



We are St'át'imc!

CHIEFS' COUNCIL

GOVERNMENT SERVICES

ECO-RESOURCES

ANNUAL REPORT
2013

www.statimc.ca

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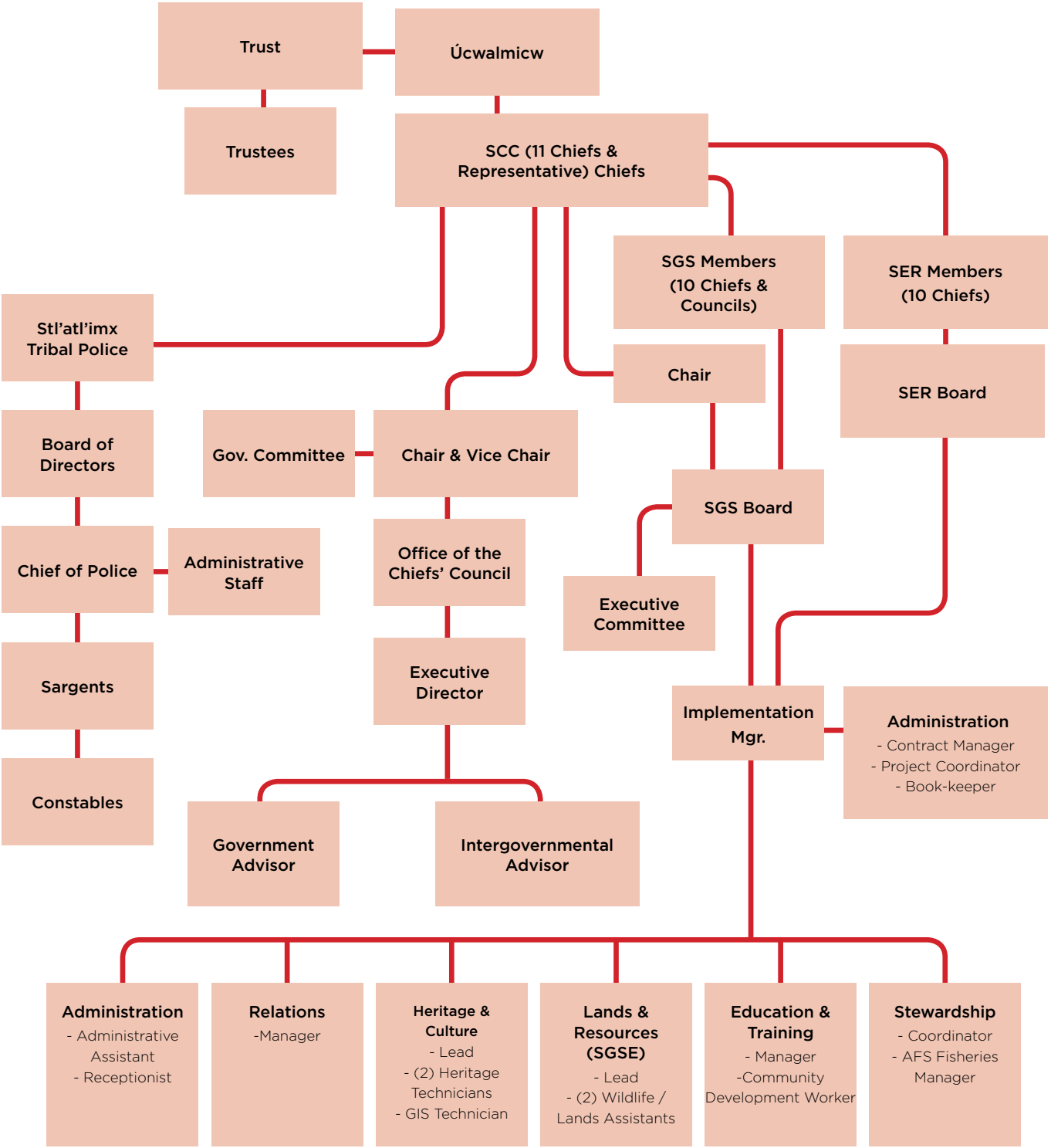
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A Vision for St'át'imc Chiefs' Council

The St'át'imc Chiefs' Council is a unified tribal government rooted in Nxekmenlhkálha múta7 nt'áqmanlhkalha (our laws and our way of life).

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 (SCC) 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.

Values and principles

The foundation of St'át'imc governance is based on our relations with one another, our culture and our intrinsic connection to nature and Mother Earth. The fundamental values are: respect, responsibility, honour, and tradition. The specific values we hold are those identified in the Tribal Code (Approved in Principle).



“It’s time for St’át’imc to invest in themselves and their future.”

Chief Garry John, Chair

The purpose of the St'át'imc Chiefs' Council (SCC) is to represent the position of the nation and to uphold and maintain St'át'imc title and rights on a political front. In order to achieve this, St'át'imc Government Services (SGS) was created and structured to try and fill part of the technical capacity-type needs that have been encountered.

The SCC has reached a some significant steps this year. Monthly meetings were held where good discussions on the range of issues in communities and the nation were brought up. The SGS has been recommended and formulated to better manage and organize the affairs of the business sector and the obligations concerning business within the nation.

SEEDS was a very significant conference, where the SCC was given an opportunity to see what all the communities have been doing on the business front. It showed a broader look at what's happening in the territory and provided everyone with a chance to have some dialogue with companies interested in doing business with St'át'imc. Splitrock Environmental was the first recipient of the St'át'imc business award, which was given out for the first time this year.

This year, the SCC has maintained and refined how SGS operates, now that there is clear understanding of what they are capable of. After two years, they are going strong and are making great progress.

