

**REMEMBERING OUR PAST &  
PREPARING FOR OUR FUTURE GENERATIONS**



**ST'ÁT'IMC GOVERNMENT SERVICES**  
Annual Report 2015



# TABLE OF CONTENTS

SGS Board Chair Report ..... 3

Vision & Mission Statement ..... 4

Legal Structure ..... 5

Accountability & Reporting Mechanisms ..... 5

SGS Organizational Development ..... 6

Capacity Building & Investment in St'át'imc ..... 6

Implementation of Agreement ..... 7

Partnerships ..... 8

SER WUP Monitoring ..... 8

St'át'imc Education & Training (SET) ..... 9

Lands & Resources ..... 10

Heritage & Culture ..... 12

Resources Manager ..... 13

Appendix: Financial Statements



## SGS BOARD CHAIR'S REPORT KÚKWPI7 DARREL BOB

SGS continues to move forward implementing the St'át'imc Agreements (2011). As the agreement is the first of its kind, both BC Hydro and the St'át'imc are working to improve communications, systems, structure, and accountability to ensure the agreements are fully and effectively implemented. A Request for Proposals (RFP) for contract work is a key process to improve accountability that SGS has recently adopted.

This past year SGS and BC Hydro visited the communities and off reserve locations to provide a joint communications update. This year SGS will be visiting the communities and three off reserve locations (Kamloops, Mission and Vancouver) to review the Three Year Strategic Plan, annual work plans and SCC/SGS Shared Work plan. Dates are currently being organized with the communities.

The new St'át'imc Principal is Kúkwpi7 Perry Redan. Kúkwpi7 Perry brings years of experience and knowledge of St'át'imc history, BC Hydro negotiations and the final St'át'imc Agreements. Mark Poweska has been appointed as the BC Hydro Principal. The Principals meet once a year and determine ways to improve implementation of the St'át'imc Agreements.

Recently, Jeremy Williams completed four videos including, "the Salmon People, Impacts to Salmon, the St'at'imc Hydro Agreement, and the Future of Salmon." These videos will be used as an educational and cultural tool to share with BC Hydro employees to create an understanding of the St'át'imc, our way of life and our values to improve our relationships with BC Hydro employees who work in the territory.

A St'át'imc Procurement Process and Policy is in its development stage. A discussion paper was prepared and presented to the Steering Committee in July 2015. BC Hydro is reviewing and providing feedback to continue this important work to ensure the St'át'imc are involved throughout all stages of project development, provide consent at key development stages to maximize benefit and opportunities for the St'át'imc.

SCC set up SGS, a not for profit entity to ensure an arm's length approach from the political entity. To improve communications and ensure SCC nation rebuilding goals are supported SCC & SGS are implementing a Shared Work Plan developed by SCC Task Group and adopted at the April 1, 2015 SCC meeting. The purpose and goal of the Shared Work Plan is to provide direction and a plan to complete the work required to support Nxekeemlkhálha lti Tmícwa. As the newly appointed SCC Secretariat, Cathy Narcisse is working collaboratively with Ernest Armann to undertake this responsibility. SGS managers also incorporated into their annual work plans a supportive role for the work of the SCC & SGS Shared Work plan. SGS' work to date continues to be driven by the goals of nation rebuilding and guided by SCC's vision.





### Vision & Mission Statement

#### St'át'imc Vision

St'át'imc Chiefs' Council is the unified government of the St'át'imc rooted in Nxekeḡmehkálha múta7 nt'áqmeḡhkalha (Our laws and our way of life).

As the unified government, the St'át'imc Chiefs Council is the organizational embodiment of St'át'imc nationhood. Nationhood respects the integrity and autonomy of each community, while recognizing our interdependence with each other. Through collective strength and unification, St'át'imc:

- Honour our ancestors' establishment of the Tmícwsa I St'át'imca, through safeguarding our relationship to the land;
- Protect St'át'imc jurisdiction, authority, Title and Rights and its responsibilities as communities, and collectively as a Nation;
- Foster the development of collaborative relationships that increase the self-sufficiency and self-determination of the úcwalmicw and communities;
- Increase our ability to collectively defend Title and promote the exercise of rights in a way that benefits the úcwalmicw and communities; and
- Solidifies our resiliency over time.

