



ST'ÁT'IMC CHIEFS COUNCIL

**ST'ÁT'IMC**  
GOVERNMENT SERVICES

**ANNUAL REPORT**  
**OCTOBER 2012**



## INTRODUCTION

The purpose of this report is to provide a high level update on the transition period post-ratification of the agreements in preparation for the first year of implementation. The ratification of the agreements and subsequent signing on May 10, 2011 was the beginning of the transition period; however, the preparation for implementation did not get started until October 31, 2011 when the St'át'imc implementation and relations managers were employed.





It was identified early on that there are many different groups that need to carry out different pieces of work to ensure implementation of the agreements. They consist of:

### **ST'ÁT'IMC CHIEFS COUNCIL (SCC)**

Governance manual .....	In Progress
SCC vision .....	December, 2011
Code of conduct	
Structure – roles and responsibilities .....	October, 2012
Accountability framework	
Decision making standards and processes	
Reporting standards	
Constitution development	
Community	
Nation	
Capacity development	
Inter-community protocols	
Consent/community engagement standards	
Heritage code/law	
Linkages to referral process	
Financial code .....	In progress
Land use and occupancy study	
Watershed strategic plan .....	May, 2014

### **ST'ÁT'IMC GOVERNMENT SERVICES (SGS)**

Personnel policy .....	December, 2011
Develop entity .....	January – March, 2012

Implementation plan .....	February, 2012
Work plan and budget adoption .....	April, 2012
Communication planning	

### **TRUST**

Legacy fund allocation process .....	December, 2011
Investment policy and engagement .....	February, 2012
Reporting requirements .....	February, 2012
One-time distribution .....	February, 2012
Distribution approvals for 2012 .....	April, 2012

### **REGIONAL**

Service delivery	
Needs identification:	
Healthy communities pillar	
Education and training	
Economic development	
Contracts	
Steering committee networking	
Capital improvements	
Communication	



## **COMMUNITY**

Contacts ..... December 8, 2011

### Committees

Stewardship advisory committee ..... February – March, 2012

Land transfers and tenures

Communication

## **STEERING COMMITTEE**

Orientation ..... February 1, 2012

Education and training strategy ..... April, 2012

Obligations list ..... January 21, 2012

Receive labour market study ..... October 2013

## **IMPLEMENTATION TEAM**

### Joint plan

Evaluation framework ..... February 1, 2012

Education and training plan development

Operational plan presentation ..... December – March

### Opportunities development

WUP projects

Direct awards

Long term capital

### Communications

BCH needs

Joint opportunities

Community engagement



## ST'ÁT'IMC CHIEFS COUNCIL VISION

We are the St'át'imc, self governing, self sufficient, and responsible for maintaining and enhancing everything that the Creator has provided to us.

**We are St'át'imc!**

## ST'ÁT'IMC CHIEFS COUNCIL MISSION STATEMENT

Under the guidance and direction of the St'át'imc, the St'át'imc Chiefs Council will develop and implement a governance structure for self-determination that will maintain social, traditional, economic and territorial integrity (which includes ecological and cultural sustainability) as stated in the Declaration of the Lillooet Tribe, dated May 10, 1911 and in the St'át'imc Unity Declaration, dated May 10, 2010.

## ST'ÁT'IMC GROUP OF COMPANIES

The key driver for the work has been to capture the spirit and intent of the relations agreement in ensuring the obligations contained in the agreements are met.

There were many strategic planning sessions carried out to identify obligations and how to manage them. The relations agreement identified that BCH and St'át'imc were to work together to meet these challenges. There was consensus early on to develop an integrated approach to meeting the obligations which led to the development of the Integrated Implementation Plan that was tabled with the steering committee in February 2012.

It became apparent during the first few months a legal entity was required to carry out the business of meeting the obligations of the St'át'imc Authority as detailed in the settlement agreements. St'át'imc Government Services was created and incorporated January 12, 2012 and assumed all assets and liabilities of St'át'imc Nation Hydro by the end of February 2012.

