



2022/23

Annual Report



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**St’át’imc
Organizational Purpose**

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

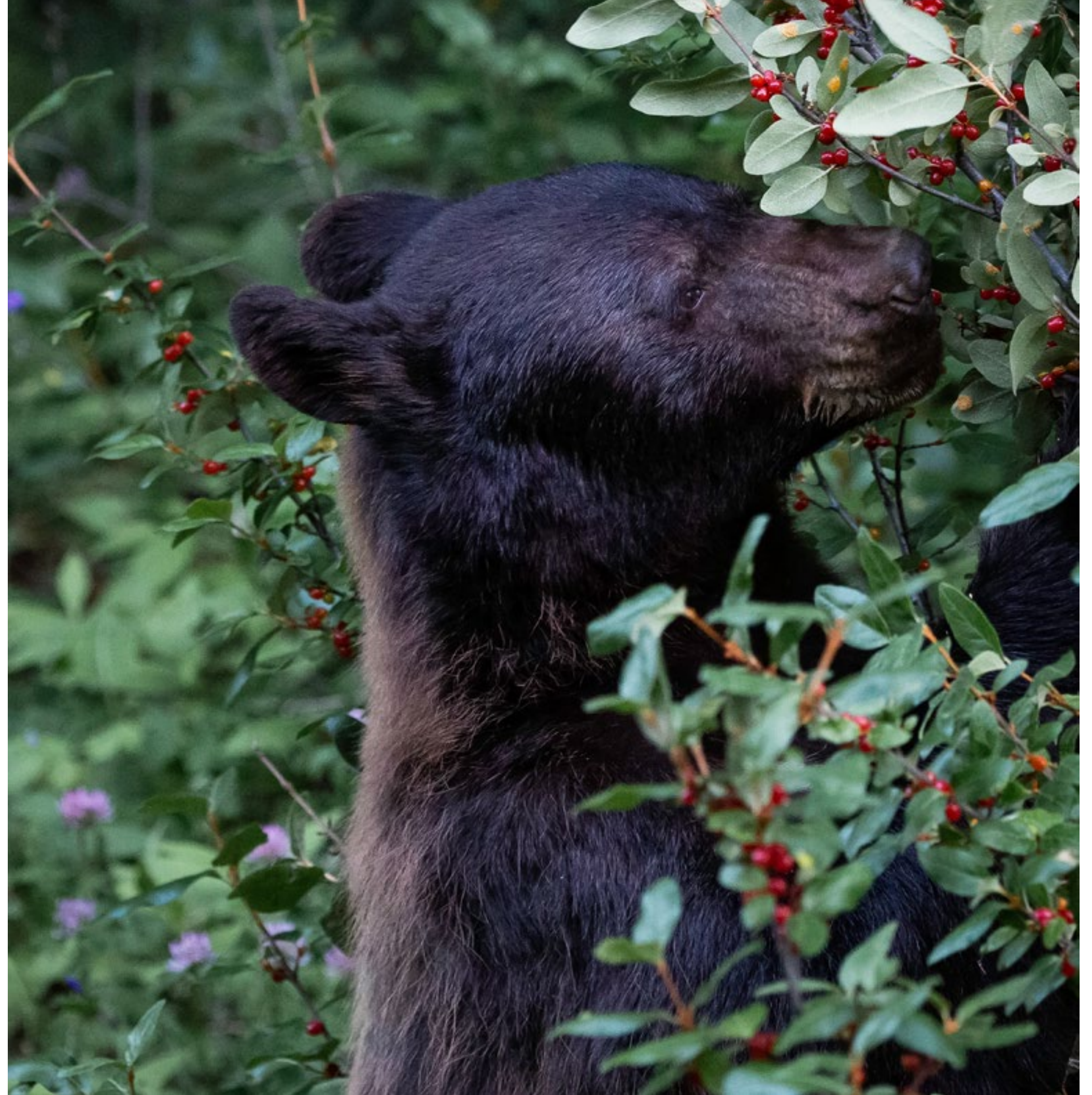
Message from the Co-Chairs

Susan James, SGS Board Co-Chair
Chantel Thevarg, SGS Board Co-Chair

It is an honour to present the following updates, learnings and accomplishments of a truly outstanding year. Thanks to the creative, solutions-based mindsets of our team, SGS has surpassed several goals set.

This includes our High Flow Settlement Agreement. There have been a net 65 business opportunities offered through the High Flow Settlement Agreement process with a value of over \$33,000,000. To put this into perspective we are now in year four of the HFSA (of the 6-year term) and have already exceeded the \$20,000,000 target commitment by over \$13 million. Work has picked up within the last year but was briefly interrupted by the wildfires that happened this summer. We have welcomed on new staff members this year and increased St'át'imc capacity within the organization.

Work with BC Hydro has continued, some of the projects include: LaJoie Dam Improvement project, Bridge 1-4 Penstock Foundation Refurbishment, Terzhagi Public Safety and Debris Boom Replacement Project, BR2 Intake Pier and Slope Stabilization, Seton Canal Maintenance, Bridge 1 Slope Drainage Improvements (Spoil Pile Removal), Seton Bypass + Unit Replacement, Bridge River Transmission Project (B RTP), Seton Headworks Gates Upgrade. If you would like to know more about the timelines of these projects we have them organized in our SharePoint drive. The St'át'imc Share-Point Information Portal access now requires Multi-Factor Authentication (MFA). MFA step-by-step instructions have been provided to St'at'imc Designated Businesses, communities trying to access the Information Portal, and St'at'imc members. For support to access the Information Portal on SharePoint please contact Sherry Kane at (250) 256-0425 ext. 260



Message from the Administrator

I am pleased to announce another successful year on the work achieved by St'át'imc with many short-term and long-term goals either completed or continuing moving forward.

As previously mentioned in prior annual reports we remain committed to advancing, promoting, developing, and improving services in the delivery of programming for all St'át'imc. Continued growth only occurs with the development of the staff implementing the programs/projects. Our dedicated team continues to bring an eagerness to grow their capacity and take great pride in their work for St'át'imc. I want to acknowledge all the hard work this past year by our staff, Board of Directors, Leadership, and communities. The annual report is an opportunity for St'át'imc to highlight our successes, challenges, and strategies moving forward. Collectively we succeed as a nation, and we are very pleased to say we continue to see growth in many areas.

