



Akisqnuq First Nation

April 16, 2022

Quarterly Band meeting

Band Hall and Via Zoom

Contents

Opening Prayer:	4
Council Reports	4
Winners of the Draw:	7
Committees Updates	8
Elkhorn Settlement	8
Letter to Community Regarding Illicit Activities	9
Member Services Update (from Christy Baker)	9
Zoom Chat	10
Appendix A- Chief Donald Sam’s Report	25

Quarterly Band Meeting

April 16, 2022

Attendees:

Chairperson:

Chief Donald Sam

AFN Council:

Chief Donald Sam

Councillor Allan Nicholas

Councillor Lillian Rose

Councillor Rosemary Phillips

Councillor Darcy Fisher

AFN Staff:

Lorne Shovar

Christy Baker

Gayle Michel

Patsy Nicholas

Stephanie Sam

AFN Members:

Adrian Teneese

Attila Stanley

Bryn Kai-Hendricks

David Nicholas

Donna Nicholas

Eldene Stanley

Hilary Vance

Janice Alpine

Jennifer Nicholas

Katherine Sam

Martina Escutin

Anna (Sam) Hudson

Dorell Shovar

Pete S

Mary Jimmy

Melissa Teneese

Richard Williams

Samantha Sam

Wes Nicholas

Skyla Sam

Tara Stanley

Gina C

Nichole Shovar

Katherine Sam

Darla Nicholas

David Nicholas

Alex Hunter

AFN Quarterly Band Meeting Notes

Band Hall April 16, 2022

10:00AM – 2:00PM

Meeting Called at 10:00 AM

** Did not establish quorum so this is just an information meeting. Quorum for a Band Meeting is 11.

Opening Prayer: Nasuk?in Donald Sam

Council Reports

Councillor Lillian Rose:

- Councillor Lillian Rose has been involved in the hiring committees that have been successful in recruiting new staff members, including the Member services director, Human resources director and the Registered nurse.
- Councillor Lillian Rose has been seating at the Lands and Resources council at the KNC for the past two years. This council has been working on the coal mining issue in Elk Valley, and the water quality in the Kootenays and the Columbia River system. Councillor Lillian Rose will now move on to be the representative at the Employment and Education sector at the KNC and Chief Donald Sam will be the AFN representative at the Land and Resources council.
- The Ktunaxa Nation council governance is currently under transition. It is currently using the Societies Act as a form of governance, but the council is looking to adopt the method of self governance. KNC is also working on the treaty process.
- Holdco Board involved in the operations of the Saint Eugene Mission casino, resort, and golf course. The board is working on changing the business model of the resort to improve profits. SEM is in the process of getting a \$3 Million loan from Akiqnuq First Nation, Aq'am and Shuswap Band.

Hilary Vance: Would like to know why we are giving a \$1Million loan to SEM which is a company that hasn't made any profit in years. If SEM cannot pay the loan back AFN loses \$1 Million as there is no market value in a place that is on-reserve. Hilary believes that this money can be invested in the Lakeshore Resort and Campground which does bring a profit for the AFN community. The Lakeshore Resort and Campground should be open as it brings profit for the community. Hilary asked for an update on the elders committee in which the RCMP had to be called. Hilary questioned why some council members were involved in a meeting that promoted hate against other band members.

Councillor Lillian Rose: AFN is an owner of SEM and will always be responsible for SEM until AFN decides to sign away its rights and titles. As SEM is changing their business model, the money is not being given away for free, it is a loan.

With regards to the Lakeshore Resort and Campground, we are currently in the process of getting a designation for the Campground to access capital from it.

The elders meeting was an open call to all members, although communication is an area that AFN still must improve on. Council members have all the right to be in committee sessions, some committees state on the Terms of Reference that at least two council members attending or holding the committee portfolio. The incident involving the RCMP was unfortunate, the elders at the meeting were the victims of the hate and elder abuse.

Hilary Vance: how did the community agree to the million-dollar loan? Or was this just a chief and council decision?

Councillor Lillian Rose: AFN signed on to a Financial Administrative Law which outlines the process on how a First Nation should manage its own interest. The Financial Administrative Law requires that the community set up a Finance Audit and Investment Committee. The FAIC was delegated the task of investigating the financial affairs of AFN and decide where money could be used for investment for the SEM loan. FAIC brought this information to council for approval. Additionally, multiple updates have been given to the community with regards to the state of SEM throughout the years.

Janice Alpine: Suggest that a stipulation in the loan repayment agreement is stated that SEM must show a 10%- 15% increase in income within the repayment time.

Chief Donald Sam: Reminds the community that due diligence is taking place when managing the AFN financial affairs. Additionally, the process of a loan is long and tedious and includes many parties working together.

Hilary Vance: is it possible to include in the next newsletter the amount of money that has been invested or loaned in the SEM and the amount of revenue that AFN received in return over the past 20 years?

Councillor Lillian Rose: The only financial investment that AFN has ever made to SEM was a \$1 Million loan which has been paid back in full. Other than that, no other money has been invested in SEM. Additionally, at the beginning of the Covid-19 pandemic the KNC set out an amount to help the community that was affected financially, this includes help for SEM. This financial statement can be found on the KNC website.

Nasukin Donald Sam Report:

- Staff modification in the AFN Band Office: HR Generalist is working on addressing the concerns of employees to improve the employee turnover. Interviews for the SAO are being conducted. The position for the SFO is currently posted waiting for applicants. With Lorne moving on to the Lands, Resources and Infrastructure position Chief Donald Sam will take on the duties of the Interim Senior Administrator Officer.
- Chief Donald Sam hopes that by being a full time chief and being involved in all the committees, he can encourage more community involvement. Another one of his priorities is transparency in committees which he believes can be achieved through the committees Terms of Reference.
- Representation in the valley community is another one of his priorities and this can be achieved by sharing the Ktunaxa culture and Language.
- Working on the strategic public engagement agreement which can help Akisqnuq become a self-governed nation.
- Seats at the executive committee at KNC which works on by-laws.

