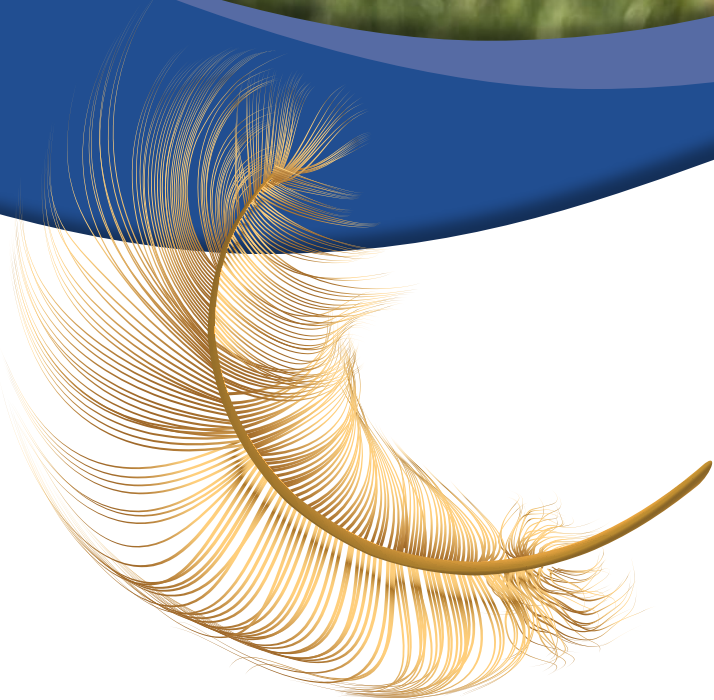














ST'ÁT'IMC

GOVERNMENT SERVICES
2020 ANNUAL REPORT





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ST'ÁT'IMC ORGANIZATIONAL PURPOSE

St'át'imc Government Services (SGS) represents 10 communities: N'Quatqua, Samahquam, Sekw'el'was, Skatin, T'it'q'et, Ts'kw'aylaxw, Xa'xtsa, Xaxli'p, Tsal'alh and Xwisten. We implement the programs from the St'át'imc - BC Hydro Agreements for the benefit of the collective interests of St'át'imc. SGS supports and promotes St'át'imc unity principles and the laws of the land as provided by the Elders (Nxeitmenlhalkálha lti tmicwa) to ensure that cultural integrity is maintained and enhanced.

SGS MISSION

Operate as an efficient organization that coordinates and provides advisory services, capacity building, partnership and relationship building, and cultivates opportunities in the areas of lands and resource, heritage and culture, stewardship, BC Hydro relationship, business opportunities, education and training, and service delivery programs.

OUR VALUES

St'át'imc Government Services is guided by the following values:

Trustworthy and Ethical SGS values respect. Honesty and integrity, our stewardship Values of tmicw (the land); the interconnectedness of our language, culture and heritage with the land; and the protection and sustainable management of our shared resources for future ucwalmicw St'át'imc people of the land by only taking what we need.	Unity SGS values and strengthens our inter-relationships, and the interdependence amongst our ucwalmicw, communities, Nation and our Creator.
Community Centred SGS values the needs and interests of ucwalmicw; respects our needs and rights (safety, education, health, dignity and self-determination) and respects our history, our language and our culture (knowledge, ucwlmicwts – language, and practices).	Strategic and Competent SGS is committed to lifelong learning that improves individual and organizational capacity and standards, which is reflective of our traditional leaders' roles. Our leaders, at all levels, strive to be highly competent, skilled, adaptive and innovative to meet evolving needs.



MESSAGE FROM THE CO-CHAIRS

Susan James, *SGS Board Co-Chair*

Chantel Thevarge, *SGS Board Co-Chair*

While the beginning of 2020 has seen us face new and unexpected challenges, the past year has been a busy and productive one for St'át'imc Government Services (SGS).

On September 9, 2019, the 10 communities represented by the St'át'imc Authority signed the High Flow Settlement Agreement with BC Hydro to recognize the impacts of higher flows in the Bridge River and begin mitigation and enhancement projects. This new initiative, administered by SGS, saw two new streams added to our portfolio: Capital Planning to identify contracting opportunities with BC Hydro and prepare St'át'imc businesses for them, and the Joint Planning Form to identify mitigation and enhancement projects for the species affected by the high flows.

This work is in addition to the ongoing programs SGS is currently responsible for, including protection of cultural heritage, environmental management and protection, education and training initiatives, operational updates and information sharing for emergencies and unplanned events. You can read the highlights, challenges, and priorities for these programs in each respective section of this report.

The SGS Board has gone through some very challenging times dealing with turnover and changes within the organization. The board faced these challenges as a group and this required the board to take on added responsibilities while we implemented these changes. As Chairs, we want to acknowledge the hard work of the board as members went above and beyond what was expected of them. The board's dedication to positive change has moved SGS in a new direction to best support St'át'imc.

We were also pleased to welcome several new staff in the past year. Bobby Watkinson joined SGS in the newly formed role of Administrator/ Implementation Manager and brings a wealth of knowledge to SGS including over 17 years' experience in management, administration, human resources, finance, and computer technology. Other new staff include Relations Manager Meaghan Hume, SCC Director of Operations Art Adolph, 3 finance professionals, a Community Relations Assistant, JPF Lead, Receptionist, Integrity Coordinator, Language Worker and a part-time Capital Planning Manager. We are thrilled to welcome all our new staff as we wanted to continue to build up the

capacity of our Nation within our organization. Staff have stewarded several improvements at SGS in the past year including updates to finance and technology which positioned staff to be able to work remotely effectively when COVID-19 restrictions came into place.

In 2018, a 5-year review of the agreements in achieving an effective relationship between BC Hydro and St'át'imc was completed. A key theme that emerged from this was the need for enhanced communication and this will be a focus in the upcoming year. We are striving to widely reach St'át'imc membership to help them understand the upcoming capital projects that are planned in our territory as well as increase understanding about our agreement and relationship with BC Hydro. Ensuring the responsible implementation of the St'át'imc-BC Hydro Agreement on behalf of St'át'imc communities remains our commitment. We would like to thank our fellow board members, SGS staff, SCC/SA and external partners we work alongside in their efforts to collaboratively to achieve this.





MESSAGE FROM THE SGS ADMINISTRATOR/ IMPLEMENTATION MANAGER

I am pleased to provide a summary on the work achieved by SGS in my first year as the SGS Administrator. Our purpose each year is the development and improvement of services, which means efficient delivery of programs that benefit all St’át’imc. I want to acknowledge all the hard work that past and current board leadership and staff have done up to this point. The annual report is an opportunity for us to highlight our successes, challenges, and goals moving forward.

There has been significant transition at SGS over the past years, and we are very pleased to say that we have made some good changes within the organization that will benefit SGS and the Nation’s growth into the future. Working collaboratively with SGS staff and the SGS board, we were able to implement some organizational restructuring which has led to clarity of roles and efficiency. Since the beginning of 2019, we have welcomed on 10 new staff to fill various vacant or new roles within SGS. The incorporation of new staff has improved work production in areas that needed additional capacity and has positioned us for a positive outlook into the future.

Some of our successes this year included the implementation of a new in-house finance department, which now gives SGS the capacity to manage all finances internally with a new finance team. Prior to 2019, SGS and SCC staff were in two different offices and now I am pleased to say that we are all now located under one roof, which has enhanced collaboration and strengthened our team. Our previous IT was very outdated and this year we were able to make some vast improvements in this area, which gives the staff the required tools to implement programming more efficiently.

We have heard that improving communication with communities was an area that needed focus. I am proud of how staff are handling a new directive to be more engaged at a community level through meetings and virtual sessions. Our staff’s ability to deal with communication during a pandemic has been very efficient as we continually look at ways to ensure information gets distributed when needed. Project work has continued to move forward with BC Hydro, and SGS has strived to improve this relationship while ensuring St’at’imc’s best interests continue to be the priority.

We continue to look at ways to improve our programming and we are still learning. We look forward to engaging with communities more and identifying what is working and what is not. Together with all St’át’imc, we are confident we will continue to grow as an organization and a Nation in all areas. Improved planning and implementation are allowing staff to continue their work while ensuring our member’s past, current, and future commitments are met.