Improved communication within all St'át'imc will continue to be a primary area of focus as we strive to do better on an annual basis. BC Hydro projects have continued to move forward and St'át'imc continues to improve this relationship while ensuring St'át'imc's best interests remain the priority both at a Nation level and a community level.

Continued growth and strategies to enhance our programming are an immediate ongoing goal. The ability to grow and adapt to changes allows us to continually succeed. We look forward to engaging with communities more to identify what is working and what is not. When looking out for the best interest of all St'át'imc, we are confident we will continue to evolve as a Nation in all areas. Consistency, planning, and implementation allow staff to continue working while ensuring they meet their

responsibilities. On behalf of myself, the Board of Directors, Leadership, and all St'át'imc staff, I would like to thank our shareholders, business partners, affiliates, and communities for their ongoing trust and belief in the performance of St'át'imc Government Services. St'át'imc has our ongoing commitment to continually work on further improvements moving forward.

Kúkwstum'ckacw

Bobby Watkinson
Administrator



Message from the Implementation Manager

I have been in this role since February 2023, so I can provide a bit of an update on activities up to the end of April 30. The implementation manager is responsible for the implementation of processes, deliverables and outcomes of the St’át’imc Settlement Implementation Agreement and Settlement Agreements. Also, to ensure that the Settlement Agreement deliverables are met by working collaboratively with SGS Program Managers, St’át’imc and Joint Steering Committee, St’át’imc Communities, and BC Hydro.

To ensure and monitor the deliverables of the Settlement Agreement obligations, my main activities are in the following focused areas:

- a. **St’át’imc Authority Meetings**
The St’át’imc Authority had two (2) regularly scheduled meetings since I began this role. One in February with the (PC) Trust Trustees and a regular bi-monthly meeting in March. I coordinate their Bi-monthly meetings by drafting the agenda and present the managers’ reports. I am also one of their main contact persons with the (PC) Trust for PCR submissions and any other correspondence required.
- b. **St’át’imc Steering Committee meetings**
Coordinate Preparation Meetings with St’át’imc Steering Committee Representatives before the bi-annually joint meetings, or any other that may be required.
- c. **St’át’imc-BC Hydro Steering Committee meetings**
The St’át’imc & BC Hydro Implementation Managers provide support and Updates to the Committee at their bi-annual meetings.

For the past two (2) bi-annual joint meetings the updates for the St’át’imc-

BC Hydro relationship have been positive with good collaboration and joint problem-solving. Also, the key obligations reported have been the Culture Awareness Program, SET Committee, and Bridge Seton Watershed Strategic Plan.

- d. **Implementation team meetings**
These are weekly updates from both St’át’imc & BC Hydro Managers and project leads on implementation, Capital Projects, procurement, education and training, or Communications.
- e. **Technical Working Group meetings**
A Technical Working Group (TWG) was established for the LaJoie project and a Community Culture Forum for the Bridge River Transmission Project. These groups provide technical oversight and guidance to project teams on key St’át’imc values and objectives, to ensure these are being considered and meaningfully integrated into projects, and at the appropriate time in the project lifecycle.

These two forums have proven effective in improving collaboration, sharing knowledge and interests, and integrating these into capital project work.

- f. **Communications**
I have been providing regular reports on the progress of implementing the St’át’imc Agreement obligations, to the St’át’imc Government Board monthly and to the St’át’imc Authority bi-monthly.
- g. **St’át’imc & Education and Training Program Committee**
This is jointly represented by St’át’imc and BC Hydro through their Education & Training Managers, Implementation & Relation Managers.

This has not been active for some time, but targeted training programs have been identified and implemented over the past several years. Currently, it is being reconvened to realign with the Relations Agreement. The Committee will agree and formulate funding agreements for specific training programs before each fiscal. This Committee’s meetings will be bi-monthly.

My main goal is continued collaboration in implementing obligations associated with the St’át’imc Settlement and Relations Agreement in the spirit and intent of the agreements.

Respectfully,

Margaret Michell,
SGS 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.

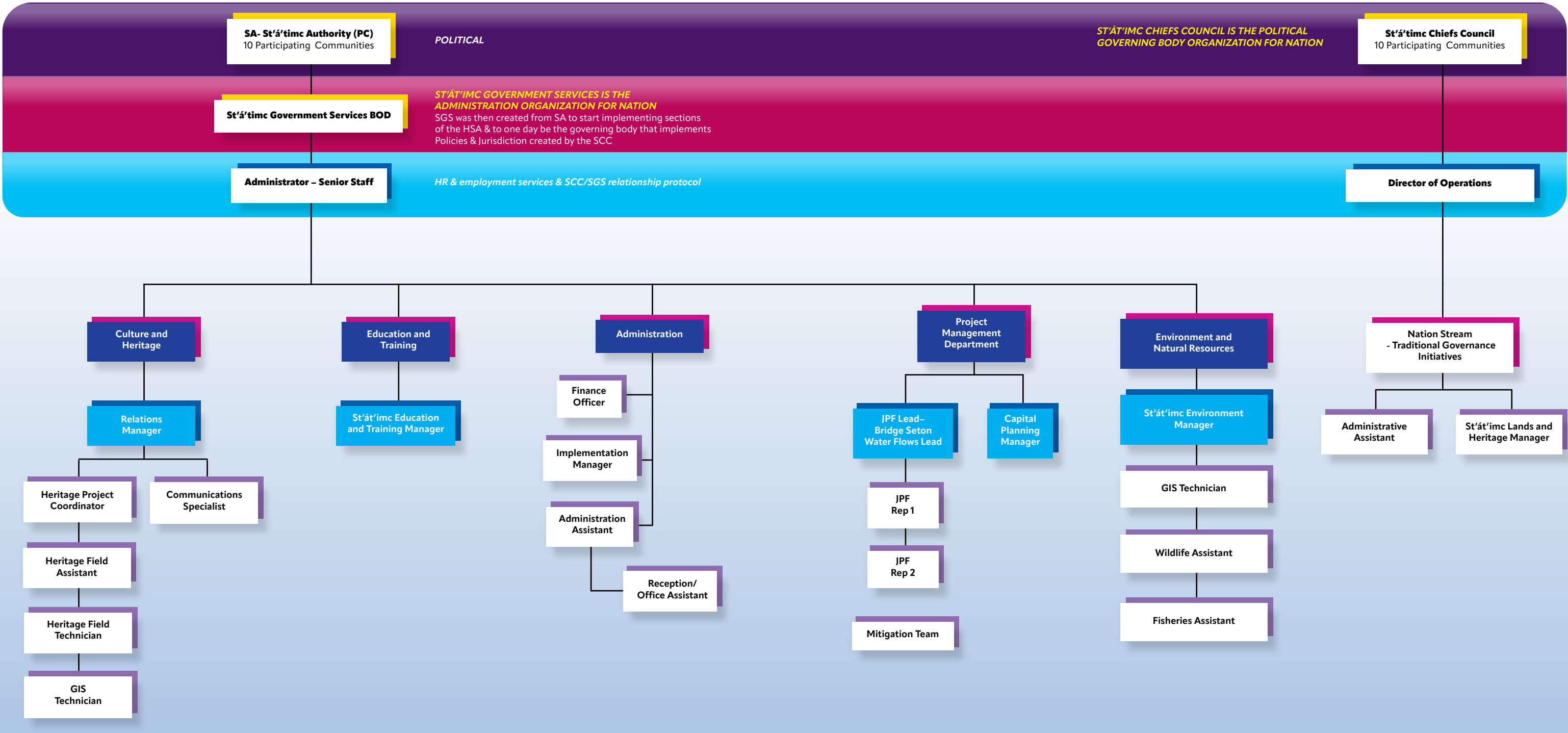
1993 St'át'imc and BC Hydro sign a negotiations protocol agreement.