In establishing this organization the following companies, vision, purpose and values were utilized to develop the foundation and identity the organization:

St'át'imc is growing their business partnerships to expand the services (and capacity) of what the Nation can offer. The St'át'imc Group of Companies includes:

**St'át'imc Engineering Co.** (placeholder name): St'át'imc is finalizing an MOU (October 2012) with Embark Engineering to provide Civil Engineering services including infrastructure planning, design and construction, project management, and resource management. Embark Engineering is a First Nations company owned by Lax Kw'alaams and Kerr Wood Leidal Associates (KWL). In addition to providing engineering services, Embark is focused on career development. The relationship between Lax Kw'alaams and St'át'imc enables both Nations to provide their young professionals project work over a larger, collective territory base.

**St'át'imc Eco-Resources – Environmental:** St'át'imc has finalized the joint venture agreement with Crane Creek for provision of environmental monitoring services in the St'át'imc territory. St'át'imc has added to their bench strength by entering into a business relationship with Pottinger Gaherty Environmental Consultants Ltd (PGL). PGL offers multidisciplinary environmental services that enables St'át'imc Eco-Resources to undertake larger, specialized environmental projects such as impact assessments, regulatory permitting for energy development, contaminated site monitoring and assessments, and property transfer environmental assessments.

**Nk'yap Communications:** St'át'imc has signed a joint venture agreement with CopperMoon Communications, and incorporated

Nk'yap to develop their communications resource. The newly formed communications company will undertake a branding and marketing exercise to promote the St'át'imc group of companies.

**St'át'imc Eco-Resources – Archaeology and Heritage:**

BC Hydro and St'át'imc submitted a joint Heritage Permit Application to the Province for Nadine Gray (GWR), the culture and heritage co-ordinator for St'át'imc. A Provincial Blanket Permit was issued Spring 2012 and St'át'imc Eco-Resources is able to undertake heritage work within the St'át'imc Territory.

**St'át'imc Safety Co.** (placeholder name): St'át'imc has worked with a safety consultant to undertake a corporate safety plan and develop project-specific safety plans that meet BC Hydro safety standards with emphasis on developing a “culture of safety” within their own organization. The parties are in discussion regarding a joint venture.

**St'át'imc Welding and Fabrication Co.** (placeholder name): St'át'imc has a business relationship with a welding and fabrication consulting engineer. This will provide welding and fabrication engineering services including fabrication, manufacturing, weld engineering, quality assurance, materials engineering, nondestructive examination (NDE), inspection, and certification services. The parties are in discussion regarding a joint venture.

## ST'ÁT'IMC GOVERNMENT DEVELOPMENT

On the government development front, this past year the SCC engaged in activities to advance and strengthen their internal governing structures.

This has entailed establishing new policies and procedures, and aligning St'át'imc values and principles with good governance practices. They have invited June McCue, UBC Faculty of Law professor and Cynthia Callison, a lawyer from Callison and Hannah to speak about aboriginal title, right, jurisdiction, and the importance of developing a St'át'imc Inherent Rights Strategy. The session was very informative and has been prioritized to be one of the areas of development.

Strategic planning has been on the forefront and the SCC has retained Carden Consulting to assist in this work. Thus far, planning has included strategic goals, priority objectives, and key performance indicators.

An exciting initiative the St'át'imc Chiefs Council has undertaken is preparing to initiate the development of a St'át'imc Constitution. In July and August, the SCC met to discuss the benefits of a nation constitution and aligning it with the communities constitution. The coordination of this process is underway.