#### SCC Mission Statement

- Collaboratively advances, protects and exercises St'át'imc title and inherent jurisdiction;
- Advocates for and supports community rights and responsibilities as it relates to St'át'imc title and jurisdiction;
- Upholds the Lilloet Declaration of 1911 and maintains respectful relations within the St'át'imc Territory;
- Builds and maintains constructive relations with neighbouring Nations and non-aboriginal jurisdictions, for the mutual benefit of all parties.

**Core Principles:** Accountable | Sustainable | Integrity | Excellence | Stewardship | Prosperous

**St’át’imc Government Services**

“Happier, Healthier St’at’imc Future”

St’át’imc Agreements are ratified by the people and SCC as the St’át’imc Authority signatories on May 10, 2011.



**Legal Structure**

St’át’imc Authority establishes legal entity for SGS in 2012. SGS is set up to support the work of SCC and nation building. Incorporation articles include the same program areas identified for the Trust: administration & governance; aboriginal title, rights & responsibilities; culture & heritage; social & spiritual well-being; promotion of economic development; education & training; environment & natural resources; health; infrastructure & programming; and recreation & sport.

**Accountability & Reporting Mechanisms (Nation, Community, Members, Board & Trust)**

SGS Board ( 10 representatives)	Annual Report	Annual Audit
SGS Audit Workshop	Community Presentations & SGS Open House	3 Year Strategic Plan (2015 - 2018)
Communications: email, newsletter, website, Facebook	Shareholders Annual General Meeting	Annual Work Plans – evaluation tools
SGS & BC Hydro (BCH) Joint Communications Update meetings	Community Protocols (2015/16)	5 Year Evaluation of Agreement Implementation (2016/17)
Steering Committee (3 BCH & 3 St’át’imc Representatives) bi-annual meeting June & December	Principals (1 BCH & 1 St’át’imc) Annual meeting	

**SGS is accountable to St’át’imc Authority, communities, members, Board and Trust. A number of reporting and accountability mechanisms are in place.**

### SGS Organizational Development

SGS Governance Manual	Leadership Handbook	SGS HR Manual
SGS Finance Manual	SGS 3 Year Strategic Plan (2015 - 2018)	SGS Annual Work Plans
Context Central Database – an organized file management system	SharePoint Site Set up with BC Hydro (BCH)	

Specific governing documents are adopted that guide decision making and direction that ensures an organization that is accountable and transparent to its members. The following documents are complete that support a stable organizational environment separating politics from day to day operations. The context centralized database will assist with managing data and files that may be a model for communities. SharePoint site is set up to organize the work and share documents with BC Hydro (BCH).

### Capacity Building & Investment in St’at’imc



Technicians are trained for managing the Water Use Plan (WUP) monitoring projects. Various training provided includes First aid transportation Endorsement, WPP, PSSP, PCOC, MED A3, Swift water rescue level 2, e-shocking, Environmental technician, excel, bioengineering, local component, fall arrest, confined spaces, AESAC. St1’at’imc Eco-Resources (SER) oversees the management of the WUP monitoring projects. The technicians trained by both SGS and the communities are seasonally employed by SER.



The St’at’imc Scholarship fund supports capacity. This past year 14 students were allocated a total of \$ 26,000.

SGS currently employs 17 people who are mostly St’at’imc. Capacity building plans are in place for heritage and environment teams who work with key consultants. SGS employees also include professional development as part of their annual planning.

