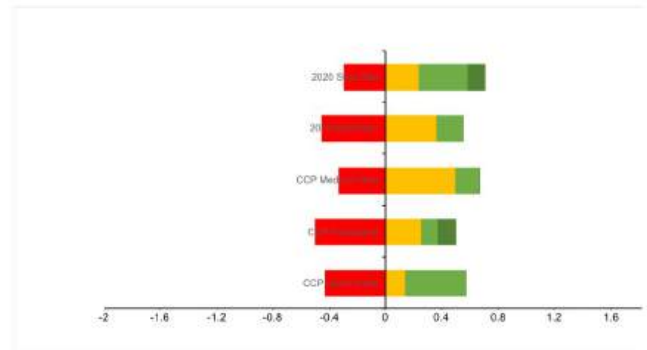
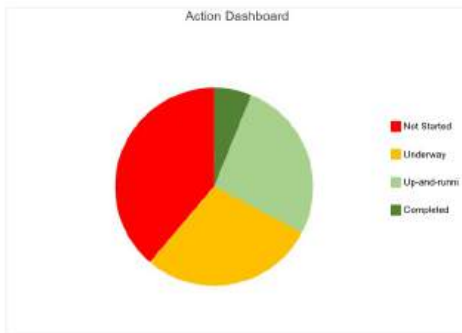
CCP

Comprehensive Community Plan

The UNB CCP has evolved over the last five years with many of the developments in Quick Starts being completed or nearly completed. The graphs will show the advancements made in Quick Starts, Foundational and Medium term goals.

The CCP will be redone to reflect the completions while adding more goals for UNB. Stay tuned for upcoming meetings and gatherings to move forward. We would like as many members input and involvement as possible to make this evergreen plan move forward successfully.

Action Category	Completed	Up-and-running	Underway	Not Started	TOTAL		Action Category	Completed	Up-and-running	Underway
CCP Quick Starts	0	3	1	3	7		CCP Quick Starts	0%	43%	14%
CCP Foundation	1	1	2	4	8		CCP Foundation	12%	12%	25%
CCP Medium-Term	0	1	3	2	6		CCP Medium-Term	0%	17%	50%
2019 Strat Plan	0	2	4	5	11		2019 Strat Plan	0%	18%	36%
2020 Strat Plan	2	6	4	5	17		2020 Strat Plan	12%	35%	24%
Totals	3	13	14	19	49					



UNB 2023-24 Financial Statement Summary

	2024	2023
Revenue	15,025,665	14,426,375
Expenditures	13,127,807	11,281,676
Excess of Revenue Over expenditures	1,897,858	3,144,699

Revenue Summary

	2024	2023
Indigenous Services Canada	7,453,107	7,129,583
First Nations Health Authority	1,539,147	1,500,881
Forest Licenses	899,324	(-108491)
Other Funding Services	5,134,087	5,795,911
TOTAL	15,025,665	4,426,375

Summary of Expenses

Administration	1,914,425	1,527,356
Amortization	816,748	735,033
Community and Social Services	3,758,883	3,186,828
Economic Development	18,646	27,495
Education	2,685,110	2,422,203
Forestry	32,936	16,269
Health	1,848,823	1,492,955
Housing	613,052	376,845
Language and culture	250,772	221,460
Other	164,708	155,964
Title and rights	789,303	878,980
Property Tax	9,899	15,756
Capital Fund	224,502	224,532
	13,127,807	11,281,676

See the full Financial Statement Report for more details

ORGANIZATION REVIEW

Special Election for three Councillors, April 6, 2024

The following three Councillors resigned from their elected Councillor positions: Jeremy Tom (resigned July 29, 2024) and Eva Tom. (resigned September 4, 2023) Kalya Boston (resigned October 23, 2024)

Administration worked with UNB Members to implement the required steps to fill the vacant positions, that are identified in the Upper Nicola Band Custom Election Regulation, February 3, 2020. (Election Regulation)

On October 25, 2023, Members appointed the following five people to the UNB Election Tribunal Committee, for a 44-month term:

Elder 65 yr+: Cindy Tom-Lindley

Woman: Emily Payou

Man: Ernie Ducharme

Person with basic understanding of syilx language: Maynard McRae Jr

Person: Diana Boston

Between January and April 7, 2024, steps identified in the Election Regulation were following including:

Expression of interest for Electoral Officer

Appointment of Elector Office, on January 31, 2024, OneFeather was appointed as Electoral

Officer.