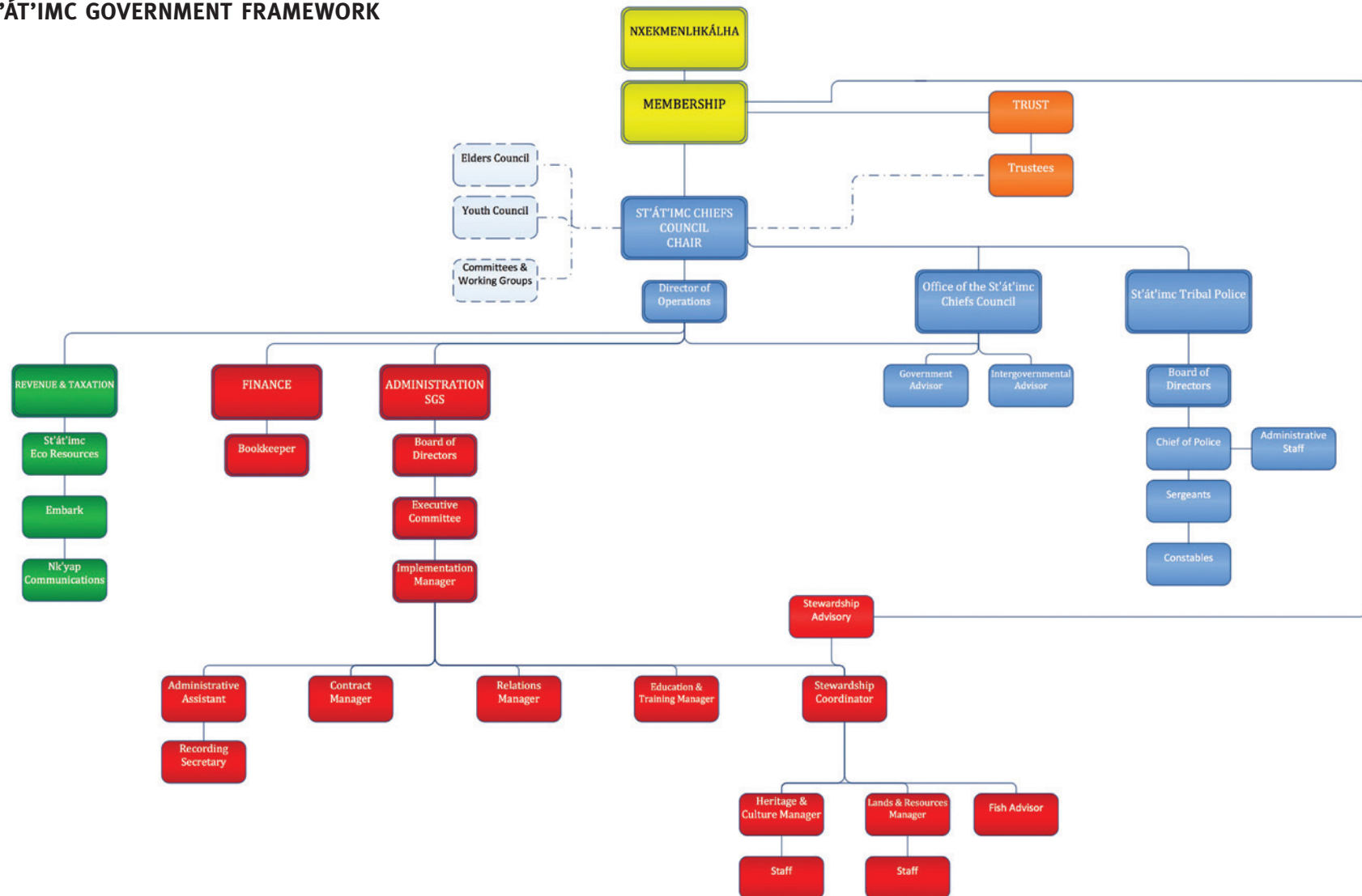
The purpose of the SCC is to work as a unified tribal government to collaboratively and effectively exercise title, advocate for community rights and responsibilities, keep the peace within the St'át'imc Territory, and maintain relations with other jurisdictions for the benefit of St'át'imc communities and members.

To do this, the SCC developed 5 pillars from the St'át'imc Government House Structure: Governance, Economics, Land & Natural Resources, Healthy Communities, and Heritage & Culture. Our strategic approach to these pillars is to:

- Build strong, healthy families
- Implement governance-based values
- Balance interests across the Pillars – not competing with each other
- Have ecosystem-based land-use planning
- Manage an Economy – not just managing economic development
- Clarify the relationship of people to the land



## ST'ÁT'IMC GOVERNMENT FRAMEWORK



## SGS PURPOSE

The SGS team will operate on principles needed for establishing a results-based, learning organization. They will utilize the following values in development of programs, services, projects and activities: sustainability; accountability and reciprocal accountability; responsibilities/ disciplines; partnerships and relationships; informed decision-making; innovation; factors for collective interests; cultural integrity; and effective investment of resources – time, people, money.

### IMPLEMENTATION PLAN FOR AGREEMENTS

Goal: Work in partnership with BC Hydro to improve relationships and share opportunities.