Kúkwstum’ckacw

Bobby Watkinson, *SGS Administrator/
Implementation Manager*





HISTORY OF THE BRIDGE RIVER PROJECT AND ST'ÁT'IMC/BC HYDRO RELATIONSHIP

1912 Surveyor Geoffrey Downton incorporates the Bridge River Power Company (BRPC), undertakes extensive surveys and commissions the design of the Bridge River system.

1925 BC Electric Corp. (BCE) purchases BRPC.

1927 – 1931 Construction of Mission Ridge Tunnel No. 1 through Mission Mountain, between Bridge River and Seton Lake.

1934 Diversion of water from Bridge River through the Mission Ridge Tunnel No. 1. Temporary generation station on Seton Lake built.

1946 – 1954 Replacement of the temporary generating station on Seton Lake with the Bridge River No. 1 Powerhouse and Penstocks.

1948 Construction of temporary diversion dam (Mission Dam) diverting water from River into Seton Lake. Transmission line built from Bridge River terminal to Cheekeye.

1949 – 1955 LaJoie Dam constructed, creating Downton reservoir.

1950 – 1956 Seton Dam, Penstock, powerhouse and canal constructed.

1952 Transmission lines built from Bridge River terminal to Rosedale; from Seton to Carquille; from Seton to Bridge River 1 and from Bridge River 1 to La Joie generating station.

1952 – 1956 Transmission lines built from Bridge River Terminal to Bridge River 2; from Bridge River terminal to Bridge River 1.

1955 – 1960 Cayoosh Creek Diversion Dam constructed.

1957 LaJoie Powerhouse completed.

1958 – 1960 Mission Ridge tunnel No. 2 and Bridge River No. 2 powerhouse and Penstocks built.

1959 Additional transmission line built from Bridge River terminal to Cheekeye.

1960 Replacement of the temporary Mission diversion dam with Terzaghi Dam, creating Carpenter Reservoir and diverting the Bridge River to Seton Lake.

1961 BCE becomes BC Hydro.

1963 Transmission line from Bridge River terminal to Kelly Lake.

1965 2nd transmission line from Bridge River terminal to Kelly Lake.

1968 Cayoosh Creek Dam abandoned and breached to allow Cayoosh Creek to return to its former path.

1970 Transmission lines built from Kelly Lake to Ingledow and from Kelly Lake to Cheekeye.

1989 Negotiations with four St'át'imc communities (N'Quatqua, Xwisten, Tsal'alh and Ts'kw'aylaxw) and BC Hydro commence, and the communities requested to negotiate with the Nation.

1993 St'át'imc and BC Hydro sign a negotiations protocol agreement.

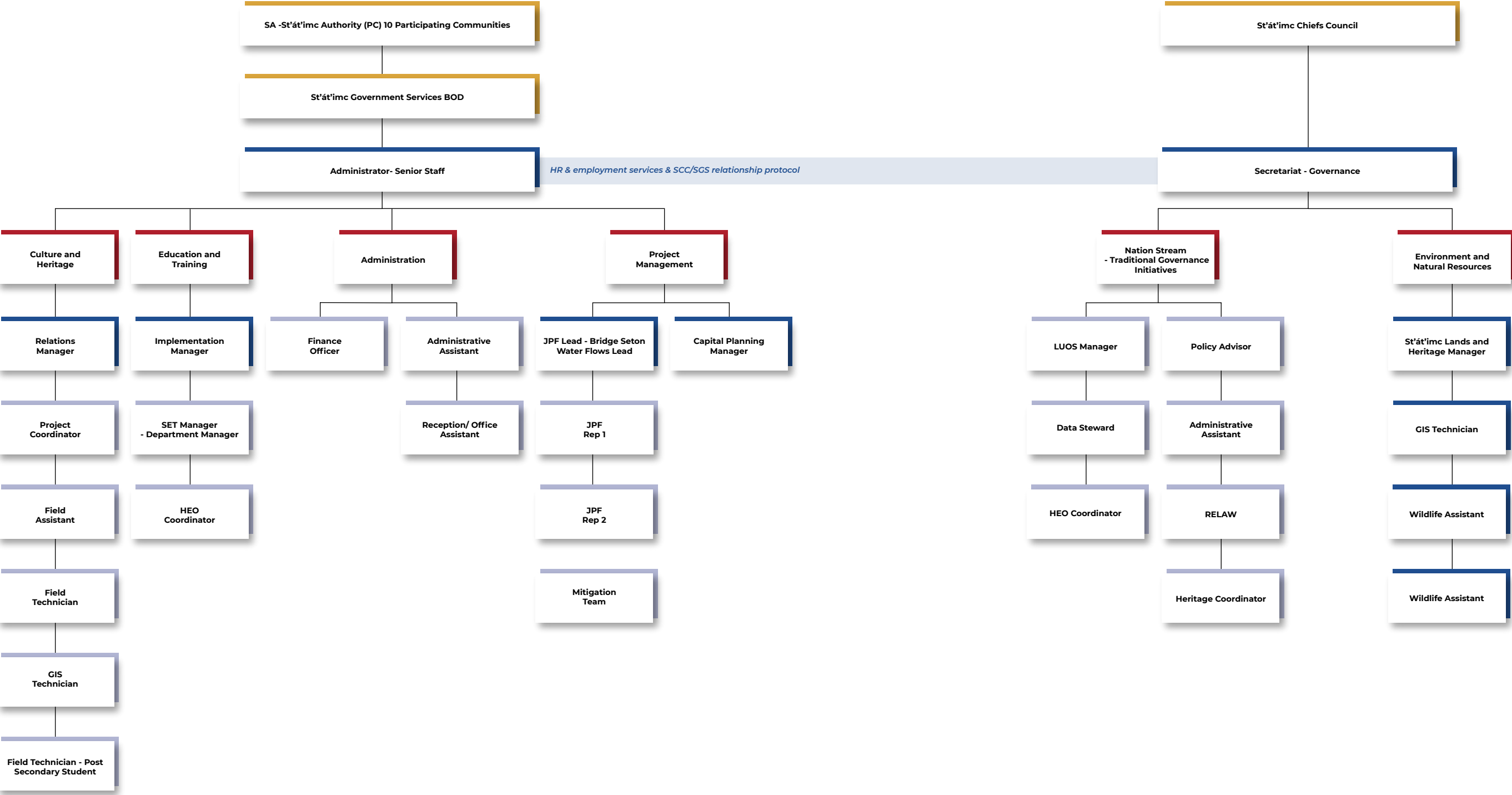
2011 May 10, 2011, St'át'imc, BC Hydro and the Province sign the St'át'imc Agreements. Payments for Education and Training 5 years; Culture and Heritage 5 years; Environment 100 years. Relations Agreement is a living agreement. Nation payments to the Trust for 50 years.

2019 St'át'imc and BC Hydro sign the High Flow Settlement Agreement to fund mitigation and enhancement projects for the Lower Bridge River and confirm contracting opportunities for St'át'imc businesses.





ST'AT'IMC ORGANIZATIONAL CHART





ADMINISTRATION

Bobby Watkinson, *Administrator/Implementation Manager*
Meaghan Hume, *Relations Manager*
Margaret Michell, *Administrative Assistant*
Taya Rankin, *Reception*

MANDATE

The mandate of the SGS Administration department is to oversee the development and delivery of government services and programs to the St'át'imc communities and their members.

The Administration department is responsible for ensuring obligations are being implemented and met as per the St'át'imc - BC Hydro Settlement Agreements.

HUMAN RESOURCES

Our goal is to foster a positive workplace that ensures fairness and consistency of processes, practices and procedures throughout SGS. The SGS human resources includes St'át'imc Chief's Council Staff and a member of the Joint Planning Forum.

A. Staffing (As of August 31, 2020)

Throughout the year SGS/SCC had a total of 27 part-time and/or full-time positions. The total staff number included regular employees, summer students and project term employees. During the 2019 year, the organization saw 10 new staff come on board and 6 staff leave. This included 2 to pursue new career paths, 1 contract ended, and 3 summer student positions.