<sup>1</sup> WPP (Work Protection Practices) , PSSP (Power System Safety Protection) , PCOC (Pleasure Craft Operating Card) , MED A3 (Marine Emergency Duties), AESAC - Associated Environmental Site Assessors of Canada

## IMPLEMENTATION OF AGREEMENT | AGM REPORT 2015

Relationship Agreement Components	Land & Resources	Education & Training
<p>Contracting, employment &amp; training</p> <p><b>Aboriginal Properties transfers</b></p> <ul style="list-style-type: none"> <li>St'at'imc procurement discussion paper (2015)</li> <li>Develop St'at'imc Procurement &amp; Engagement Policy (2015/16)</li> </ul> <p><b>Execution of property transfers</b></p> <ul style="list-style-type: none"> <li>Initiate replacement tenures (2015/16)</li> <li>Removal of 60L20 (Xwisten, Xaxlip ongoing)</li> </ul> <p>Removal of Pole from House pit (Cayoose)</p> <p><b>Bridge River Water Use Plan</b> Monitoring Projects (SER manages - 16 Projects terms of references located at following link <a href="https://www.bchydro.com/about/sustainability/conservation/water_use_planning/lower_mainland/bridge_river.html">https://www.bchydro.com/about/sustainability/conservation/water_use_planning/lower_mainland/bridge_river.html</a>) ongoing</p> <p>Exchange of Emergency Plans (Fall 2015)</p> <p>Notifications &amp; Communications – ongoing</p> <p>BCH Annual Operations Update – April 2015</p> <p>Seton Lake Erosion Management Program (SLEMP)</p> <p>Surplus Lands (requested details from BCH)</p> <p>New Transmission Line</p> <p>Processes for New Facilities</p> <p>Removal or Closure of Facilities</p>	<p><b>Bridge River Seton Watershed Plan   Land &amp; Resources, Environment, Culture &amp; Heritage</b></p> <ul style="list-style-type: none"> <li>Multi-year plan working towards a comprehensive understanding of all resources within the territory to support informed decision making including: grizzly bear, mule deer, water, roads and lands</li> <li>Truvian system – sharing map based information, support decision making to assess cumulative impacts &amp; linked to Land Use &amp; Occupancy Study</li> </ul> <p><b>Culture &amp; Heritage Archeological Management Plan</b></p> <ul style="list-style-type: none"> <li>Mitigation of Impacts to Cultural Sites – 5 Phases</li> <li>Phase 1 &amp; 2 (2013 &amp; 2014)</li> <li>Phase 3 – assessment 160 sites started 2014</li> <li>Phase 4 – community &amp; archival research</li> <li>Phase 6 – monitor BCH activities. Phase 4 &amp; 6 integrated into work plan past several years.</li> </ul> <p><b>Land Use &amp; Occupancy Study</b></p>	<p><b>20 year sustainable education &amp; training plan: a comprehensive approach to developing a sustainable plan based on needs and opportunities.</b></p> <ul style="list-style-type: none"> <li>Labour Market Study (2012) identified future opportunities in the areas of health, municipal and government services; trades key future opportunities with machinery, transportation, and equipment mechanics. Industry outlook in the areas of clean energy; agriculture; small business; forest products, mining &amp; tourism</li> <li>St'at'imc Education Framework Report (2013) established SET Program and identified strategy &amp; 7 key areas for a wholistic approach to improve education &amp; training outcomes.</li> <li>Review of BC Hydro Annual Update for Operations (KOHO Report – contracting opportunities (2014) identified upcoming contract opportunities</li> <li>Skills Gap Analysis (2015) Identified local employment demand and determined available skills at the community level as well as provided recommendations and strategies to meet the skills required.</li> <li>SGS &amp; BCH Shared work plan</li> <li>SET Technical: Community Engagement Policy (July 2015)</li> <li>St'at'imc Scholarship - ongoing</li> </ul>

### Partnerships

SGS has a Memorandum of Understanding with Red Cross to formalize cooperation for first aid and disaster management and preparedness. A proposal was submitted to Aboriginal Affairs and Northern Development Canada (AANDC) for a three phase approach to disaster management: hazard and risk and capacity assessment; develop or update plans and training, exercise plans and revise if necessary. The first phase of funding has been approved and Red Cross will be advertising a Coordinator position to complete the assessment. SGS is currently seeking funding for the First Responder training for the northern communities. The training was offered for the southern communities in August 2015. SGS will also work with Upper St'át'imc Language Cultural Education Society to complete a St'át'imc research policy.