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

Communications

SGS continues to build on the mutual St’át’imc – BC Hydro Relations Agreement goal of fostering a respectful, effective, and evolving relationship. We 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. Weekly Implementation Team meetings and bi-weekly Education, SLEMP, Relations, and Respectful Workplace meetings with BC Hydro provide opportunity to collaborate on initiatives and projects.

and operations work on its infrastructure in St’át’imc. We also track data on the notifications and the work of the monitors to assist us in planning for future BC Hydro work. The type of notifications received were for:

- Vegetation Maintenance Program for Transmission and Distribution
- Pole Replacements
- New poles
- Project work
- Weather Stations
- Woodpecker surveys
- Helicopter inspections
- Overhead Transformer Replacements

Annual Operations Update

The Annual Operations Update (AOU) was a virtual meeting again this year and included an overview of transmission, distribution, water management, environment, education, and small capital projects activities in the past year and planned for the year ahead. 16 St’át’imc members participated which included four St’át’imc Businesses.

Notifications

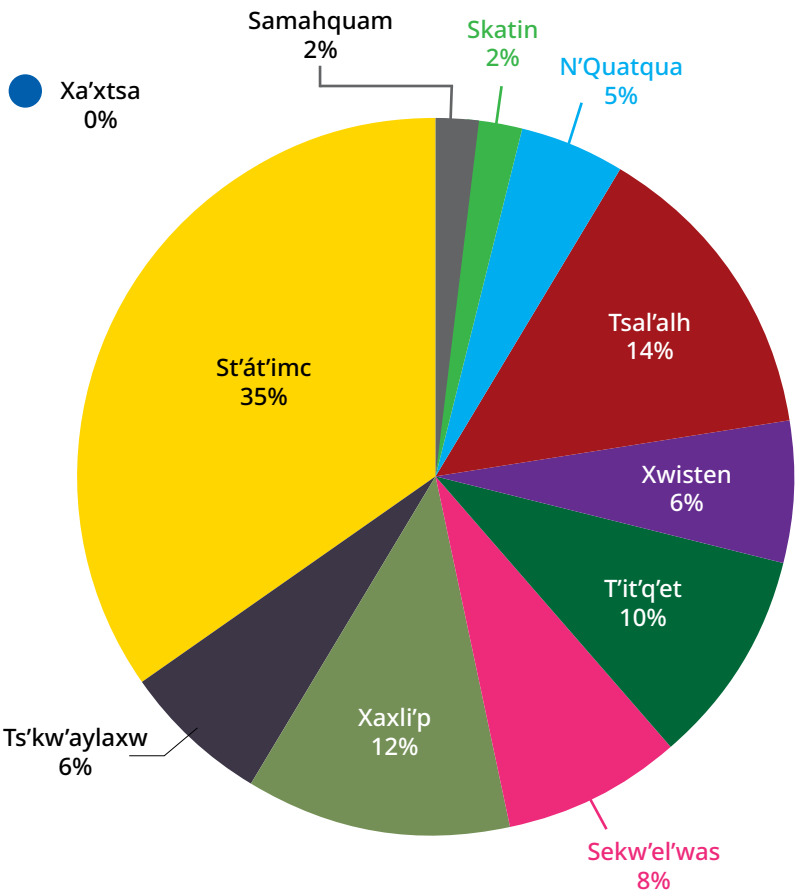
The relations manager in collaboration with the Culture and Heritage Department works to ensure BC Hydro is adhering to the notifications process for maintenance