Nomination Meeting, February 29, 2024

Advance Poll, March 30, 2024

Election Day, April 6, 2024

Counting of Ballots, April 7, 2024

Declaration of Results, April 7, 2024.

The following three people were elected as Band Councillors:

Matthew Manuel, Jeanette McCauley and Stuart Michel.

The three new Councillors will serve alongside the Chief and other 6 Councillors, until March 21, 2026.



NSYILXCEN LANGUAGE DEPARTMENT

ANNUAL REPORT 2023/2024

tałt ti? ǵa?ǵa? i? nqilx^wcntət , way ti? ǵilx

Our Language is sacred, Let's Just Do it!

The UNB Nsyilxcen Language department is responsible for overseeing and contributing to the community's Language Revitalization efforts. The department is dedicated to creating an environment that encourages, nurtures, and expects the use of the Nsyilxcən language. Over the past year, the Language department has experienced various challenges due to personnel capacity. Despite challenges, we have adapted, persevered, and innovated in our language initiatives and were still able to provide language programming to the community. The department secured funding for general language programming and initiated the development of a community language planning group. We extend our gratitude to the First Peoples Cultural Council, and the Upper Nicola Band for their support of nsyilxcən initiatives and activities. With ongoing financial support, community backing, patience, healing, and dedication, nsyilxcən (Okanagan language) will become our primary means of communication.

EMPOWERING MEMBERS

Advocating and Supporting Language Learners

Nsyilxcen Indigenous Language Certificate program at Enowkin Centre/UBCO has one graduate of the program

Various community members are participating in language learning initiatives.

Promoting community engagement in language learning by offering opportunities for 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


Sign Project: nk^writk^w (Glimpse Lake) Language signage

Formation of UNB Language working group

HEALTHY COMMUNITY

*Supporting the community in revitalizing our language
Establishing a language-promoting environment*



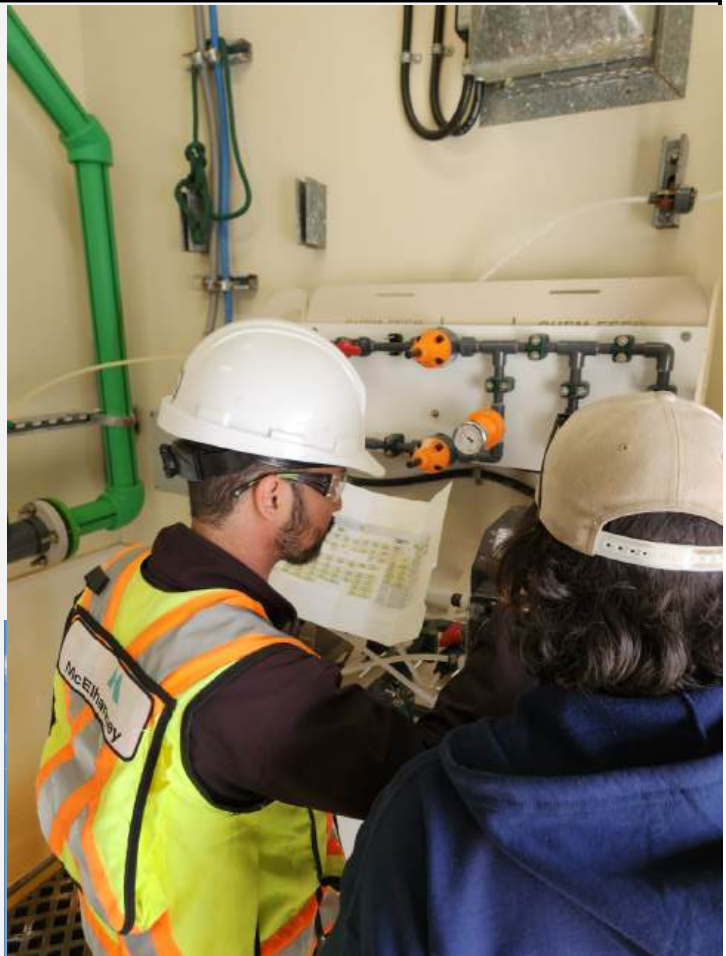



SUSTAINABLE ENVIRONMENT

Nsyilxcen Language Program Team
 Language Manager
 Community Language Engagement Coordinator
 Fluent Speaker
Language Program Grant Funding
 First Peoples Cultural Council – Pathways to Language
 Vitality (PLV) grant
 First Peoples Cultural Council – Language Revitaliza-
 tion Planning Program (LRPP) grant

