



ST'ÁT'IMC
GOVERNMENT SERVICES

2022

Annual Report



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Front and Back cover photos by Chelsea Atkinson from Xáxtsa

**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 (Nxekmenlhalkálha Iti tmicwa) to ensure that cultural integrity is maintained and enhanced.

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 interrelationships, 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

During the past few years amid the pandemic, we have seen a lot of transformation as an organization. The team has continued to deliver our strategic priorities despite the challenges we were faced with. We continue to build from our original goals and concerns with BC Hydro agreement and are constantly striving for a better understanding and working relationship between BC Hydro and St'át'imc Communities.

After a couple years of having to cancel or limit in-person events, restrictions with limited field-crew activities, restrictions for visiting communities, and various other ways COVID-19 has impacted us as an organization. Our Archaeological Management Plan (AMP) engagement with communities was limited and field work was postponed in 2021–2022 due to COVID-19. The shift of having restrictions being lifted was exciting to welcome a sense of a “new normal”. We held the St'át'imc Lifelong Learning Fundraiser Golf Tournament and networking event on September 15, 2022, at the Sunstone Golf Club.

St'át'imc Government Service continue to hire summer students to build St'át'imc capacity in the areas of Environment, and Heritage and Culture. Some of the projects include the Reservoir Archaeology Program (RAP), Bridge River Environmental Support Services, the Seton Lake Erosion

Management Program (SLEMP), On-call Pole Replacement Monitoring, Lajoie Dam Improvement Project, Bridge River Transmission Project (BRTP), Environmental DNA (eDNA) Fish Inventory and Sampling from Bridge-Seton Watershed, Animal Health Program, McKay Creek Post-Fire Rehabilitation Planning, Bridge-Seton Watershed Strategic Plan, and Fraser River Bighorn Sheep Monitoring.

This report summarizes work undertaken as part of the key goals and objects identified in the St'át'imc Agreements.

Nilh ti7!



Message from the Administrator/ Implementation Manager

It has been an exciting year of progress at St'át'imc Government Services (SGS), with many initiatives making headway after delays in previous years from the wildfire destruction and COVID-19 shutdowns. I am pleased to outline some of these successes here and you will find more details and other program news throughout the rest of our annual report. As always, we remain committed to the advancement, promotion, development, and improvement of services in the delivery of programs for all St'át'imc.

A strength of SGS is the wisdom, education, and dedication our staff bring to our work. In our Environment Department, we were pleased to welcome 3 new staff members to help lead the important work of supporting environmental mitigation and research work in partnership with St'át'imc communities.

We were thrilled to welcome back Courteney Adolph-Jones in the role of St'át'imc Education and Training (SET) Manager. Courteney brings a wealth of knowledge and experience to SGS that will benefit programming and strengthen staff dynamics moving forward. The SET program had many achievements throughout the year including a survey of training needs of St'át'imc members to help guide future programming, 6 separate training programs offered throughout the 2021–22 fiscal year, and two intakes of the St'át'imc Lifelong Learning Scholarship Program.

The Heritage and Culture team were able to re-engage in field work and community visits with the travel restrictions lifted, as well as continue their important capacity-building and training of St'át'imc members.

For Capital Planning, the 2021–22 fiscal year saw a new high in business opportunities offered to St'át'imc businesses through the High Flow Settlement Agreement, and meetings to share information about these opportunities were held throughout the year.

Finally, our Relations and Administrative departments also had a busy year. Sherry Kane stepped into the Relations Manager role and led several technical working groups to consider important information about BC Hydro projects in the territory and help inform decision-making into the different alternatives of these projects. In our new role of Communications Specialist, Kirsten Whitney was also successful in ramping up our communications efforts to communities. This included the launch of a monthly digital newsletter to share timely and relevant updates from us to St'át'imc communities – meeting a need to enhance our communications efforts more directly to St'át'imc members.

SGS has also fully transitioned its IT framework fully into the cloud, which gives SGS the ability to be more efficient, stable and secure. SGS also implemented planning for the development of new HR systems to manage resources more effectively and give SGS another tool to serve communities.

I would like to thank our dedicated staff that made these achievements possible as well as the leadership of our board of directors for their support and insight. It is a pleasure to serve as the Administrator of SGS alongside this wonderful team, and we look forward to more exciting developments in the year to come.

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.

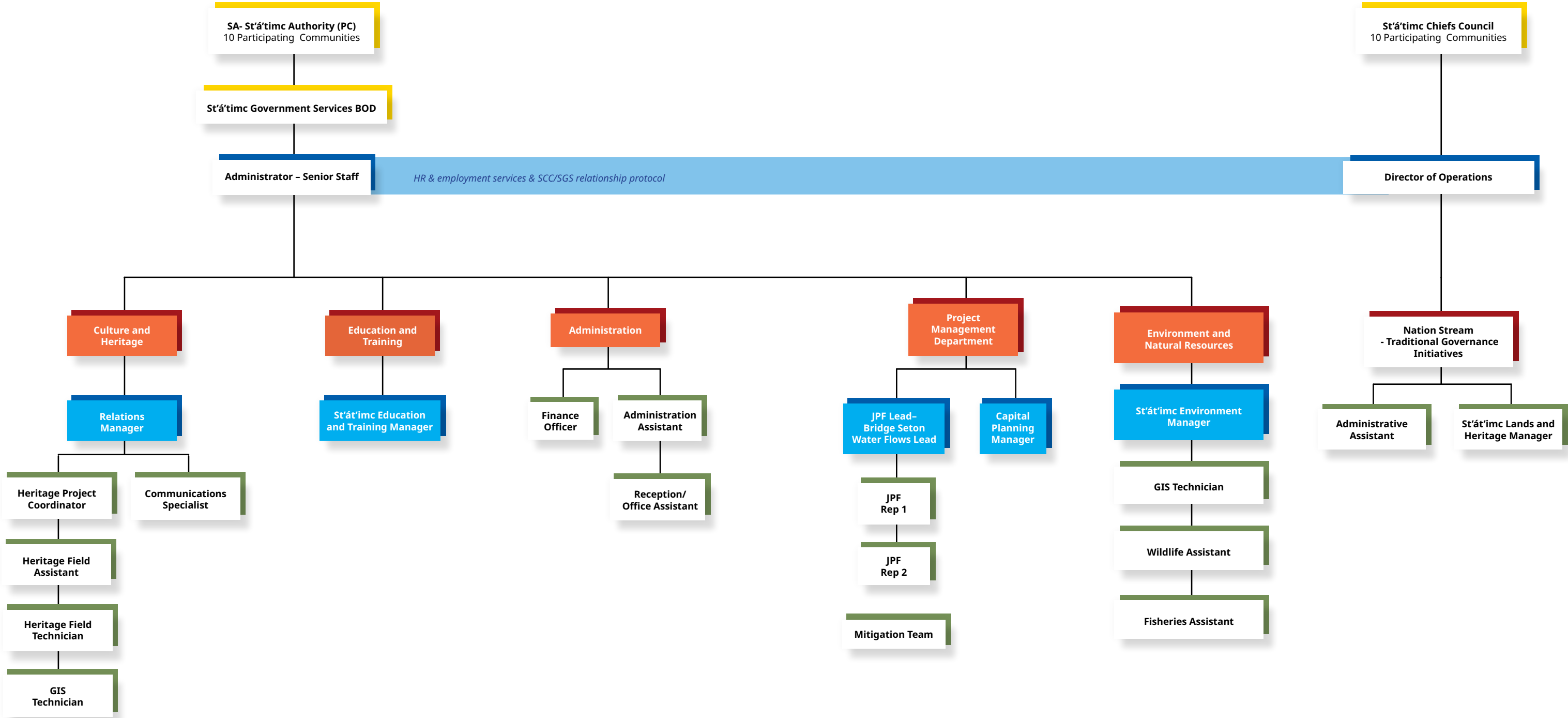
1993 St'át'imc and BC Hydro sign a negotiations protocol agreement.

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. Administration payments 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.

2021 St'át'imc and BC form a technical working group to collaboratively consider alternatives for repairing the Lajoie Dam.