- Concerns regarding the election: having an external third party as the electoral office which had no interest in getting any certain candidates elected.

Martina Staffing shortages: what is going to the communications and finance departments while the staff is hired. How is communication being maintained?

Teamwork, we still have staff who are taking on extra responsibilities. The Administrative Assistance has taken on some of the Communication responsibilities. The Senior Accountant has taken on some of the SFO responsibilities. We also have the Member Services Director who can answer a lot of the communities' concerns or guide them on where to get assistance.

Martina Is there currently a communications plan for when the communications position gets filled? Martina hopes more than just communication through social media. Martina hopes to get to a point where decisions are communicated to the community and the community can feel involved as right now it feels like all decisions are coming from the administration. She also feels that there is a sense of community missing.

Chief Donald Sam: There currently is no communication strategy. There is a lot of work that needs to be done in creating a more connected community and developing a communication strategy. We still need to bring on the trained staff to develop these strategies and help bring on community members to work in the band office. So that members who wish to come back to the reserve have a place to work at.

Other community members agree with the fact that strategies to bring the community together need to be developed. Not only for the current members but also for new members who wish to feel welcomed.

Councillor Allan Nicholas's Report:

- Still the representative for the economic sector of the KNC and is now the alternate representative for the Traditional Knowledge and Language sector.
- The nation was approached by Top Crop Garden Farm & Pet. This is an example of how current business are approaching first nations and the business opportunities arising.
- Encourages members to contact the Chief and Council through email or phone whenever they have a question as they do not need to wait for a band meeting to bring questions forward.
- Regarding the swearing in ceremony: The last three elections have been conducted by a local third party and every time questions and issues have arisen. We are in the process of having the election review committee brought back to light.
- Kicking Horse Canyon project employment opportunity.
- With Lorne moving into the Land, Resources and Infrastructure position new opportunities will come up with regards to using the natural resources on the reserve. Thus, will mean new job opportunities for the community.
- The housing committee is back on. With the purpose of enforcing policies and giving the housing department more some direction.
- A letter to members and community has been sent out regarding the illicit activities taking place in the community. Some community members are starting their own watch group. This idea was supported by the RCMP.
- Fiberglass update.

- Councillor Allan Nicholas addressed that he was at the elders committee as a community member and not as a council member.
- Councillor Allan Nicholas is exited to start a new term with council and looking forward to having more time serving the community.

Councillor Rosemary Phillips's Report:

- Has been attending the regular and special Chief and Council meetings regularly.
- Attended the KNC Economic Summit which focused on economic leadership in indigenous communities.
- Councillor Rosemary Phillips was the winner of the door prize at the summit, the prize was an 18-foot tipi which she donated to the Akisqnuk for community use.
- Update on the special KNC Lands and Resources meeting which discussed the renewal of SEA and ECDA.
- Participated in the interview process for the SAO for which one candidate was pursued farther.
- The Education and Employment sector at KNC the council was working on strategies to decrease dropout rates during the junior high years.
- Councillor Rosemary Phillips will now be the AFN representative for the Social sector at the KNC.
- Special meeting held with the purpose of providing information on proposed changes to the KNC Society Constitution and Bylaws. Follow up meeting to be scheduled.

Councillor Darcy Fisher's Report:

- Attended the Lands and Resource meeting at the KNC. The Lands and Resource council at the KNC will be meeting with the AFN Chief and Council to discuss the work being done.
- Councillor Darcy Fisher and his wife offer a variety of workshops, including Indigenous connectiveness and walking through the seasons which looks at using traditional methods such as plants to help heal the community. He hopes that Akisqnuk members can take a advantage of this workshops to improve the togetherness in the community.
- Councillor Darcy Fisher encourages members to reach out to him when they have questions or concerns.

Additional questions

Janice Alpine: expressed content that improving communication is being talked about. However, she thinks communication etiquette needs to improve as sometimes member's questions and emails are not answered.

Concerns regarding why the Campground not being open to the public. The answer addressed by Chief Donald Sam is that there is not enough staff to support the campground. There needs to be discussion on the campground as a business and as a recreation area. When the process for the land designation comes up it will come to a membership vote if the people vote that they do not want the campground to continue running as a business the community will have to discuss what to do with the campground instead. The land designation is the only legal tool available to AFN due to the lack of LandCo and treaty.

Winners of the Draw:

Grand Prize Draw \$500 – Martina Escutin

\$150 Draw – Anna Hudson

\$150 Draw – Richard Williams

\$150 Draw – Janice Alpine

\$150 Draw – Skyla Sam

\$150 Draw – Melissa Tennesse

Hilary Vance: Concerns regarding access to the business the reserves own, including lake front and the Recreation center.

Chief Donald Sam: The rec center is now open, and the kids are at the rec center. Chief Donald Sam hopes that this becomes the normal. The administration staff is working on improving the services available to the community.

Wes Nicholas: has been in the process of transferring his son's membership since 2009. He would like to know why administration hasn't focused more on membership.

Chief Donald Sam: A membership code is in the works; an update is coming.

UNDRIP initiative (Bryn Kai-Hendricks)

Presentation was tabled as the meeting was running late. The update was regarding the BC declaration of rights of indigenous peoples.

Committees Updates

Chief Donald Sam shared an update on committees and invited membership to participate in the committees. Additionally, further updates on all committees will be available in the newsletter. As per the election by-law Chief Donald Sam is the chairperson for all active committees until this gets revised.

Elkhorn Settlement

Background information was provided by Lorne Shovar. The results of the survey were reviewed by the community with the guidance of Chief Donald Sam. Janice Alpine clarified that the survey was drafted by the Finance, Audit and Investment committee to start the conversation on how to proceed with the disbursement not to make a final decision. The settlement amount is currently sitting in a GIC (guaranteed investment certificate) until a disbursement strategy is developed. Community engagement in the disbursement strategy is highly encouraged, whether by joining the FAIC or the disbursement task force or by engaging in small family meetings to discuss the subject.