B. Safety and Operations

During the exceptional circumstances of 2019, SGS responded swiftly to the threat of COVID-19 and implemented measures to promote the safety of staff and community members. This included the development of a comprehensive COVID-19 policy, reconfiguring our office space and installing barriers to enable distancing measures, and a framework to support effective work-from-home measures when needed. SGS continues to refine the policies and procedures in response to recommendations of the provincial health authority, St'át'imc leadership and best practices.

We also support the safety of staff through training (including swift water and maintaining appropriately certified First Aid staff) and the installation of an automated external defibrillator (AED) on site in 2020.

IT-INFORMATION TECHNOLOGY

SGS made significant upgrades to our IT in 2019/20, including the upgrade to Telus Fiber Optic internet for faster connectivity and upgrades to phone and computer systems.

These systems enabled staff to continue to fulfill duties remotely while working from home and ensured SGS could continue its work during COVID-19 shut down of the office.

RELATIONS AND IMPLEMENTATION

We continue to work in close partnership with St'át'imc communities to promote and support their interests and rights regarding BC Hydro's work in St'át'imc Territory. In the last year, we had several focuses including:

- Meeting with communities in their territories to understand their priorities and how to best collaborate
- Coordinating a comprehensive written submission to the Province for the Phase 2 Review of BC Hydro articulating how to better implement best practices that work for communities based on responses we have gathered
- Sharing information on upcoming capital project work in St'át'imc Territory including facilitating information sharing sessions in 3 communities on the LaJoie Dam

Improvement project, coordinating the Annual Operations Update and emergency operations

- Ensuring BC Hydro adheres to the notifications process for maintenance and operations work on its infrastructure in the territory and tracking data on the notifications
- Attending and communicating information about BC Hydro's COVID-19 protocols including attending weekly update meetings and coordinating a virtual check in session to gather feedback from community
- Creating a joint communications strategy with BC Hydro to enhance awareness of the agreements with St'át'imc members and enhance access to opportunities

MOVING FORWARD

SGS will be looking to bring on 4 new staffing positions within the organization during the 2020/21 year:

Environment Manager
Communication Officer
Fisheries Technician
Capital Planning Manager - trainee/mentorship





CULTURE AND HERITAGE

The projects conducted by the SGS Heritage Team are directed by the Archaeological Management Plan outlined in the Settlement Agreement. The work completed between 2012-17 focused on mitigating past impacts by BC Hydro and our current work focuses on monitoring BC Hydro's potential impacts to culture and heritage and documenting unrecorded sites in St'át'imc Territory.

We work as a team to protect, preserve, and manage of all aspects of St'át'imc Heritage.

Chester Alec (NRT Cert.), *Heritage Field Assistant*
Alysha Edwards (B.A.), *Heritage Field Technician*
Nadine Gray (M.A.), *Heritage Project Coordinator*
Charlene John, *Heritage Field Technician*
Talicia Kane (B.Sc), *Heritage Field Technician GIS*

ARCHAEOLOGICAL MANAGEMENT PLAN (AMP)

The Heritage Inventory and Assessment Project outlined in the AMP is designed to document known heritage resources in St'át'imc Territory which have not been fully recorded or documented. Each Community will have the opportunity to make recommendations on heritage sites to be included in the field study. Due to Covid-19, limited field work was conducted for this project this year. In 2021, our focus will be to meet with Communities, selecting and documenting heritage sites and storing the data in Trailmark.

Trailmark is a secure, web-based GIS platform with mobile data collection, a web survey tool and digital file storage. We began working with Trailmark in December of 2019 and training for the Heritage Team took place in March of 2020. This platform will be used by the Heritage Team to capture, store, analyze, manage, and present all types of spatial data from our past as well as ongoing heritage projects. The Trailmark Hub will be developed to create Community Hubs where we will share information about Heritage projects with Communities. This year our focus has been on uploading spatial data, reports and maps to the platform and creating forms to record heritage information during our project.



Recording projectile points in St'át'imc Territory.
Recording the location of heritage resources in the Territory in partnerships with Communities helps to ensure that sites can be protected and managed in the future.





CURRENT BC HYDRO PROJECTS

One component of our work program is to monitor BC Hydro activities and ensure the protection of heritage resources. This work includes contracts for several BC Hydro Programs and Projects.

Currently, SGS Heritage has 4 active contracts with BC Hydro.

1. The Reservoir Archaeology Program (RAP) for Carpenter, Downton and Seton Lake;
2. Seton Lake Erosion Mitigation Plan (SLEMP) including the Seton Buoy placement and conceptual design work for 3 heritage sites on Seton Lake;
3. As When Contract for on-call Pole Replacement Monitoring, Erosion and Mitigation Work and/or Erosion Control Studies; and
4. Bridge River Environmental Support Services for archaeology assessments, land use studies, monitoring plans, environmental field support, environmental assessment support and other environmental support services as required.



The 2020 SGS Reservoir Archaeology Program crew L – R: Alysha Edwards, Chester Alec, Matt Begg (Wood PLC), and Nadine Gray

RESERVOIR ARCHAEOLOGY PROGRAM (RAP)

Through a Service Agreement between SGS Heritage and Wood PCL, an archaeological inventory was initiated for the Reservoir Archaeology Program (RAP) at Downton and Carpenter Reservoirs and Seton Lake during the summer of 2018. Archaeological survey work and recording of archaeology sites were conducted during the 2018, 2019 and 2020 field seasons. The RAP is a provincial program that ensures that all BC Hydro Reservoir operations comply with the BC Heritage Conservation Act. Working with the Archaeology Branch, the Forests, Lands, Natural Resource Operations and Rural Development (FLNRORD) and affected First Nations, the RAP assesses and manages impacts to protected archaeological sites within the active erosion zone.

The active erosion zone is the area between the lowest and highest water values and includes land above the normal high pool that could erode as a result of reservoir operations. The set back area is the area expected to erode during the operational life of a reservoir which varies in distance from the high pool line depending on the terrain and soil types.

The RAP has two phases:

Phase 1: Inventory and Assess sites and then develop a management plan

Phase 2: Implement the Archaeological Management Plan for each Reservoir

RAP St'at'imc Field Crew for Carpenter and Downton Reservoir and Seton Lake

The crew conducts an archaeological survey to locate unregistered sites, record new archaeology sites and re-visit previously recorded archaeology sites to assess their condition.

The 2018 St'at'imc Crew members included Chester Alec (SGS), Sam Copeland (T'it'q'et), Ervin Joseph (Tsal'alh), Vision Ley (Tsal'alh), Doug Mitchell (N'Quatqua), Art Peters (Xwisten) and John Terry (Xwisten). The crew, along with 3 archaeologists from Wood PCL completed 21 days of fieldwork.

The 2019 St'at'imc crew included Chester Alec (SGS), Alysha Edwards (SGS), Sam Copeland (T'it'q'et), Art Peters (Xwisten) and Chanvre Oleman (Tsal'alh). The crew, along with 3 archaeologists from Wood PCL completed 14 days of fieldwork.

Due to Covid-19 concerns and maintaining a small bubble, the 2020 crew consisted of Chester Alec (SGS), Alysha Edwards (SGS) and Nadine Gray (SGS/GWR Heritage) and 1 archaeologist from Wood PCL for a total of 19 field days.

NEWLY IDENTIFIED ARCHAEOLOGICAL SITES





Results of the Reservoir Archaeology Project - Inventory

DOWNTON RESERVOIR

The inventory identified 3 new archaeology sites in 2018, 7 new sites in 2019 and 6 new sites in 2020. Prior to the 2018 RAP field work there were no recorded archaeology sites within the draw-down zone and set back area. Since we began the RAP work, a total of 16 new sites have been recorded within the active erosion and set back zone of the Reservoir.

CARPENTER RESERVOIR

The inventory identified 4 new archaeology sites in 2018, 1 new site in 2019 and 6 new sites in 2020. Ten previously recorded sites were also revisited during the field work. Four of the previously recorded sites showed evidence of erosion, some with active erosion with impacts occurring within the set back area of the Reservoir.