St'át'imc Organizational Chart



Administration

Bobby Watkinson, Administrator/Implementation Manager
Sherry Kane, Relations Manager
Margaret Michell, Administrative Assistant
Taya Rankin, Reception
Kirsten Whitney (B.Des.), Communications Specialist
Meaghan Hume, Advisor



Relations and Implementation

We continue to work in partnership with the St’át’imc Communities to promote and support their interests and rights regarding BC Hydro work in St’át’imc Territory. This includes:

- Meeting with communities to understand their priorities and sharing information on upcoming capital project work in St’át’imc territory
- Attending weekly SGS/Hydro Implementation Team meetings and bi-weekly SGS/Hydro Education meetings, SGS/Hydro Relations & Heritage meetings, and Seton Lake Erosion Mitigation Plan Meetings to understand upcoming priorities and opportunities to share back with communities
- Receive, track, and share information in a timely and organized manner and maintain the St’át’imc Community Points of Contact List

Project Life Cycle

Part of the Relations Manager’s role is to understand upcoming BC Hydro projects in St’át’imc territory and share meaningful information back with communities. There are different opportunities for community input into projects at different phases of BC Hydro projects.

BC Hydro’s project life cycle has four phases, and eleven stages within those four phases. Each project varies and may not necessarily

require all steps, depending on the size and scale of the project. Projects can also be cancelled or put on hold at any one of the phase and stages.

During the **Identification Phase** the following will occur:

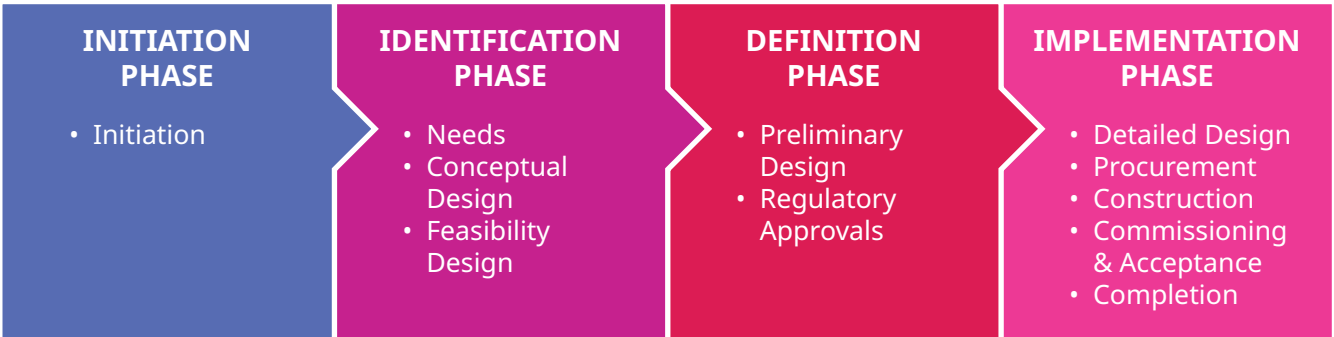
- Develop engagement plan
- Conduct Archaeological Impact Assessment (AIA)
- Discuss alternatives
- Share project design information
- Conduct detailed archaeological and environmental studies
- Understand impacts and mitigation options
- Develop supply chain strategy
- Update engagement plan

In the **Definition Phase** the following occurs:

- Understanding impacts and mitigation options are continued
- Obtain permits/tenures
- Draft Environmental Management Plan (EMP)
- Regulatory process submissions
- Update engagement plan

During the **Implementation Phase** the following occurs:

- Tenders for contracts
- Environmental Monitoring



Lajoie Dam Improvement Project

The Lajoie Dam is one of largest BC Hydro projects that will be taking place in the next 10 years in St’át’imc territory.

The Lajoie Dam is at or near the end of its useful life as its concrete face, built in the 1970s, is becoming more challenging to maintain. As well, a 2003 study showed the dam may suffer damage in a large earthquake compromising BC Hydro’s ability to operate the reservoir safely in the event of a quake.

The goal of the Lajoie Dam Improvement Project is to address the dam safety risks at the Lajoie Dam. The dam and related structures likely need upgrades, and we are currently considering what the potential alternatives are for the project. In response to this project, the **Lajoie Leadership Advisory Committee (LLAC)** was created to provide oversight to the Structured Decision Making of the alternatives of the Lajoie Dam Improvement Project. The LLAC was appointed to oversee St’át’imc participation in the review of alternatives and to provide a recommendation for the St’át’imc Authority (SA) to endorse.

The LLAC will participate in a series of meetings to review the value inputs to determine a leading alternative for the project. LLAC will also appoint representatives for the Lajoie Technical Working Group (LTWG).

The role of the Lajoie Technical Working Group (LTWG) is to review the Lajoie Dam Improvement Project alternatives and ensure that St’át’imc interests are accounted for. The LTWG will provide expertise in their respective areas (Fisheries, Wildlife, Heritage, Environment, Flows, and Capital Planning) to inform the Structured Decision-Making process and provide reports to the Leadership Advisory Committee and St’át’imc Authority.

The LTWG will work directly with BC Hydro (BCH) representatives over a series of joint meetings to review material and provide input. The LTWG working group will be composed of a few staff (Joint Planning Forum and SGS) in addition to specialized consultants. The funding for the LTWG, where funding for participation is not already provided for in salary, will be at cost to BC Hydro.

The Lajoie Dam Improvement Project is in the early phases with BC Hydro and St’át’imc working together to identify the best alternative to improve safety.

Bridge River 1 Penstocks 1-4 Strip and Recoat Project Meeting – February 2022

There are four individual penstocks (large pipes) that pass water into the Bridge River 1 generating station. Inspection of the penstocks show internal and external coating deficiencies. The protective coatings on these steel penstocks are aging, leading to defects like corrosion and pitting on the surfaces of the penstocks.

If nothing is done to address this, the steel penstocks will continue to corrode, resulting in metal loss. Over time this can undermine the structural integrity of the penstocks. Failure of these high-pressure penstocks would lead to a leak that could impact downstream infrastructure such as the railway line, public access road, BR1 Powerhouse, and the BR1 Switchyard. It could also cause sediment to enter Seton Lake. To repair a leak would require a long outage which could result in water management issues. The leading alternative is to strip and recoat the interior and exterior of the penstocks with a new protective surface which will provide reliable penstock service for another 40 years.