SUPPORTIVE WORKPLACE

*Collaborating and assisting the Upper Nicola Or-
 ganization in their language utilization and
 language revitalization initiatives*
*Collaborating with other UNB Departments on
 hosting community events such as the cap-
 tikʷł story-telling evenings, Summer Cultural
 Camp, Culture and Heritage – Traditional
 place name project, Traditional Foods cele-
 bration, Language Camp*



Siya Place Development



STEWARDSHIP

STEWARDSHIP DEPARTMENT AGA Report 2023-24

This year our department underwent lots of changes. The name of our department was changed to the Stewardship Department to reflect our transition towards retaining the decision-making process for projects taking place within UNB Lands. The Stewardship Department, which is no longer part of the Administration department, now reports to the Governance Executive. Lynne Jorgesen has moved into the role of Senior Researcher. These changes are outlined in the following pages.



The Stewardship Department continues to be 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/stewardship 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 stewardship and natural resource related projects
- Responding to cultural, historical and traditional research questions (internal and external)



IAMC – UNB Stewardship Department CKK Training Project

Cultural landscape monitoring training for 8 UNB employees using GeoKeeper/CKK presented by Kwusen was well attended and staff found it informative and engaging.

Species at Risk Program

Burrowing Owl

6 pairs of owls were released at the site on IR #3.

Great Basin Spadefoot Habitat Protection

Upper Nicola Band has taken measures (fencing, signage, etc.) to protect areas where Great Basin Spadefoot are known to habitat.



Monitoring and Small/short-term projects

- Ongoing monitoring TransMountain pipeline construction
- Biophysical Field Study Participation- TransMountain Coldwater West Alternative Route Screech Owl survey is completed
- Ongoing construction monitoring and water quality sampling on Highway 97C (Highway Creek Remediation Project, Pennask)
- Ongoing participation in the Project Review Committee for BC Hydro’s West Kelowna Transmission Project
- Ongoing BC Hydro Douglas Lake Pole replacement Project
- Ongoing ONA Pennask Fisheries Project/ trout distribution
- Ongoing Burbot monitoring
- Ongoing Yellow Perch eradication program
- Ongoing Foreshore Integrated Management
- Planning (FIMP) work and involvement with the Nicola Watershed Salmon Ecosystems
- Table and monitoring the Upper Nicola and Douglas Lake Watersheds in conjunction with Living Lakes Canada

#UNBSTRONG

COMMANAGE UPDATE

DOUGLAS LAKE COMMONAGE ACTIVITY REPORT – AUGUST 2024 UNB/AGA

THE TERM COMMONAGE: simply means use for grazing purpose by UNB and colonial settlers that was established in 1878.

THE CLAIM: CANADA AND BRITISH COLUMBIA'S FAILURE TO PROTECT THE DL COMMONAGE AND INCLUDING CANADA'S CONDUCT IN FAILING TO PREVENT ILLIGAL PRE-EMPTIONS TO THE COMMONAGE. (DOUGLAS LAKE CATTLE CO.).

THE MANDATE: 1. RETURN THE COMMONAGE (OR ALTERNATIVE) LAND BACK TO UNB AND
2. COMPENSATION FOR DAMAGES CAUSED BY LOSS OF USE.

3. UNB LEAD INDEPENDENT PROCESS (NOT THE SPECIFIC CLAIMS PROCESS AND POLICY)

STRATEGIC UNB POLITICAL APPROACH TO THE CLAIM:

THE PRINCIPLES OF SUPPORT OF OUR STATEMENT ARE AS FOLLOWING:

We say the damages resulted from the Crown's breaches of its legal fiduciary duty IT OWES to the Rightsholders of UNB. There are three specific breaches:

Colonial laws in the context of time were illegally created.