### SER WUP Monitoring Program

Formed in 2011, St'át'imc Eco-Resources Ltd. (SER) is a private company owned by the St'át'imc Chiefs Council. One of SER's primary activities is implementing 16 Monitoring Projects and 2 Works Projects that were blanket-awarded to SER from BC Hydro as a component of the Bridge-Seton Water Use Plan (WUP).

A WUP defines the operating conditions to be imposed on hydro facilities. It considers a range of values including environmental, social, and economic. First Nations considerations include no new infringements on aboriginal title and rights. Past infringements are best resolved outside of the WUP process e.g. 2011 St'át'imc Hydro Agreements. Monitoring studies usually focus on fish and aquatic ecology, wildlife, riparian vegetation and erosion management.

Overarching objectives of the SER WUP program include capacity building, administrative efficiency, providing revenue for the Nation and short- and long-term employment. In addition to the technical team of experts from academia and private consulting companies, the projects engage St'át'imc technicians who contribute technical skills, St'át'imc Knowledge and their enthusiasm for working on fisheries and aquatic resources. During 2014-2015, SER engaged 43 St'át'imc technicians to carry out the projects under the supervision of professional biologists with expertise in fisheries and aquatic ecology. As part of the blanket contract award, SER prepares an annual progress report covering the suite of WUP monitoring projects and also sponsors biannual technical workshops for communications and information exchange.



St'át'imc maintain a holistic perspective on watershed management as reflected in a Vision Statement from the St'át'imc Preliminary Draft Land Use Plan (2004):



“We, the St’át’imc view our territory as the basis for our survival. We acknowledge the creator and our responsibility as caretakers of our territory. We are inseparably connected to our land, its water, air, wildlife and plants. What happens to one part impacts the other parts.”

The SER WUP monitoring program is highly consistent with the Vision and helps to ensure that the adverse impacts of BC Hydro operations are minimized. A strong collaboration evolved between BC Hydro and SER over the duration of the WUP monitoring program that provides mutual benefits and capacity building within the 2 organizations.

### St’át’imc Education & Training (SET)

The St’át’imc Agreement identifies a 20 year sustainable education & training plan as an outcome. A comprehensive approach to developing a sustainable plan based on needs and opportunities has been implemented to ensure long term success. The completion of the following reports assisted in the identification of opportunities to support the strategy:

#### **Objectives of the St’át’imc Education & Training Accord**

- 1. To formalize through an annual agreement St’át’imc collective interest with regards to education & training, thereby reflecting a community driven process;*
- 2. To clearly define the roles & responsibilities of the SET Advisory Committee, and how this committee will collaborate with other education & training initiatives; and,*
- 3. To recognize SET Advisory Committee’s role in the nation’s leadership process*
- 4. To ensure openness, transparency and reciprocal accountability*

- Labour Market Study (2012) identified future opportunities in the areas of health, municipal and government services; trades key future opportunities with machinery, transportation, and equipment mechanics. Industry outlook in the areas of clean energy; agriculture; small business; forest products, mining & tourism
- St’át’imc Education Framework Report (2013) established SET Program and identified strategy & 7 key areas for a wholistic approach to improve education & training outcomes.
- Review of BCH Annual Update for Operations (KOHO Report 2014) identified upcoming contract opportunities
- Skills Gap Analysis (2015) identified local employment demand and determined available skills at the community level through available regional data as well as provided recommendations and strategies to meet the skill gaps. The Skills Gap Analysis report also helped inform the province for potential future funding.

SGS Board adopted the SET Engagement Policy and is available on the website. In addition, two separate work plans were developed and



implemented: one for the SET program including the 7 objectives<sup>2</sup>; and shared skills and training work plan with BC Hydro. A wholistic and comprehensive approach to implement long term education solutions is undertaken and mandated through the Education Accord signed off by most of the St'át'imc communities. Skills and Training is one component of the 7 objectives and the shared work plan with BC Hydro is guiding the process with the goal of preparing, training and securing more jobs for the St'át'imc with BC Hydro through employment and contracts.