SETON LAKE

The inventory identified 6 new archaeology sites in 2018 and 10 new sites in 2019. The 2020 fieldwork for Seton RAP is scheduled for a 5-day period at the end of September 2020. Of the newly recorded sites to date, 12 sites are being impacted by erosion and wave action from BC Hydro's operations on Seton Lake. A total of 22 previously recorded sites were revisited. Five of these sites show no evidence of active erosion but two sites are currently being eroded. These two sites are encompassed within the ongoing SLEMP work discussed below.

RAP Proposed Work for 2021

After discussions with the St'át'imc Communities, further inventory work ranging from 5 to 7 days of field work is proposed for each reservoir. This work will be conducted under the terms of a Heritage Inspection Permit issued by the Archaeology Branch. Once the heritage inventory work is complete, an Archaeological Management Plan for each Reservoir will be prepared by SGS Heritage and implemented by SGS and BC Hydro.



The SLEMP program monitors and mitigates erosion to heritage sites along Seton Lake. In 2020, a buoy was installed as part of this program to contribute to a better understanding of wind and wave effects on the shoreline.

SETON LAKE EROSION MITIGATION PLAN (SLEMP)

The St'át'imc PC Settlement Agreement (Section 5.3) and the Water Act Order issued by the Comptroller of Water Rights to BC Hydro in 2011 identify the requirement for BC Hydro to develop the Seton Lake Erosion Management Plan (SLEMP). The primary objective of the initial phase of SLEMP is to implement, develop and deliver an effective long-term program which includes the completion of a ranked inventory of erosion sites and address moderate and high risk shoreline erosion issues for Seton Lake and Seton River with particular reference to heritage, cultural and aesthetic resources that may be affected.

The work to be completed by SGS Heritage in 2018-2019 included meetings with the affected Communities of Tsal'alh, Sekw'elw'as and T'it'q'et to initiate discussions on how to proceed with remediation work at two known high-risk erosion sites. During these meetings, discussions also identify other sites of moderate to high risk erosion on Seton Lake and Seton River. From these meetings, SGS Heritage compiled an inventory list of moderate to high risk erosion sites. The 2019-2020 SLEMP work included site visits to high and moderate erosion locations with a technical team including the SGS Heritage Team, two geomorphologists, a geotechnical engineer, and an archaeologist. Site visits were conducted at 3 high risk erosion sites, selected by the Communities, with site specific conceptual design engineering plans to reduce erosion along Seton Lake.

In an on-going effort to understand and mitigate erosion, a buoy was deployed on Seton Lake in September 2020 to collect wind and wave data for the next two years. The buoy will collect wind and wave intensity, duration and direction on Seton Lake. This data will contribute to a better understanding of wind and wave effects on the shoreline of Seton Lake and assist SGS Heritage with subsequent phases of SLEMP.



The SGS Culture and Heritage department provides capacity and training opportunities to enhance St'át'imc-led heritage resource management, L – R: Talicia Kane, Chester Alec, Nadine Gray and Alysha Edwards.





CAPACITY BUILDING

The Heritage Team strives to provide heritage work experience for St’át’imc members through field opportunities on the Reservoir Archaeology Program and the As-When Monitoring work. In 2019-2020, our team employed 4 full-time St’át’imc staff and 9 on-call St’át’imc heritage workers. As a team, we maintain safety training certification (BC Hydro PSSP, Swift Water Rescue and First Aid) as well as attend GIS workshops

and professional development courses.

Talicia Kane completed a Bachelor of Science (Physical Geography) and a GIS certificate from the University of the Fraser Valley in 2019.

Alysha Edwards completed a Bachelor of Arts (Anthropology/First Nations Studies) from the University of Northern British Columbia in 2020.

UPCOMING INITIATIVES

The Heritage Team will continue to work on the RAP and SLEMP projects, and annual monitoring projects for BC Hydro developments including upcoming opportunities at the LaJoie

Dam Improvement Project. We also anticipate ongoing working relationships with Wood PCL, Ursus Heritage Consulting, Terra Archaeology, Summit Blasting and Crane Creek Enterprises.





EDUCATION AND TRAINING

The St’át’imc Education and Training (SET) program promotes quality education and training to ensure St’át’imc members, individually and collectively, are prepared for opportunities to meaningfully participate in their communities and the economy.

The SET program works in close partnership with other organizations and training institutes including St’át’imc community education and other departments, Thompson Rivers University, Aboriginal Training and Employment Centre, University of British Columbia, and others.

Two of the major initiatives of the SET program are the St’át’imc Lifelong Learning Scholarship and Bursary Awards Program and targeted training initiatives related to BC Hydro work or other opportunities in St’át’imc Territory.

ST’ÁT’IMC LIFELONG LEARNING SCHOLARSHIP AND BURSARY AWARDS PROGRAM

St’át’imc Government Services has been awarding Scholarships and Bursaries since 2015. The objective of the program is to alleviate the financial stress that St’át’imc Post-Secondary students experience by providing scholarships and bursaries to lifelong learners. Eligibility criteria includes residency or Tribal Affiliation, and full-time studies status in a post-secondary program in one of the four award categories. The program has two intakes per year: Winter and Fall.



Participants of the 2017 Mining program celebrate completion.

SCHOLARSHIP AND BURSARY RECIPIENTS

2015

Clifford Casper
Frances McDonald
Gillian Paul
Morris Prosser
Jackson Rosch
Shawna Sabourin
Kaylee Shields

2016

Kandice Charlie
Brandy Kane
Kirsten Whitney
Leanne Michell
Georgetta Ned
Stephanie Barney
Natasha Billy
Martha Dineen Brown
Erin Chillihitzia
Frances McDonald
Elizabeth Thom
Fraser Adolph
Bobbie Vinnie

2017

Dionne Adolph
Courteney Adolph-Jones
Kaitlan Bill
Pala Kovacs
Frances McDonald

Ashley Peters
Kandice Charlie
Dalton O’Donaghey
Kirsten Whitney
Stacey Leech

2018

Dionne Adolph
Sandy Henry
Mixalhcn Ned
Natasha Billy
Tawny Fortier
Brandy Kane
Frances McDonald
Morris Prosser

2019

Dionne Adolph
Frances McDonald
Mixalhcn Ned
Charlene Cash
Eugenia Edwards
Pala Kovacs

AWARDED SINCE 2015

SCHOLARSHIPS



TOTALING
\$40,000

BURSARIES



TOTALING
\$43,000





ST'ÁT'IMC EDUCATION AND TRAINING PROGRAMS




The St'át'imc Education and Training Department has offered the following training programs since 2015



- First Responder Training in March 2016 – 13 St'át'imc Graduates
- St'át'imc Cultural Research and Archival Management Training Program – 10 St'át'imc Trained
- Underground Mining Essentials in 2016 – 12 participants
- Mining Program in 2017 - 9 participants
- Road Builders and Heavy Equipment Operator Training in 2019
- Career Development Practitioner Program in 2020 – 17 participants



The Road Builders and Heavy Equipment Operator Program in 2019 saw St'át'imc members become HEO certified.

BC Hydro - Indigenous Scholarship Program
St'át'imc 2020/2021 Award Recipients

	Name / Community: Austin Whitney, Xaxli'p
	Award: Scholarship \$5000
	Program / School: Computer Science, Simon Fraser University
	"This program has led me to have the opportunity to complete two internships with the BC Hydro corporation. I have made invaluable connections with other BC Hydro employees through my work experiences."
	Name / Community: Naldo Williams, Ts'kw'aylaxw
	Award: Bursary \$2000
	Program / School: Heavy Mechanical, Thompson Rivers University
	"I recommend that other Indigenous students apply for this program. Just try it, you will never know unless you try."
	Name / Community: Isabelle Stager, Lil'wat
	Award: Scholarship \$5000
	Program / School: Bachelor of Science, Biology, Capilano University
	"With this scholarship I will be able to focus on my courses and not worry so much financially. I would tell other students don't be afraid to apply and access the resources available."



St'át'imc Award Recipients of the BC Hydro – Indigenous Scholarship Program.