The release of the cognizable interest in the Commonage was the result of the creation of the Land Ordinance Act pre-emption policy between 1858-1890 which resulted in the sale of the Commonage lands in 1890.

The displacement of UNB's rights, including title, by the amendment of the Land Ordinance Pre-emption Act, including the then created Indian Act policy were legally wrong, meaning that these laws

were made against our Inherent rights, including title.

The cost to UNB, but not limited to:

Loss of occupation and use of 18,553 acres Exchange for mountainous useless land (at the time).

Cultural loss and access, marketing trade values, identity connection to the land.

It is crucial that the interpretations and

application of our process does not diverge from our **captixw'ł principles**, inherent rights, including title, nor fall into lower standards of interpretations of legal obligations of Constitutional law and international law on Human Rights. This is initiated by our bundle of rights in S. 35 and our **Captikw'ł worldviews**.

ACTIVITIES TO DATE:

November 2023, Canada offered to negotiate a settlement, UNB met internally with legal team to discuss Canada's offer and next steps.

December 2023, UNB met with Canada to discuss the claim

In December 2023 through March 2024, UNB and Canada exchanged comments and revisions on a draft Negotiation Protocol Agreement (NPA)

In January 2024, Canada and the Negotiating team travelled to UNB for a meeting and site visit

In January 2024, UNB and Canada prepared a briefing package and invitation for the Province of BC to join the negotiations

In January 2024, UNB and the Legal Team identified expert studies anticipated to be required (land appraisal Cultural values, and agricultural market values)

In February 2024, UNB Negotiation Team, met internally to discuss the status of the negotiations up to this point.

In March 2024, the Negotiation Team wrote to BC regarding the invitation and status to negotiate

In March 2024, the negotiation Team and Canada had their first meeting with BC Negotiation Team in Vancouver

In April 2024, the Negotiation Team met with Canada and BC at UNB regarding BC's participation in a tripartite agreement and site visit on the Commonage land, east side.

In April 2024, Negotiation met (Zoom) with BC for more discussions on BC's mandate to negotiate

In May 2024, Negotiation Team tripartite meeting at UNB and UNB/ Canada signed Negotiation Protocol Agreement, with BC abstaining because of lack of mandate. Site visit on the Commonage, west of the Commonage

In May 2024, Commonage community information workshop was held

In June 2024, Negotiation Team met with Canada and BC

In July 2024, the Negotiation Team met at UNB on expectations from the negotiations. Site visit

to IR 8, 1888 exchange site

Next Tripartite Meetings is August 29, 2024, and September 10, 2024, at UNB

Commonage site visits are important to have all teams experience the layout of the land and the connection to our traditional lands. It also gave us a chance to explain **our CAPTIXW'L worldviews** in the context of time and their (Negotiation Teams) personnel impacts in open space observations. A tactic or strategic motive.

There will be handout information at the AGM session to complement this short report.

Scotty Holmes, UNB Council.



CHRISTMAS TREE ENCHANTMENT

Upper Nicola Band Christmas Tree Enchantment 2023

After a three-year pause, our favorite community fundraiser returned! From December 8-17, 2023, 17 themed trees were on display, and tickets were sold, for the opportunity to win the trees! We sold 55,000 tickets in 10 days! We had a successful event, that raised funds for: Upper Nicola Band Volunteer Fire



Department, Youth, Elders and nsyilxcen language program.

k^wu k^wuk^wstp - Thank you (literal: You all did a good deed for us) to our Sponsors:

Three skemxist (Bear) – Chief of all Land Creatures sponsors: Up to \$2500 Kamloops Office Systems, Upper Nicola Holdings Ltd and

Nic Pac Contracting

Four n'tyxtix (Salmon) – Chief of all Water Creatures sponsors: Up to \$1500

McElhanney Consulting
Michael Green Architecture
D & T Developments
Fortis BC

Themed Tree	Tickets sold
Money	6709
Tool	5318
Electronics	4298
Living Room	4271
Lotto	3800
Deep Freeze	3402
Woman's	3230
Gift Card	3178
Boys	2956
Ice Fishing	2935
Vacation	2862
Outdoor Adventure	2576
Washer + Dryer	2491
Canucks Game	2426
Girls	1686
Yellowstone	1513
Bass Coast	1349

10 spitlem (Bitterroot) – Chief of all things that grow below the ground sponsors: Up to \$1000

Hub International Insurance Brokers
Bass Coast
Extreme Excavating Ltd.