### COMMUNICATIONS/INFORMATION SHARING

Goal: To improve relations between the parties and to provide for improvements to past operational practices.





## SHARED IMPLEMENTATION DEVELOPMENT MESSAGES

### DIRECTION

We have accepted we are stronger in Unity; we must now prepare to accept the benefits of Unity and prepare to accept the compromises of Unity

### OPPORTUNITIES

Cultivate – identify and realize for collective and community benefits

### CAPACITY

Strengthen the skills, competencies, and abilities of people and communities in developing societies so they can overcome the causes of their exclusion and suffering

### JURISDICTION

Promote, support St'át'imc by providing technical support in achieving recognition

### OBLIGATIONS

Contained in the agreement, contained in our title, and exercising our rights

### STAFFING

There are currently fourteen positions in SGS that are developing and delivering programs and services related to the implementation of agreements

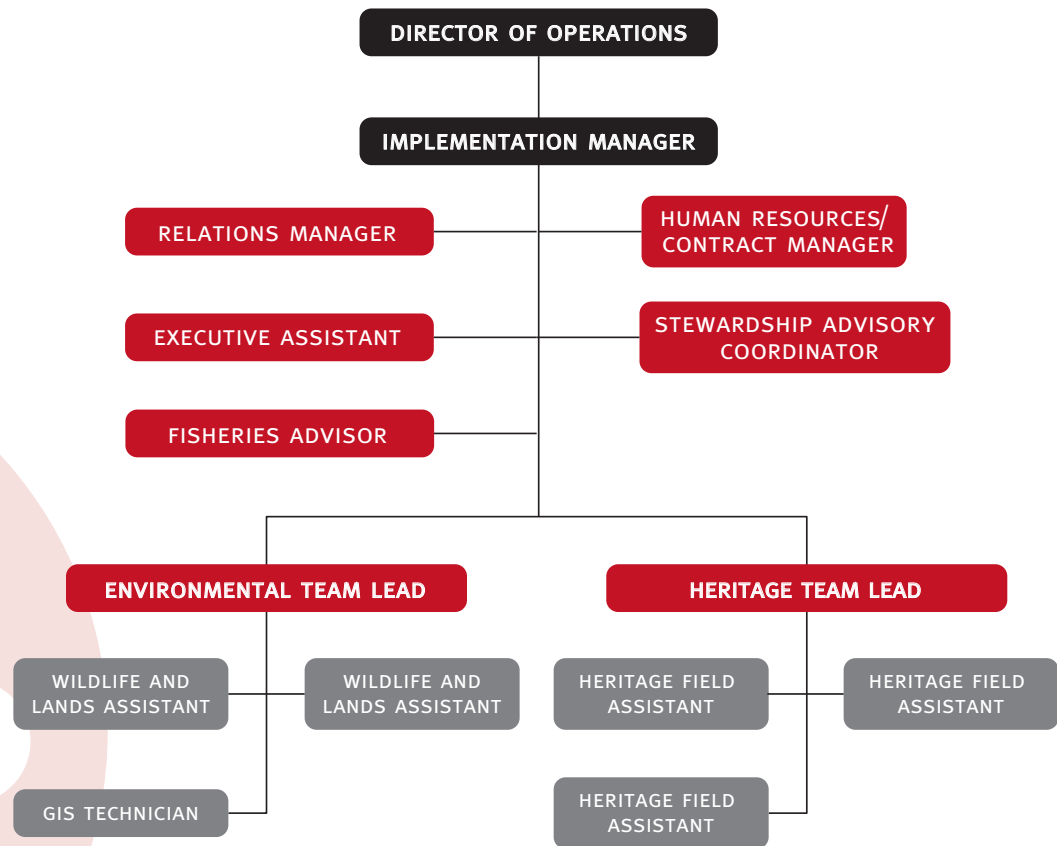


**“It’s good that our future generations are going to be looked after.”**

— Xwisten Community Member

## ONGOING ORGANIZATIONAL DEVELOPMENT:

- a) Governance
- b) Administration
- c) Finance
- d) Communications, Accountability and Community Engagement