BC HYDRO INDIGENOUS SCHOLARSHIP AND BURSARY AWARDS

BC Hydro Indigenous Scholarship and Bursary Awards supports students who are pursuing a full-time post-secondary education in an area of study related to the work of BC Hydro. Bursaries valued at \$2,000 are awarded to students in a trades or diploma program, Scholarships valued at \$5,000 are awarded to students in a degree program, and the Randy Brant Scholarship is awarded to the top applicant, based on a combination of academic achievement, community involvement and pursuit of a BC Hydro career.

2019-2020 BC Hydro Indigenous Scholarship and Bursary Award Recipients – St'át'imc

Austin Whitney
Bachelor of Science Computing Science at SFU
Award: Scholarship
Xaxli'p

Cassidy Pryde
Electrical Engineering Technology Program at Southern Alberta Institute of Technology
Award: Bursary
Ts'kw'aylaxw

Emma Johnston
Honours Bachelor of Social Sciences in International Development and Globalization at University of Ottawa
Award: Scholarship
T'it'q'et

2018-2019 BC Hydro Indigenous Scholarship and Bursary Award Recipients – St'át'imc

Dylan Whitney
Engineering Physics at UBC
Award: Scholarship \$5,000
Xaxli'p

2017-2018 BC Hydro Aboriginal Scholarship and Bursary Award Recipients – St'át'imc

Dylan Whitney
Applied Science, Engineering at UBC
Award: Randy Brant Scholarship \$8,000
Xaxli'p

K'exmali Nelson
Applied Science, Engineering at UBCO
Award: Scholarship
Lil'wat





ENVIRONMENT

The Environment team focuses on environmental issues in the territory that require landscape-level analysis, planning and cooperation. The team is dedicated to delivering the best information available from St’át’imc knowledge and science into the decision-making process of natural resources and sustainability.

Environment Team

Darwyn John – Wildlife and Lands Assistant
Denise Antione – Wildlife and Lands Assistant
Nora Billy – GIS Technician

FOREST

SGS, Lillooet Tribal Council, St’át’imc community technicians and volunteers have been involved in different aspects of the Forest and Range Evaluation Program (FREP) which supports the sustainable management of forest and range resources by monitoring and evaluating the condition of resource values and the effectiveness of resource practices.

Routine Riparian Effectiveness Evaluation Training evaluates cut blocks post-harvest on the health of the streams and leads to exact recommendations. This training was to start the process of post-harvest evaluation on streams in the St’át’imc territory. These surveys

can contribute to an analysis of how other cumulative factors such as climate change and road crossings on streams are affecting our water. Species at risk, non-classified drainages, riparian buffer zones, and non-commercial fish are some of the recommendations that are being considered to add into St’át’imc surveys. This can show measurable outcomes in how St’át’imc ecological and traditional values can be incorporated into water surveys involving the accepted standard of using the return on investment (ROI) for economic government value.





WATER

In 2012, SGS partnered with UBC and MITACS to do a remote sensing GIS Wetland Identifying Project. This project identified areas in the St’át’imc territory that would show site-specific and landscape unit ecological indicators. In 2016, SGS, Lillooet Tribal Council, St’át’imc community technicians and volunteers participated in the FREP Wetlands assessment training to identify, survey and map wetlands. The wetlands training included identifying possible areas where wetlands could be incorporated into a site specific or landscape unit. Wetlands training showed the importance of ecological aspects of habitat and movement corridors for insects,

plants, wildlife and water. Some communities went on to develop wetlands in their territory. Through the Natural Resource Training Group (NRTG), SGS and St’át’imc technicians were also certified in Spill Response and Erosion and Sediment Control to help address the threat of toxic spills, landslides, and road washouts into the water systems in St’át’imc territory. SGS and St’át’imc technicians are now able to apply emergency response protocols in the event of toxic waste spills and sedimentation into streams or waterbodies.

SNOW

In 2016, SGS completed a Maqa7 (Snow) Project through a survey of the timing and distribution of snow melt from the alpine to the tributary of the Fraser River. This was done through Remote

GIS and a partnership with UBC with funding from MITACS. In 2018, this project evolved into a deer survival rate study comparing clear-cut openings and enclosed canopies.

Photo: Joffre Lakes





WILDLIFE

MULE DEER

SGS has worked with Helen Schwantje (DVM, MSc, Wildlife Veterinarian) on an innovative Tsi7 (mule deer) health study testing for Chronic

Wasting Disease and Tuberculosis in St’át’imc Territory which involves tissue sampling from deer. To date, all tests came back negative.

BIG HORN SHEEP



In May 2020, SGS participated in a Bighorn Sheep capture project that had not been done in Canada before. The California Bighorn Sheep, which have a range from Lillooet all the way to Williams Lake along the Fraser River, composes over 60% of Canada’s Bighorn Sheep population.

In the past, this population was large enough to support translocation to United States but Bighorn Sheep counts from 2007 show

that this population has started to decline. In Churn Creek, counts fell from 658 to 108 in that same time with a low of 73 in 2012. St’át’imc community volunteers and SGS Technicians worked with the Forests, Lands, Natural Resource Operations and Rural Development (FLNRORD) and Jeremy Ayotte, Phyla Biological Consulting Biologist to complete a project to check the health of this population.

Sheep were captured and tested for a bacteria that is passed from domestic sheep and goats and causes pneumonia. Members of the Bighorn Sheep population were found to have the bacteria. There will be FLNRORD policy developed around B.C. sheep separation to keep distance between domestic sheep farms and wild sheep ranges. A documentary on the project is expected to come out in the future.

SGS involvement in the future will include meaningful consultation in all aspects involving the testing, translocation and policy development.

STEIN/NAHATLATCH GRIZZLY BEAR DNA PROJECT



This isolated and critically endangered grizzly bear population has been monitored using DNA sampling since 2005. To avoid an extended break in this continuity, we plan to continue the monitoring as the Province implements recovery actions every two years. The project is structured consistently with the spirit of Reconciliation and with the principals of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) “to maintain and strengthen their distinct political, legal, economic, social and cultural institutions.”

This was a multi-Nation, multi-Community project with participating communities monitoring a group of hair snags sites.

SGS Environment Team also collects Grizzly Bear sighting reports and enters data into the Lightship Truvian system.

TISSUE AND SAMPLE COLLECTION

With cooperation from the Provincial Veterinarian, Conservation Services, SGS staff collaborate to support the collection of animal carcasses for testing. The carcasses are stored in conservation freezers and then transported to labs for testing. SGS also supports information sharing by sending pictures of health issues for

quick diagnoses and tissue samples of Moose, Mule Deer, Mink, Coyotes, Raccoon, Owl, Fish, and several Eagles have been sent to the Lab for testing. The last Eagle sent in had low levels of lead, enough to affect the brain of the Eagle. No other major animal health issues were noted in the testing.





JOINT PLANNING FORUM

The Joint Planning Forum was established as part of the High Flow Settlement Agreement in Fall 2019. It is an important forum for St’át’imc and BC Hydro to come together and plan for flows targets and mitigation projects to protect and enhance species in Bridge River.

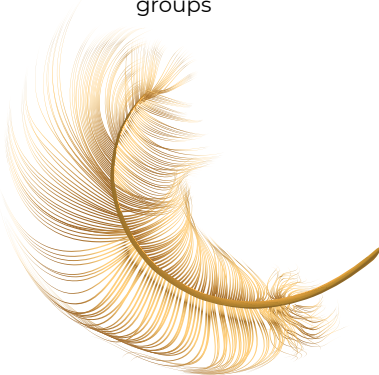
The Joint Planning Forum members were confirmed on September 20, 2019 and the St’át’imc members are Allison James, Garry John and Jessica Hopkins. The same members also make up the Joint Management Table which is tasked with the implementation of mitigation activities.

The Joint Management Table has an established fundraising committee for the purpose of

seeking out and applying for external funding for mitigation projects. The members consist of Jessica Hopkins, Allison James, and BC Hydro representatives Allison Briggs, Jeffrey Walker, Kerry Marchinko and Anqi Zhang.

The Joint Planning Forum has standing and ad-hoc meetings to cover different areas of flow concerns.