CHRISTMAS TREE ENCHANTMENT

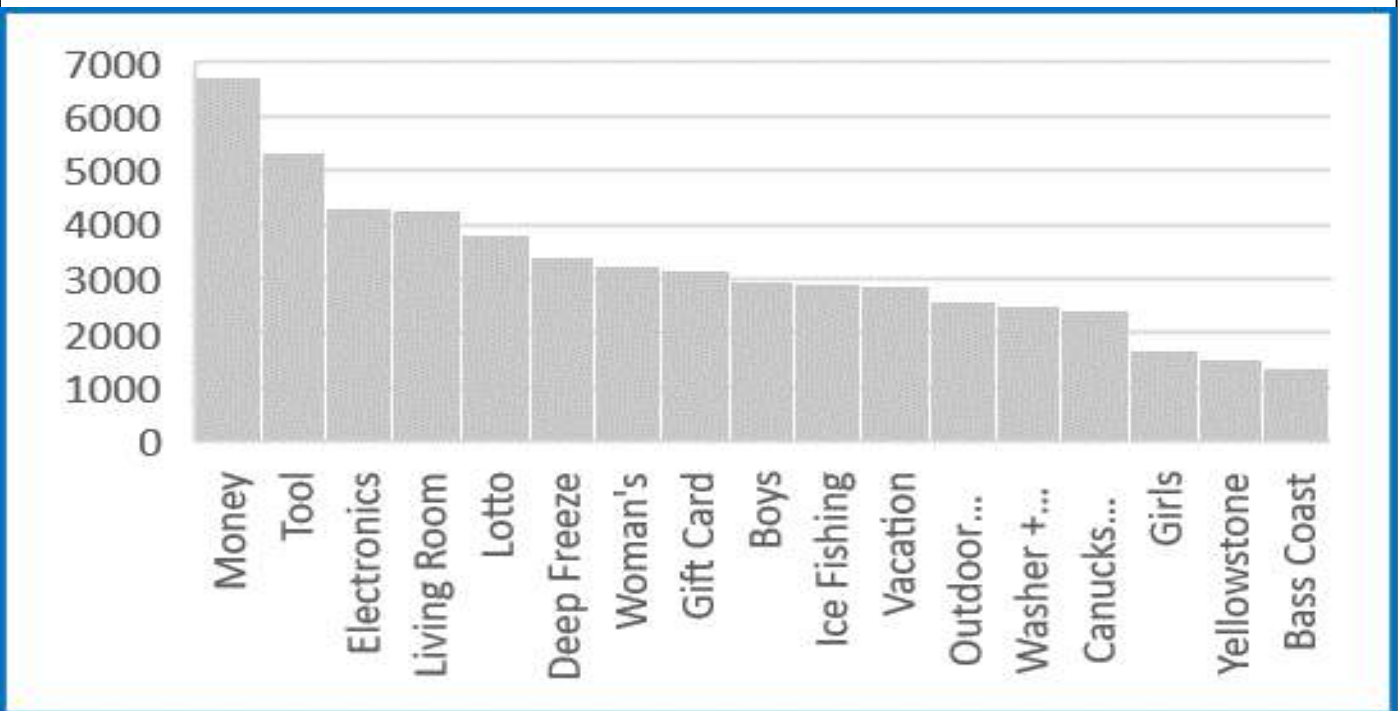
The Fireplace Centre
 Unitech Construction Management Ltd
 Crowe MacKay LLP
 Stuwix Resources
 Springfords
 JF Archachan Contracting
 Construction Foundation BC

17 siya? (Saskatoon) – Chief of all things that grow above the ground: Up to \$500.