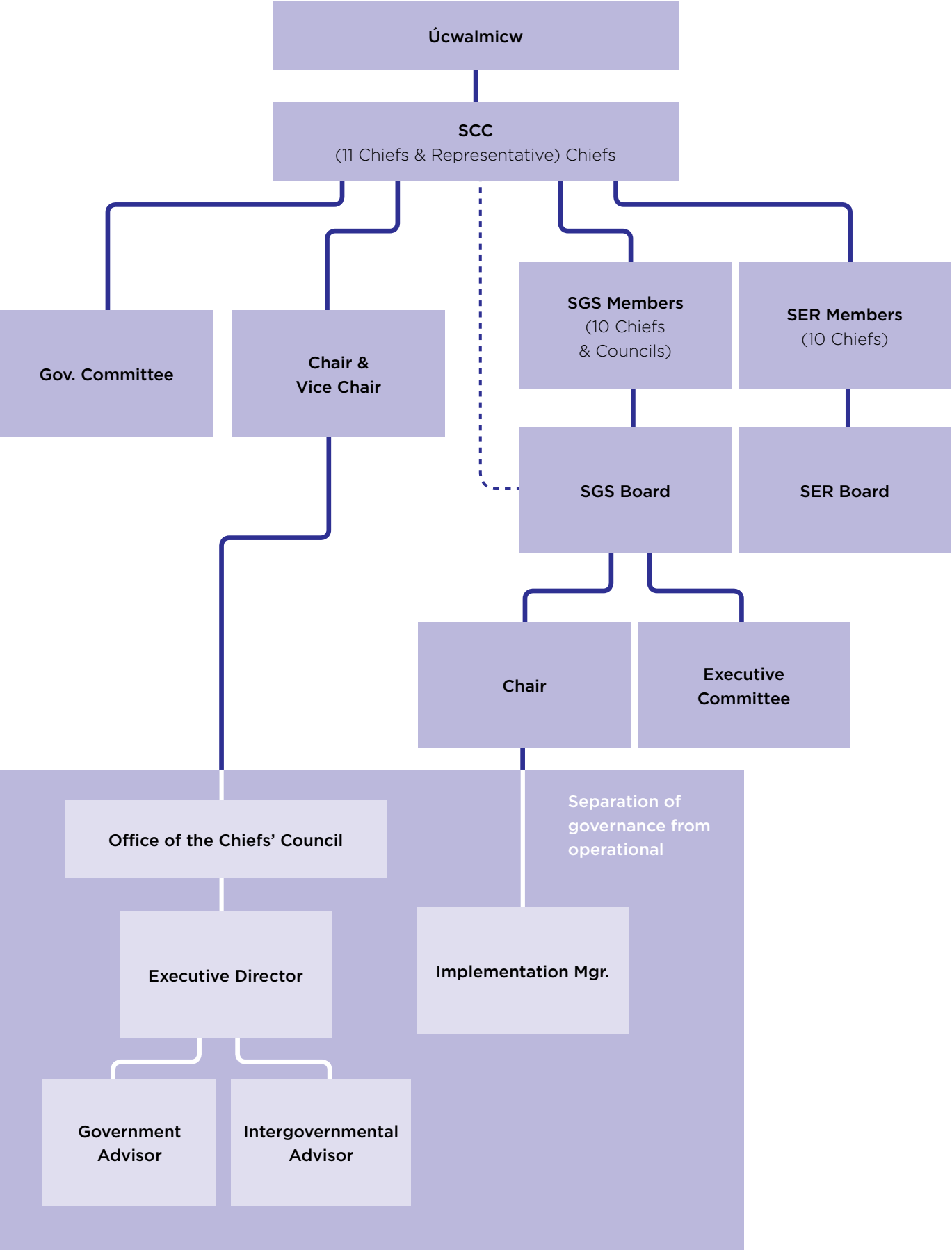
The St'át'imc Trust is also in its second year and has finally refined its roles and responsibilities. This has helped it to excel and to move forward.

The number of St'át'imc employees that have been hired through the BC Hydro Agreement is quite significant, and the SCC looks forward to making further improvements as organizations grow and become stronger.

In the coming year, the SCC is hoping to improve communications with communities by reporting on a consistent basis for activities and new development. Finding out ways to relay these messages has been a challenge, and the SCC is very aware of the gaps and is working on solutions.

The SCC is also looking at how to take greater advantage of opportunities coming up with education and training, and how to implement these opportunities with the St'át'imc Education and Training (SET) strategies and initiatives. It's time for St'át'imc to invest in themselves and their future.

The SCC and SGS are working hard to fulfill as many opportunities and as much of the vision as possible, and ask for the continued patience and support of members as they learn through this process and work towards a better future.



About the St’át’imc Chiefs’ Council

The St’át’imc Chiefs’ Council (SCC) is made up of a Chief from each of the St’át’imc communities. Each Chief who sits at the SCC’s table holds one seat, and they are of equal right to one another. The Chiefs are a united voice of the St’át’imc people, and have been trusted by the people to act as a government to make sure that St’át’imc title and rights are intact and never extinguished.

St’át’imc have governed our Tmícwsa (land) since time immemorial. At a political unity meeting in Sutikalh in 1998, title and rights issues affecting St’át’imc dominated the discussions. At this meeting, the úcwalmicw (people) gave the Chiefs at the time direction to make a pact with one another to work together to advance and protect St’át’imc title and rights. This is because our voice and actions as a united St’át’imc nation are more powerful collectively than individually.

Since it was set up in 1998, the SCC has advocated for the people of the land on a variety of political issues. The St’át’imc-BC Hydro Agreement, fisheries, health, forestry, education, and nation-building constitution development are all examples of issues which have been covered.

The SCC is not an authority unto itself. Political mandates are given by each individual St’át’imc community for it to work on collective political issues. Each community retains its own jurisdiction relating to their traditional areas of use and their members.

The SCC is entrusted to collectively ensure that title and rights of St’át’imc people are intact and never extinguished; and that territorial and cultural integrity is respected and protected.

On May 10, 2010, a St’át’imc Unity Declaration of Mutual Respect and Understanding was signed by each community to solidify and clarify the commitment each St’át’imc community has to stand united as a nation. In 2012 the SCC directed its staff to develop a strategic plan to identify the priorities

and actions required to meet these goals. This annual report is one way communities can view progress towards those goals.

It has been an exciting year

This year has been a transition year for the St’át’imc Chiefs Council. With many exciting advancements, the SCC has been working hard and is proud of its accomplishments.

Five year plan

A five year plan for the SCC has been set out, developed and approved. This strategic plan will be used to continue the development of a stable and secure government that is progressive, proactive and of Nxekmenlhkálha mûta7 nt’áqmanlhkalha (our laws and way of life).

The plan outlines ten key areas of focus for the next five years. These are:

- SCC government development
- SCC governance
- Office of the SCC
- SCC finance
- Unified tribal government
- Title and jurisdiction
- Advocate for and support community rights and responsibilities
- Keep the peace (intergovernmental and intercommunity relations)
- Maintain external relationships with other jurisdictions
- Taxation and revenue.

Governance handbook

Later in 2013, the SCC Governance Handbook will be published to provide consistent and clear guidance on the roles and responsibilities of SCC. This will include:

- Chiefs’ oath of office
- Chiefs’ roles and responsibilities
- Ama St’akmen (good conduct)
- Conflict of interest and issue resolution.

To ensure accountability to St’át’imc citizens, the Chiefs have also agreed to include an overview of how SCC reports to and maintains its relationships with:

- St’át’imc communities and úcwalmicw
- SCC strategic planning and reporting.

Constitution development

The SCC is leading a phased approach of constitutional development. During many discussions throughout the last year with the Chiefs and communities it was agreed that the best way to enhance and strengthen Nxeḱmenlhkálha múta7 nt’áqmanlhkalha (our laws and our ways) at the community and nation level is to form both constitutions and a collective St’át’imc constitution.

Each community can to appoint representatives who will sit on the collective constitution project team and be their designated lead during the development of their community constitution. The focus will be on community constitutions as this approach acknowledges and recognizes that St’át’imc communities are at each at different stages of community constitution development.

By creating a project team comprised of the people, the team can help inform and support broad St’át’imc community development and unity. They will also nurture a shared ownership of community constitution and nation constitution work.

Relationships with provincial government

One of the main focuses in the past year has been on re-igniting the government-to-government negotiations with the provincial Government of British Columbia that were stalled in 2006.

Since then the issue of provincial infrastructure such as roads being placed, without lease or legal right, on St’át’imc land, has gone unresolved.