**a) GOVERNANCE STRATEGIC GOALS:**

- Practice good governance
- Accountability and reciprocal accountability
- Informed decision making
- Results-based, strategic, proactive, innovative
- Effective investment of resources – time, people, money
- Incorporate St’át’imc knowledge
- Support unity principles and directives
- Clear organizational roles and responsibilities
- Adoption of SGS operation manual

**b) ADMINISTRATION STRATEGIC GOALS:**

- Effective, efficient and culturally-relevant management of staff
- Strengthen human resources
- The SGS is a ‘learning organization’
- Create trust in process by entrenching transparency and accountability in business and operations policy and procedures
- Provide responsible management and executive operation leadership
- Ensure consistency in operations and program standards
- Strengthen internal communications
- Effective interface with third parties

**c) FINANCE STRATEGIC GOALS:**

- Fiscal responsibility
- Fiscal transparency
- Organizational and program sustainability
- Access to financial resources

**d) COMMUNICATIONS, ACCOUNTABILITY, & COMMUNITY ENGAGEMENT STRATEGIC GOALS:**

- Effective community relationships
- Effective community participation
- Relationship building

## CHALLENGES

One of the biggest challenges has been around the ability of the SCC to receive resources from the Legacy Funds

The SGS is required to obtain an Advance Tax Ruling from Revenue Canada to determine if it is recognized as a government body and thus exempt from paying taxes. The submission was submitted in October 2012 and is expected to take 3 – 6 months to get a decision. In the meantime, the SCC has had to borrow funds from the communities to carry out the transition and implementation work.

A lot of engagement work with communities will need to take place over the next few years to assist with developing strategies and agreements for land-use and governance. Process and procedures need to be developed and utilized for this work.

Working in unity, it is necessary for all 11 communities to have agreement on all issues tied to the title, rights, and responsibilities. The SGS will develop effective political collaboration to attain these agreements.

## SETTLEMENT AGREEMENT GOALS

- a) Long-term environmental mitigation plans to help restore land, water, fish, wildlife and vegetation;
- b) A heritage and culture plan to help preserve, protect, and promote St'át'imc culture;
- c) Developing a long-term sustainable relationship between the St'át'imc and BC Hydro;
- d) An education and training component to build capacity within the Communities to meet our responsibilities and realize opportunities.



**“The benefits from the Hydro Agreement, will give our children, grandchildren a better future, without the struggles that our ancestors had.”**

— Xaxli'p Community Member



# PROGRAMS TO ACHIEVE GOALS FOR FIRST FIVE YEARS

## LANDS AND RESOURCES

### Fisheries and Habitat

- On-going studies
- Mitigation and restoration planning
- Collaboration exercise jurisdiction

### Land Use

- Referral process development
  - Standardization agreement
  - Guidelines agreement
- Creation of planning documents
  - Use of data agreements
- Information management system
  - Coordination with/of existing systems
  - Custodial and stewardship collaboration strategy development

### Bridge Watershed Planning

- Studies
- Development of best practices for watershed planning
- Mitigation and restoration projects
- Develop agreement amongst St'át'imc for planning

## GIS

- Information and data collection
- Educational tool application development and integration
- Referral system triggers

### Wildlife and Habitat

- Ongoing studies
- Mitigation and restoration projects
- Management systems/ Jurisdiction strategy development
- Develop St'át'imc agreement

## HERITAGE AND CULTURE

### Obtain St'át'imc agreement for governance

**Data creation** – system and protocols, gathering and entry

**Mitigation and restoration work** – project development and implementation of measures

**Education tools** – collaboration to develop a strategy

**Culture and heritage facility(s)** – develop strategy for the realization

## **STEWARDSHIP ADVISORY**

St'át'imc knowledge resource base

Community liaison regarding interests, concerns, needs, and awareness

Provide advice and input into projects and strategies

## **WATER USE PROGRAM**

Seventeen studies tied to water license requirements

Capacity building for St'át'imc to undertake all aspects of work

Develop effective management (project, contract, data) systems for delivery

Incorporate St'át'imc knowledge into studies

## **RELATIONSHIPS**

**Contracts** – Direct awards, long term capital in a St'át'imc framework to be developed

**Certainty** – Relations agreement terms, shared information, informed decision making, shared resources protocol development