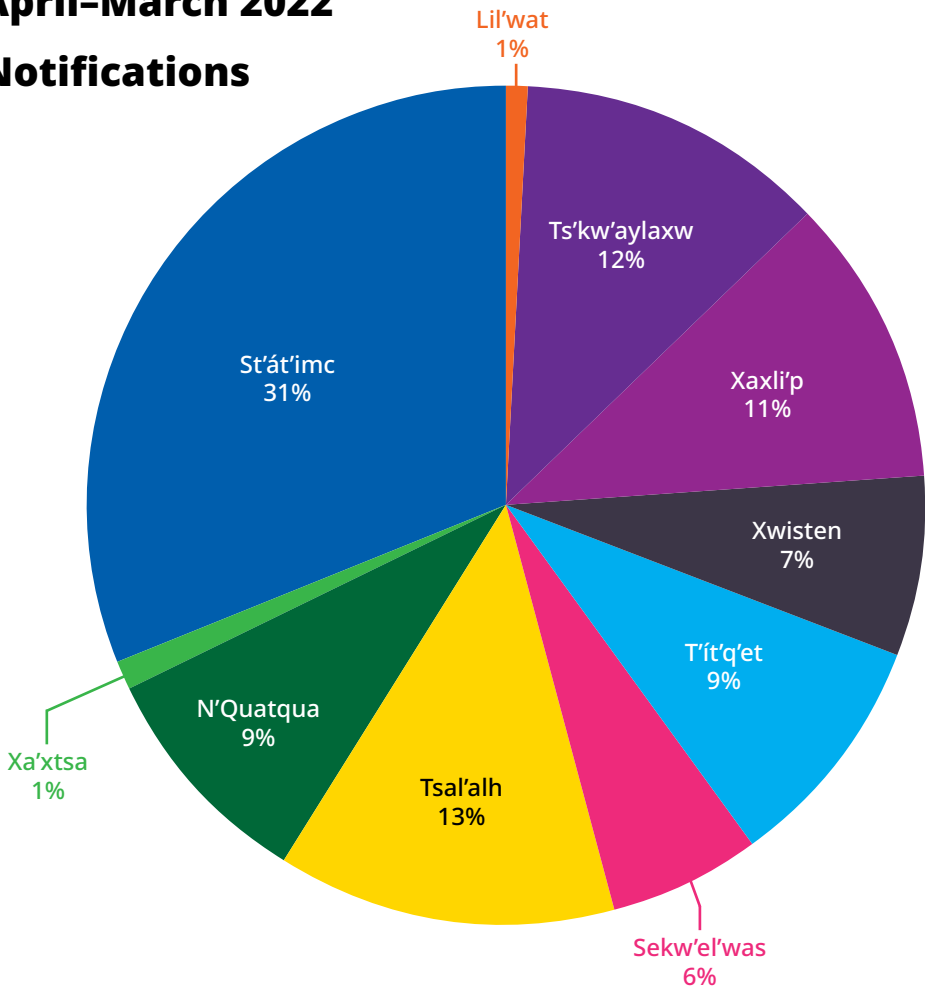
Notifications

The Relations Department in collaboration with the Cultural and Heritage Department works to ensure BC Hydro is adhering to the

notifications process for maintenance and operations work on its infrastructure in the Territory. We also track data on the notifications and the work of the monitors to assist us with planning for future BC Hydro work. The type of notifications received were for:

- Vegetation Maintenance
- Distribution Pole Replacement
- Safety Incident
- Road Maintenance
- Transmission Pole Replacement or Repair
- Other (Test & Treat, switch replacements, new poles, overhead transformer replacement)

**April–March 2022
Notifications**



Culture and Heritage

follow our work at #sgsteamawesome

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

Our work focuses on monitoring BC Hydro’s potential impacts to culture and heritage and documenting unrecorded sites in St’át’imc Territory. In 2021–2022 our work was funded by BC Hydro project funds and through sub-contracts with archaeology consulting firms. We were also successful in receiving funding from Canada Summer Jobs and BC Hydro Summer Hires program for the Summer of 2022 to support training and capacity develop of St’át’imc students and youth.

Access to external funding opportunities has ensured sustainable funding to support our programs and the protection of heritage into the future.

Heritage and Culture Team

- Chester Alec (NRT Cert.)** – Heritage Field Assistant
- Samual Copeland** – Heritage Field Technician
- Alysha Edwards (B.A.)** – Heritage Field Technician
- Nadine Gray (M.A.)**– Heritage Project Coordinator
- Talicia Kane (B.Sc.)** – Heritage Field Technician and GIS



Image Above: Nadine Gray, Cheyanne Watkinson, and Alysha Edwards during the Seton RAP fieldwork

Archaeological Management Plan (AMP)

One component of the AMP that continues is the Heritage Inventory and Assessment Project. This project is designed to document known heritage resources in St’át’imc Territory which have not been fully recorded or documented. Each community has been asked to make recommendations on heritage sites to be included in the field study. Due to Covid-19, engagement with Communities has been limited and field work was postponed in 2021–2022. Future work will include meeting with Communities, selecting sites and locations, documenting the heritage sites and storing the data in SGS GIS database.

Archaeology Projects and Project Planning in Advance of Construction

When SGS was formed in 2012, the SGS Culture and Heritage Team focused on mitigating past impacts by BC Hydro. Since that time, there have been changes in the operations of BC Hydro, which now include addressing heritage concerns in advance of planned works. This change has led to the Heritage Team working with BC Hydro during project planning stages to ensure heritage sites are protected. Examples of this work include the As-When Projects (pole replacements and removals), the Reservoir Archaeology Program (RAP) and the Seton Lake Erosion Management Program (SLEMP) and the Bridge River Transmission Project (B RTP) discussed below.

Current Projects

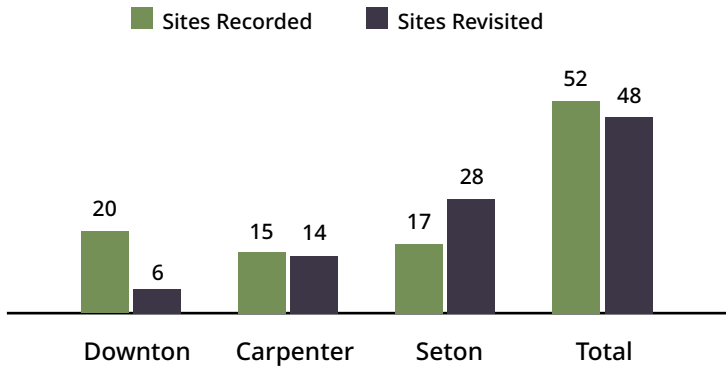
The SGS Heritage work program includes monitoring BC Hydro activities and ensuring the protection of heritage resources. This work includes contracts for several BC Hydro Programs and Projects. Currently, SGS Heritage has 4 active contracts with BC Hydro.

1. *The Reservoir Archaeology Program (RAP)* for Carpenter, Downton and Seton Lake;
2. *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. There is one project under this contract; the Bridge River Transmission Project (B RTP) through a sub-contract with Szumin’ts and Wood Canada Limited;
3. *The Seton Lake Erosion Management Program (SLEMP)* including the Seton Buoy data collection and inventory of erosion locations on Seton Lake captured under BRGMON-15;
4. *As When Contract* for on-call Pole Replacement Monitoring.



Image Above: Chester Alec monitoring Pole Replacement

RAP RESULTS
Archaeology Sites 2018 to 2021



Reservoir Archaeology Program (RAP)

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 program 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 inventory work is not intended to survey 100% of the lands. The RAP work strives to complete an inventory sample of the types of archaeology sites in the active erosion zones of a reservoir. An archaeological management plan will be created for each project.

SGS Heritage and Wood are completing an archaeological inventory at Downton and Carpenter Reservoirs and Seton Lake. Archaeological survey work and recording of archaeology sites began in 2018 with work continuing each summer. During the RAP field work 931.5 ha has been surveyed resulting in 52 archaeology sites being recorded and 48 archaeology sites have been revisited. Revisiting previously recorded archaeology sites is part of the RAP field work to determine if there have been any impacts to the site and ensure that site maps are updated.

Results of the Reservoir Archaeology Project (RAP)- Inventory

Downton Reservoir

A total of 296.9 hectares has been surveyed from 2018 to 2021, identifying 20 unrecorded archaeology sites and revisiting 6 previously recorded sites. Prior to the 2018 RAP field

work there were no recorded archaeology sites within the reservoir.

Carpenter Reservoir

A total of 466.74 hectares has been surveyed from 2018 to 2021, identifying 15 unrecorded archaeology sites and revisiting 14 previously recorded sites.

Seton Lake

A total of 167.87 hectares has been surveyed from 2018 to 2021, identifying 17 unrecorded archaeology sites and revisiting 28 previously recorded sites. The 2021 fieldwork focused on shovel testing and detailed mapping of previously recorded archaeology sites.

RAP Field Crew

2018:

- SGS: Chester Alec
- St'át'imc Members: Samual Copeland (T'it'q'et), Ervin Joseph (Tsal'alh), Vision Ley (Tsal'alh), Doug Mitchell (N'Quatqua), Art Peters (Xwisten), and John Terry (Xwisten).
- Wood Archaeologists: Erin Hannon, Marlowe Kennedy, and Heleana Moore.

2019:

- SGS: Chester Alec and Alysha Edwards
- St'át'imc Members: Samual Copeland (T'it'q'et), Raymond Alexander (Tsal'alh), Chanvre Oleman (Tsal'alh), Doug Mitchell (N'Quatqua), and Art Peters (Xwisten).
- Wood Archaeologists: Erin Hannon, Robyn Oxley, and Matt Begg.