In the run up to May 2013’s provincial elections, St’át’imc put the next government “on notice”. This successful

campaign has helped to restart negotiations, with a long list of potential subjects to be covered. These include:

- Upgrade the In-SHUCK-ch forest services road to improve community economic viability
- Highline Road – access to the “public” road through on-reserve trespass
- Texas Creek Road traverses and trespasses on Cayoose Creek Indian Reserve No. 2
- Pacific Great Eastern (PGE) railroad exchange rights of way through Sekw’el’was reserve
- Highway #40 trespasses through Xwisten reserve on route to Goldbridge
- Highway #99 at 10-Mile Slide trespasses through Xaxl’ip reserve on route to Cache Creek
- CN Rail at 10-Mile Slide trespasses through Xaxl’ip
- Harrison Lake visual quality buffers re-distributed without proper referral or consultation with the St’at’imc
- Need for revenue sharing on water rentals in St’at’imc territory
- Negotiate a more acceptable accommodation of the proposed Elizabeth Mine road.

Delegation

Over the past year, the SCC has taken steps to ensure it spends its time and resources on political issues. The SGS coorindates the delivery of services to other St’át’imc entities such as the tribal councils.

The SCC has created the SGS Board of Directors and mandated it to lead the SGS, and ensure its services are responsive to the needs of the St’át’imc communities.

The SCC has drafted a Delegation Agreement which lays out the responsibilities being delegated to the SGS Board and its staff.

St’át’imc Roles and Responsibilities Forum

The SCC brought together leads from all the St’át’imc communities and organizations and hosted the first St’át’imc Roles and Responsibilities Forum. The purpose of this forum was to establish alignment of organizations, to work cohesively, build stronger internal relations and establish mandates for St’át’imc leaders.

During the two-day event, topics such as jurisdiction, services, programs and where the responsibilities lie in providing the best supports for St’át’imc and each other were all discussed.

These discussions will continue and the results will form part of the SCC’s work over the next year.

“People are a top priority and the commitment to develop healthy communities and build strong relationships to support integrated solutions to community challenges is a big value to the St’át’imcx Tribal Police (STP) team.”

Stl’átl’imx Tribal Police

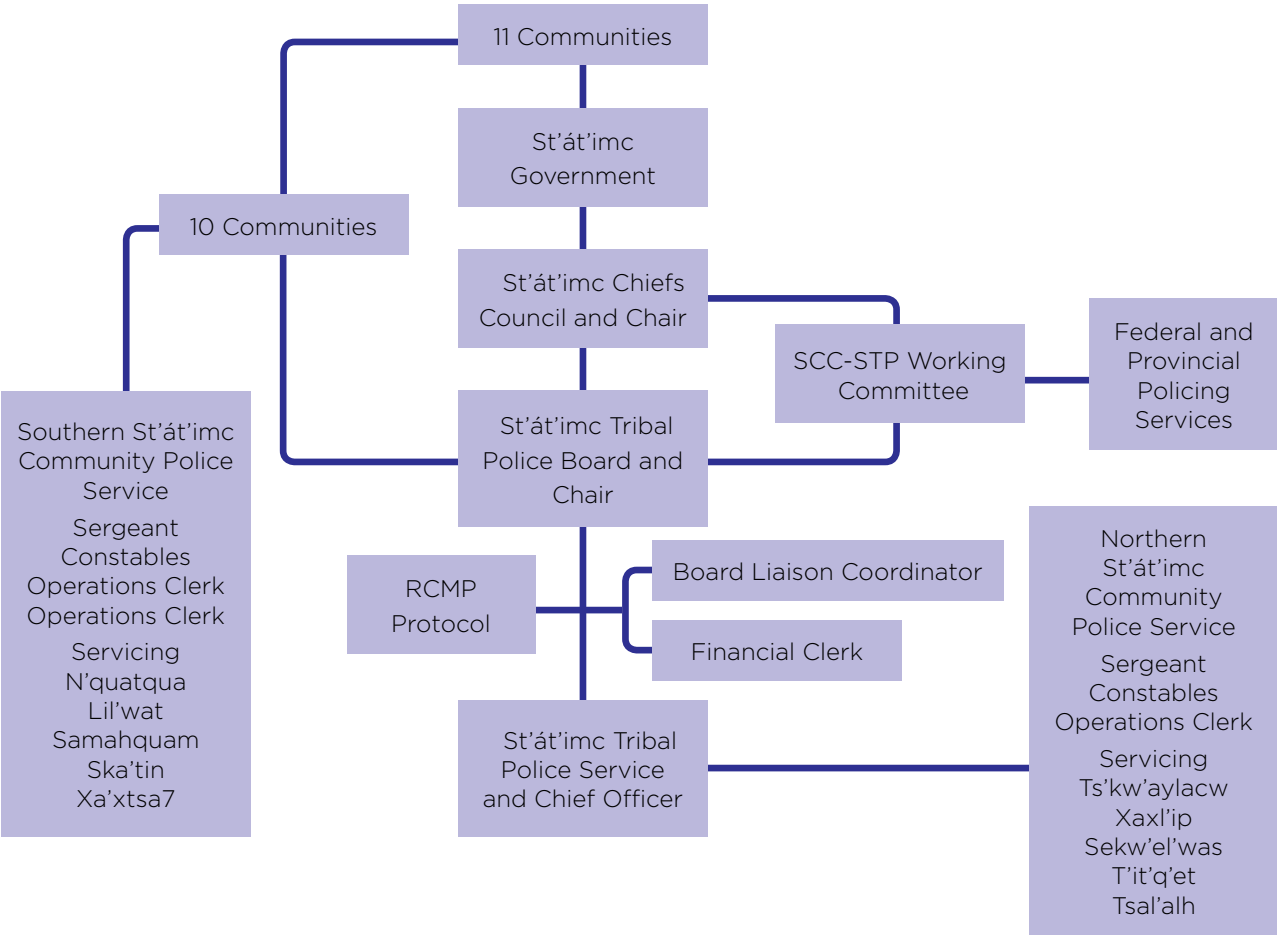


Photo Caption: May 2013 - Pictured (left to right): Constable Alain Therrien, Chief Officer Deborah Doss-Cody, Constable Annessa Terry, and Deputy Chief Officer Michael Leo.

Chief of Police

Deborah Doss-Cody is from the St’át’imc nation, born and raised in Fountain, and is one of 10 kids. She has been with the Stl’átl’imx Tribal Police (STP) since its inception, 26 years ago in December. Over one year ago Deborah was promoted to Chief of Police, and her goal is to serve the people with respect, dignity and compassion: to provide a service that falls in line with the STP values.

Vision

To provide a police service that is uniquely St’át’imc.

Mission

The Stl’átl’imx Tribal Police (STP) provides a community-based service that reflects the needs, customs, culture and rights of the St’át’imc people. STP is committed to safety and security of our communities and ensures the St’át’imc people, and others, are always treated with dignity and respect.



The STP strives to incorporate culture and tradition in its policing services. People are a top priority and the commitment to develop healthy communities and build strong relationships to support integrated solutions to community challenges is a big value to the STP team.

STP recognizes clear, open and honest communications as the cornerstone of building lasting relationships. It is accountable for its actions to the people, the organization, partners, to itself, and under the law. STP’s commitment to delivering professional policing service at all times is of utmost importance.