Kala Geoscience
 Royal Bank
 RBC Dominion Securities
 Lubor Trubka Associates Architecture
 JTW Consulting
 Ricoh Canada Inc
 Durant Kreuk Ltd
 RDH Building Science
 Equilibrium Consulting Inc.
 New Age Duct Cleaning Company
 Ashcroft and Company
 Nicola Plumbing & Heating
 Hack Electric
 Snuffy's Construction
 Leona Michel & Cindy Tom-Lindley
 Lower Nicola Meats



Nicola Chainsaw
 Old Mom's Store





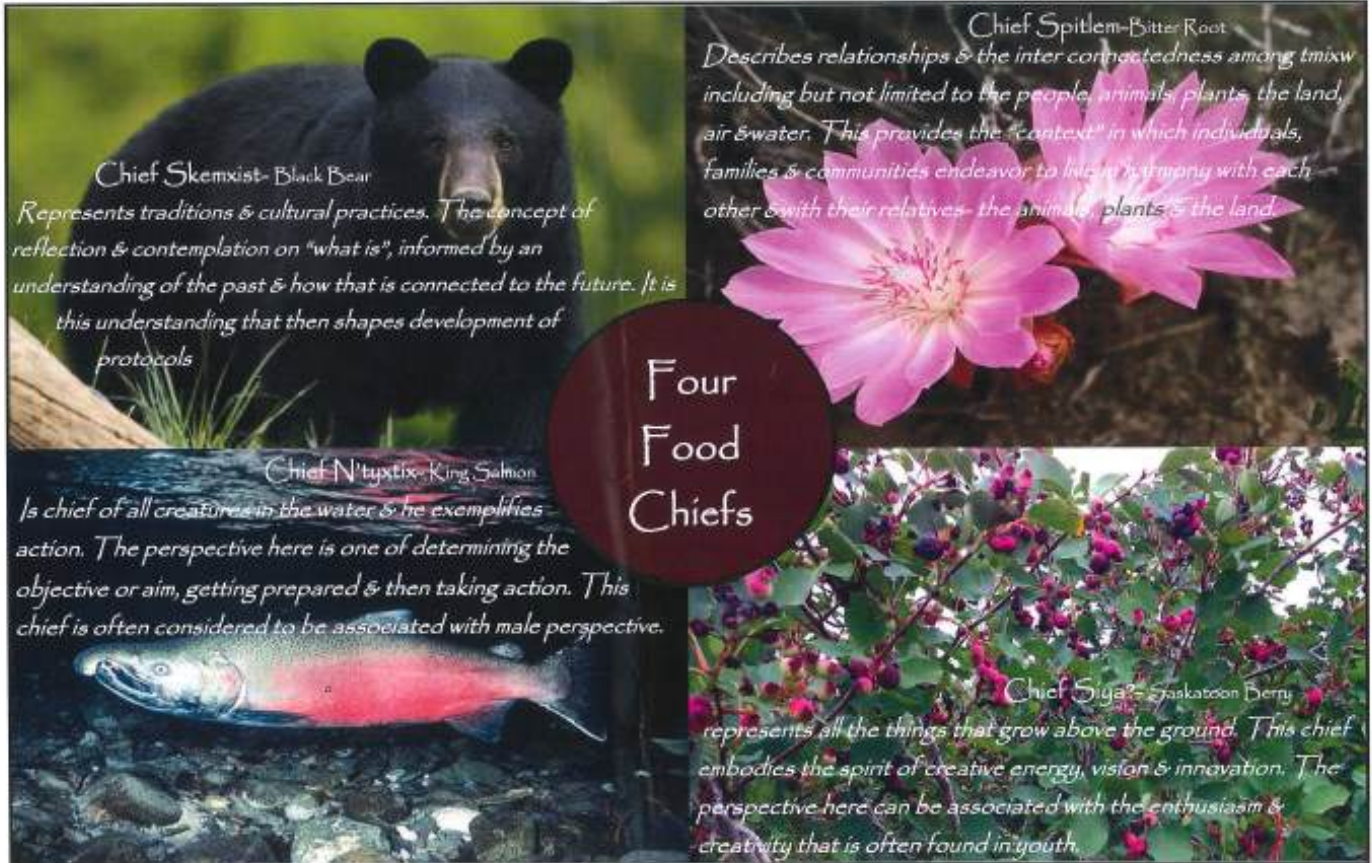
Facebook @ <https://www.facebook.com/uppernicola/>

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 Cáptik^{wl} and committed to building foundations through En'owkin'wixw.

Vision Statement

A strong flourishing community in harmony with our tmix^w



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