A disbursement strategy might involve financial advisory for members. Councillor Rosemary Phillips reminded the membership that this is the first time Akisqnuq First Nation has received a settlement and everyone is learning how to handle this situation, including the staff.

Letter to Community Regarding Illicit Activities

Chief Donald Sam read out loud the letter that was signed by the Chief and all the Councillors.

Mary Jimmy: What if the ones in position of power are using and abusing their position? How will they be held accountable? Mary Jimmy also stated the desire to see a place on reserve where members recovering from drug and alcohol abuse can stay and recover.

Chief Donald Sam: There is no easy answer to this question. We are developing a community wellness strategy to help heal the community. The purpose of this wellness strategy is to have the community heal from within and get its power back.

Councillor Rosemary Phillips: This letter is not just meant for members causing issues, this letter is meant for all people causing issues in the community. This letter doesn't have the intention of banning people off the reserve, it is only to address the issues of security on reserve.

Mary Jimmy: Expressed concern with the RCMP taking advantage of their position.

Janice Alpine: Stated that all the issues discussed come from lateral violence and thus the trauma that comes with that. Just as the RCMP should be aware of the trauma in the Akisqnuq community, the membership should be mindful of what causes the behaviour coming from the RCMP.

Member Services Update (from Christy Baker)

Health services: A Registered Nurse was hired in March. He has been training with other First Nations Communities. Christy Baker and Jason Juell (RN) would like to visit members at their home. They ask that members contact them and let them know if they would like to chat and have a coffee with them.

Housing: Some of the things they are working on include chimney cleaning. 3-plex 1 and 2 are almost complete and the department is hosting an open house on April 16, after the band meeting. The project was budgeted at 3,600,000 dollars, with only 100,000 dollars coming from own source revenue. Additionally, this project has been successful in giving full time employment to 4 to 6 community members. Rental applications are available at the band office and the webpage. The housing department has also been working on the renovation of properties in the subdivision.

Education: A new learning agreement is being developed with all schools. Tutor opportunities for on-reserve students is being explored.

Culture and Language: This department is working on identifying knowledge keepers in the community through the Elders Steering committee.

Recreation: Working on monitoring the schedules for the rec center and recruiting staff members to improve the quantity and quality of services offered to the community.

Additional Questions:

Additional discussion on community wellness, how to create a safe environment for individuals with mental health issues and addictions.

Patsy Nicholas: expressed concern with a lack of inclusion in organization restructuring. A lack of appreciation towards her experience in the organization.

Chief Donald Sam: AFN is working on the organization structure and a community wellness strategy. He believes that Patsy Nicholas has a lot to offer to these causes and she is a valuable member of the organization.

Mary Jimmy: Patsy's Nicholas' concerns are exactly the kind of lateral violence discussed earlier. A member of the community who has dedicated her life to the wellness of the community is not being appreciated and something needs to change.

Stephanie Sam: The community needs to work together and support each other.

Darla Nicholas: Reminded the community that there are a lot of resources for addictions in the com

Chief Donald Sam: Thanks all members who attended the gathering.

Meeting adjourned at __: __PM

Zoom Chat

-  **iPhone** 07:56

I'm trying to test my audio, can someone let me know if you can hear me.

-  **WES NICHOLAS** 08:18

Yes we can hear you

-  **Lillian Rose** 16:39

I can't seem to get the audio connection, I can't hear

- **Attila** 19:29

Nicole is online with me as well

-  **Lillian Rose** 19:59

I'm coming to the meeting via zoom from Winnipeg, lots of snow, sunny and bright!

-  **Janice** 21:33

Hi all 😊

-  **Janice** 22:29

That's good Don

-  **Attila** 22:30

works fine with me

-  **Lillian Rose** 27:21

Can we get agenda on the screen

-  **Bryn Kai-Hendricks** 30:00

Hi everyone :)

-  **Lillian Rose** 31:14

Good morning Bryn, Kathryn,

-  **Lillian Rose** 52:53

Never made profit

-  **Sam** 58:11

so in the meantime is the campground only accessible to the tenants?

-  **Lillian Rose** 01:08:40

Yes seasonal tenants only

-  **Janice** 01:12:59

within the loan repayment period...and recommend this to the other partners...

-  **Adrian T** 01:21:57

i think just a blurb in the newsletter for it like Hilary asked would be fine

-  **Lillian Rose** 01:27:18

April 25 potential SAO community visit

-  **WES NICHOLAS** 01:37:14

I have a question with regards to membership. Since 2009 I have been trying to get answer from Membership clerk as well as Administration with regards to transferring my son. Trying to understand why we haven't focused on membership. Thank you

-  **Bryn Kai-Hendricks** 01:49:36

I'm not sure if an agenda for this meeting went out to members, but if so, I didn't receive one. I'm wondering if there is an agenda made, would I be able to have a copy?

-  **Adrian T** 01:55:17

i made suggestions as a communications students to a council member last year and she said she was going to share it with council but never heard back. for example the website is very outdated and hard to navigate threw. the newsletter is printed on the wrong paper and must cost quite a bit of coin to send in paper form to over 300 members. newsletters need to be done in future context and be sent out a week ahead of publication... just a few suggestions..

-  **mary** 01:58:17

Thanks for the insight - to the speaker - well said, your "awareness" is well taken, by me.

-  **mary** 01:59:08

I think that is Martina.

-  **Janice** 01:59:26

Communication has been brought forward for over 20 yrs. I'm glad we can actually have a dialogue about it today. Before it was just skipped over....This is progress.

-  **Lillian Rose** 02:01:04

I have to sign out , please enjoy your day!