Strategic Initiatives*

1.0 Resource	2.0 Risk Management	3.0 Leadership	4.0 Service to Communities	5.0 Partnerships	6.0 Communications
We will manage our resources for maximum efficiency and effectiveness	We will mitigate risk through sound governance, policy and leadership	We will implement and support effective leadership and create opportunity for First Nations leadership in the STPS	We will deliver a professional, proactive, culturally sensitive and community based police service	We will strengthen our collaborative partnerships to the benefit of the St’át’imc Nation	We will engage our communities and partners with open, honest and effective communications

*Each of the above noted strategic initiatives are being addressed through a series of strategic goals identified in the strategic planning document.

Strategic planning continues to be a priority for the Stl’átl’imx Tribal Police Service (STPS) Board. This year, STPS created and approved the 2012-2017 Strategic Plan.

During their participation in the St’át’imc gathering held in Xwisten, four tribal police members were sworn in. chief officer Deborah Doss-Cody and deputy chief officer Michael Leo, are long-serving members who received promotions and renewed their oaths. Both spoke about their history and service to St’át’imc communities.

Constables Alain Therrien and Annessa Terry introduced themselves and proudly recited the St’át’imc oath.

The ceremony was overseen by Cliff Casper, chairperson of the Stl’átl’imx Tribal Police Board, Chief Garry John of St’át’imc Chiefs Council, and the entire gathering.

After several years, STP also completed the creation and approval of the administration policies. This is the first time in the history of STP that administration policies are completed and independent of any others.

“

It’s important for members to know that the SGS has a very transparent process and is open to communications.”

Darrell Bob, Chair

St’át’imc Government Services Introduction

The purpose of the St’át’imc Government Services (SGS) is to carry out the vision of the nation in and around the St’át’imc-BC Hydro Agreement. Through this, the SGS carries out the duties and responsibilities of the Chiefs as a non-political organization that deals with issues and matters on behalf of the St’át’imc authority.

Currently, the SGS is developing new governing policies and procedures. Position descriptions, organizational charts, and the financial policies are all being revamped. The organization is being stripped down for the greater good of the nation, and all these changes will make for a more efficient process.

These changes are applicable to current standards with labour relations and federal standards. The SGS wants to create a fair and equitable work environment for staff and ensure they carry out all duties to the best of their ability for members.

The SGS is a very new organization. The main annual goal is to properly evaluate the organization and update the operational manuals based on the SGS’s vision, goals and objectives.

The biggest goal reached this year was passing the office and governance policy in the organization. This was a big first step and a major task.

The SGS would like to thank Carden Consulting for helping with the policy development. They have done some great work educating the directors and members collectively. A big thanks to the SCC as well for their support and trust in the Board of Directors (BOD) to carry out the administrative duties for the nation.

The SGS plans to start reaching out and talking to members on what SGS is and how it operates; who has responsibilities within the agreement, and how they are tied to the organization.

It’s important for members to know that the SGS has a very transparent process and is open to communications. If anyone has questions or concerns, please bring them to SGS Chair, Darrell Bob, as he holds an open door policy and will make himself readily available. The biggest goal of SGS is to close the communications gap, and help members gain an understanding of what is being accomplished.





“Ensuring a continuous flow of information between communities and the St’át’imc Education and Training program reflects our community-driven process.”

Tamara Rampanen

St’át’imc Education & Training

St’át’imc Education and Training (SET) recognizes that lifelong learning is our collective responsibility. In May 2013 the SET Strategy, Research and Framework document was completed, defining the purpose, goals and objectives for St’át’imc education and training initiatives.

The SET strategy document’s purpose is to ensure nation members have access to quality education and training opportunities so they, individually and collectively, are prepared to participate meaningfully in their communities and in the economy.

The document’s objectives are defined in a framework that spans the entire educational lifetime, starting with prenatal, where it is recognized that a parent is a child’s first and best teacher; moving up through preschool, K-12 and post-secondary to achieve parity or better education outcomes for the St’át’imc compared to other British Columbians.

Later, this translates into increased participation in higher learning and the new economy.

New team

In June, Tamara Rampanen was hired as the manager of the program. In September, Natasha Street was taken on as the SET community development worker.

The team works with the St’át’imc Education and Training Advisory Committee (SETAC) to make sure that the program is community-driven. The manager provides strategic direction to the overall program while the community development worker is the liaison for the community. This ensures a continuous flow of information between communities and the SET program.

Advisory committee

SETAC is comprised of representatives appointed by their communities to ensure their specific education and training needs are discussed at the nation table. This provides an opportunity for communities to collaborate, plan and provide direction.

Recommendations and technical input to leadership are also provided by SETAC to assist with decision-making when required. SETAC representatives also report back to their communities. This process ensures community engagement, reciprocal accountability and transparency.

The SET program is two years into five years of funding from the St’át’imc Hydro Agreement.

Looking forward

In 2014, the St’át’imc Education and Training Accord will be developed. This will reflect a collective action plan and will bring together the St’át’imc communities, leadership, and technical advisors for the investments needed to transform the St’át’imc education and training systems.

This is intended to build upon existing St’át’imc capacity and strengthen opportunities for collaboration and partnership between communities and as a nation.

“Lifelong learning is our collective responsibility.”

Tamara Rampanen

PURPOSE:

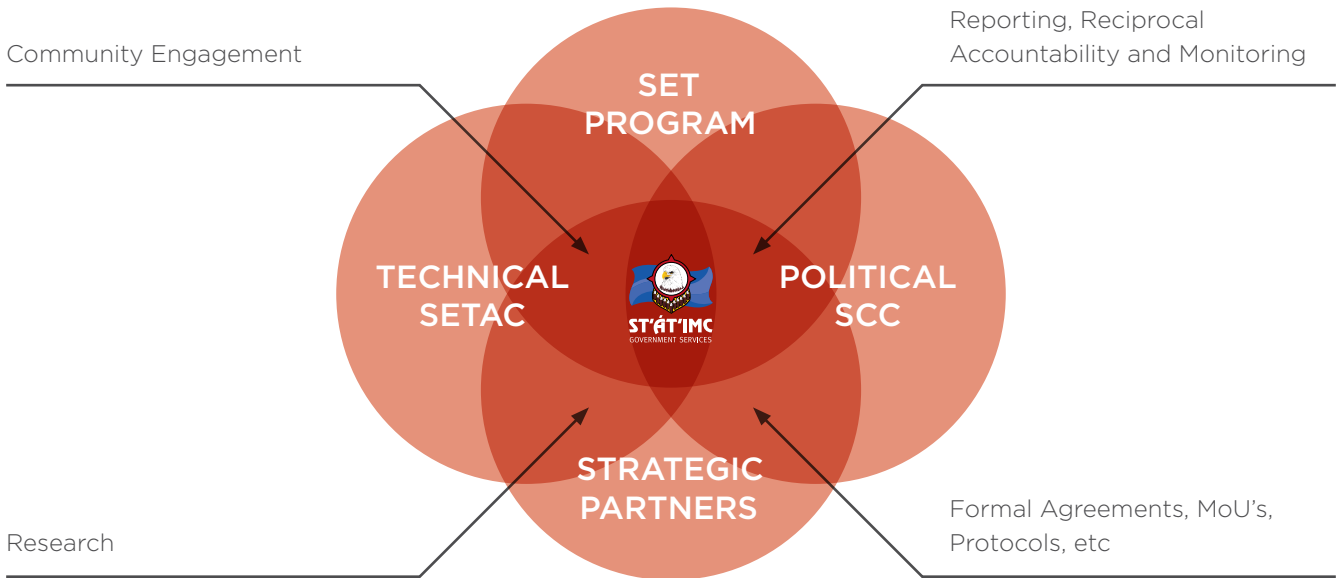
According to Nxeḱmenlḱálḱa múta7 nt’áqmanlḱalḱa, quality education and training is ensured so that members, individually and collectively are prepared for opportunities to meaningfully participate in their communities and in the economy; and are self-sufficient and self-determined.