BC Hydro Projects in St’át’imc

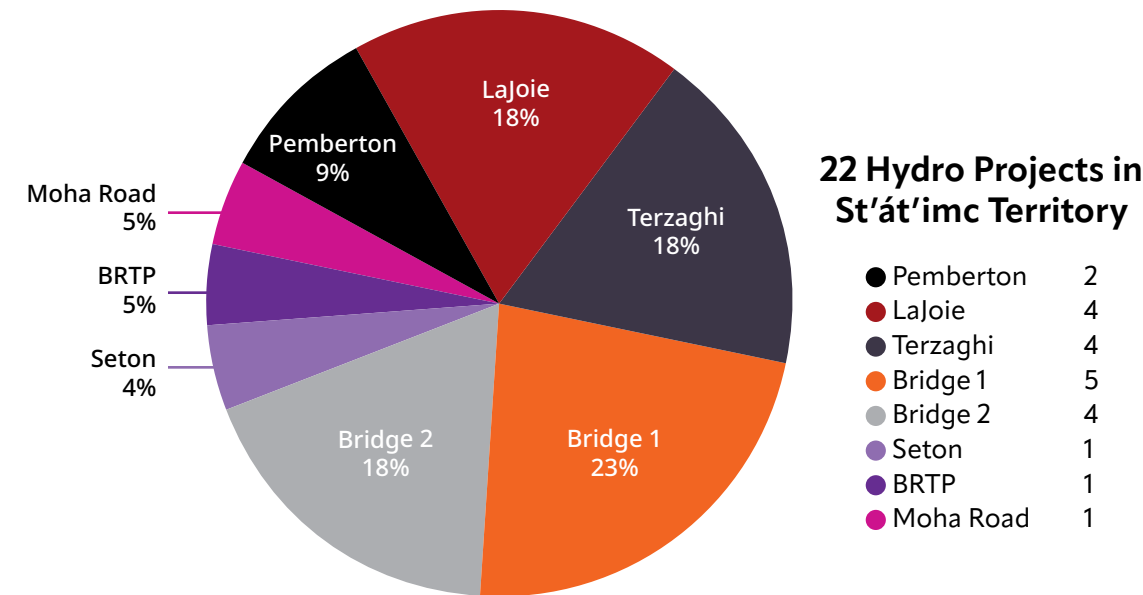
Guided by the St’át’imc Relations Agreement between BC Hydro and the St’át’imc Authority (St’át’imc), BC Hydro and St’át’imc have been engaging on capital projects in the Territory. BC Hydro and St’át’imc recognize that early and consistent engagement will build understanding of mutual interests and ensure that St’át’imc interests are captured in project planning and implementation, as reflected in our Relations Agreement. Project engagement for LaJoie and BRTP Capital Projects are funded by BC Hydro and administered by the St’át’imc Government Services.

All project information can be found on the Information Portal on SharePoint. The site contains sensitive information and therefore has a layer of security which includes Multi-Factor Authentication (MFA). Some are having difficulties navigating the MFA process and the Relations Manager is available to support any St’át’imc member who would like access to the site. We also have our IT staff who are available to assist as well. If you would like to access this site, **please contact Sherry Kane at relationsmgr@statimcgs.org or at (250) 256-0425 ext. 260**

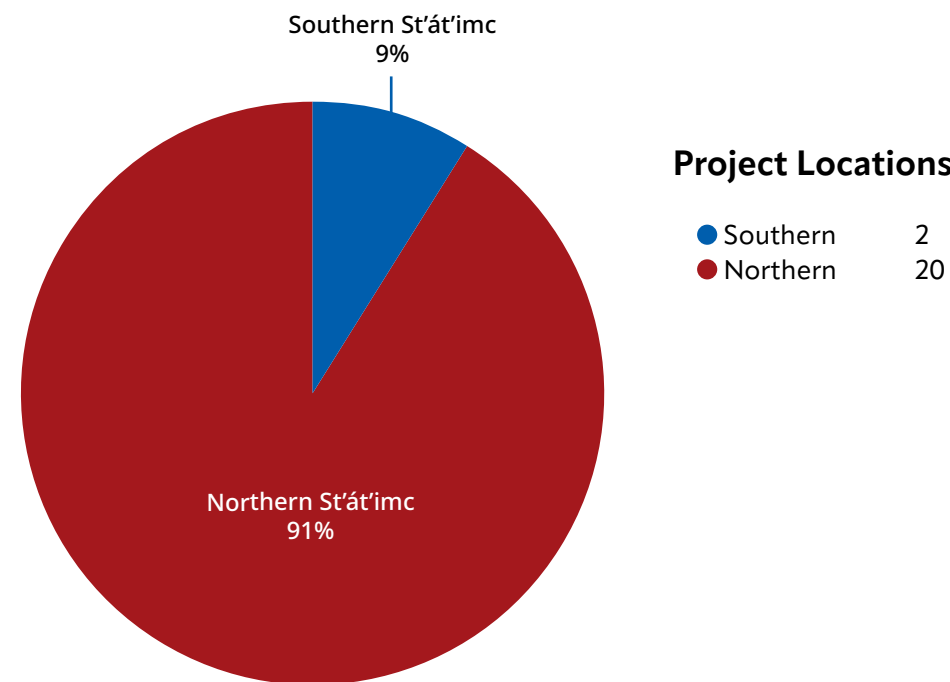
April 2022–March 2023 Notifications



BC Hydro Projects in St’át’imc Territory



Project Locations



Bridge River Transmission Project (B RTP)

The Bridge River Transmission Project scope of work is to upgrade and replace about a third of the 300+ structures along the circuit that runs along Seton Lake to Lillooet, then continues northeast following highway 99 until Ts’kw’aylaxw where it joins a right-of-way (ROW) ending at the Kelly Lake Substation in Clinton. The work will include replacing structures, recontouring, upgrades to existing access roads, and creating new roads to access the structures.

Knowledge keepers from six communities, which the project spans, have formed the B RTP Community Culture Forum (CCF). The community representatives ensure community cultural values and community perspectives are integrated into the project. This year the CCF focused on a literature review, the Valued Components (VC) Table, and identified VC table and information gaps in the Preliminary Environmental Impact Statement (pEIS). Ten additional studies were recommended to address the gaps identified. This past year the project transitioned to the Definition Phase. Future work for B RTP is more Archaeology and Environmental field investigations as well as developing an implementation plan.

LaJoie

In Spring 2021, St’át’imc and BC Hydro established a process for engagement, focused on the conceptual phase evaluation of project alternatives, that involved the establishment of the LaJoie Technical Working Group (LTWG). The LTWG continues to support planning and design activities, consistent with the goal of building mutual understanding and the conditions set out by the St’át’imc Authority in the August 17, 2021

letter regarding the selection of a leading alternative.

The LTWG provides oversight and guidance to the project team on key St’át’imc objectives (based on those developed in the alternative evaluation process), to ensure these are being considered and integrated into the current phase project activities.

The TWG has been reviewing Dam and Intake design options using the Structured Decision Making (SDM) table. Originally there were Nine Intake Tower and seven Dam design options to review, key considerations when looking at design options are constructability and drawdown requirements (number, duration, depth, timing/season), as well as seismic and general performance issues.

The LTWG reviewed and provided recommendations to the Spring 2022 Drawdown and Environmental Management Plan (EMP) which included potential draw-down impacts need to be considered through three distinct aspects: 1) Downton Reservoir Drawdown Impacts 2) Downstream Flow Related Impacts site and 3) Geotechnical Investigations Impacts. In March 2022, as part of the Project, a Fisheries Act Authorization (FAA) was issued to BC Hydro by Fisheries and Oceans Canada (DFO) to draw Downton Reservoir below its normal minimum operating elevation of 710 m above sea level (MASL) to facilitate dam safety inspections.