Laura Grizzlypaws, SET Manager will be engaging with the communities' fall 2015 to review the program. The purpose of the engagement sessions is to receive direction, set goals and identify community needs for the development of the 20 year sustainable strategic plan. A report to support the rationale and negotiate a distinct St'át'imc Agreement with Human Resources Development (HRD) is underway. This agreement will provide the opportunity for St'át'imc to develop and implement programs and training to meet specific needs for the two labour market regions (northern & southern St'át'imc).

### SGS Lands and Resources

The SGS Lands and Resources Department focuses on the big-picture environmental issues that require landscape-level analysis, planning and cooperation. Its Environment Team is dedicated to delivering the best information available from St'át'imc knowledge and science into the decision-making process for natural resources and sustainability. Dr. Sue Senger (consultant) is Environment Lead and provides expertise in landscape ecology,

***“SGS Environment team is dedicated to delivering the best information available from St'át'imc knowledge and science into the decision-making process for natural resources and sustainability.”***

GIS mapping, and resource management. Denise Antoine and Darwyn John are Wildlife and Lands Assistants, working to develop and deliver various resource management programs on a range of issues that include Water, Mule deer, Grizzly bear, Black bear, Plants, Forests, Species at risk, and other values. The information collected and analyses created are turned into map-based GIS layers by Nora Billy, GIS Technician. Together, the Team's approach is to both integrate community information up to the nation-level and to take the nation-level information

back down to regional and local issues.

Several key projects were completed in the last year. (1) The Habitat Mapping for Improved Decision Making project (SGS Environment-UBC partnership) has delivered a 2014 benchmark land classification system for the territory (funded in part by Natural Resources Canada). Over the next year this classification will be further refined into habitat mapping to inform resource decisions. (2) Likewise the Road Footprint Analysis project has completed

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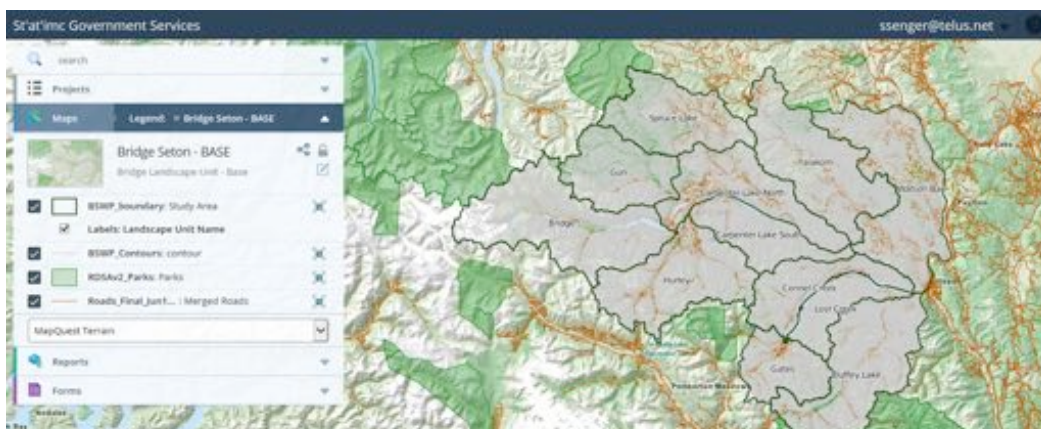
<sup>2</sup> 7 objectives – Pre-natal; preschool ages 3-5 years; K-7; High School; post-secondary; Skills & Training; Organizational & Systems development

the analysis portion and is being written up into a final report for distribution later in the year. (3) An Elder's Plant Project was completed, which took elders and youth out on the landscape to share information on plants, medicines and ideas for protecting these resources into the future. A final report for this plant project is available from the department (Funded in part by Northern St'át'imc Health Hub and the First Nations Health Authority). (4) Lastly, each community in the Nation received a bear-resistant Jora composter and a solar-powered electric fence kit as a result of a Human-bear conflict reduction project (funded in part by Environment Canada). These demonstration kits will give community members direct exposure and experience with effective bear attractant management tools such that better management strategies can be developed.