GOALS:

- Strengthen the collective organization capacity of the St’át’imc
- Collaborate with strategic partners to exercise greater control over education and to ensure sustainability of the SET Strategy
- Collaborate with the communities and their partners to ensure education and training programs are culturally relevant and holistic
- Establish a knowledge-based foundation to inform St’át’imc decision-making.

OBJECTIVES

1. **PRE-NATAL:** Parents, who are a child’s first and best teacher, are supported through an intergenerational, life-long learning, education system.
2. **PRESCHOOL (AGES 3 -5):** Early learners are academically prepared to enter kindergarten, supported in their emotional and physical health, and parents are engaged in their child’s learning.
3. **K – 7:** Parity or better outcomes between St’át’imc and other British Columbians, that translates later into learning success in high school and beyond.
4. **HIGH SCHOOL:** Parity or better outcomes between St’át’imc and other British Columbians, that translates later into increased meaningful participation in higher learning and the new economy.
5. **POST-SECONDARY:** Parity or better outcomes between St’át’imc and other British Columbians, that translates later into increased meaningful participation in the new economy.
6. **SKILLS & EMPLOYMENT TRAINING:** Training that is aligned from high school into training that results into meaningful employment in the new economy.
7. **ORGANIZATIONAL & SYSTEMS DEVELOPMENT:** Effective organizational systems leading to St’át’imc having greater control of Education & Training, improved education outcomes, and members participating in the economy.



St'át'imc Government Services Heritage & Culture



As a consulting archaeologist, Nadine Gray applied for a Heritage Inspection Permit with the Provincial Archaeology Branch. This permit applies to archaeological impact assessments of small-scale routine maintenance developments and upgrades proposed by BC Hydro. These projects may be associated with generation, transmission and distribution of electricity within St'át'imc Territory.

Nadine Gray
Team Lead and Project Archaeologist



Rose Ellen
Heritage Field Assistant



Leanne Narcisse
Heritage Field Assistant



Chester Alec
Heritage Field Technician



Nora Billy
Geographic Information Systems Technician

“There are... 200 sites where... work is being carried out.”

Nadine Gray



The projects conducted by the St'át'imc Government Services heritage and culture team are part of the Archaeological Management Plan, outlined in the St'át'imc-BC Hydro Settlement Agreement.

The Archaeological Management Plan is a five year plan that strives to mitigate past impacts to culture and heritage.

Focus

Working across St'át'imc territory, the team works to protect, preserve and manage all aspects of St'át'imc heritage and culture, with a focus on sites that have been impacted by BC Hydro's past operations.

The team works to:

- 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 in line with St'át'imc values and traditions.

Information

To ensure communities are informed of the team's work, meetings to explain and answer questions about the Archaeological Management Plan and other protection issues have been held with St'át'imc communities including Xwisten, N'Quatqua, Ts'kwylaxw, Xaxli'p, T'it'q'et, Ts'alalh and Sekw'el'was.

Incorporating all communities into the upcoming projects will be possible in the later stages of the Archaeological Management Plan. This will include a land use and occupancy study.

The heritage and culture team understands that communities have the capacity to undertake archaeological work. With this in mind, the team ensures that work requiring a Heritage Permit, which is mostly on traditional lands but not on reserves, is done by the team. Trained community workers can then focus on working on reserve land, where no Heritage Permit is required. This past season, the team has employed 12 St'át'imc heritage workers on a range of field work projects.

Past impacts

The heritage and culture team's field work involves work at registered archaeology sites that were impacted by BC Hydro in the past. These sites were identified by communities during years of negotiations with BC Hydro. There are approximately 200 sites where field reconnaissance, artifact recording, and digital site mapping work is being carried out. The digital mapping is being completed with a GPS machine through a rental agreement with Peg'peg'lha Geomatics. This makes information easy to work with and preserves information for future generations.

The heritage and culture team works closely with other SGS teams including the environment, stewardship and fisheries teams. The Accessing St'át'imc Knowledge (ASK) project was initiated in the winter of 2012/13 to assess the data collected during the years of negotiations and identify any gaps. This project will continue in the winter of 2013/14.

St'át'imc Government Services Environment

The SGS Environment team is dedicated to delivering the best information available from St'át'imc knowledge and science into the decision-making process for natural resources and sustainability. Our approach is to both integrate community information up to the nation-level and to take the nation-level information back down to regional and local issues.

Sue Senger
PhD, RPBio, PAg
Environment Lead

Denise Antoine
Wildlife and Lands
Assistant

Darwyn John
Wildlife and Lands
Assistant

Nora Billy
GIS Technician

“Using the latest technology to continue and enhance important and traditional activities.”

Sue Senger

The SGS environment team has developed and is working on a series of programs that improve the knowledge and understanding of environmental issues within the St'át'imc nation. It is also developing the tools needed to share that information to help St'át'imc people to make informed decisions.

Tsi7 (mule deer) are an important and traditional food and resource for St'át'imc people. To focus on their long-term sustainability, the Tsi7 Stewardship Project has been drafted. The next step is to create a network of community members to work with mule deer stewardship and management.

In addition, two workshops on mule deer health have been hosted which have helped to educate hunters and community members about deer health issues, what to watch for and how to collect samples.

Monitoring

Trail camera monitoring work has also been done to monitor movement of wildlife. The results from this trial work will be used to formulate a trail camera protocol which will be used to monitor all types of wildlife in St'át'imc territory, using the latest technology to continue and enhance important and traditional activities.

To keep contractors and field crews safe, the environment team has also been organising formal bear safety training workshops. These are helping to raise the standard of safety measures taken and to provide other bear safety information. Bear Aware booths and information have also been used at a variety of community events and at the Lillooet farmers' market.



Informing St'át'imc communities and providing opportunities to ask questions and give feedback is a central part of the environment team's remit. With that in mind, a new program website has been launched including updates and information on projects. A series of 'meet and greet' events have also been held in ten communities, a program which will continue in the coming year.

In conjunction with other SGS departments, the environment team has been taking part in the Analysis St'át'imc Knowledge (ASK) project. This has provided an overview of the reports and map resources available from past work. The next step is to look ways to organize this information and make it easy for communities to access and use the information. As it carries out its day to day work, the environment team is also collecting and updating digital mapping information across St'át'imc territory for natural resource values.

Next steps

Much of the work outlined above will continue on the coming year, with new projects also being created. For example:

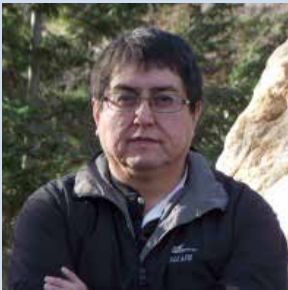
- A recovery plan for Stein-Nahatlatch unit grizzly bears, which are currently in rapid decline
- Collecting traditional knowledge on natural resource use, management and sustainability
- Initiating planning work on water (use, monitoring and sustainability), plants and species at risk across the territory.