Culture and Heritage

follow our work on Instagram 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 2022–2023 our work was funded by contracts on BC Hydro capital projects and programs, sub-contracts with archaeology consulting firms and funding from Canada

Summer Jobs and BC Hydro Summer Hires program. Combined, these funds help support training and capacity development of our Team as well as St’át’imc community members who work with us on projects, 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.)** – Archaeologist
- Nadine Gray (M.A.)**– Archaeologist and Heritage Project Coordinator
- Talicia Kane (B.Sc.)** – GIS Technician
- Yvonne Michell** – Heritage Field Technician

Archaeological Management Plan (AMP)

One component of the AMP from the Settlement Agreement 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. When unrecorded sites are identified by Communities the Culture and Heritage Team works with the Community to document the heritage site and securely stores 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



Image Above: Chester Alec and Nadine Gray – Bridge River Glacier Archaeology Work

replacements and removals), the BC Hydro weather station upgrades (Bridge River Glacier, Mission Mountain, Bridge River Townsite and Hurley weather stations), the Reservoir Archaeology Program (RAP) and the Seton Lake Erosion Management Program (SLEMP) and the Bridge River Transmission Project (B RTP) discussed below.

environmental field support, environmental assessment support and other environmental support services as required. The largest project under this contract; the Bridge River Transmission Project (B RTP) which is made possible through a sub-contract with the prime contractor Szumin’ts and their subcontractor Wood Canada Limited.

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,

3. The Seton Lake Erosion Management Program (SLEMP) including the Seton Buoy data collection as well as inventory and mitigation of erosion locations on Seton Lake captured under BRGMON-15 and BRGWORKS-2.
4. As When Contract which was first awarded in 2018 for on-call Pole Replacement Monitoring. The As When Contract has been expanded to include all archaeology tasks that were typically awarded to external archaeology consulting companies. This change has lead to an increase in work for the Culture and Heritage Team and also provides an opportunity to offer more work to Communities.



Image Above: Example of Pole Replacement Monitoring

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

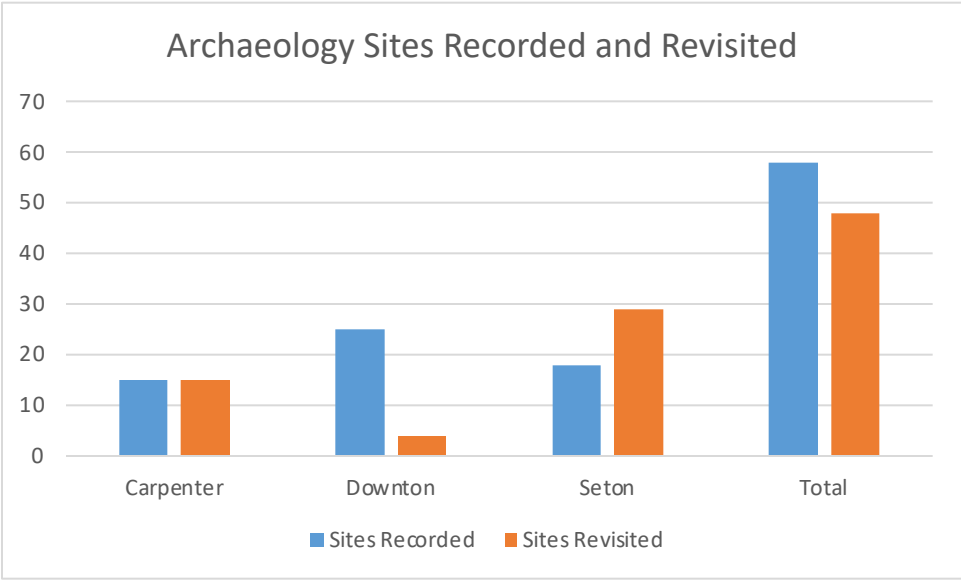
plan will be created for each project. SGS Heritage and Wood are completing an archaeological inventory at Downton and Carpenter Reservoirs and Seton Lake. Archaeological survey work and recording of archaeology sites began in 2018 with work continuing each summer.

In 2022, the RAP contracts included 7 days of Archaeology Impact Assessment (AIA) took place on Downton and Carpenter Reservoir. A small crew for Downton was required due to helicopter access and training requirements for helicopter work. The crew completed 4 days of field work and recorded 5 archaeology sites. Survey work on Carpenter Reservoir was completed in 3 days with one site recorded. Survey work on Seton Lake was not conducted due to property access issues. However, the RAP Seton work continues to be utilized for the SLEMP work, presented below.

After the fieldwork, a summary report of the results are sent to the Communities and two technical working group (TWG) meetings are held in the Fall and Spring. The December 2022 had to be cancelled due to low Community response. Community representatives are an important component of the technical working group and the input received about undocumented archaeology sites or heritage areas helps assist with overall project planning (fieldwork locations). TWG representatives are also relied on to convey project information to Chief and Council and the Community.

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.

Since the work began in 2018, 58 archaeology sites have been 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.

The next steps for RAP include shovel testing to better define archaeology site boundaries and the development of an Archaeological Management Plans.

Seton Lake Erosion Management Plan (SLEMP) Settlement Agreement (Section 5.3)