**Standards** – Evaluation for improvement and clarity purposes

**Reciprocal accountability** – Shared responsibility and duties framework

**On the ground** – measures to be proactive, information sharing, notice requirements, cross cultural training activities, engagement process establishment with communities

## **EDUCATION AND TRAINING**

Linkages to local labour market information for community and regional uses

**Needs identification** – community awareness, establish base line data

Different approach to organized planning through capacity building

Roles and responsibilities in continuum of lifelong learning

Leverage partnerships

Community engagement to develop a 20 year program

## **SERVICE DELIVERY - BALANCE**

Alignment work with community, regional, and St'át'imc

Development of delivery model and governance processes

Healthy community pillar exploration and development of strategies

**Economic pillar development** – Economy understanding/ capacity building, purpose development and governance (separation of politics and business)

**Develop St'át'imc agreement**

## **COMMUNICATIONS**

**Communication plan implementation**

**Cycle** – establish calendar to compliment structural needs

**Procedures** – tools and processes to be developed and implemented

## FINANCIAL STATEMENT

This statement is a combination of balance sheets and cash position to the end of April 2012. This also covers the transition of SNH to SGS post ratification of the agreements, as SGS inherited all assets and liabilities from SNH when it was closed.

### SNH – Year End March 31, 2012

Revenue		\$462,120.00
Expenses	\$944,754.00	
Previous Year Balance		<u>\$482,886.00</u>
March 31, 2012 Balance		<u>\$252.00</u>

### SGS – Period December 19, 2011 Year End April 30, 2011

Revenue		\$203,156.00
<b>Expenses</b>		
Administration	\$321,749.00	
Governance	\$63,432.00	
BC Fisheries Fund	\$23,543.00	
Land and Resources Fund	\$5,420.00	
BCH Capacity Fund	\$247,456.00	
Heritage and Culture Fund	\$1,037.00	
Department of Fisheries	<u>\$5,196.00</u>	
	<u>\$667,833.00</u>	
April 30, 2012 Balance		<u>-\$464,677.00</u>
Proceedings of Long Term Debt		<u>\$910,000.00</u>
Amortization	\$683.00	
Account Receivable	-\$136,837.00	
Prepaid Expenses	-\$4,622.00	
Account Payable	\$125,583.00	
Capital Assets	-\$8,894.00	
		<u>-\$24,087.00</u>
Year End Cash		<u><u>\$421,236.00</u></u>



## IMPLEMENTATION TEAM TASKS

### POINTS OF CONTACT

The St'át'imc relations manager is the designated point of contact for St'át'imc and the communities. St'át'imc will communicate relevant information directly to each community's contact person.

### BC HYDRO'S LONG TERM PLANS

BC Hydro will meet annually with St'át'imc to discuss its long-term plans relating to various matters in the territory, including the operation and maintenance of the facilities (except for Cheakamus Generation), long-term capital plans, new authorizations or facilities, transmission system development and calls for power. This meeting may be held in conjunction with the operations update meeting.

### BC HYDRO – OTHER INFORMATION

In addition to the operations update (ss. 7.1-7.7), BC Hydro will provide two-weeks notice to the relevant community and St'át'imc relations manager of operations and maintenance activities on reserves, ground disturbance or excavation in the territory, safety aspects of particular concern, or other activities as may be agreed to in writing.

### ST'ÁT'IMC TRUST AUDIT REPORT

Within 30 days of receiving its annual trust audit report, St'át'imc will provide BC Hydro with a copy.

### ST'ÁT'IMC CULTURAL HERITAGE MITIGATION

BC Hydro and St'át'imc will exchange any reports or summaries related to mitigation measures undertaken in relation to St'át'imc cultural heritage that may be impacted by operations or maintenance of the facilities.

### EMERGENCIES

BC Hydro and St'át'imc will exchange and coordinate their respective emergency contacts and plans existing from time-to-time with the goal of maximizing the ability of BC Hydro and St'át'imc to effectively respond to emergencies at a BC Hydro facility.