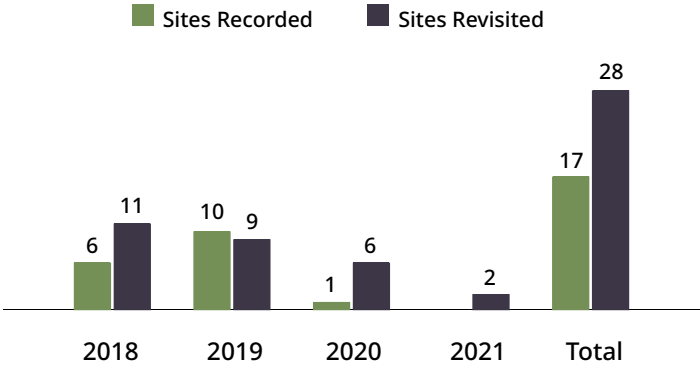
2020: (Covid-19 Restrictions limited field crew)

- SGS: Chester Alec, Alysha Edwards, and Nadine Gray.
- Wood Archaeologist: Matt Begg

2021: (Covid-19 Restrictions limited field crew)

- SGS: Chester Alec, Samual Copeland, Alysha Edwards and Nadine Gray.
- SGS Summer Students: Braeden Napoleon and Cheyanne Watkinson.
- Wood Archaeologist: Matt Begg.

SETON RAP RESULTS
Archaeology Sites 2018 to 2021



RAP Technical Working Group and Reporting to Communities

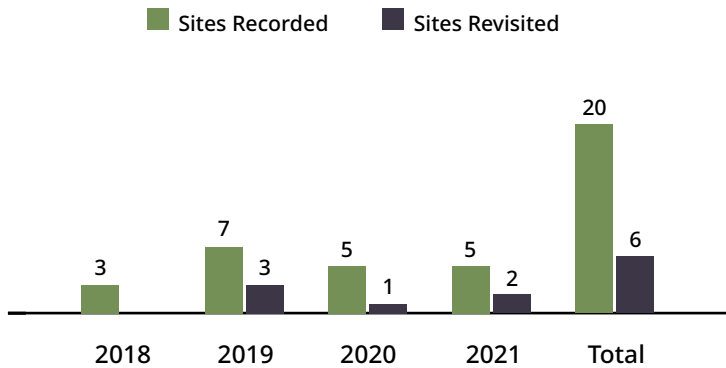
Two technical work group meetings are planned annually for RAP. A Spring and a Fall meeting are scheduled each year. Invitations for a technical representative from Tsal'alh, Xwisten, N'Quatqua and P'egp'ig'lha are sent 4-6 weeks prior to the meeting date. Technical representatives report the meeting details to Chief and Council.

SGS Heritage sends two summary reports annually to Communities as well as distributing the presentations from the Technical Working Group meetings. Annual archaeology reports with detailed mapping are also sent to Communities, the BC Hydro Contract Manager and the Archaeology Branch.

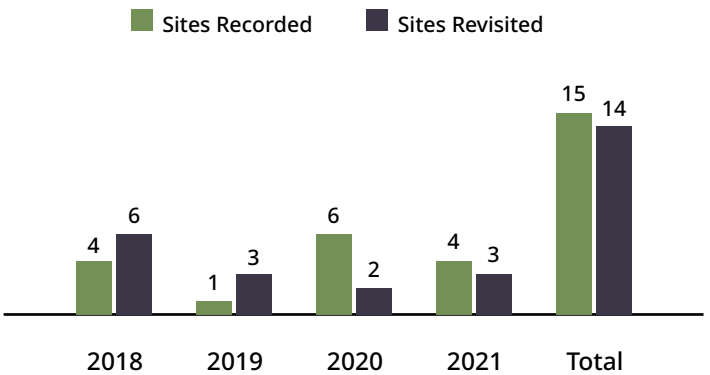
RAP Proposed Work for 2022-2023

After discussions with the St'át'imc Communities at the Technical Working Group meeting, further inventory work ranging from 5 to 7 days of field work will be scheduled for each project. 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 will be prepared by SGS Heritage and implemented by SGS and BC Hydro.

DOWNTON RAP RESULTS
Archaeology Sites 2018 to 2021



CARPENTER RAP RESULTS
Archaeology Sites 2018 to 2021



Recommendations	Seton Lake	Seton River	Total
Mitigate	4	1	5
Likely mitigate but no access	1		1
Monitor	4	4	8
Total	9	5	14

Seton Lake Erosion Mitigation Plan (SLEMP) - Settlement Agreement (Section 5.3)

Archaeological data collected over 4 years of Seton RAP fieldwork has mapped unrecorded archaeology sites, updated site boundaries and led to a better understanding of location that have the potential to erode as a result of reservoir operations. The updated archaeological data helped with the development of a GIS based prioritization tool. The prioritization tool was developed

as a decision-making tool to identify priority sites. The tool queries archaeology sites within 30m of shoreline that are erodible or potentially erodible.

The initial prioritization screening was completed with 23 locations identified. In an effort to test the prioritization screening and gather additional data, site visits were conducted during May and June 2021 to 18 registered archaeology sites within 30m of the shoreline. Utilizing the data collected during the site visits, 4 sites were at High Risk of erosion and 14 sites were identified as low erosion risks. A recommendations report, drafted by BC Hydro and SGS Heritage in February 2022, outlined 9 sites on Seton Lake that should be mitigated or monitored. Community engagement work is planned for the Fall of 2022 to discuss the known sites and identify additional locations. As more data becomes available, the prioritization tool becomes more comprehensive, and the sites visit locations can be targeted.

As-When Contract

Between April 2021 and March 2022, the Heritage Team spent 63 field days monitoring 95 pole replacements for BC Hydro.

Bridge River Transmission Project (B RTP)

The B RTP work is being conducted under a sub-contract with Szumin'ts and Wood Canada Limited. During October 2021, a Preliminary Field Reconnaissance (PFR) was completed by Wood Archaeologists and SGS Heritage Technician Samuel Copeland. During the PFR the crew surveyed the pole locations and a 50m buffer on either side of the transmission corridor. This work provides a preliminary overview of potential project constraints, helps plan future archaeology survey access, and informs the methods and locations required for targeted archaeology work as the project is developed.

Culture and Heritage Capacity Building

The Heritage Team strives to provide heritage work experience for St'at'imc through field opportunities on the Reservoir Archaeology Program and the As-When Monitoring work.

In 2021-2022, our team employed 4 full time St'at'imc staff and 1 on-call St'at'imc heritage worker. As a team, we maintain safety training certification (BC Hydro PSSP, Swift Water and First Aid) as well as attending GIS workshops, professional development courses, project management training and Graduate studies.

Alysha Edwards is attending graduate school at the University of Montana.

Nadine is completing the Project Management Certificate through the UBC Sauder School of Business.

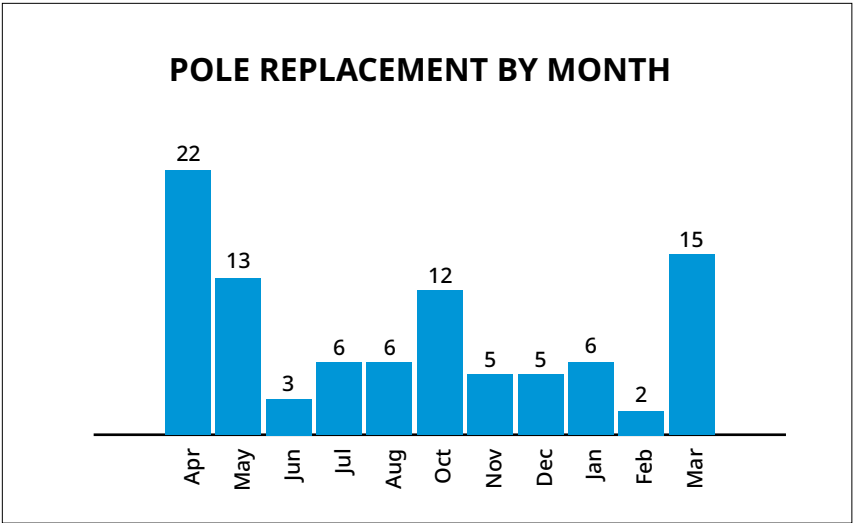


Image Above: Survey Work for B RTP

Chester and Talicia completed the Drone Stewardship Program in November and March, respectively. They both received their basic operations pilot certificate during their three-week course.