-  **Adrian T** 02:01:24

enjoy Lillian!

-  **Bryn Kai-Hendricks** 02:12:59

Thanks for sharing the agenda! I wish to echo some of the sentiments here, I hope there are lots of opportunities to communicate and learn and understand. I'm one of the new people who has had many questions and think it would be great to have ways to communicate to new members some of the information that is going to come up for probably most, if not all new members as they join. I'm sorry I wasn't aware I was on the agenda to speak at 12:15. I was in the other room arguing with my inkjet to print a few pages for this meeting, I apologize I missed my turn. I was trying to listen from the other room as I printed, but didn't realize I missed my slot to speak today. I had some thoughts to share that are similar to those that have been expressed here today. And a few ideas which I will share another time as I am in Toronto which is 2 hours ahead here and unfortunately I have to go shortly. I wish everyone a Happy Easter weekend. Thanks very much for a good meeting and all the dialogue.

-  **Adrian T** 02:14:32

Happy Easter Bryn!

-  **mary** 02:15:14

The election regulations are reviewed by membership, if they are going to be reviewed and changed, elimination membership, then, I think this to be considered, as with that there is a concern as to whom represents whom, or a need for the whole process.

-  **mary** 02:17:49

I don't know, but perhaps a new found governance system may need to be looked at, this may be a good thing.

-  **Adrian T** 02:19:37

Rogers new buyout of Shaw is including future investment with rural and Indigenous communities, I hope council looks into their programs when the purchase goes through to upgrade the network systems on the reserve.

-  **mary** 02:20:21

So Allen, is there an Elders meeting on Tuesday the 19th, or has it been cancelled?

-  **Adrian T** 02:23:12

thank you Rosemary!

-  **iPad** 02:38:47

I don't know , I was not at the last meeting. Please contact Cristy Baker.

-  **Darcy Fisher** 02:44:19

Hi everyone, I just want you to know that I will be leaving the meeting now. You can always email me at dfisher@akisqnuk.org and I will try to get back to you as soon as possible. My phone will also be available. I can get my number out through email as well.

-  **Donald Sam** 02:47:23

our audio died. brb

-  **Akisqnuk Nation** 02:47:42

having sound issues here

-  **David Nicholas Hall** 02:48:23

My Audio say's I am unstable.Lol

-  **mary** 02:52:09

Thanks for the clarification on the campground

-  **Janice** 02:55:17

Thanks for that comment Don - Yes. we also need to be conscious of the way say things when communicating...

-  **iPad** 02:59:02

Thank you to everyone who participated today , my apologies but do to another appointment I have to leave the meeting.If you have any questions please send them to anicholas@akisqnuk.org(250) 688-9489 .

-  **Gayle M** 02:59:32

Congratulation to Martina

-  **mary** 03:00:09

Congratulations Martina!

-  **Melissa Teneese** 03:01:06

logging off ~ return in 10min? or so ...adrian msg me lol thanks for council updates much appreciated!
congrats tina 🎉

-  **David Nicholas Hall** 03:06:38

I just want to add a comment regarding the South End of the Campground,I have witnessed Cow Elk giving Birth in this Area at this time of the Year.Last year I got pictures of 2 Cow's and their New Calf's walking into the Lake where they cleaned their Baby's and the Baby's took their first Drink of Mama's Milk.Sensitive Area

-  **mary** 03:15:15

Don Sam, improving communications requires real good listening skills, listening is more important than, talking, ..sometimes.

-  **David Nicholas Hall** 03:21:35

If anyone would like to see any pictures I have,please just ask.Thank-you

-  **David Nicholas Hall** 03:23:50

I have over 10,000 plus pictures since I was given My Camera,many from Events on and off Reserve of Members

-  **David Nicholas Hall** 03:28:51

reminder of Alfred Joseph's Easter Egg Festival tomorrow

-  **mary** 03:42:17

I was part of the Election review process, faithful, to attend, and there was every effort made, to be true to the purpose of the regulations. I don't think there was any "funny business" in the whole process, at all. There is need for a "judicial review", that is my thought. If it does, then Anna, your saying those that spent hours working through the review, that their time and effort, isn't worth anything.

-  **mary** 03:45:01
There is no need for a review.
-  **mary** 03:45:32
But they were drafted out properly
-  **mary** 03:49:26
Yes, everyone has a different way of understanding things, it is what makes us unique! I understand Anna thoughts, as to "time" is the intent to get back on track, with the way "leadership" takes it's official part, and that being April 1st. That is what the whole intent was, from my understanding.
-  **David Nicholas Hall** 03:51:39
Was the re-sale of this Land for Aggregate Sales brought up during Land Assessment?
-  **David Nicholas Hall** 03:53:19
was this Land not stated and Zoned Agriculture?
-  **Akisqnuq Nation** 03:54:23
when the evaluation was done it was stated the land would be valued with no restrictions
-  **Akisqnuq Nation** 03:55:38
the land now the majority of the land is zoned as agriculture but some portions have been removed from the ALR
-  **Jennifer Nicholas** 03:57:03
I think it's extremely important that financial advisors are available to help hear what members hopes are for themselves with the funds etc so we can make a plan for our futures 😊
-  **mary** 03:58:10
Yes, Jen, as part of the Finance, I am listening, and will comment, if need be.

-  **mary** 03:59:58

There is still a need for more work to be done, as Janice noted, so more community consultation, is going to happen.

-  **mary** 04:02:00

Yes Don, that is the most important, that the \$\$\$ came at a cost.

-  **mary** 04:04:16

My question, is it has been received and sitting in the Bank. Is that right. That the \$\$\$ will stay untouched, until such a time community decides on how it will be spent, is that right?

-  **Martina and ava** 04:07:18

If it is decided that the money will be distributed, I would like to request pending registrants be taken into consideration. I.e. children and new members who have applied for indian registration and are not yet registered but anticipate being registered.