In the coming year, new planning tools and processes will be used to look at resource development. This will include the drafting of a no-development "red zone" map for the territory.

Many of the environment team's projects also impact land use, and so the team will be playing a role in the creation of a land use plan across the territory.

Keep up to date with the environment team's work and current projects at www.sgseenv.ca.

Stewardship Advisory Team



As the stewardship advisory coordinator, I report to the SGS implementation manager and work in a team approach with environment, fisheries and heritage and culture teams.

I also oversee the SGS fisheries manager role, and chair the St'át'imc Stewardship Advisory Committee (SSAC). The SSAC has seats for all 11 St'át'imc communities and is a standing advisory committee of SGS.

Larry Casper, Advisory Coordinator



The stewardship advisory team was set up to support the implementation of the St'át'imc-BC Hydro Agreement through coordination with SGS teams, other St'át'imc organizations and the St'át'imc communities to protect, maintain and enhance the territorial and cultural integrity of the St'át'imc territory.

Although not identified in the part of the St'át'imc-BC Hydro Relations Agreement, the St'át'imc Stewardship Advisory Committee (SSAC) has been recognized by St'át'imc leadership as a benefit to all 11 St'át'imc communities. They can work together through the committee in support of the common goal of St'át'imc people being stewards of St'át'imc territory.

- The past year has been an important one for stewardship. The SSAC was established, with revised terms of reference, vision and principles in place.
- The SSAC has produced a draft information sharing agreement (ISA) between SGS and the St'át'imc communities.
 - The SSAC has advised SGS and Lillooet Tribal Council (LTC) staff on projects and initiatives including
 - Mule deer stewardship project
 - Grizzly bear strategy
 - Fisheries implementation plan (2013-2017)
 - Mule deer winter range and forestry harvesting
 - Independent power projects.

Goals

- In the coming year, Larry's goals are to:
- Complete the ISA and begin work on an ISA template for use between SGS or communities and Industry. Future agreements may be created for professionals or academics (such as biologists and archaeologists wanting to work in the territory), other First Nations and provincial and federal government.
 - Draft a watersheds plan for St'át'imc territory as a planning tool for SGS, SSAC and communities. This is reliant on the completion of ISAs between SGS and communities and staff submission of strategic plans.
 - Begin a review of draft codes and policies, some of which are available in draft, to provide direction, guidance or consideration in relation to land and resource based activities in St'át'imc territory.

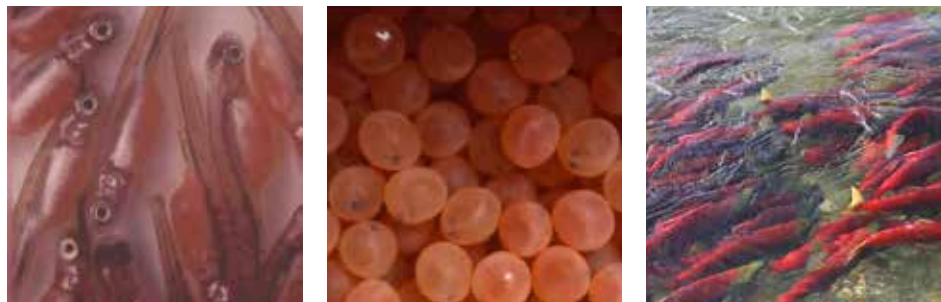
Progress

- In addition to chairing the SSAC, stewardship advisory coordinator Larry Casper has been working on:
- Project managing of the Lower Bridge River Spiritual and Cultural Value Monitoring water use plan project.
 - Supporting the relations agreement element of the St'át'imc-BC Hydro relations agreement on the Bridge-Seton Watershed Strategic Plan. This plan will compliment existing projects and programs and identify sector impacts, gaps, recommendations and processes for leadership decision making on activities in the Bridge-Seton Watershed.
 - Working alongside the fisheries advisor on the Bridge-Seton Fish Entrainment Strategy Technical Committee. This committee is developing an action plan that considers avoidance, mitigation or compensation as ways of addressing issues surrounding loss of fish when water is diverted. This is an issue at Downton (La Joie), Carpenter (Bridge) and Seton (dam/canal).
 - Overseeing the fisheries manager position, which has progressed to a 2 year Aboriginal Fisheries Strategy agreement between SGS and the Department of Fisheries and Oceans (DFO).
 - Chairing bi-monthly team meetings and monthly member conference calls.

Updating the Community

The monthly SGS conference calls, held every **3rd Wednesday of month at 2:00 pm**, are intended for any community member interested in hearing updates by SGS SAC/SSAC, SGS Fisheries, SGS Heritage & Culture, SGS Environment/GIS, SER, and LTC/SCC on land and resource based activities in the territory. This is held at same time each month, with our inaugural CC held on Sept. 18.

Dial in number: 1-877-385-4099
Participants code: 7634312



Fisheries

Fish, and salmon in particular, are defining elements of St’át’imc culture. They provide a vital food supply, contribute to spiritual well-being as expressed in St’át’imc songs, dances and legends and serve as an indicator of ecosystem health.

The fisheries department is working to a fisheries implementation plan from 2013 to 2017. SGS fisheries advisor Dr. Dave Levy and fisheries manager Janice Billy are responsible for bringing this plan to life.

Priorities

Priorities include:

- Managing the fisheries management element of the broader Accessing of St’át’imc Knowledge (ASK) project
- Capacity building and career development
- Collaborative management with DFO
- Participation in a water use plan (WUP) monitoring program with St’át’imc Eco Resources.

2013 season

The sockeye fishing season was bleak in 2013 due to closures over most of August, when harvesting and drying usually takes place. This was the result of weak summer runs coupled with record high water temperatures that severely stressed the fish.

There were a few bright spots, however, with over 58,000 sockeye returning to Gates Creek this year. Huge numbers of pink salmon entered the territory and, while there is minimal harvesting of these fish, they make important nutrient contributions to aquatic ecosystems.

Collaboration

The fisheries team is also collaborating with BC Hydro to develop a Fisheries Entrainment Strategy that will compensate for ongoing fish losses associated with BC Hydro operations. This will be completed in 2014.

Aspirations for the future include the development of an effective co-management system with DFO that meets the needs of St’át’imc people and which includes a more profound involvement in fisheries management decision-making. There is also a need for improved food security via future enhancement of fish populations that originate within the territory.

SGS Fisheries Manager Janice Billy

Through the SGS-DFO Aboriginal Fisheries Strategy (AFS) agreement, the SGS Fisheries Manager has opportunities to facilitate involvement of the SGS in the management, protection and enhancement of aquatic and fisheries resources, with the arrangement in which DFO contributes funding to carry out these activities.

This has led to improved communications with the DFO through the Fisheries Technical Committee meetings, increased St’át’imc participation in community events

such as Walking with Smolts, Coho in the Classroom, Ghost Net Removal and St’át’imc Fisheries Forums. Most importantly, these events provide members with technical and scientific knowledge at the community level, and hands on experience where possible.

Finally, another important focus is to provide support for our leadership to meet and discuss, with our neighboring tribes/communities, common concerns and goals regarding fisheries in the Fraser River.