Upcoming Initiatives

The Heritage Team will continue to work for the Reservoir Archaeology Program, the Seton Lake Erosion Mitigation Program, pole replacement and removal projects, the Bridge River Transmission Project as well as upcoming opportunities at the Lajoie Dam Improvement Project. We also anticipate on going working relationships with Crane Creek Enterprises, Ursus Heritage Consulting, Wood Canada Limited, Terra Archaeology, Greg Thompson Contracting and Summit Blasting.





Education and Training

Mandate

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.

Courteney Adolph-Jones, St’át’imc Education & Training Manager

Capacity Building Opportunities

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, University of British Columbia, University of Northern British Columbia, and the Natural Resource Training Group. In partnership with BC Hydro, SET has been able to support St’át’imc members and businesses with ongoing capacity building.

- **Project Management Certificate** - UBC Sauder School of Business- Ongoing enrollment dates
 - SGS and BC Hydro have offered sponsorship for St’át’imc to enroll in the Project Management Online Certificate Program with UBC Sauder School of Business. This training was selected as priority by St’át’imc Businesses and BC Hydro to increase project management capacity amongst St’át’imc communities and business.

The program consists of five online courses, each 6-7 weeks in length. Since 2020, 21 students have enrolled in the program from seven St’át’imc communities. To date, one student has completed the program with a Certificate of Project Management, and 4 students have completed 2 or more courses. The program will continue to be supported into 2023.

- **Environmental Monitoring Certificate**- University of Northern British Columbia- June 2021 - Online - 7 participants from Xaxli’p, Tskwaylaxw, Sekw’el’was, T’it’q’et, Samahquam, Xwisten and 3 St’át’imc businesses/organizations
 - UNBC’s Environmental Monitoring Online Certificate is a professional certificate offered as a self-paced 50hr program that gives students the theoretical and practical knowledge needed to work as an environmental monitor. Environmental monitors are environmental representatives who ensure that industrial activities comply with today’s government standards.

- **RISC Archaeology and CMT Inventory training** - Natural Resource Training Group - Nov 15–19, 2021 - 9 participants from Ts’kw’aylaxw, Xaxli’p, Sekw’el’was, Xwisten, Samahquam, and two St’át’imc Business’— All passed.
 - The RISC Archaeology & CMT Inventory Training for Crew Members course is a five-day applied training program that provides participants with introductory research and sampling skills in the field of archaeology and heritage resources. Upon successful completion, participants are registered with the BC provincial government as a Certified RISC Technician, and receive a certificate signed and endorsed by the BC Archaeology Branch.
- **Occupational First Aid Level 3 (OFA 3)** - Thompson Rivers University- Nov 29 – Dec 10, 2021 – 8 participants from Xaxli’p, Xwisten, Tsal’alh, Lil’wat, Sekw’el’was and all passed.
- **Traffic Control** - Thompson Rivers University- Feb 24–25, 2022- 9 Participants from Ts’kw’aylaxw, N’Quatqua, Xwisten, Lil’wat, Tsal’alh, and 3 St’át’imc Businesses, and all passed.
- **Chainsaw Safety**- Thompson Rivers University- Feb 28-March 2, 2022- 6 participants from Sekwelwas, Xaxli’p, T’it’qet, and 2 St’át’imc Business/ organizations, and all passed

applications which then are not being reviewed as per award guidelines. We are supporting applicants by sharing a list of any outstanding documents after receiving their application and answering any application questions they may have prior to application submission. There was a carryover of barriers for applicants from pandemic related policies, such as having to obtain official transcripts and being able to hand deliver or mail applications. The guidelines and application for the scholarship were amended to allow for non-official transcripts to be accepted and allowances for email submissions instead of hard copies of applications. The largest challenge for the awards program has been fundraising during the pandemic to keep the awards program active. There was no golf fundraiser in 2020 and 2021 to replenish the awards program funds.

Award Successes

To highlight the successful recipients of the Awards Program, posters were created and shared on the Facebook pages and distributed via email to each of the 11 communities to share with membership. Social media postings were well received and shared with numerous comments congratulating the recipients.

In 2021/22 the awards program has distributed \$27,000 to 16 St’át’imc Post-Secondary Students who demonstrate financial hardship while attending school in the following fields of study: Archeology, Anthropology, Psychology, Biology, Medicine/Health, Natural Resources, Governance, Arts, Language Fluency, Education, and Tourism.

We are proud to support the hardworking and talented St’át’imc members pursuing education and training opportunities – congratulations to the recipients and we wish you the best in your studies.

St’át’imc Lifelong Learning Scholarship Program

Award Challenges

Some of the challenges with the Awards program is students submitting incomplete

St’át’imc Lifelong Learning Scholarship
and Bursary Awards Program Recipients

Fall 2021



Deanna Gestrin
Xaxl’ip
Masters of Counselling Psychology
Award: \$5,000 Scholarship



Cassie Rose Dan
Líl’wat
Associate Degree in Psychology
Award: \$1,000 Bursary



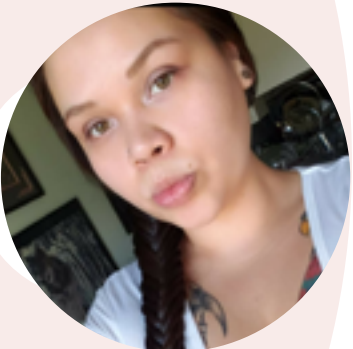
Cheyenne Toms
Tsalálh
Bachelor of Arts in Psychology
Award: \$1,000 Bursary



Gracen Dickey
Tskwáy’lacw
Bachelor of Education
Award: \$1,000 Bursary



Isabelle Stager
Líl’wat
Associates Degree Science Biology
Award: \$1,000 Bursary



Keely Weget-Whitney
Títqet
Aboriginal Governance & Leadership Diploma
Award: \$1,000 Bursary



Shyla Morgan
Tskwáy’lacw
Access to Practical Nursing
Award: \$1,000 Bursary



Sonia Leo
Líl’wat
Tourism Management Degree
Award: \$1,000 Bursary



Zoë Leech
Títqet
Natural Resource Protection Degree
Award: \$1,000 Bursary

St’át’imc Lifelong Learning Scholarship
and Bursary Awards Program Recipients

Winter 2022



Alysha Edwards
Tskwáy’lacw
Anthropology Doctorate
Award: \$5,000 Scholarship



Cheyenne Toms
Tsalálh
Bachelor of Arts in Psychology
Award: \$1,000 Bursary



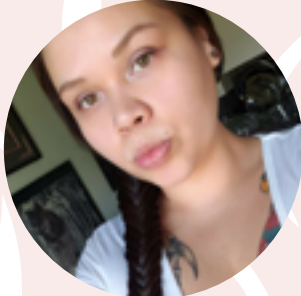
Dylan Whitney
Xaxl’ip
Bachelors Degree in Medicine
Award: \$1,000 Bursary



Emerson Gestrin
Xaxl’ip
Bachelors of Arts in Psychology
Award: \$1,000 Bursary



Zoe Leech
Títqet
Natural Resources Protection Degree
Award: \$1,000 Bursary



Keely Weget-Whitney
Títqet
Aboriginal Governance and Leadership Diploma
Award: \$1,000 Bursary



Aiyana Cruz
Xaxl’ip
Criminal Justice Degree
Award: \$1,000 Bursary



Darian Edwards
Tskwáy’lacw
Airport Operations Diploma
Award: \$1,000 Bursary



Lia Wilson
Xaxl’ip
St’át’imcets Language Fluency Certificate, Equine Facilitate Wellness Training
Award: \$1,000 Bursary



Mixakhcen Ned
Xwisten
Bachelors Degree of Arts
Award: \$1,000 Bursary

Environment

Mandate

The Environment team is responsible for developing large-scale planning and mitigation projects for the stewardship and protection of St’át’imc lands, water, wildlife, and ecosystems. The team is dedicated to

delivering the best available information from St’át’imc knowledge and western science into a decision-making process that supports climate change mitigation, adaptation, and knowledge sharing.