-  **Jennifer Nicholas** 04:07:45

I heard a very sad comment the other day. It is nearly impossible for my generation to be home owners unless they come from wealthy families. That is alarming to me as I one day hoped to be a home owner. This could be an amazing opportunity for members to prepare for their futures if done right!

-  **mary** 04:10:13

Don you didn't answer my question

-  **mary** 04:10:54

I have a question

-  **Janice** 04:12:48

Martina - this is where lineage is considered. It should have nothing to do with member registration in accordance with the Indian Act.

-  **mary** 04:14:31

Thank you Rosemary, you answered my question.

-  **Janice** 04:14:41

Mary - Don said it is in a GIC and will not be touched until the members decide and go through the necessary process

-  **mary** 04:15:23

Janice, that is what I wanted to know,

-  **Jennifer Nicholas** 04:15:43

Thank you Rosemary, I appreciate your response

-  **Martina** 04:16:48

Yes thank you Janice I agree. Just hoping the Indian act isn't dictating the process so thank you

-  **Rosemary** 04:17:22

The Indian Act doesn't have any influence, however FAL does

-  **Janice** 04:21:14

We need to recognize that Rosemary - some communities fall back into lateral valence and forget we have our own values and forget to be inclusive....Ktunaxa do not leave anyone behind

-  **Martina** 04:23:40

We should have a Families Gathering. Not just for this but also for community togetherness. A space where we discuss family trees; welcome any children who haven't been officially welcomed into community; hold space for individuals who don't yet know where/ who they come from. So we can live into the Ktunaxa value of not leaving anyone behind

-  **David Nicholas Hall** 04:23:56

Some of Our Member's need this Money for Health Reasons, what kind of time line are We looking at?. Can the option of a Modest Payout until a Final Decision is made?

-  **Martina** 04:26:00

Also - maybe this has been discussed maybe it hasn't - but investing in a treatment centre for our members struggling with addictions. Of course this could be a dangerous thing for some people to receive large sums of money. Not to control anyone but to offer an opportunity for healing

-  **David Nicholas Hall** 04:27:00

Monitoring the results of a Small Payout may answer the questions as to what to do with the Bulk of Payment?

-  **mary** 04:28:28

Yes, I like the idea of Family meetings, facilitated, as, a means, of getting more input. A task force is in good taste, too, it is so important to value, members input, on matters.

-  **Katherine Sam** 04:30:32

I think a task force is good idea to examine different options that can be presented in small groups. Perhaps members of taskforce could advocate different options.

-  **mary** 04:33:32

Everyone new this, and could have the conversations at any time, with their friends and family, even, without having to be given the go ahead to do so, its with everything, talk with whomever

-  **Gayle M** 04:36:33

This is the financial advisor that was at meeting on referendum

-  **Gayle M** 04:36:52

Blaine C. McKain, CFA, CIM, CFP Senior Portfolio Manager & Wealth Advisor | RBC Wealth Management | RBC Dominion Securities Inc. 250 317-7563 T. 250-448-9741 | T. 1-833-794-2840 | F. 250-712-2120 | Suite 1400, Landmark Square 6, 1631 Dickson Ave, Kelowna, British Columbia, V1Y 0B5

-  **Patsy Nicholas** 04:39:31

Informing the business and services in Invermere Radium, Cranbrook, Golden on best practices dealing with persons who have no ideas on purchasing high \$ items.

-  **mary** 04:40:48

That is good to know, things are being considered, and that this is a learning process. I think it is important for everyone to know these tidbits of information, coming from Council.

-  **Gayle M** 04:41:06

So speaking of money can we have a spin of the wheel. lol

-  **mary** 04:41:38

Yes, Gayle, need a bathroom break!

-  **Martina** 04:42:28

For sure it is the responsibility of each of us, but just being mindful that decisions like these require a community approach; and a community approach requires holding space for differing perspectives to come together to reach common ground - not each acting in isolation of each other. Just my thoughts

-  **David Nicholas Hall** 04:42:38

Good advice Patsy, I have a zero Credit Rating because I paid cash for My Truck & Trailer. I couldn't get a \$500 Loan because of My Credit Rating that I know little about.

-  **Jennifer Nicholas** 04:52:22

Thank you council for taking a step in the right direction for the future of our community and younger generations

-  **Adrian T** 04:53:37

what will Council do to support these people after basically retraumatizing them because of an addiction that could very well be a result of trauma? and im not talking that inter generational stuff i am talking about abuse of all sorts, serial abandonment from irresponsible parents and lack of family involvement etc? the answer isn't just banishing these people that suffer from these addictions.

-  **Martina** 04:56:21

The opposite of addiction is connection; without connection there cannot be healing

-  **Jennifer Nicholas** 04:57:23

Don stated there would be a list of resources available to anyone to get help. I think this letter just states that we cant just sit idly by and do nothing anymore something has to change.

-  **mary** 04:58:49

I think it would best done with community input.

-  **Sam** 04:59:51

I am hopeful that this letter will be a step in the right direction of letting non members know akisqnuK is not a safe place to go to hide from the law, but rather a safe place to reside and heal our hurts and flourish....

-  **Patsy Nicholas** 05:03:49

To better understand your statement of connection, can you give a brief example, please

-  **Patsy Nicholas** 05:04:04

Tina, sorry

-  **mary** 05:04:05

Now, I understand, the letter.

-  **Martina** 05:09:52

Just that any action we take needs to come from a place of love and not a fear and control based reaction. If banishment is approach we are taking than it needs to be backed with support - and not just referral to outside resources but support directly from all of us. What that will look like isn't black and white but we need to talk about this and not leave anyone out. These conversations need to be opened up to those who are struggling as well. Restorative justice

-  **Rosemary** 05:11:12

well said Martina

-  **Patsy Nicholas** 05:11:27

thanks Tina

-  **mary** 05:12:40

Thank you Martina!