Meeting	Frequency	Purpose
JMT (Mitigation Meeting)	Weekly	The Mitigation Team meets to organize, plan and implement mitigation projects.
St’át’imc Internal Meeting	Weekly	The St’át’imc reps meet weekly to handle any internal issues, this meeting is only attended by St’át’imc
JPF Meeting w/ regulators	Monthly	Regulators, St’át’imc and BC Hydro meeting to discuss the work of the mitigation team, review any operational impacts to the flow regime and plan monitoring or analysis required to support the work of the JPF.
JPF Meeting without regulators	Monthly	St’át’imc and BC Hydro meet without the regulators to discuss the work of the mitigation team, review any operational impacts to the flow regime and plan any required monitoring or analysis required to support the work of the JPF.
Fundraising Committee	Bi-Weekly	St’át’imc and BC Hydro meeting to plan, research and discuss ways to fund mitigation projects through external funding sources
Other Working groups	-	St’át’imc and BC Hydro meet infrequently when required for various tasks such as drafting scopes of services, meeting with stakeholders, etc



JOINT PLANNING FORUM SUMMARY

WATER SUPPLY FORECAST

In 2020 the water supply forecast has been in line with average flows. Combined with recent system upgrades, supply has enabled flows to be within Water Use Plan (WUP) targets on the Lower Bridge River. The JPF and BC Hydro use data collected throughout the year to determine the guiding principles for the WUP and revise them as needed based on the analysis of data.

Operationally, the work of the Joint Management Table has required some minor alterations of the Lower Bridge River hydrograph. It was determined by the Joint

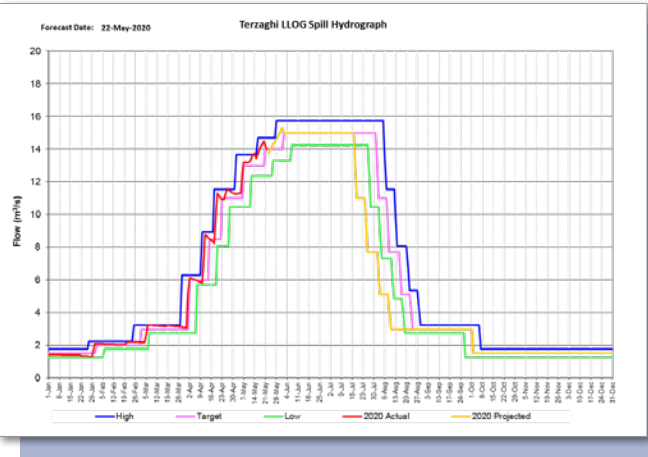
Management Table and in discussion with Xwisten and their technical team that it would be beneficial to put the fish weir for the chinook broodstock program in earlier this year. This was a good opportunity to catch fish we suspect are entering the system earlier than previously thought. This decision would require an earlier ramp down by one week.

This earlier ramp down requires only minor alterations however and the JPF will still strive to be on target for WUP flows.

UNIT 7 AND 8 UPGRADES

BC Hydro has been planning to complete upgrades at Bridge 2 units 7 and 8 in Seton. BC Hydro sought a recommendation from the Joint planning forum on how best to proceed with the upgrades and presented several options. There was a risk in further delaying the upgrades given the uncertainty in next year’s water supply. This year presents optimum conditions as it is an average year for flows and any alterations to the operations of Bridge 2 for the upgrade would not result in deviation from the WUP order. This would mean a limited risk in terms of environmental impacts caused during the upgrades from water discharges. A delay could mean an extension of an outage during critical periods of water management, such as during the spring freshet when flows

are at their highest. The recommendation from the Joint Planning Forum from an environmental perspective was to continue the upgrades.





JOINT MANAGEMENT TABLE SUMMARY

The Joint Management table has been continuing its work on the Horseshoe Bend restoration project, the Chinook Hatchery Program and other possible projects that align with the mandate of the JPF.

An established fundraising committee is tasked with seeking other funding options from external sources. This committee will write proposals and grant applications and research possible funding opportunities.

One consideration for this is how the JPF will administer grants. As a crown corporation, BC Hydro cannot apply for grants and

individual St'át'imc communities would bear an overhead burden to administer the grants. After consideration, the JPF will likely move forward with administering grants through SGS because of previous organizational experience administering grants and by running through SGS the program belongs to all communities.



HORSESHOE BEND

The JPF has completed and finalized a design option for the Horseshoe bend program. This involved the completion of a Wildlife Habitat Survey and a Vegetation Survey completed by Xwisten. These reports provided recommendations for Wildlife and Vegetation on Horseshoe Bend based upon current conditions at the site. The JPF attended two stakeholder meetings hosted by Xwisten. The JPF reviewed the design options and ultimately chose an option to ensure rearing and spawning habitat for multiple species.

An ongoing issue for enhancement and mitigation projects in Horseshoe Bend is utilizing the access road to the site, which is owned by a private landowner. The JPF is currently undertaking a legal survey to verify access options for the property.

Species / life-stage	Weighted Usable Area (m ²)		
	Old Option 5	New Option 5	Difference
Steelhead parr rearing	5,290	5,130	-160
Steelhead fry rearing	4,343	4,119	-224
Chinook rearing	8,014	7,582	-432
Chinook spawning	1,378	1,325	-53
Steelhead spawning	1,378	1,325	-53
Coho spawning	1,468	1,415	-53
Coho rearing	10,274	10,061	-213
Swiftwater invertebrates	4,617	4,393	-224

Next steps for Horseshoe Bend beyond access include determining further design details, applying for external funding sources and stakeholder engagement.





HATCHERY AND BROODSTOCK

In 2019, the hatchery program was unable to collect adequate Broodstock for select salmon species. The Big Bar Slide, combined with a Pink Salmon year caused a great number of strays and non-target species to enter the fish weir. This made it difficult for crews operating the fence.

Planning for 2020 Broodstock collection began with an analysis of genetic samples from adults and juveniles. There were concerns from Xwisten and the JPF that the historic genetic markers for Lower Bridge River fish were inadequate to identify the samples accurately. The JPF had some discussions with DFO and have been working to lower the genetic testing requirement of identifying the genetically distinct Bridge River fish. The JPF is currently seeking confirmation on what the genetic requirements will be for 2020.

Xwisten expressed they would like to see two changes occur to the operations for the coming year including starting collection earlier and moving the fence downstream. The JPF did a review of current operations at Bridge Generating Station and determined that with this year’s water supply forecast it would be feasible to operate the fish trap 10 days earlier. One issue that did arise were concerns that

a 10-day earlier start would require an earlier ramp down in Lower Bridge River. The JPF was concerned this would possibly strand juvenile Steelhead eggs. The JPF conducted a review of emergence timing of Steelhead and concluded the risk would be minimal. Xwisten also requested the weir be moved lower in the river. The JPF did not agree to do this for two reasons. The first being the operational challenges of building a new fence lower in the river with the cost to do so being around \$100,000. The second reason was the increased risk of strays. The lower in the river the fence is operated the less likely the fish we catch are Bridge River fish.

The 2020 Broodstock scope of services has been completed and the JPF has awarded the contract to Xwisten as it has done in previous years.

The hatchery program will be operated by N'Quatqua at their commercial hatchery facility. The use of N'Quatqua's facility requires some upgrades that will be funded by the JPF. The JPF is currently working on drafting an agreement for use of the facility with N'Quatqua. To date, fertilized eggs have been transported to N'Quatqua and several thousand eggs are now in incubation.

OTHER PROGRAMS

No further work is currently planned for gravel replacement as after review it was determined spawning gravel was not a limiting factor for salmon growth. Currently the JPF has commissioned a review of data collected for benthic productivity in the Lower Bridge River and whether that is a limiting factor for juvenile salmonid growth.

The JPF is currently working jointly with BC Hydro on a communications strategy for our work. We look forward to implementing that communications tool soon.





CAPITAL PLANNING

The signing of the High Flow Settlement Agreement in September 2019 led to the establishment of the St'át'imc Capital Planning Manager position to provide St'át'imc with detailed access to BC Hydro's capital planning and operating processes. The Capital Planning Manager helps to identify business opportunities and match them to St'át'imc businesses and partnerships who have the capacity and availability to perform BC Hydro's work in St'át'imc territory.