### Updates for ongoing projects in the department include:

- **Water** activities this last year have focused on compiling GIS-information on water resources in the territory. This has included some stream temperature sampling, documenting culvert and bridge locations for some watersheds, and more discussions on stream-side management.
- For **Mule deer**, all tissue samples obtained from the territory last year have come back negative for Chronic Wasting Disease and Tuberculosis. The St'át'imc are the only First Nations in the province monitoring for Mule deer health and Darwyn John is the only First Nations person trained to take samples. For more information on this program please contact Darwyn.
- **Landscape unit** planning has continued with a focus on forestry issues. **Bear safety** information for communities continues to be provided by Denise Antoine. Bear Safety Training courses for field workers are also available through SGS Environment. Support for **Recovery** of the Stein-Nahatlatch Grizzly bear population has focused on building consensus to monitor some female Grizzly bears. Collars should be placed in the next year, with the intent to monitor habitat use, movements and cub production. This information is vital for creating effective management strategies and improving safety in this highly threatened group.

**NEW!!** The most exciting new project underway in the department is the **Truvian Web Portal Project**. The Environment Team has spent much of the last year building an SGS Truvian site which, through password protection, will provide access to the mapping and project information being developed at SGS. This cutting edge approach is being taken to address the biggest challenge faced by the department – how to communicate vast amounts of information in a useable format, while protecting sensitive data. The use of this web portal system will be strictly controlled at first, however, we expect that over time this system will be utilized to support many projects, working groups, collaborations and education opportunities.



### SGS Heritage and Culture 2015

The SGS Heritage and Culture Team: Chester Alec (Heritage Field Technician), Nora Billy (GIS Technician), Nadine Gray (Consulting Archaeologist), Char John (LUOS Data Clerk) and Rose Ellen Narcisse (Heritage Field Assistant).

The heritage work carried out by the SGS Heritage and Culture team is guided by the Archaeology Management Plan (AMP) which is part of the Settlement Agreement. The AMP focuses on documenting, mapping and protecting heritage impacted by BC Hydro's past operations. There are two components within the AMP:

#### 1. Impacts to Heritage Sites

Our work in 2015 took us throughout the Territory where we did work at 36 archaeology sites, including 8 unregistered sites. We also assisted communities with development projects that had expected and unexpected heritage concerns. For example, we conducted field work on the 60L020 Relocation Project, the Tsal'alh Hotel and RV Park Projects, the Ts'kw'aylaxw Water Infrastructure Upgrade, and the 60L021 Relocation Project. In some cases, Nadine Gray was working as a sub-contractor on a Heritage Inspection Permit held by AMEC Foster Wheeler and this relationship provided the SGS Heritage Crew with fieldwork opportunities to increase their skills.

#### IMPACTS TO CULTURE

In 2015, we have been working on two large projects which help to address impacts to culture.

##### a. Land Use and Occupancy Study

Our first task for undertaking the LUOS was to advertise and interview for the position of Land Use and Occupancy Data Clerk. The data clerk position was filled on April 28, 2015 and the successful candidate was Char John. One of the responsibilities that Char had to complete was the organization of the Land Use and Occupancy Mapping Workshop. This workshop was a three day event from May 20 to 22 which was facilitated by Terry Tobias. Mr. Tobias is the author of Chief Kerry's Moose and Living Proof: The Essential Data-Collection Guide for Indigenous Use-and-Occupancy Map Surveys. The workshop was hosted in N'Quatqua with participants from 10 of the 11 St'át'imc Communities. Since this workshop, we have been waiting for direction from SGS and SCC on how to proceed with this project. There are 6 steps outlined in the AMP and the next step would be to work on completing the Feasibility Study.

##### b. Heritage Inventory and Assessment

There are a significant number of archaeology and heritage sites in the Territory that have not been documented. During a heritage inventory, a crew would travel through the territory to visit and map known but unregistered sites as well as document sites identified as LUOS activity areas. While at these sites the crew can also assess the extent, condition and integrity of the site. This inventory differs from the AMP heritage work we have already done because crew is not restricted to exclusively recording site impacted by BC Hydro or archaeology sites (as defined by the Province), the crew can inventory all St'át'imc heritage site types throughout the cultural landscape.