- Ellen Reyes**, Environment Manager
- Darwyn John**, Wildlife and Lands Assistant
- Nina Andrascik**, Environmental Technician
- Nicole Morgenstern**, Environmental Research Technician
- Chanvre Oleman**, Wildlife and Lands Summer Technician – Youth hire
- Braeden Napoleon**, Fisheries Summer Technician – Youth Hire



Image Above: SGS Environment, Splitrock/Sekw’el’wás, and River Monster Adventures (Nick McCabe is a local guide and angler) with a White Sturgeon that was tagged and processed in a sling.

From 2011 to 2020, the SGS Environment Program focused exclusively on wildlife, lands, and vegetation (medicinal plants) activities. In 2020, SGS evaluated of the effectiveness of its Environment Program in relation to the objectives set out within the 2011 St’át’imc BC Hydro Settlement Agreement. Since 2021, the SGS Environment Program has reaffirmed its role to St’át’imc Nation and communities by broadening the focus to include fisheries, water quality monitoring, and information sharing of St’át’imc traditional knowledge. Examples of this work include the environmental DNA (eDNA) fish inventory, McKay Creek post-fire rehabilitation planning, and the Bridge-Seton Watershed Strategic Plan.



Image Above: Braeden and Nicole learning how to use a Van Dorn device to sample water from the lakes.

Environmental DNA (eDNA) Fish Inventory and Sampling from the Bridge-Seton Watershed

Environmental DNA (eDNA) sampling is a new method of capturing DNA in fish, amphibians, and other aquatic species. Organisms produce genetic material that can persist in aquatic environments as eDNA when expelled as sloughed cells, feces, or other exogenous processes. As a result, this technology allows for the accurate identification of fish species present in an ecosystem or waterbody from only water samples. The use of eDNA methods by SGS Environment provides information of the presence, distribution, and habitat use of aquatic species at risk within the St’át’imc Territory.

White Sturgeon eDNA Project at Seton and Anderson Lakes

The SGS Environment team completed a field program this summer on the assessment of White Sturgeon presence and habitat use in the Seton Watershed. The Project Fisheries Biologist, Matt Coombs (M.Sc., P.Biol., R.P.Bio.; Fintegrate Fisheries & Watershed Consulting Ltd.) and eDNA Technical Expert, Jared Hobbs (M.Sc., R.P.Bio.; J Hobbs Ecological Consulting Ltd.) worked alongside the SGS Environment staff during the kick-off training, tissue sample collection, and water eDNA collection. SGS Environment also collaborated with Splitrock Environmental Sekw’el’wás during the kick-off training and participating in the fieldwork.

The project team collected tissue samples from White Sturgeon on the Fraser River



Image Above: Ellen and Nina collecting water eDNA samples at Yalakom River.

and sampled eDNA at sites within the Seton Watershed. This is to assess whether White Sturgeon presence still occur at Seton and Anderson Lakes as these species are isolated from the Fraser River by Seton Dam. These lakes were once important feeding and overwintering habitat for the species. All tissue and environmental samples are currently being analyzed at Dr. Caren Helbing's lab at the University of Victoria. Dr. Helbing's lab will design a White Sturgeon assay using available genetic sequence data, isolate DNA from the fin clip tissues, swabs, and eDNA samples, and conduct validation of eDNA assays in the project area. The analysis from the lab will determine more accurately where White Sturgeon populations occur within the watershed and how barriers may impede White Sturgeon movement upstream or downstream from the dam.

Chinook Salmon eDNA Project at the Bridge and Yalakom Rivers

Similar gaps in understanding of habitat needs and usage exist for the regionally threatened populations of Chinook and Coho Salmon. Salmon spawning habitat in the Bridge Watershed is monitored annually by BC Hydro's Water Use Plan; however, the Yalakom River (a Bridge River tributary) is a location where Chinook and Coho spawning and rearing habitat has not been documented or monitored.

The SGS Environment team completed a field program in September on the assessment of Chinook Salmon presence and habitat use in the Yalakom River. Positive field control samples were collected where Chinook are spawning on the Bridge River. Yalakom River is over 50km long and the field samples covered 10 sites to assess if anadromous salmon can spawn above the barriers. SGS Environment and Xwísten collected the water eDNA samples for Chinook at Bridge and Yalakom Rivers. SGS Environment also coordinated the timing and locations of the sampling with Xwísten and Coldstream Nature Based Solutions.

Existing eDNA assays for Chinook and Coho Salmon have already been developed by Dr. Helbing's lab. The Molecular Genetics Group at Fisheries and Oceans Canada (DFO) sent local tissue samples from Bridge River to Dr. Helbing's lab for assay validation. All environmental samples are currently being analyzed at Bureau Veritas. The analysis from the lab will determine where Chinook are spawning and early life stage rearing habitat may be occurring on the Yalakom River.

The Coho Salmon eDNA sampling event will occur in late October to early November. The eDNA sampling event for fry emergence from both fish species will occur in late winter to early spring 2023.

Animal Health Program

The Tsi7 (Mule Deer) Stewardship Program was delivered to communities in 2013. SGS Environment team are reviving the terms of reference (TOR) and re-introducing this program as an educational and community engagement tool. SGS Environment engaged with BC's Provincial Wildlife Veterinarian, Dr. Caeley Thacker (DVM) and Wildlife Health Biologist, Cait Nelson to support capacity building through reviving and fulfilling the agreement and through animal health workshops. SGS Environment is also supporting Lauren Clark's (a Masters graduate from Simon Fraser University) project on comparing ancient and modern mule deer DNA from a house pit at Bridge River.

SGS Environment supported information sharing by sending pictures and tissues samples of mule deer, mink, coyotes, raccoon, moose, fish, geese, and eagles to the animal health centre for testing and will continue this type of project work in cooperation with Dr. Caeley Thacker. SGS Environment participated in a mule deer sampling session by assisting with the necropsy testing and identifying endemic outbreaks at Kamloops' Fish and Wildlife Unit during the winter 2021. In November 2022, SGS Environment will be attending another mule deer sampling session in Cranbrook.

McKay Creek Post-Fire Rehabilitation Planning

McKay Creek wildfire occurred during the summer of 2021 and burned an area of approximately 550 km2 north of Lillooet



Image Above: Darwyn filtering water eDNA samples.

located within the St'át'imc Territory. The fire burned with varying degrees of severity – most of the area burned with low severity while some regions burned with degrees of high severity resulting in complete loss of vegetation and permeating damage to soil flora. The goal of the McKay Wildfire Recovery Group is to coordinate and implement strategies to reduce or mitigate the impacts of the fire for local communities and the ecosystem structure.

The SGS Environment team have been actively participating in the McKay Rehab Technical Working Group meetings with Lillooet Tribal Council, St'át'imc communities, and the Province of BC. The SGS Environment team provided support on a variety of topics: ground truthing and reporting for a terrain stability assessment, attending a carbon credits presentation, soil testing on a small plot of burned areas, and identifying isolated polygons with factors related to riparian status, slope stability, and wildlife habitat. SGS Environment will continue providing support and resources on planning documents, harvesting recommendations, food security initiatives, and technical expertise to guide recovery work on the landscape.

Fraser River Bighorn Sheep Monitoring

A request was made in May 2020 by Dr. Francis Iredale (Ph.D, R.PBio.), Wildlife Biologist at the Fish and Wildlife Branch, Resource Stewardship Division with the Ministry of Forests Lands, Natural Resource Operations and Rural Development (FLNRORD) to participate in a bighorn sheep capture project. Mycoplasma ovipneumoniae (Movi) is the primary pathogen responsible for respiratory pneumonia in bighorn sheep. Once introduced to a domestic sheep herd, Movi can persist and transfer to wild sheep populations, and trigger a pneumonia outbreak, causing deaths in bighorn sheep. There is no effective treatment to address this health concern in bighorn sheep, and those sheep that are captured, tested, and actively shedding the bacteria are removed from the herd to break the chain of infection.

St’át’imc community technicians and SGS Environment are now working with the Wild Sheep Society of BC (WSSBC) and the Ministry of Land, Water and Resource Stewardship (LWRS) to monitor the health status of this sheep population and actively participate in the Fraser River Bighorn Sheep Working Group. The WSSBC and the LWRS are also currently developing an exclusion zone policy with St’át’imc (Lillooet Tribal Council band members), Secwepemc, and Tsilhqot’in Nations to keep a distance between domestic sheep and goat farms and wild sheep ranges to reduce the transfer of respiratory diseases.