### ANNUAL OPERATIONS UPDATE

BC Hydro will:

- Prepare an annual operations update regarding its plans for operation, maintenance, inspection and closures of the facilities for the forthcoming fiscal year (April 1 – March 31).
- Beginning with the second operations update, provide the results of implementation of the previous year's update and review outcomes of any environmental incidents in the previous year.
- Provide an outline or draft operations update to the St'át'imc relations manager by March 31 of each year to be reviewed and discussed by the St'át'imc and BC Hydro relations managers.
- On or before April 30 of each year, plan with the St'át'imc relations manager an operations update meeting for

interested communities and members (and anyone else the parties agree to invite), to discuss those portions of the operations update that are relevant to St'át'imc.

- The relations managers (and any other parties they mutually agree to invite), will meet within 30 days after the operations update meeting for a follow up discussion about BC Hydro's response to any reasonable comments or concerns which were not addressed during the presentation of the operations update.

## CONTRACTING AND EMPLOYMENT

**GOAL:** Realize opportunities for St'át'imc in contracting and employment with BC Hydro.

**CHALLENGE:** Need to develop process and protocol to determine readiness for communities and entities to be able to undertake contracting, partnership development, and collaboration.

### GENERAL

BC Hydro will work with St'át'imc to assist in identifying:

- Business and economic opportunities related to BC Hydro's day-to-day business in the territory for eligible business entities and community members, including general contracting, subcontracting, and procurement opportunities.
- Long-term sustainable business opportunities related to the existing BC Hydro facilities (operation, maintenance, upgrade,

etc.), development, and construction of new BC Hydro facilities, including the new transmission line.

- Use BC Hydro's aboriginal procurement policies to identify opportunities in the normal course of business.

### VEGETATION MANAGEMENT

For a period of 10 years from the effective date (May 10, 2011) BC Hydro will make available to eligible business entities:

- Vegetation management contract opportunities in the areas around the transmission facilities, totaling \$2,000,000 over the 10 years.
- In 2021, provide a conditional one-time renewal of that contract opportunity commitment for a further 10 year period.

### BRIDGE RIVER WUP PROGRAM

BC Hydro will also work with St'át'imc to identify additional contracting opportunities related to renewal or replacement of the Bridge River WUP.

### GENERAL CONTRACTS – SEKW'ELW'AS AND TSALALH

For a period of 15 years from the effective date (May 10, 2011) BC Hydro will make available to Sekw'elw'as and Tsalalh community members general contract opportunities.

### NEW TRANSMISSION LINE

The new transmission line project will directly impact 3 communities: Tsalalh, Xwisten and N'Quatqua.

## RELOCATION OF 60L20

In connection with the relocation, BC Hydro will make efforts, with the help of St'át'imc, Xaxli'p and Xwisten, to identify and make available general contracting and field work opportunities.

## OPERATIONS UPDATE

As part of every annual operations update, BC Hydro will discuss with the St'át'imc relations manager (and any directly affected communities) possible contracting opportunities for eligible business entities, or employment related to the specific operation and maintenance activities outlined in the draft operations update.

## ENVIRONMENTAL MANAGEMENT PLANS

If BC Hydro decides an environmental management plan is required for a certain project or activity related to a facility, they will discuss possible contracting opportunities for eligible business entities or employment for members related to the preparation of that plan. So long as the entity or member(s) meet the qualifications or standards required by BC Hydro for completing that plan.



**“It is exciting to see (for real) the doors of our future opening to many opportunities for myself, my children, grandchildren, and future generations.”**

## GOVERNANCE

**GOAL:** To have process and structure for smooth implementation of the agreements.

### PRINCIPALS MEETINGS

St'át'imc and BC Hydro will have a meeting of principals at least once per year until the 10th anniversary (May 10, 2021). The purpose of the Principals Meetings is to review and determine ways to improve the implementation of the agreements.

### STEERING COMMITTEE

Consists of three representatives from each organization. The steering committee will:

- meet at least once every six months
- evaluate and provide direction for implementation challenges

### IMPLEMENTATION COMMITTEE

St'át'imc and BC Hydro will designate respective implementation managers who will be responsible for overseeing the implementation of decisions and/or recommendations from the steering committee or principals.

— Samahquam Community Member



## ANNUAL PAYMENTS

The following funds must be reported on by St'át'imc:

**NATIONAL ANNUAL PAYMENTS** for 50 years

**ENVIRONMENT AND NATURAL RESOURCES PAYMENTS** for 100 years. To be used only for the purposes of funding environment and natural resource mitigation and enhancement initiatives.