St’át’imc Eco-Resources



Gilda’s background experience is in human resources. She started her career in 2004 when she was offered an entry-level position with Citizenship and Immigration Canada (CIC). Gilda was soon promoted twice within three years and found a position

she enjoyed as the Senior HR Assistant. The five years employed with CIC, Gilda became very familiar with operational, policy, rules and regulation requirements in all HR programs, providing all necessary paperwork that relates to classification, labour relations, occupational health and safety, staffing, employment equity, training and development and more.

As the newly appointed contract manager with St’át’imc Eco Resources, Gilda is looking forward to contributing her skills, knowledge and abilities.

Gilda Davis, Contract Manager

Gilda Davis
Contract Manager

Bonnie Adolph
Project Coordinator

Judith Manahan
Bookkeeper



St’át’imc Eco-Resources (SER) was formed to maximize the benefits from the BC Hydro Agreement, to support capacity development, employment and create wealth while respecting St’át’imc values and “our way”.

SER is a strengths-based organization that is guided by sustainable, net gain strengths. It is uniquely positioned to maximize economic opportunities due to its knowledge of sustainable land and resource use and its relationship with strategic partners who recognize St’át’imc’s territorial authority.

In April of this year the Water Use Plan (WUP) project management workshop took place. This allowed each project manager from the Bridge River Monitor Projects (BRGMON) to present to SER their project schedules, scope of work and preliminary results. The outcome of that workshop guided SER to provide better administrative support for the project managers in each team. This workshop allowed St’át’imc members to make suggestions and ask questions about the projects and its outcomes.

Active Projects

1st year WUP project proposal accepted by BC Hydro for Bridge River Monitor Projects 16: Lower Bridge River Spiritual and Cultural Value Monitoring, 2: Carpenter Reservoir Riparian Vegetation Monitoring, 5: Downton Reservoir Riparian Vegetation Monitoring, 11: Lower Bridge River Riparian Vegetation Monitoring, 12: Bridge-Seton Metals and Containment Monitoring Program, and 15: Seton Lake Erosion Monitoring Program funds were released for work to begin.

2nd year WUP project proposals accepted by BC Hydro for Bridge River Monitor Projects 1: Lower Bridge River Aquatic Monitoring, 3: Lower Bridge River Adult Salmon and Steelhead Enumeration, 4: Carpenter Reservoir and Middle Bridge River Fish Habitat and Population Monitoring, 7: Downton Reservoir Fish Habitat and Population Monitoring, 8: Seton Lake Resident Fish Habitat and Population Monitoring, 9: Seton River Habitat and Fish Monitoring, 14: Salmon Migration in the Seton-Anderson Watershed funds released for work to begin. BRGMON 6: Seton Lake Aquatic Productivity Monitoring and 10: Carpenter Reservoir Productivity Model Validation and Refinement are not scheduled to start until 2014.

SER is proud to say that BRGMON 13: Effectiveness of Seton Powerhouse shutdowns for reducing entrainment mortality of sockeye salmon smolts, was managed and run entirely by a St’át’imc First Nations fisheries team. BRGMON 13 is the only project that has hired field supervisors, project managers, and senior technicians.

SER built a solid partnership with Pottinger Gaherty Environmental Consulting Ltd to have David Kemp B.SC to come and work with us to mentor and develop valuable training skills with St’át’imc environmental technicians. With David’s mentorship, St’át’imc environmental technicians have taken what they have learned and applied it while working at a site independently.

The SER contracting team believes that it is in a position where it is comfortable with managing 16 BRGMON projects. Bonnie Adolph, project coordinator has been mentored by PGL Matthew Hammond B.SC and Gilda Davis, contract manager has been menotored by Embark, Yasemin Parkinson, B.SC, B.Tech, P.Ag. The team has overcome many challenges and obstacles that come with the growing pains of a new company.

SER is proud to say that we have hired Several personnel to fulfill entry level positions:

- Roxanne Ledoux, Laborer- Security Watch BRGMON 14
- Kasper Paquette, Laborer- Security Watch BRGMON 14
- Ginger Jones, Fisheries Technician, BRGMON 16
- Stacy Leech, Bus Driver Level 3, BRGMON 16
- Christopher John, Fisheries Technician, BRGMON 1
- Ivan John, Fisheries Technician, BRGMON 13, Environmental Technician, As when contracts
- Elijah Michel, Fisheries Technician, BRGMON 13, 16
- Edward Serroul, Fisheries Technician, BRGMON 1,3,4,7,8,9,14
- Wesley Payne, Fisheries Technician, BRGMON 4,7,8,9,13,14
- Ted Napoleon, Fisheries Technician, BRGMON 13
- Jessica Hopkins, Fisheries Technician & Field Supervisor, BRGMON 13,14
- Brandon James, Fisheries Technician, BRGMON 1,3
- Ronald James, Fisheries Technician, BRGMON 1,3
- Tyler Creasey, Fisheries Technician, BRGMON 12,13
- Avaleen Adolph, Vegetation Technician, BGRMON 2,5,11
- John Redan, Vegetation Technician, BGRMON 2,5,11
- Storm Peter, Fisheries Technician, BRGMON 13, Environmental Technician, As When contracts
- Charles Louie, Fisheries Technician, BRGMON 4,7
- Talya Wood, Vegetation Technician, BGRMON 2,5,11
- Cory LaRochelelle, Vegetation Technician, BGRMON 2,5,11
- Candice Jack, Fisheries Technician, BRGMON 7,13
- Alicia Jack, Fisheries Technician, BRGMON 13
- Lesley Riley, Laborer Security watch BRGMON 14
- Baillie Phillips, Laborer Security watch BRGMON 14

SER Goals

- Introduce more capacity building and job shadowing within each of the WUP projects
- Implement training needs and requirements that relate to the fisheries projects-
- To employ St’át’imc fisheries technicians into higher positions within each BRGMON.

Relations Manager

As the SGS Relations Manager, Darryl Peters is responsible for building relationships that help communities and their members build on their skills and succeed.

As part of the relations agreement, it is required that all communities develop a process under the emergency preparedness plan. Darryl coordinated community meetings with representatives from Red Cross who took part in guided tours of Samahquam, Skatin and Douglas to facilitate greater awareness of the nation and the issues for emergency.

Darryl was thinking ‘big picture’ on looking at how to provide an opportunity to emergency responders. After building a memorandum of understanding, Red Cross agreed to come in and provide a free service to all communities. So far they have delivered 24 new first aid certificates in Xaxli’p, 12 new babysitter first aid certifications in Tsalalh, and 8 new babysitter first aid certifications in N’Quatqua.

The potential here now is that these people can go out and get jobs because of their new certifications. Darryl is currently working on getting more certificates

issued and working with each community so they all have a chance to participate.

Among this, Darryl attended a meeting with Carden Consulting to discuss the draft community engagement process, the SGS operations manual and met with BC Hydro’s integrated implementation team.



St’át’imc Authority

Financial Summary

SER Financial Statement

SER - Year End April 30, 2013		
(Unaudited)		
Balance Sheet		
Assets		
Current assets:		
Cash	\$	96,094
Accounts receivable	\$	368,505
Advances to member bands		10
	\$	464,609
Liabilities and Shareholders’ Equity		
Current liabilities:		
Accounts payable and accrued liabilities	\$	464,599
Shareholders’ equity:		
Share capital		10
	\$	464,609

The St’át’imc Authority (SA) has not yet received the Advanced Tax Ruling from Revenue Canada as of April 30th, 2013 and as a result were unable to receive funds from the Trust. The SA had to borrow money again from a community and from the Trust to carry out its activities. The SA was able to service its annual debt and cover all operation expenses from the loan it received from the Trust.