-  **Janice** 05:22:34

Absolutely, Martina - I didn't see your comment before I spoke, seems we are in parallel with our views. Good message to share with everyone we come across...we need to be compassionate of everyone's situation because we don't know what they have faced or what traumas they endured.

-  **Sam** 05:25:04

Next meeting, can we please ensure all of council make the commitment to attend the full meeting, thank you Don and Rosemary!

-  **mary** 05:27:59

Report from those Council, not able to attend, or had to leave early, would, be nice

-  **Melissa Teneese** 05:28:12

yes i agree sam, and if we can get some handouts as well like the reports, letters ect please thank u

-  **mary** 05:28:52

whom is the suyapi palkiy, dressed in black, sunglasses and white hair, whom came in, in the back?

-  **Donald Sam** 05:29:03

if everyone here can leave your email address, we can insure that the reports are sent out to you.

-  **Katherine Sam** 05:29:36

katsam2004@hotmail.com Katherine Sam

-  **Sam** 05:29:40

Mary, Community member Leona Kains just joined us

-  **Patsy Nicholas** 05:29:43

I don't know how to put up my hand but I would like to speak

-  **Melissa Teneese** 05:29:54

Melissateneese@hotmail.com

-  **Martina** 05:31:16

Let's be mindful of tossing around the word suyapi. Not all of us are full blooded Indians and it would be nice to not judge others on appearances.

-  **David Nicholas Hall** 05:32:00

Thank-you Martina

-  **Martina** 05:32:31

Who is the woman in the back would have worked fine, thank you

-  **Sam** 05:33:14

Thank you Martina, another reminder about communication...

-  **David Nicholas Hall** 05:34:17

We appreciate You Patsy,ALWAYS!!!

-  **mary** 05:35:07

Martina, that is not meant to be discriminatory, in any sense. I don't use that in any sense, to be, anything but, in politeness.

-  **Janice** 05:35:13

Yes, that would have been a better observation Martina - but remember that suyapi is a Ktunaxa word. Its all the way you receive it. Perhaps some work needs to be done??

-  **Martina** 05:35:57

Absolutely it's a Ktunaxa word. It's also an assumption

-  **David Nicholas Hall** 05:36:05
I Love You Patsy and You have done so much to help Me thru My Journey
-  **Martina** 05:36:44
An assumption that pushes people away because it says “you are not us”
-  **Martina** 05:37:33
That is my take on it. Maybe I’m misguided but that is how I receive it
-  **Jennifer Nicholas** 05:38:35
You are valuable member of this community patsy thank you for stepping up and doing your job, as well as the job of others often with no recognition thank you!
-  **Janice** 05:39:38
Waha Martina, that simply means a white skinned person. Its an observation, we can go on forever.
😊
-  **Janice** 05:40:21
Anwunikit all! Have a good rest of the long weekend.
-  **mary** 05:44:37
Martina in our language, it is very direct, and there isn't any thing that is bad or derogatory about the use. From where I am and looking I don't recognize, the person. I wasn't being disrespectful.
-  **mary** 05:45:44
Thank you, everyone (gapi niskil,)
-  **Rosemary** 05:49:14
I'm going to get at my easter baking now, thanks everyone for a great meeting.
-  **Melissa Teneese** 05:51:03
thanks for the mtg, updates and all

Appendix A- Chief Donald Sam's Report

Band Meeting Report April 16th 2022

Chief Donald Sam

Ki?su?k kyukyit Qapi niski#

If you have been seeing the Facebook updates, then you will hear a lot of repeat here, but it is good so keep reading.

Staffing

We have a number of open positions at the Band office. Chief and Council have put a lot of thought into the organization chart, and we have the key staff, and workplans that need to be implemented. Keep posted for new positions to consider joining.

I was able to meet with some of the staff that were leaving. I know there are concerns in the community regarding the high turnover. We know people don't just leave their job, so what is it over time that lead to people leaving their jobs that they were so excited about. In my informal conversations, it was expressed that their was a lack of coordinated direction and leadership which resulted in a stressful environment. Our HR Generalist conducted exit interviews with other staff that were departing. We want to be an employer of choice. What can we learn from them. Hany Hafez is our HR Generalist and brings expertise to our organization. We have much work to do, I encourage anyone interest to please visit our website and apply for any opened positions that you feel you could be successful in.

We do however, have a potential SAO on the horizon, we had several interviews and we have invited a candidate to visit our office in person for a second interview. He will be visiting on April 25th. Lorne contract as interim SAO will end on April 21st. He will be moving onto his position as Lands and infrastructure director. I will be SAO until a new SAO has been hired. I have met with Lorne several times over the course of the last couple weeks it is good to have a good relationship and line of communication in the office.

SFO- position is open and we are waiting for people to apply. Wanda is filling in for SFO and has been working with preparations for our annual audit.

Lands Resources and infrastructure Director position has been filled and I expect a lot of action in regards to building up our capacity in this area.

With the shortage of workers and semi isolated location, it is proving to be difficult to fill the positions. Local newspapers, provincial trades magazines, Indeed, LinkedIn there are a number of places that we can post- but the cost of all of them might not be a good investment. I have requested that HR put together a plan on advertising our position postings so we get a good pool of candidates.

Committees.

Our committees are an opportunity for members to be involved in the affairs of the community and provide advice to Chief and Council. It is an opportunity to share your vision for our future. Chief and Council seek recommendations from committees as well as staff. Good Decisions and governance depend of communication and dialogue which can be provided with committees. Transparency builds trust.

In the Election regulations, it states that the Chief is the chair of Committees. So far I have participated in Elders Meetings, as well as a housing committee meeting.

Elders Meeting- Terms of Reference that is based on the needs of the Elders, organization, Chief and Council... I am excited for all our Elders to feel comfortable, safe and engaged.

Housing has been moving forward in developing new houses. And are currently reviewing their policies.