Bridge-Seton Watershed Strategic Plan

St’át’imc has a Settlement Agreement with BC Hydro and the Province of BC. that was created in 2011 and it covers

aquatic resource management. Part of this Agreement was to develop a Watershed Strategic Plan that has strong linkages to existing programs including local and regional land use planning processes, fisheries and wildlife programs, and water quality. Water is necessary to maintain life; many St’át’imc oral stories describe how powerful water is and how it is necessary to utilize its spiritual power. Water connects people and all other beings within the territory. Currently, there is no unified water management strategy at the Nation level for the St’át’imc. Since 2011, this plan has been postponed or delayed because it does not bridge terms and conditions that are satisfactory to both BC Hydro and St’át’imc.

Existing and future activities of human development and climate change that can have a potential impact on the condition and status on the watershed include BC Hydro, forestry and logging practices, mining, industry, land development, transportation, utilities, and tourism. The planning process for this project incorporate these watershed activities to empower St’át’imc to understand how their environmental, cultural, and social values could be potentially impacted. Work on this project primarily involved desktop studies and utilizing existing data relating to St’át’imc values and publicly available land use planning documents, industry tenures, and government databases.

The St’át’imc Values and Impacts Report of the project is complete and currently under review by SGS staff and managers, St’át’imc Steering Committee, SGS Board, and Dr. Dave Levy (Ph.D; Fisheries Technical Advisor).

SGS Environment established working relationships with Dr. Kyle Hilsendager and Jennifer Campbell at Two Worlds Consulting (TWC) from their Victoria office and Thomas (TJ) Nyce at Gilwa Consulting Inc. (GCI) from Kelowna. Dr. Kyle Hilsendagar (Ph.D) is a member of ‘Namgis First Nation, a Natural Resource Specialist at TWC, and the project



Image Above: SGS Environment and field staff from the Ministry of Forests in Bralorne for FREP co-monitoring.

lead for the Bridge-Seton Watershed Strategic Plan. Jennifer Campbell (MPA, PMP, EP) is the Founder and CEO at TWC and the senior advisor/quality control for the project. TJ Nyce has Indigenous roots with the Haisla and Kitselas peoples, is the Lead Advisor at GCI, and facilitates communication between the project team and St’át’imc staff.

Environment Capacity Building

One of the goals at SGS is to build staffing capacity. This year, SGS Environment hired two Environmental Technicians and Summer Students (via contracts with Canada Summer Jobs and BC Hydro Summer Hires Program)

Nina Andrascik is an Environmental Technician at SGS, and she is a recent graduate of the Forest Resources Management program at UBC in Vancouver. She has previous work

experience in monitoring goshawk nests, conducting callback and site surveys, taking biological samples of tree seedlings, and teaching biometrics and hydrology lab courses. Nina was recently approved for the Forest-in-Training designation with the Association of BC Forest Professionals and therefore, Nina can apply her work experience and education to her new certificate.

Nicole Morgenstern (they/their) is a self-identifying member of Smith’s Landing First Nation from the Northwest Territories. They graduated from the Forestry Resource Technician program at Vancouver Island University in 2020 and has experience in Indigenous consultation and forestry operations. They completed a 1-year internship with the Indigenous Youth Internship Program with 3-month term hosted at SGS as an Environmental Research Technician. Nicole recently began a contract position with the SGS Environment team.

Chanvre Oleman and Braeden Napoleon completed a 3-month summer term with



Image Above: Darwyn cruising in an ATV.

the SGS Environment team. Chanvre is Tsal'alhmec and grew up in Ts'kw'aylaxw, and Tsal'alh areas. Braeden is from the community of T'it'q'et. Chanvre and Braeden assisted with the field programs, data input and management, and job shadowed meetings. This fall, Chanvre is going back to school at Thompson Rivers University in Kamloops for a Bachelor of Natural Science Program and Braeden is finishing the Environmental Resource Technology Program at Nicola Valley Institute of Technology (NVIT).

SGS is also promoting professional and career development with staff. SGS Environment is encouraging on-the-job training and renewing skillsets including:

- First Nations Technology Council (FNTC) Drone Stewardship Program & Training
- Canadian Conference for Fisheries Research in Vancouver
- Swiftwater Rescue Technician Level 2 Certificate with OVERHang
- Summit Wilderness and Remote First Aid
- Forest and Range Evaluation Program (FREP) co-monitoring with the Ministry of Forests
- ATV/UTV training with OH&S Safety Consulting & Training Solutions

Upcoming Initiatives

The Environment team will continue working on future phases of the eDNA fish inventory, McKay post-fire rehabilitation planning and monitoring, mule deer workshops, food security initiatives, and the Bridge-Seton Watershed Strategic Plan. The SGS Environment Manager will also continue working on BC Hydro Capital Projects, including the Lajoie Dam Improvement Project and the Bridge River Transmission Project.



Image Above: Chanvre with her fake props during Remote First Aid.



Challenges

The SGS Environment team are supporting the Internal Nation Referrals Process. The team's assistance was initially discussed to be on an interim basis, but has proven to be more much work than initially expected. It is recommended that SGS Environment define its role in the referrals process.

Overall, most of the Environment projects are moving forward, but the unprecedented events related to the wildfires, flooding, and Covid-19 pandemic made the summer field season of 2021 challenging to conduct

fieldwork successfully. The submission of the final report for the 2021–22 Stein-Nahatlatch Grizzly Bear DNA project is delayed by a year. An extension request to the funding agency, Habitat Conservation Trust Foundation, was approved.

SGS Environment did not receive funding from DFO's Aboriginal Fund for Species at Risk Program due to the high level of competition and interest. The team sought an internal funding source for the eDNA fish inventory project.

Joint Planning Forum (JPF)

The JPF is the group responsible for carrying out work arising from the 2019 High Flow Settlement Agreement (HFSA) to address impacts from High Flows in 2015,2016 and 2017. The HFSA is the result of the formal dispute resolution process of the 2011 Settlement Documents and sets out additional specific commitments and measures to improve BC Hydro and St’át’imc Authority’s collaboration on flow management and environmental mitigation projects. The JPF is allocated 10 million dollars to spend on mitigation projects.

Garry John, Political Lead
Allison James, Technical Representative
Jessica Hopkins, Technical Representative



Figure 1 installing a circular tank near the fish fence to reduce impacts to Chinook during holding periods. Photo by Garry John

The JPF is a mechanism for BC Hydro and St’át’imc Authority to collaborate on flow management and environmental mitigation projects in St’át’imc territory. The JPF was started in 2018 to immediately address mitigation from high flows in 2015–2017 and is in its fourth year. It was formalized in 2019 with the High Flows Settlement Agreement. The JPF is made up of 3 BC Hydro employees and 3 St’át’imc is represented by a political lead (Garry John)

and 2 technical roles (Jessica Hopkins and Allison James). As part of the settlement, the JPF is responsible for overseeing a \$10 million fund for mitigation projects and approximately 1.5 million has been spent to date.

This year in April, the JPF’s term was extended 2032 to accommodate a 10 year “Interim Flow Strategy.” The intent of the Flow Strategy is to guide any modifications of the discharge from Terzaghi Dam to the Lower Bridge River and associated monthly flow targets. The JPF meets regularly to discuss flow management and is still using the original Guiding Principles.

The JPF procured a consultant to assist with fundraising and has successfully received \$15,000 for upgrades at N’Quatqua Hatchery; and another \$37,000 for the first phase of ponds at Horseshoe Bend. There are some larger applications currently in progress for work at Horseshoe Bend.

The Joint Mitigation Team (JMT) is a sub-committee under the JPF and carries out the mitigation projects and strategies agreed to by the JPF.



Figure 2 Fish Installation Crew. Photo by Ira Hofer

The JMT’s focus is overseeing the Horseshoe Bend Restoration Project and the Chinook Broodstock Collection Program and as of last year, assigned Fish Entrainment mitigation.