SGS Financial Statement

Revenues		\$	796,484.00
Expenses:			
Administration	\$	875,293.00	
Governance	\$	417,641.00	
BC Fisheries Fund	\$	152,956.00	
Land and Resources Fund	\$	353,281.00	
BCH Capacity Fund	\$	426,894.00	
Heritage and Culture Fund	\$	197,511.00	
Department of Fisheries	\$	95,599.00	
S.E.E.D.S	\$	23,689.00	
Education and Training	\$	93,320.00	
Economic Resources	\$	72,407.00	
BC Hydro - 2 L90	\$	35,049.00	
Land and Resources - Short Term	\$	6,524.00	
Heritage	\$	1,702.00	
Mule Deer Project	\$	3,893.00	
BCH - Heritage Monitoring	\$	14,527.00	
Amortization	\$	3,972.00	
	\$	2,774,258.00	
April 30, 2013 Balance			\$ (1,977,774.00)
Cash Position:			
Cash - April 30, 2013		\$	650,431.00
Trust	\$	0.00	\$ 200,000.00
Accounts Receivable	\$	0.00	\$ 164,855.00
	\$	0.00	\$ 1,015,286.00
Accounts Payable	\$	0.00	\$ (307,129.00)
	\$	0.00	\$ 708,157.00
Restricted Funds:			
Lands and Resources	\$	84,034.00	
Heritage and Culture	\$	333,761.00	
Education and Training	\$	189,680.00	
Projects	\$	28,770.00	
Total Restricted Funds			\$ (636,245.00)
Surplus Cash			\$ 71,912.00



Trust Update

Purpose of the Trust

The Trust has been settled with the objective of benefitting the St’át’imc beneficiaries. The Trust provides for the professional management, investment and distribution of the Trust property in the manner provided, to assist in the long term well-being of the St’át’imc beneficiaries. The Trust provides for legacy funds, specific amounts of which are held in a minimum protected amount and amounts which are available for participating communities to withdraw for a specific purpose or held in the Trust until they wish to withdraw the funds. The St’át’imc beneficiaries consist of 10 participating communities:

N’Quatqua (Anderson Lake), Sekw’el’was (Cayoose Creek), T’it’q’et (Lillooet), Ts’kw’aylaxw (Pavilion), Xa’xtsa (Douglas), Samahquam, Skatin, Tsal’álh (Seton Lake), Xaxli’p (Fountain), and Xwisten (Bridge River).

Trust fund uses

There are 11 areas where trust funds may be used. These include:

- Administration and governance
- Economic development and well-being
- Infrastructure and programs
- Aboriginal title
- Education and training
- Recreation and sport
- Culture and heritage
- Environment and natural resources
- Charity
- Social and spiritual well-being
- Health

Participating communities may choose to resettle their funds. This means that they have chosen to leave or return their portion of the annual payment to the Trust and the Trust will invest the funds on their behalf. Communities may choose this option for many reasons - awaiting the completion of their comprehensive community plans or fund growth for the future - are just two reasons for resettling funds into the Trust.

Role of the community trustees

The community trustees are each appointed by their chief and council to assist with the business to be carried out by the Trust and to see that the terms of the Trust indenture are adhered to. The trustees are responsible for the legacy fund, participating community resettled funds and maintaining the minimum protected amount. Trustees, in their capacity as trustees, do not have any information regarding the funds that the participating community has drawn from their share of the Trust other than ensuring that the funds are spent as the communities allocated in their request and that these funds are only used in the categories outlined in the Trust indenture.

Who are the community trustees?

- Trish Andrew, Sekw’el’was (Cayoose Creek)
- Steven Doss, Xaxli’p (Fountain)
- Raquel Kane, Ts’kw’aylaxw (Pavilion)
- Linda O’Donaghey, Tsal’álh (Seton Lake)
- Johnny Sam, Skatin

Community Contact Details

Anderson Lake - N’Quatqua

Box 88 D’Arcy, BC V0N 1L0
Phone: 604-452-3221
Fax: 604-3295
Receptionist Email:
postmaster@nquatqua.ca
21 Lake Shore Drive

Bridge River – Xwisten

Box 190 Lillooet, BC V0K 1V0
Phone: 250-256-7423
Fax: 250-256-7999
Receptionist Email:
frontdesk@xwisten.ca
1A Joseph Road

Cayoose Creek - Sekw’el’was

Box 484 Lillooet, BC V0K 1V0
Phone: 250-256-4136
Fax: 250-256-4138
Receptionist Email:
cayoosecreekband@yahoo.com
810 Highway 99

Douglas - Xa’xtsa

Box 606 Mt. Currie, BC V0N 2K0
Office: 604-894-0020
Phone: 600-700-3271
Fax: 604-894-0019
Tipella Office :
Amelia.Smith@xaxtsa.ca
Mission Office:
Rozina.Charlie@xaxtsa.ca
Mt. Currie Office:
Loretta.Stager@xaxtsa.ca
7336 Industrial way

Fountain - Xaxlip

Box 1330 Lillooet, BC V0K 1V0
Phone: 250-256-4800
Fax: 250-256-4803
Receptionist Email:
reception@xaxlip.ca
1433 Fountain Valley Road

Lillooet - T’it’q’et

Box 615 Lillooet, BC V0K 1V0
Phone: 250-256-4118
Fax: 250-256-4544
Receptionist Email:
reception@titqet.org
10 Scotchman Road

Mt. Currie - Lil’wat

Box 602 Mt. Currie BC V0N 2K0
Phone: 604-894-6115
Fax: 604-894-6841
Receptionist Email:
hazel.joseph@lilwat.ca

Pavilion - Ts’kw’aylaxw

Box 2200 Lillooet, BC V0K 1V0
Phone: 250- 4204
Fax: 250-256-4058
Receptionist Email:
reception@tskwaylaxw.com
35100 Highway 99 North

Samahquam

Box 610 Mt.Currie BC V0N 2K0
Phone: 604-894-5679
Fax: 600-700-9546
Receptionist Email:
samahquam_frontdesk@yahoo.ca
Lot 105 Q’alaTKu7em
IR # 1B

Seton Lake –Tsalalh

S-3 Box 76 Shalalth,
BC V0N 3C0
Phone: 250-259-8227
Fax: 250-259-8384
Receptionist Email:
eprosser_slib@hotmail.ca
1355 Tsalalh - Shalalth

Skatin – Skookumchuk

Box 190 Pemberton, BC V0N 2L0
Phone: 604-894-2490
Fax: 604-894-2491
Receptionist Email:
gevena.quipp@hotmail.com

Photo Credits

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ST'ÁT'IMC
ECO-RESOURCES



ST'ÁT'IMC CHIEFS COUNCIL



ST'ÁT'IMC
GOVERNMENT SERVICES

For more information contact:

Tel: 250-256-7523

Fax: 250-256-7119

650 Industrial Place
Box 1420
Lillooet, BC V0K 1V0

www.statimc.ca