EJLCS- society- how do we ensure our interests are aligned. Collaboration has to recognize the interests of the participants. On Wednesday I met with community members, as well as EJLCS. Debra Fisher submitted to me her resignation from the chair position of the board as she did not want to hinder the EJLCS grant seeking, considering Debra is on other boards as well. The EJLCS is doing strategic planning and are happy to announce they are operating in the black.

Communications

In response to the concern of opioid and crime crisis in our community, Chief and Council has been working on drafting a community statement. This statement emphasizes all of our roles and responsibilities in ensuring our community is safe. Our statement states that we have zero tolerance for drugs and violence and it outlines the drastic measures that will be taken towards individuals that violate our safety with dangerous behaviours including banishment. We are working with RCMP to ensure these measures are actually implemented. As well as provided a victim Impact Statement that will be used in sentencing.

I have developed some graphics from the Survey Monkey results that many of you contributed to for Elk Horn Ranch settlement. The question around whether or not there should be a disbursement was answered loud and clear. The question around how much and to what other purposes was not as clear. Initial responses were almost equal amongst the available options. The survey results will be presented in graph form later in the agenda of our Band Meeting and more input will be sought as we develop a clear Disbursement policy.

Political representation

Strategic Engagement Agreement, - Participation with KNCS and what are the roles of First Nations. On April 11, I participated in a meeting with Lillian and other Ktunaxa leadership from each of the other communities as well as KNC, meeting with the Province. The Province is seeking clarity in terms of who they should be working with in General, and regarding the SEA and ECDA specifically. Tobacco Plains made it clear that the province is to deal with them directly; they are the First Nation as recognized under the Indian Act, and they are unique from other Ktunaxa communities, KNC is a society under the Societies Act and not a recognized First Nation. ʔaǰam indicated that we are all Ktunaxa, and the KNC is a collective voice to speak with. I am of the opinion that we Ktunaxa come together and pray together, we are connected by language, and heritage, however ʔakisǰnuk has our own unique circumstances and issues. I do believe that we are stronger together, however we are only as strong as our collective interests align. AFN needs to be mindful that we must put in some hard work in the coming months to ascertain if we are part of a collective, and to what extent are we delegating our jurisdiction and rights.

A question that your leadership needs to consider is “where is ʔAkisǰnuk in relation to being a self-governing Self-Determining First Nation. We need more conversation on what is Ktunaxa , and who speaks for Ktunaxa. We have to use OUR voices, and Advocating for /akxamin qapi qapsin, Qapi ʔakłsmakniłs, (all living things, All our people) and future generations, all while being informed by our past generations.

We need to have conversations on what we are doing. What are we doing about Ktunaxa Treaty? What about Ktunaxa Nation Council society. I need to know how to best represent ʔAkisǰnuk. I need to know and advocate for our needs. Please be thinking of these issues as we will come together in the coming months for more dialogue.

I have been assigned the Lands and Resources sector at KNCS, as well as sitting on the Ktunaxa Nation Executive Committee of society. Coming from employment with KNC, knowing Leadership concerns of KNCS operating in and of itself, I am looking forward to finding balance in perspectives, not business as usual.

Concerns complaints- expressed.

Election. Having a 3rd party that has no bias in favor of any candidate, they are just applying the regulations as we have provided them. In terms of the nomination and the election itself, I would say that the electoral officer was there to ensure things were going along impartially and fair.

We have a lot of work to do in terms of 1) understanding roles and responsibilities and 2) trusting that we are all working together 3) respecting each others differences in opinions.

Questions please reach out.

Councillor Rosemary Phillips

Band Meeting Report

April 16, 2022

Here are the highlights since my last report in January:

I have attended all regular and special Council meetings. Council completed the 2022/23 workplan and budget process. Emphasis was put on strategic priorities, measurable outcomes and more frequent reporting out on those outcomes.

I attended the two-day KNC Economic Summit. The first day was attended by leadership and community economic practitioners from each community. It focused on the economic pursuits and aspirations of each community and how the Nation Economic Sector can better support the communities and entrepreneurs. The second day began with a presentation by Chris Luke Sr on the Ktunaxa economy, followed by presentation was given by guest speaker Carol Anne Hilton who is the author of a book titled Indigenomics – Taking a Seat At The Economic Table. The day was conclude with presentations from a few Ktunaxa entrepreneurs, including two Akisqnukniks. In my opinion, this was the highlight of the summit, and I was very proud of the entrepreneurs who presented. I was the winner of a main door prize which was an 18-foot tipi with poles. I have donated this tipi to Akisqnuk for use in community events.

A special KNC Lands and Resources meeting was held to discuss renewal of the current resource revenue sharing agreements (Strategic Engagement Agreement (SEA) and Economic and Community Development Agreement (ECDA) for a further two-years. The renewal was agreed to. The SEA is intended to foster a positive, collaborative and respectful government-to-government relationship between the Province of BC and the Ktunaxa Nation. You can read the agreement at https://www2.gov.bc.ca/assets/gov/environment/natural-resource-stewardship/consulting-with-first-nations/agreements/ktunaxa_bc_sea2019_kt_msf_signed_final.pdf . The ECDA is a resource revenue sharing agreement between the Ktunaxa Nation and the Province of BC. https://www2.gov.bc.ca/assets/gov/environment/natural-resource-stewardship/consulting-with-first-nations/agreements/ktunaxa_ecda_-_signed.pdf

I have participated in interviews for the Senior Administrative Officer (SAO) position recruitment. We interviewed three candidates. Only one of the three is being pursued further. This candidate will be visiting the community for secondary interview. This visit is tentatively planned for the last week of April.