## AGM REPORT 2015

### SGS Resources Manager (RM) Update

Lita Gomez is the current SGS Resources Manager. The SGS Resources Manager position has transitioned from full time to part time (up to 14 hr/week). This will remain in place for a minimum of 2 years and possibly longer. As a result, duties of the position have been restricted. Over the past year the role of the Resources Manager has been to support foundational works: ASK (Accessing St'át'imc Knowledge) project, supporting staff/Human Resources Projects, hiring short term staff, and chairing the SSAC.

The Resources Manager has no operating budget and has been tasked with helping to address the Bridge-Seton strategic watershed plan, a deliverable in the Settlement Agreement. In order to be strategic, plans must ensure that projects are coordinated. One aspect of this involves summarizing all of the information that currently exists in the watersheds, the other, involves developing a structure that can support strategic implementation.

The Resources Manager has participated with the Technical Workgroup (Fisheries Tech Group) as requested, as well as the BC Hydro Operations Updates (GenOps) as needed. The Resources Manager will continue to work to access information needed to support resource management and communicate with St'át'imc.

# ST'ÁT'IMC GOVERNMENT SERVICES

## Statement of Financial Position

April 30, 2015, with comparative information for 2014

	2015	2014
<b>Assets</b>		
Current assets:		
Cash	\$ 981,078	\$ 1,482,972
Term deposit (note 2)	750,000	-
Accounts receivable	396,720	475,582
	<u>2,127,798</u>	<u>1,958,554</u>
Capital assets (note 3)	82,079	70,237
	<u>\$ 2,209,877</u>	<u>\$ 2,028,791</u>

## Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 135,319	\$ 224,066
Current portion of long-term debt (note 5)	218,607	174,142
	<u>353,926</u>	<u>398,208</u>
Long-term debt (note 5)	222,000	440,806
Net assets:		
Invested in capital assets	82,079	70,237
Unrestricted	188,889	197,206
Restricted	1,363,203	922,444
	<u>1,633,951</u>	<u>1,189,977</u>
Commitments (note 6)		1,189,977
	<u>\$ 2,209,877</u>	<u>\$ 2,028,791</u>

See accompanying notes to financial statements.

On behalf of the Board:

 Director
  Director

## STÁT'IMC GOVERNMENT SERVICES

### Statement of Operations

Year ended April 30, 2015, with comparative information for 2014

	2015	2014
<b>Revenue:</b>		
SCC trust	\$ 2,419,108	\$ 5,281,071
Contracts and Projects	697,016	1,237,823
	<u>3,116,124</u>	<u>6,518,894</u>
<b>Expenses:</b>		
Administration Fund	913,169	981,006
Governance	365,002	360,576
BC Hydro Fisheries Fund	-	65,053
Land and Resources	397,184	374,286
BC Hydro Capacity Fund	-	149,907
Culture and Heritage	290,615	280,266
Department of Fisheries	94,047	95,841
Stat'imo Emerging Economies Development Summit	-	12,114
Education and Training	177,098	278,351
Economic Resources	-	184,698
BC Hydro 2L90	-	1,125
Land and Resources Short-term Projects	39,972	-
BC Hydro As When Needed Project	81	2,280
Mule Deer Project	-	252
BC Hydro Heritage Monitoring Fund	-	2,278
New Relationship Trust	50,000	50,000
Education Scholarship Fund	30,049	31,552
Skills Gap Analysis Project	113,128	-
Land & Resources - Other Projects	23,165	-
SGS Operations - Other	114,309	-
ASK Project	13,782	-
Amortization	20,589	11,746
	<u>2,672,150</u>	<u>2,903,309</u>
<b>Excess of revenue over expenses</b>	<b>\$ 443,974</b>	<b>\$ 3,615,585</b>

See accompanying notes to financial statements.

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ST'ÁT'IMC GOVERNMENT SERVICES (SGS)

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