The role of the Capital Planning Manager includes:

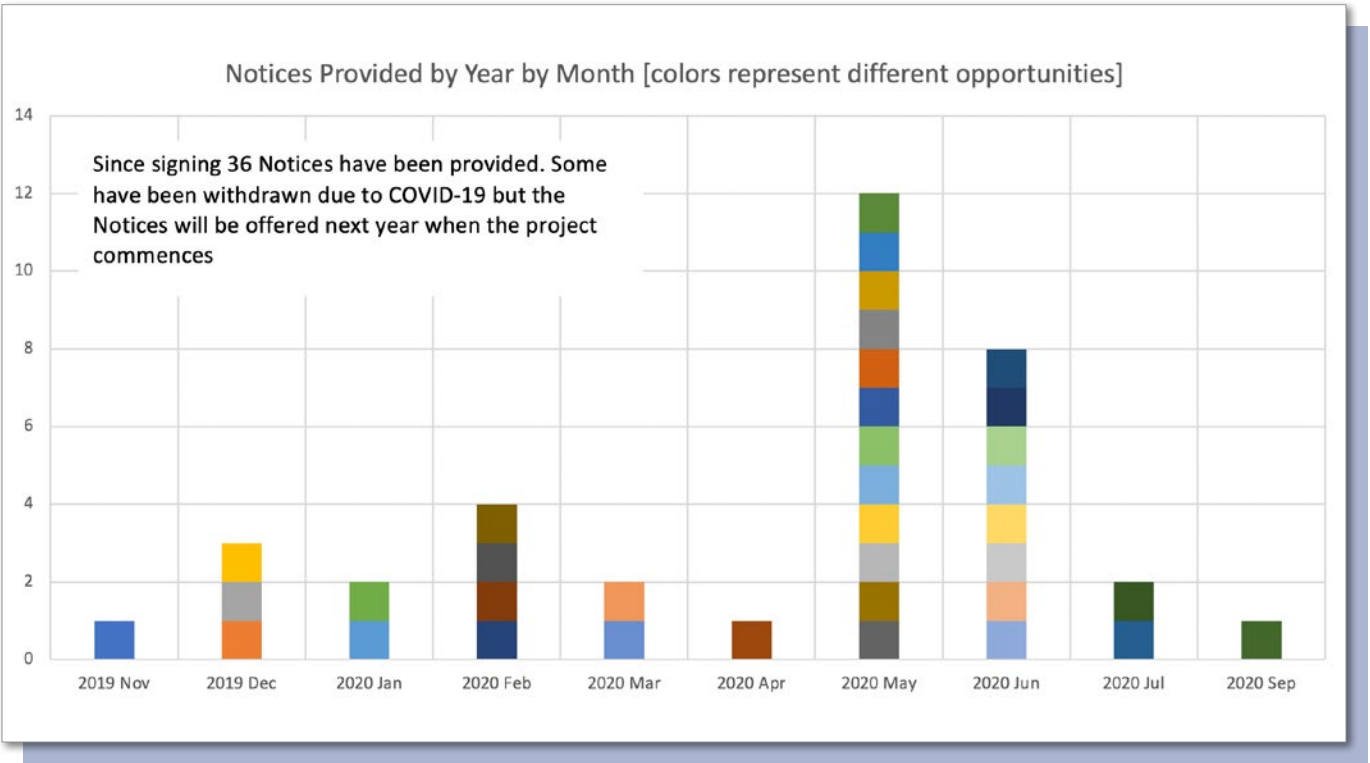
- ➔ Organize a Quarterly Capital Planning Meeting
 - to focus on the fair and timely delivery of economic opportunities related to BC Hydro's work in St'át'imc territory
 - To date, 4 meetings have been held including 3 quarterly planning and 1 business forum
- ➔ Establish a process for tracking and reporting these opportunities against the minimum \$20 Million commitment
- ➔ Maintain and publish a list of St'át'imc Designated Businesses that can be used by BC Hydro and other companies to identify St'át'imc businesses for their work. To date several new businesses have been added to the list.

This position supports the education, training and capacity development related to the business opportunities within the Territory by mapping capacity building opportunities to the business opportunities.

The Capital Planning Manager, along with SGS staff, led the transition to the use of Webex based virtual meetings for the Quarterly Planning Meetings, business forums and other meetings as well as the use of Microsoft SharePoint as a central information management tool.

More recently, the Capital Planning Manager developed and got approved the LaJoie Business Engagement Opportunity working group (LBEO) to address the LaJoie Dam Improvement concept and other major project procurement opportunities. This approach is expected to result in an organized approach to significant business development opportunities for St'át'imc businesses and partnerships.

The Capital Planning Manager is also assisting Xaxl'ip and Xwisten with a project review and relaunch of engagement related to the 60L20 transmission line relocation, a long-outstanding issue from the 2011 Agreements.





ST'ÁT'IMC CHIEFS COUNCIL

ST'ÁT'IMC CHIEFS COUNCIL

The St'át'imc Chiefs Council (SCC) consists of 11 Chiefs, or political designates, representing each St'át'imc community. The SCC governance structure is based upon St'át'imc's sovereignty, exercising our inherent jurisdiction, traditional governing practices, and customs, as a traditional government, rather than a delegated legal entity under Canadian or Provincial law. SCC authority is derived from the St'át'imc People who grant authority to their Chiefs to

work collectively as a government. SCC is entrusted to collectively ensure St'át'imc Title and Rights are never extinguished, and territorial and cultural integrity is honoured, respected and protected. SCC works collectively on territorial issues regarding St'át'imc Title and Rights, including Nation land and resource issues.

ST'ÁT'IMC GOVERNANCE

SCC STRATEGIC PLAN

A two-day SCC Strategic Planning Session was held on July 31 - Aug 1, 2019. The main outcome was SCC will continue to focus on four core issues: (1) Governance and Internal Relationships with Tribal-level Organizations; (2) Inherent Territorial Integrity; (3) Nation Rebuilding and Capacity-building; and (4) Communications. Continuous work is being conducted in these areas.

SCC GOVERNANCE MANUAL – REVISIONS

The SCC Governance Manual previously approved on December 4, 2013 is currently being revised and updated, strengthening the ongoing implementation of good governance.

SUTIKALH

On May 14, 2020 the St'át'imc Chiefs Council received a letter from the BC Environmental Assessment Office stating the Province cancelled Al Raine and Nancy Greene-Raine's certificate to construct the Melvin Creek/ Cayoosh Mountain Resort.

SCC would like to thank all former leaders, current leaders, SCC staff, all the supporters, and especially our Elders, including a report

commissioned by Xáxli'p. Thanks for your dedication and hard work in protecting Sutikalh, which began in 1999, 21 years ago – congratulations.

Once COVID-19 restrictions become relaxed, when large gatherings can occur again, the St'át'imc Chiefs Council is proposing to host a celebration at Sutikalh. More information will be made available at a later date.

TERRITORIAL BOUNDARY

In regards to our external territory boundary with our neighbouring nations, SCC is in process of concluding a Memorandum of Understanding and a Political Accord with the Tsilhqot'in National Government (TNG). The purpose is to re-establish and reaffirm our relationship with each other, while protecting our Title and Rights within our respective Nations. Currently discussions involve repairing or upgrading the Graveyard Valley Memorial Plaque that was jointly installed in 2007 through ceremony by both Nations in Graveyard Valley.

SCC will also engage with the Secwepemc Chiefs to begin discussing territorial boundary and jurisdiction issues. The process to reaffirm our relationship and statements made by our respective Chiefs in the Memorial to Hon. Frank Oliver, Minister of the Interior, Ottawa, on May 10, 1911, as well as statements by our Chiefs in the Indian Rights Association of British Columbia on January 6, 1912, relating to our unceded Aboriginal Title.





TITLE AND RIGHTS – LAND AND RESOURCE ISSUES

FRASER RIVER WILD SALMON AND SEA LICE

SCC sent two letters to Minister Bernadette Jordan, the Minister of Fisheries, Oceans, and the Canadian Coast Guard, one on April 22, 2020, and the other on June 24, 2020, stating the legacy of DFO's mismanagement in protecting the Fraser River Wild Salmon, which is contributing to the collapse of wild salmon. DFO is also in conflict with its mandate to promote fish farms while protecting wild salmon. Furthermore, mismanagement of the Fraser River Wild Salmon is steeped in systemic racism.