At the Nation level I was on the Education and Employment Sector. The March meeting was to approve the sector workplan and budget. We have switched up the sector representation as follows:

Lands - Don Sam; Alternate – Rosemary Phillips
Economic – Allan Nicholas; Alternate – Lillian Rose
Education and Employment – Lillian Rose; Alternate Darcy Fisher
Social – Rosemary Phillips; Alternate – Don Sam
TKL – Darcy Fisher; Alternate – Allan Nicholas

A special members meeting was held to provide information to members on proposed changes to the KNC Society Constitution and Bylaws. Those present at the meeting wanted more time to review and digest the information. This information was to be sent out to members, however, I think it has been caught up in the transition of staff. Hopefully it can be shared with you soon. Once that has happened a follow meeting can be scheduled.

Summary of meetings attended

Date	Meeting
Feb 1	Specific Claims negotiations
Feb 3	Staff/Council strategic planning
Feb 9	Council mtg
Feb 14	KNC Leadership mtg
Feb 23	Council mtg
March 2	KNC Economic Summit
March 3	KNC Economic Summit
March 8	KNC Lands & Resources Special Mtg
March 9	Council mtg
March 22	SAO Interviews
March 23	Council mtg
March 24	Education & Employment Sector Council mtg
March 24 (pm)	Special Members meeting
March 29	Special Council Mtg (budgets and workplans approvals)
April 6	Council mtg

Member Services report

Education

- Stephanie Sam has returned to her position from educational leave on May 2nd, 2022
- Began work on LEA with SD6 yesterday – will bring to council next meeting for review and consideration as to what has been done to date
- The workplan and transitional plan for Stephanie's return to work will begin this week – top 3 priorities under education will be the target
- Baseline data development will begin the month of May
- Potential for summer activities for school aged children at the recreation centre in conjunction with recreation and education
- End of year celebration will be worked on by Stephanie
- Book of the month club will begin in the later part of May – one reviewed priority
- Quarterly reporting and variance reporting for education budget are set to begin sometime in June

Health

- Wellness strategy is scheduled for Community feedback and consideration on May 10th
- The team will be meeting prior to the Community meeting to discuss the outline and agenda for the day
- COVID is in the Community – rapid tests are available- we likely should look at planning for outbreak and process for how we will be compliant with our newly developed policies
- The health team is discussing the need for a driver – the possibility of switching out the 2nd Health care aide to be replaced by a driver. We are finding that over 50% of Danny's time is spent driving people
- Will be working on developing and implementing new policies (once approved by council) that are a better reflection of requirements under FNHA as well as overall needs of the Community
- Would like to develop a clear practice and delegation of what happens when someone passes in the Community – perhaps look at developing a committee in line with culture and language that takes on responsibility of arranging food, managing the hall, purchase orders for travel, etc.
- There is a need to discuss the development of baseline data for the items outlined in the workplan – Quarterly and variance reporting should begin sometime this month
- Risk assessment training is scheduled for the health team to align with the policies and practices that were developed and approved by council
- A list of vulnerable community members is being developed so that care planning, risk assessment and action plans are on file for those identified. The team will also be in talks as to what this will look like for those off reserve despite health funding being specific to on reserve.
- Once we have hired for the medical receptionist position, we will need to be working on creating health files that align with FNHA guidelines and reporting expectations. This will include ongoing file audits and reviews to ensure compliance with same.

- Begin creating an inventory list at the health center and identifying gaps in supplies and equipment
- Begin project in unison with public works to begin cleaning out/up the shed where we are storing equipment currently – discard what is not being used or in poor repair, and create an inventory and sign in and out sheet of what is useable
- Create a home visit and wellness check checklist and schedule
- Create and implement a privacy audit
- Designate a privacy officer for any request for information (health related and otherwise) so that we can also vet reporting etc. and ensure that we follow current legislation regarding same.
- Begin offering information and sharing meetings for both on and off reserve that are pertinent to overall health (nutrition, estate planning, self defence classes for women, pre-natal, aging in place, etc.)
- As part of the workplan, begin developing a strategy as to how the community will deal with its aged population so we are prepared for the upcoming surge in those requiring some supports (explore funding for same) – focus on recruitment for Wellness facilitator and Mental health and addictions worker
- Focusing on recruitment strategies for vacant health positions – next focus is whether we obtain a driver and a Community Wellness Facilitator

Housing

- As part of reporting and compliance – I would like to develop an audit for the housing program. At some point, all departments under member services will be undergoing a full audit (to ensure we are meeting reporting guidelines and practices) I will be exploring with council the ability to call in an outside entity to conduct a full audit.
- Housing Committee is up and running – A chair still needs to be elected as well as vice chair. Currently working on terms of reference. Will be vetted through Council.
- Implementing variance reporting to align with budgetary reporting on a quarterly basis – this will assist in providing council with a broader overview of expending – expected by June
- Look at including housing in the overall Wellness strategy of the community
- Expending on current building remains under budget on newest requisitions that I have signed off on.
- Creating quarterly reporting template for housing

Language and Culture

- No update – awaiting culture and language recruitment
-

Workforce Development

- No update – awaiting recruitment
-

Social Development

- Working on recruitment
- Working on moving 4 members to PWD instead of SA

- ISC reporting – Rachelle Sebastian will be out on Thursday to begin updating the ISC reporting for Social Development to avoid claw backs
- Create a table of contents for SD filing system
- Working on an audit template of filing system for SD to follow ISC required practices and reporting on a continual basis to avoid claw backs
- Currently attempting to update files for missing required information. This includes picture I.D., Notice of assessment, bank statements, etc.
- Need administrative staff to assist with completion of above

Recreation

- Recruiting for Recreation Coordinator
- Still have 4 recreation worker positions to fill as well
- Once recruited for - need to develop a communication strategy to ensure members have access and are aware of times available for use
- Scheduled events to occur once recruitment has occurred

Indian registration

- Working on code
- Council to direct which attorney we are going with to monitor the requirements of changing the code
- Organizing and scheduling a referendum once first 2 items have been met
- Discussion around capacity for services of newly appointed members