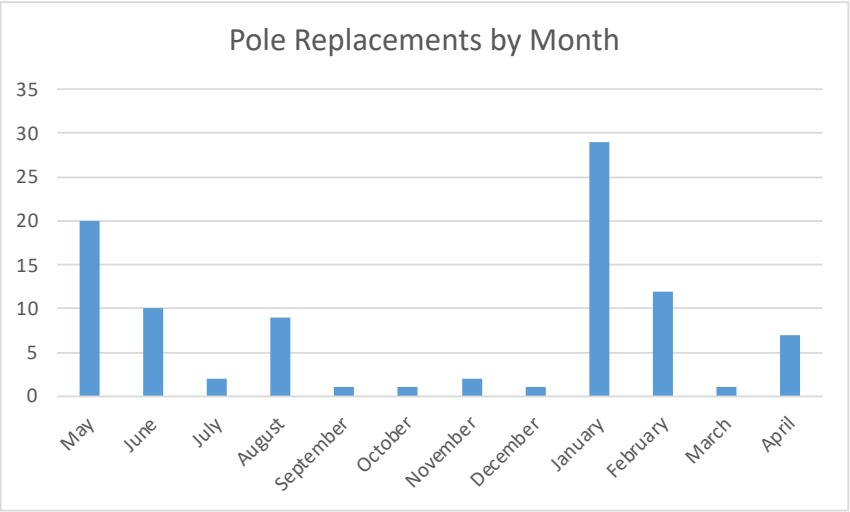
As part of the Seton Lake Erosion Mitigation Program (SLEMP), BC Hydro and SGS Heritage have been working collaboratively on the Seton Erosion Management Project (BRGMON-15) and Site-Specific Mitigation Projects (BRGWORKS-2). SGS Culture and Heritage also utilize archaeological data collected over 5 years of Seton RAP fieldwork which 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 in 2021 identified 23 locations within 30m of the shoreline that were at risk of erosion. In an effort to test the prioritization screening and gather additional data, site visits were conducted in 2021 and 2022 to 18 registered archaeology sites. Utilizing the data collected during the site visits, 4 sites were determined to be at a high risk of erosion and 14 sites were identified as low erosion risks.

A recommendations report, drafted by BC Hydro and SGS Culture and Heritage in February 2022, identified 9 sites on Seton Lake that should be mitigated or monitored.

Prior to and after any fieldwork, meetings are held with Community representatives from Tsal'alh and P'egp'ig'lha Council to discuss the known sites, discuss the archaeology and engineering work as well as identify additional locations to incorporate into the SLEMP work. As more data becomes available, the prioritization tool becomes



more comprehensive, and the sites visit locations can be targeted.

Work in 2022–2023 has been a continuation of efforts to develop an integrated approach towards mitigating erosion at high-risk sites. Consistent with the preferred designs for erosion protection at high risk erosion sites completed in 2021, Northwest Hydraulics Consultants (NHC) was hired as a sub-consultant to determine the extent, nature and rate of erosional processes

occurring at additional locations and to develop conceptual-level erosion protection designs to stabilize the shoreline and mitigate risk to heritage resources.

Adhering to the Community request for a highly effective, low maintenance, and a functionally durable design, NHC developed conceptual-level design options to mitigate shoreline erosion at 2 locations on Seton Lake. There were four designs in total: 2 designs for each location. The shoreline extents of the design were determined by SGS Heritage and BC Hydro based on the proximity of archaeological resources to an eroding scarp.

The designs were developed to be consistent with the preferred and accepted by SGS Heritage, BC Hydro and Tsal’álh for other high risk erosion locations, providing an integrated approach toward mitigating erosion at the three sites. Preferred designs were selected by the property owner, Tsal’alh, and work will now focus on drafting detailed designs.

The next steps for the SLEMP Team (BC Hydro, SGS Heritage and NHC) include SGS Heritage and NHC presenting a proposal for detailed designs and acceptance of this proposal by BC Hydro and Water Comptroller. Once approved, the detailed design will be drafted and presented to Tsal’alh at a virtual workshop. It is anticipated that construction could begin in 2024.

SGS Heritage and BC Hydro are also working on finalizing a monitoring plan for other erosion locations on Seton Lake. Information will be shared with Communities about the monitoring plan in the Fall.

Seton Buoy

The buoy, deployed on Seton Lake in September 2020, collected wind and wave intensity, duration and direction data for a period of two years. The buoy was removed from Seton Lake in October 2022. The data collected by the buoy will

contribute to a better understanding of wind and wave effects on the shoreline which is being utilized in the SLEMP erosion protection work.

As-When Contract

This BC Hydro contract is for work that is completed on an As and When needed basis by BC Hydro for operations and maintenance. Previously, work was limited to heritage monitoring by Culture and Heritage staff and community heritage workers. An increased scope of services for a 5 year period was negotiated in June 2022 along with an increase in rates and expenses charged. Under this contract, SGS Culture and Heritage manages/leads the archaeology tasks below and subcontract the work, when necessary. The contract includes the following services:

A. General Scope of Archaeology without limitation the following:

- i. Heritage risk screening
- ii. Preparing archaeological overview assessments and models

- iii. Archaeological impact assessments including preliminary field reconnaissance
- iv. Permitting including regulatory and permitting applications and
- v. Coordinating involvement of First Nations in heritage studies

B. Deliverables of the required Services include:

- i. project planning
- ii. mapping and GIS
- iii. subject matter expert advice
- iv. permit applications and maintenance
- v. monitoring and mitigation plans
- vi. field data collection and analysis
- vii. indexing and surveys
- viii. assessment reports, and
- ix. site investigation reports

Some projects will require an archaeology consultant for fieldwork/reporting or to utilize a BC Hydro’s Southern Interior Multi-Assessment (MAP) Permit, that work is completed under subcontracts with archaeologists. Between April 2021 and March 2022, the Heritage Team spent 65



field days monitoring 95 pole replacements for BC Hydro.

Bridge River Transmission Project (B RTP)

The B RTP work in 2022 was conducted under a sub-contract with Szumin'ts and Wood Canada Limited. Archaeology work was limited to preliminary field reconnaissance (PFR) survey work until the design of the project is complete. 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. Information collected during the 2022–2023 field reconnaissance will be used for 2023–2024 project planning and archaeology impact assessment work.

Culture and Heritage Capacity Building

The Heritage Team strives to provide heritage work experience for St'át'imc through field opportunities such as the Reservoir Archaeology Program and the ongoing As-When Contract work.

In 2022–2023, our team employed 3 full time St'át'imc staff, 1 on-call St'át'imc heritage worker and two contract archaeologists. 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 Gray completing the Project

Management Certificate through the UBC Sauder School of Business.

Chester, Talicia and Yvonne complete training and certification through the year.

Upcoming Initiatives

The Heritage Team will continue to work on the Reservoir Archaeology Program (RAP), the Seton Lake Erosion Mitigation Program (SLEMP), BC Hydro pole replacement and removal projects, the Bridge River Transmission Project as well as upcoming opportunities at the Lajoie Dam Improvement Project and As When needed BC Hydro projects. We also anticipate on going working relationships with Crane Creek Enterprises, GWR Heritage Consulting Ltd, Twin Rivers Archaeology, Ursus Heritage Consulting, Wood Canada Limited (now WSP), 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.