- **Horseshoe Bend Project**
 - The primary objective of this work is to create and enhance off-channel salmon rearing habitat that is resilient to the flow regime of the Lower Bridge River (LBR) and to improve habitat for Chinook, Coho and Steelhead Salmon. The JMT is working with KWL to achieve the best design possible. Access to the

site is the number one barrier to advancing this work but the JMT is committed to seeing this project through. In anticipation of achieving access, the JMT is finalizing an option for road design. The access road to the bottom of the slope will require significant improvements to stabilize the slope above and below the road. We hope to start the road work in May 2023.

- The projected cost of the entire project is 13.9 million dollars.



Figure 3 Placing portable transport tank. Photo by Garry John

• **Chinook Enhancement:**

- This year was a great year for broodstock collection. This could be contributed to more experienced operations, the addition of a circular tank to reduce stress to fish in holding, optimal conditions in the Fraser River, and fish showing up in better condition than previous years. The target for Chinook broodstock collection is ~60,000 eggs, so the aim is to capture 16 females and 16 males. This year, we exceeded targets for broodstock collection, catching 18 females and 18 males. Egg numbers are determined once the broodstock reaches the eyed stage, later this fall.
- Fence Operations have been supported by or managed by Xwísten Fisheries since 2018: The following is summary of the broodstock activities:
 - ♦ **2022:** The fence was active August 18–September 29; broodstock collection from 18 females and 18 males; ~21,000 fry released.

- ♦ **2021:** The fence was active August 25–October 3; broodstock collection from 6 females and 4 males; ~9000 fry released.
- ♦ **2020:** The fence was active August 10–September 30; broodstock collection from 9 females and 17 males. No fry release.
- ♦ **2019:** The fence was active August 20–September 17; No broodstock collected, potentially due to straying from Big Bar Landslide. ~3000 fry released.
- ♦ **2018:** Pilot year, the fence was active August 30–September 27; broodstock collected from 1 female and from 4 males.
- **Incubation and Rearing:**
 - ♦ N'Quatqua Hatchery continues to manage the broodstock incubation and rearing, with Chris Fletcher as the Operations Lead. This year he managed a 98% survival rate for last year's broodstock collection. Each year about 1/3 of the fry from the hatchery prior to release with are tagged with Passive Integrated Transponders (PIT) tags.
 - ♦ Upgrades to the hatchery this year include a portable transfer tank for N'Quatqua to transfer fish for release, and re-surfaced raceways expected to be complete by the end of October.

• **Fish Entrainment:**

- Originally a technical group developed a calculation to assign a monetary amount to compensate for entrainment. The calculation needs to be revisited, as more entrainment has occurred since the technical group completed its calculation.
- The previous technical committee also developed the entertainment strategy and likewise with the compensation formula, needs to be reviewed and updated. This is intended to occur in the first half of 2023.



Capital Planning

The signing of the High Flow Settlement Agreement (HFSA) in September 2019 led to the establishment of the St’át’imc Capital Planning Manager’s position to provide St’át’imc with detailed access to BC Hydro’s capital planning and operating processes to identify business opportunities and match them to St’át’imc businesses and partnerships.

Al Boldt, Capital Planning Manager



The signing of the High Flow Settlement Agreement (HFSA) in September 2019 led to the establishment of the St’át’imc Capital Planning Manager’s position to provide St’át’imc with detailed access to BC Hydro’s capital planning and operating processes to identify business opportunities and match them to St’át’imc businesses and partnerships.

The role of the Capital Planning Manager includes:

- Organizing a Quarterly Capital Planning Meeting
- Establish a process for tracking and reporting commercial business opportunities

- Maintaining a list of St’át’imc Designated Businesses used by BC Hydro and other companies to easily identify St’át’imc businesses for contract opportunities
- Providing a first point of contact for St’át’imc businesses and companies that intend to do work in the Territory
- Managing the Microsoft SharePoint Information Portal for St’át’imc businesses and communities

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

To date there have been over 80 business opportunities offered through the High Flow Settlement Agreement process with a value of over \$30,000,000. To put this into perspective, we are now in year three of the HFSA (of the 6-year term) and have already exceeded the \$20,000,000 target commitment by over \$10 million.

During 2019 there were 3 opportunities, 2020 there were 15, in 2021 there were 26 and as of September 2022 there have been 16 opportunities. What we are seeing is an increase in the value of individual opportunities thanks to the development of St’át’imc business capacity and partnerships with trusted vendors to take on more complicated and larger work scope. This trend, along with the fact that upcoming projects are set to provide more high value opportunities continue to set up St’át’imc businesses for success on BC Hydro and any other projects.

Very early involvement in the supply chain and procurement strategies for BC Hydro projects provides St’át’imc with an opportunity to gain insight into the work opportunities and, along with BC Hydro, set targets for the work types and scope to be offered to St’át’imc businesses and partnerships.

The details of the projects and related opportunities are provided through the Quarterly Capital Planning Meetings where the long-term capital plan, two-year outlook and immediate opportunities are reviewed with communities and businesses. This year we began the development of a St’át’imc major projects process that will provide clarity and certainty with how projects within the Territory will be handled while maintaining St’át’imc’s Values and priorities throughout the planning, implementation and on-going operations. To enable the work of the Capital Planning Manager and SGS generally, SharePoint development continues to provide a one source location for key information like, Notifications, Quarterly Capital Planning meetings, Annual General Meetings, Project related information as well as internal SGS content management.



Financials

SGS strives to achieve best practices in financial management while ensuring efficiency, accountability, and due diligence. The past year we have worked on improving our Finance Department and utilizing our new accounting system and all it has to offer.

Raquel Kane, Finance Office

Our focus has been:

- 1. Setting up the Human Resource module in Xyntax, our finance software
- 2. Setting up a new filing system
- 3. Update the Financial Policy along with its extension – Investment Policy

We stive to provide department managers with current financial statements to help them make sound financial decisions.

ST'ÁT'IMC GOVERNMENT SERVICES
Statement of Financial Position
April 30, 2022, with comparative information for 2021

	2022	2021
Assets		
Current assets:		
Cash	\$ 2,303,166	\$ 2,578,813
Accounts receivable	196,109	170,604
Prepaid expenses	6,014	6,014
	2,505,289	2,755,431
Capital assets (note 2)	191,530	156,176
	\$ 2,696,819	\$ 2,911,607
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities (note 3)	\$ 143,148	\$ 108,786
Wages and employee benefits payable (note 3)	68,196	64,155
	211,344	172,941
Net assets:		
Capital asset fund	191,530	156,176
Unrestricted fund	1,541,787	845,090
Restricted fund	752,158	1,737,400
	2,485,475	2,738,666
Commitments (note 4)	\$ 2,696,819	\$ 2,911,607

ST'ÁT'IMC GOVERNMENT SERVICES
Statement of Operations
Year ended April 30, 2022, with comparative information for 2021

	2022	2021
Revenue		
St'át'imc (PC) 2011 Trust	\$ 635,299	\$ 1,545,800
Contracts and projects	1,811,929	1,007,642
	2,447,228	2,553,442
Expenses:		
Administration Fund	451,598	738,405
Amortization	57,133	48,379
BC Hydro As When Needed Project	86,464	56,360
BC Hydro RAP Project	179,391	180,036
BC Hydro SLEMP	41,993	46,054
BCH BR Heritage	5,843	28,117
Bridge River Transmission Project	1,800	-
CPM - Capital Planning - HFSA	124,929	116,458
Capacity Development Fund	22,215	-
Culture and Heritage	141,529	181,544
Education Scholarship Fund	27,000	26,000
Education and Training	64,092	110,281
Education and Training (Various)	61,179	18,500
FPCC - First Voices Program	23,836	38,423
Governance	285,075	336,738
Grizzly Bear DNA	46,564	-
JPF - Joint Planning Forum - HFSA	152,163	151,137
LaJoie - Capacity Building	42,479	5,628
Land and Resources	452,341	302,248
Land and Resources - Various	18,848	-
SCC (Non-Trust)	23,138	-
SGS Operations - Other	384,943	49,701
SSC St'át'imc Steering Committee	5,866	6,309
	2,700,419	2,440,318
Excess (deficiency) of revenue over expenses	\$ (253,191)	113,124



ST'ÁT'IMC
GOVERNMENT SERVICES

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