**HERITAGE AND CULTURE PAYMENTS** for 5 years. May be used only for the purposes of funding heritage and culture mitigation and enhancement initiatives.

**EDUCATION AND TRAINING PAYMENTS** for 5 years. May be used only for the purposes of funding education and training initiatives.

**ADMINISTRATION FUND PAYMENTS** for 100 years. May be used only for the purposes of funding costs to St'át'imc of implementing and meeting its obligations under the settlement documents.

**NEW TRANSMISSION LINE NATION PAYMENT** If the new transmission line is approved, BC Hydro will pay to the St'át'imc Trust a new transmission line nation payment.

## WATERSHED STRATEGIC PLAN

Within 3 years of the effective date, the steering committee (or any designated sub-committee or working group) will develop the initial Bridge-Seton Watershed Strategic Plan as follows:

- Review existing or proposed environment or natural resource mitigation projects of St'át'imc, BCRP funded projects and the physical works projects and monitoring programs ordered under the Bridge River WUP within the Bridge-Seton Watershed as identified in the map attached as Schedule D to the relations agreement;
- Prepare a draft Bridge-Seton Watershed Strategic Plan that coordinates the projects and programs listed above so as to achieve synergies and cost savings and avoid duplication of efforts;
- Invite representatives from the Federal Department of Fisheries and Oceans and the British Columbia Ministry of Environment to review and discuss the proposed Bridge-Seton Watershed Strategic Plan, and;
- Recommend draft plan to St'át'imc and BC Hydro principals.



**“I would like to see more St'át'imc involved in the decisions relating to St'át'imc territory so that we can ensure the lands are treated respectfully.”** — T'it'q'et Community Member

## RELOCATION OF 60L20

BC Hydro, Xaxli'p, Xwisten and St'át'imc will discuss and finalize the route selection within the identified relocated route area (see Schedule 7 of the St'át'imc Settlement Agreement) and will conduct heritage, cultural & archaeological impact assessment studies for required authorizations. Note that Xaxli'p is the primary community affected.

Once authorizations are received, BC Hydro will relocate the applicable portion of the 60L20 line to the agreed upon route.

BC Hydro, Xaxli'p, Xwisten and St'át'imc need to identify mitigation strategies where relevant to address adverse impacts of relocating the line (other than those impacts accommodated by the agreement).

After the relocation of the line, BC Hydro will work with Xaxli'p and the Government of Canada to release the portion of the transmission right of way located on Xaxli'p's reserve land that is no longer required for the 60L20 line.

BC Hydro will work with Xaxli'p, Xwisten and St'át'imc to identify contracting opportunities and field work opportunities for eligible business entities.

## CULTURE AND HERITAGE

### SGS HERITAGE AND CULTURE PROGRAM

**GOAL:** The protection, preservation and management of all aspects of St'át'imc Heritage.

#### OBJECTIVES:

- Document St'át'imc cultural heritage sites
- Promote the internal exchange of St'át'imc knowledge, beliefs, and values for the protection of cultural traditions, past and present
- Protect heritage sites through education and communication with St'át'imc and non-St'át'imc organizations
- Provide capacity building opportunities to enable St'át'imc heritage workers to continue to serve as stewards of St'át'imc territory
- Maintain the integrity of St'át'imc heritage by ensuring heritage sites and objects are protected, preserved and managed with St'át'imc values and traditions



**“Thank you all for all your hard work. Great to see all the chiefs come together as one.”**

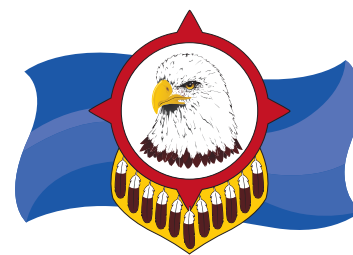
— Tsalalh Community Member

## SGS NEXT STEPS

- SGS to develop and adopt operations manual
- Fully understand reciprocal accountability and engagement process
- Establish information-sharing protocols
- Develop data management systems and tools
- Develop the 20 year Education & Training program
- Develop Emergency Preparedness Plan - with the integration of community regions of St'át'imc plans, inclusive of capacity development and partnering with industry and other levels of government







**ST'ÁT'IMC CHIEFS COUNCIL**

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