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 and University of British Columbia, as well as support the SGS department in application for funding to support opportunities for capacity building. In partnership with BC Hydro, SET has been able to support St’át’imc members and businesses with ongoing capacity building.

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

Partnership Development

- **ISETS-LTC**- Signed MOU with ISETS-LTC. Recognizing that SET also provides services to the same people as ISETS-LTC, and further recognizing that leveraging services through collaboration would provide greater benefits to the St’át’imc, our organizations have committed to working together to collaborate, when possible, on projects and services, including training opportunities and data collection.
- **CALC** (Community Adult Learning Centre)- Again, similar to ISETS, it is recognized that with our similar pool of people our organizations serve, it makes sense to work together where possible. In Jan 2022, SET signed a contract with CALC to complete a 3-year training plan. Project is scheduled to complete April 28, 2023.
- **Thompson River University**- Ongoing working relationship to coordinate

certification programs. This has included seat prioritization for St’át’imc participants for popular certification training.

Nation Capacity Building

2022 Summer Students- Canada Summer Job Grant and BC Hydro Youth Hires

- SET applied for the Canada Summer Job Grant on behalf of the Heritage and Environment departments. The original application was for 2 positions for each department. Unfortunately, only 2 positions were approved so Heritage received one and Environment received the other. SET was able to secure funding through the BCH to fund the other two positions. Applications for the 2023 season have already been submitted.

- Project Management Certificate -**
UBC Sauder School of Business
- 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 on line 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. At the time of reporting, one student had completed their final course and was preparing for their exam to be a Certified Project Manager.
- Upon completion of each course students are awarded virtual badges to share their success on social media platforms such as LinkedIn.



Basic Security Training and Exam- Online through Justice Institute of BC

- Upon recommendation of a St’át’imc business to fill a gap in capacity in order to successfully compete for BC Hydro contact opportunities, SET offered a fully funded training opportunity for St’át’imc members to obtain their Basic Security Licence.
- Four St’át’imc members completed the course and successfully passed their exam to earn their Basic Security Licence.
- Although there was still interest, T’it’q’et hosted an in-person session in April. SET may offer the training opportunity in the

coming year if there is further interest from St’át’imc Businesses and contractors.

SET Online Survey

- The online survey was drafted to gather information about St’át’imc members training and education needs as well as general employment related information. The survey was published through Survey Monkey and available for 6 weeks during the months of April and May 2022. Unfortunately, there were a lot of responses from suspicious IP addresses. After review there were 41 valid responses. A new version of the survey will be distributed in 2023 to continue to gather information about training and education needs.



Database4Nations.

- SGS signed a service agreement with Total Systems Solutions (TLC) to administer Database4Nations. Database4Nations is a centralized citizenship database, inspired by First Nations to meet the unique needs of First Nations. Their motto is Linking our People. Database4Nations can link core membership data, improving the communication between all Band sectors, whose system users can access what they need, with the right permissions, working with the most up-to-date, validated information. Additionally, members have their own account login to update variable contact details. Although the system is setup and ready to use, we require personnel to start the data collection and entry process.
- BC Hydro has agreed to provide funding to support the hiring of one Data Entry Clerk to begin the process of creating profiles for interested St’át’imc members. This work with start in Summer 2023.

St'át'imc Lifelong Learning Scholarship Program

- St'át'imc Government Services has been awarding Scholarships and Bursaries since 2015. The objective of the program is to alleviate the financial stress that St'át'imc Post-Secondary students experience by providing scholarships and bursaries to lifelong learners. Eligibility criteria includes residency or Tribal Affiliation, and full-time studies status in a post-secondary program in one of the four award categories.
- The program has two intakes per year: Winter and Fall.
 - Fall 2022 Recipients (pg. 32)
 - Winter 2023 Recipients (pg. 33)
- In 2022/23 the awards program has distributed \$30,500 to 18 St'át'imc Lifelong Learners who demonstrate financial hardship while attending school in the following fields of study: First Nation studies, Psychology, Public Administration, Land Stewardship, Medicine, Graphic Design, Forestry, Natural Resources, Justice, Kinesiology, Optometry, Education, Horticulture, and Anthropology.
- 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.

Golf Tournament Fundraiser

- The St'át'imc Lifelong Learning Scholarship is fully supported by the proceed earned at the annual SLLS Golf Tournament fundraiser.
- Golf Tournament was held at the Sunstone Course in Pemberton on Sept 15, 2022. We had 19 teams participate from several organizations and businesses operating in the St'át'imc territory. Including additional cash donations, we raised a grand total of \$59,125 for the scholarship program.



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

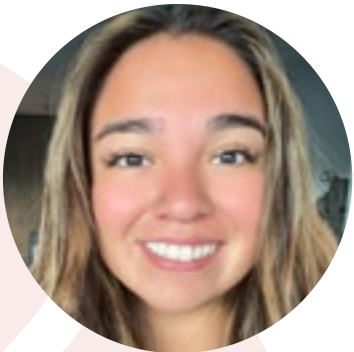
Fall 2022



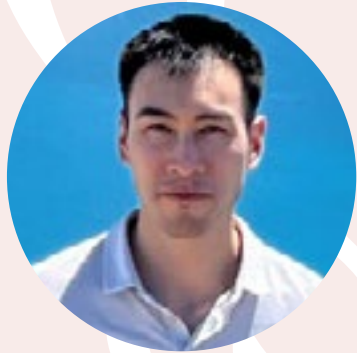
Aurora Terry
Xwísten
Certificate – First Nations Studies
Nicola Valley Institute of Technology
Award: \$1,000



Shania Chalifoux
Sekw’el’wás
Certificate – Indigenous Stewardship
Native Education College
Award: \$1,000



Cheyenne Watkinson
X’axlíp
Certificate – Graphic Design
BC Institute of Technology
Award: \$1,000



Dylan Whitney
Xaxl’íp
Doctorate of Medicine
University of Victoria
Award: \$2,500



Deanna Gestrin
Xaxl’íp
Masters of Counselling Psychology
Adler University
Award: \$2,500



Mason Delorme
Líl’wat
Doctorate of Public Administration
University of Victoria
Award: \$2,500



Jeremiah Hyslop
Xaxl’íp
Doctor of Optometry
University of Waterloo
Award: \$5,000

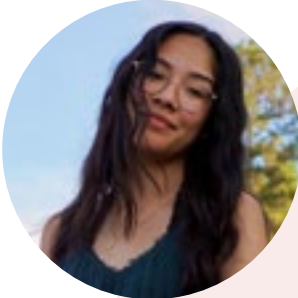


Despite having experienced growing pains, I am excited to become an optometrist by the end of it. It is not just the title of Doctor that entices me,... I chose this career because I want to help people, and this is how I will do so... I want to prove to Indigenous peoples that healthcare providers can be trusted, starting with me. I want to be someone that my people can come to because they say one of their own, and someone that the youth can look up to. I want them to say “if he can become this, so can I.”