The St'át'imc Chiefs Council invited Bob Chamberlin, Chair of the First Nations Wild Salmon Alliance (FNWSA), and Alexandra Morton, a marine biologist to SCC meetings to strategize on protecting the Fraser River Sockeye and remove fish farms off wild salmon migration routes. Bob Chamberlin and Alexandra Morton coordinated a Wild Salmon Press Conference at the Lonsdale Quay in North Vancouver on September 22, 2020, and SCC representatives attended.

FORESTRY – TIMBER SUPPLY REVIEW (TSR)

On February 4, 2020 and June 23, 2020, the St'át'imc Chiefs met with Shane Berg, Deputy Chief Forester, along with other Ministry of Forests representatives, regarding the Lillooet Timber Supply Review. The Chiefs raised a number of forestry concerns at these meetings, adding that land and resource management in St'át'imc Territory has to be in accordance with St'át'imc laws and our Land Use Plans. In addition, that our higher-level political issues need to be addressed at a government-to-government table. It was anticipated that appropriate provincial representatives will be at the next meeting this Fall.

TEMPUS RESOURCES – BLACKDOME-ELIZABETH MINE

The St'át'imc have a number of concerns regarding the proposed Tempus Resources – Black Dome Elizabeth Mine. Concerns include potential impacts to the Fraser River sockeye from industrial waste, as well as the proposed access road through the Yalakom Valley, in St'át'imc Territory, all of which St'át'imc is opposed to.

NATION PROJECTS – SCC STAFF

GRIZZLY BEAR PROJECTS

Recently SCC staff have been working with other Interior Indigenous Nations on the Grizzly Bear Translocation project. A small number of Grizzly Bears will be relocated in the Stein-Nahatlach area, an area in which they are listed as critically endangered. In addition, the Grizzly Bear DNA project will continue with the gathering of scientific data through hair samples for monitoring the health and habitat of the grizzly in the area.

SCC staff are also in discussions with Ministry of Forests, Lands, Natural Resource Operations and Rural Development (FLNRORD) representatives regarding the Grizzly Bear Government Actions Regulation (GAR) Order. The Grizzly Bear GAR Order is being redrafted to ensure St'át'imc Title and Rights, including traditional knowledge is incorporated into this document to ensure Grizzly Bear and habitat protection.

RANGE USE PLANS

SCC staff is working with the Spray Creek Ranch and FLNRORD in revising Range Use Plans in the Texas Creek area, to ensure overgrazing does not occur, while protecting the environment and St'át'imc way of life in the area.

ELK PROJECT

In 2013, 14 Elk were released, and in 2015 another 14 Elk were released in Xax'tsa7. SCC staff will continue working with Xax'tsa7 in monitoring the Elk through collar and camera data.

NATION REFERRAL PROJECT

The Lightship Referral Tracking System Program was developed and will be used by the Nation and communities, through the Lands and Heritage Advisory Committee. Each St'át'imc community is to have a representative on the Lands and Heritage Advisory Committee, who will meet regularly guided by a Terms of Reference, dealing with proposed projects.





ST'ÁT'IMC LANGUAGE PROJECTS

RELAW PROJECT

The RELAW Program: Revitalizing Indigenous Law for Land, Air and Water project just concluded. Through the RELAW project, community, regional and Nation gatherings were held throughout the territory, in which traditional laws, values and principles from stories and legends were recorded from our Elders and Knowledge Holders. This work will form an important component in developing St'át'imc legal systems in protecting St'át'imc Title.



The RELAW Project involved story telling around our laws, and way of life.

ST'ÁT'IMCETS REVITALIZATION AND RESEARCH PROJECT

Through this project, fluent speakers and storytellers will be recorded to collect our stories, songs, and phrases in Ucwalmícwts, which will be uploaded and added to existing language material on the established FirstVoices app.

ST'ÁT'IMC AUTHORITY (SA)

In regards to implementing the 2011 St'át'imc (PC) Settlement Agreement and the 2019 High Flow Settlement Agreement, SA works closely with: the St'át'imc Government Services

(SGS); St'át'imc Steering Committee; the Joint Planning Forum; the St'át'imc Capital Planning Manager; and the St'át'imc (PC) Settlement Trust (the Trustees).

Photo: Salmon barbeque in Xaxtsa by Al Boldt





FINANCE REPORT

Effective on November 1, 2019 a new Finance Department was developed within the SGS offices. The goal of the new department is to deliver effective, accountable financial services and leadership.

STAFF

The Finance Department has been established within the SGS Office in summer / fall of 2019. Department staff were recruited and trained.

SYSTEM

Since startup we have implemented Xyntax for our accounting software. This system is uniquely designed to assist First Nations administrations with day-to-day operations and accounting requirements. As First Nations-owned software, Xyntax offers a broad range of easy-to-use, integrated, financial management solutions that is exclusively customized for First Nations organizations.

With new system implementation we have established:

- Full accounting cycle with Accounts Payable processing and Accounts Receivable processing involving Management of each department
- Payroll processing – with direct deposit option implemented for all staff
- Electronic Cheque Requisitions – with each department to remain in control of their purchases
- PO system to help control communication with vendors
- Xyntax filing cabinet to gather documentation for audit purposes as well as for external / internal document access
- Managerial access for the system assigned to all staff depending on the level of their roles in the Organization
- Financial reports designed for professional financial statement presentation
- Daily offsite back-up system for information protection and reliability

NEXT STEPS

In the next year we aim to continue improving our Finance Department by maintaining high professional standards and building on our existing services.

We intend to focus on:

1. Development of comprehensive budgetary model
2. Implementation of Program Management administrative tools
3. Development / update of Financial Policy along with its extension – Investment Policy

Internally, we will strive to enhance our finance administration, reporting and budgeting to meet decision making needs of our Departments.

Externally, we may expand our services to Communities to offer financial and advisory services.

STATEMENT OF FINANCIAL POSITION

April 30, 2020, with comparative information for 2019	2020	2019
ASSETS		
Current assets:		
Cash	\$ 2,389,793	\$ 2,960,738
Accounts receivable	287,781	87,273
Prepaid expenses	1,147	16,272
	2,678,721	3,064,283
Capital assets	147,082	62,641
	\$ 2,825,803	\$ 3,126,924
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 200,261	\$ 201,951
Net assets:		
Invested in capital assets	147,082	62,641
Unrestricted	607,389	660,680
Restricted	1,871,071	2,201,652
	2,625,542	2,924,973
	\$ 2,825,803	\$ 3,126,924



STATEMENT OF OPERATIONS

April 30, 2020, with comparative information for 2019	2020	2019
REVENUE		
SCC Trust	\$ 1,662,601	\$ 1,849,547
Contracts and projects	966,927	521,154
	2,629,528	2,370,701
EXPENSES		
Administration Fund	744,212	541,031
Amortization	36,638	31,795
BC Hydro As When Needed Project	18,192	966
BC Hydro RAP Project	265,533	236,058
BC Hydro SLEMP	51,305	4,941
CPM - Capital Planning - HFSA	87,569	-
Capacity Development Fund	25,435	12,730
Culture and Heritage	238,682	94,077
Culture and Heritage - Land Use and Occupancy Study	173,942	317,331
Education Scholarship Fund	11,125	6,000
Education and Training	202,516	69,888
Governance	401,972	352,614
Grizzly Bear DNA	73,310	-
JPF - Joint Planning Forum - HFSA	46,168	-
Land and Resources	314,680	310,050
Land and Resources Short-term Projects	-	335
Lands and Resources - Various	32,930	-
RELAW	83,025	27,880
SCC - BC Hydro Dispute Resolution	65,909	496,342
SCC - Other projects	6,651	12,243
SCC Mitigation Project	25,473	113,242
SGS Operations - Other	-	2,158
SSC St'at'imc Steering Committee	23,692	-
	2,928,959	2,629,681
Deficiency of revenue over expenses	\$ (299,431)	\$ (258,980)

NXEKMENLHKÁLHA MÚTA7 NT'ÁKMENLHKALHA
— OUR LAWS AND OUR WAY OF LIFE



ST'ÁT'IMC

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