–
Jeremiah Hyslop

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

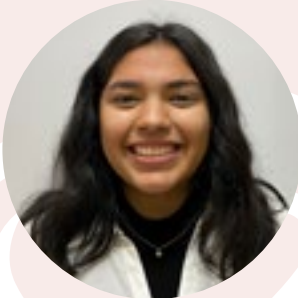
Winter 2023



Aiyana Cruz
X’axlíp
Criminal Justice Degree
Sam Houston State University
Award: \$500



Cheyenne Toms
Tsaál’lh
Human Kinetics in Kinesiology
Saint Francis Xaxier University
Award: \$500



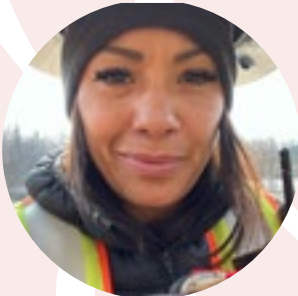
Isabelle Stager
Lil’wat
Kinesiology
Capilano University
Award: \$500



Shayla Chalifoux
Sekw’el’wás
Bachelor of Horticulture Science
Kwantlen Polytechnic University
Award: \$1,000



Zoe Leech
Tít’qet
Natural Resource Protection Degree
Vancouver Island University
Award: \$1,000



Jessica Allen
Xwísten
Professional Forestry
Association of BC Forest
Professionals
Award: \$1,000



Tasia Dodman
X’axlíp
Professional Development Program
Simon Fraser University
Award: \$1,000



Wynona Edwards
Tskwáylacw
Master of Arts in Human Rights
and Social Justice
Thompson Rivers University
Award: \$1,000



Dylan Whitney
Xaxl’íp
Faculty of Medicine MD Program
University of Alberta
Award: \$1,000 Bursary



Laura Grizzlypaws
Tít’qet
Xwísten
Doctor of Education
Simon Fraser University
Award: \$2,500



Alysha Edwards
Tskwáylacw
Anthropology MA/PhD
University of Montana
Award: \$5,000

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 to provide recommendations that support climate change mitigation, adaptation, and knowledge sharing.

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

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

Environmental DNA (eDNA) sampling is a method of capturing DNA released naturally into aquatic habitats by fish, amphibians, and other aquatic species. Organisms constantly produce genetic material, as they go about their life processes, and this DNA persists, briefly in these aquatic environments as eDNA. As a result, eDNA methods allow for the accurate targeted identification of fish species that are present in an ecosystem or waterbody with the simple collection of water samples from natural environments. The use of eDNA methods by SGS Environment

provides information regarding the presence, distribution, and potential habitat use of aquatic species (at risk) within the St’át’imc Territory.

The 1st year of the eDNA Fish Inventory Project was in-kind and completely funded internally by SGS Environment.

White Sturgeon eDNA Project at Seton and Anderson Lakes

The SGS Environment team completed the first year of the field program in August 2022 (preliminary 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 with SGS Environment staff in 2022. Project components included a kick-off meeting, field training, and collection of both



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

tissue and environmental samples. Once collected, SGS Environment staff also completed sample filtration, preservation, and data management. SGS Environment also conducted outreach with Splitrock Environmental Sekw’el’was during the logistics and planning stages, kick-off training and implementation of the field program.

In August 2022, the project team collected tissue and water (environmental) samples from White Sturgeon on the Fraser River and collected eDNA environmental samples from multiple sites within the Seton Watershed. These efforts will provide a foundational understanding for future management of White Sturgeon occurrence within Seton and Anderson Lakes.

All tissue and environmental samples are currently being analyzed at Dr. Caren Helbing’s lab at the University of Victoria. The lab designed a White Sturgeon primer and probe, using available genetic sequence data, isolated DNA from fin clip tissues, swabs, and eDNA samples, and conducted validation of an eDNA assay for application within the project area. Analysis of the environmental samples will inform our understanding of White Sturgeon distribution and habitat use within this watershed. If the team is successful in confirming presence of White Sturgeon in the Seton Watershed, the information will be used to inform future habitat management improvements and mitigation of fish passage into Seton Lake.



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

Chinook and Coho 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 as a component of 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 have not been recently documented or monitored.

The SGS Environment team completed a field program on the assessment of Chinook and Coho Salmon presence and habitat use in the Yalakom River. The Chinook and Coho eDNA sampling events were completed in September and November 2022, respectively. The eDNA sampling session for fry emergence from

both species at Bridge River occurred in late winter 2023 and the sampling session at Yalakom River will occur in early summer 2023. Positive field control samples were collected at Chinook and Coho spawning areas on the Bridge River. The Yalakom River is over 50km long; field samples were collected from ten sites to identify potential occurrence of these two anadromous salmon species above perceived fish movement barriers. SGS Environment and Xwísten collected water samples for subsequent lab analysis for both Chinook and Coho within the Bridge and Yalakom Rivers. SGS Environment and Xwísten also coordinated scheduling and identified sample collection locations.

Existing eDNA assays for Chinook and Coho Salmon were already developed by Dr. Helbing’s lab. The Molecular Genetics Group at Fisheries and Oceans Canada (DFO) sent local Bridge River tissue samples collected by Coldstream Nature-Based Solutions (Coldstream) to Dr. Helbing’s lab for assay validation. All environmental samples were analyzed at Bureau Veritas Labs. eDNA samples collected from the Yalakom River for Chinook and Coho, during spawning and early life rearing periods, will evaluate occurrence at these times. SGS Environment will also identify and assess remediation efforts from these eDNA results, and provide recommendations to its partners to ensure fish passage is restored and maintained.

SGS Environment gratefully acknowledges the financial support from BC Hydro’s Fish and Wildlife Compensation Program (FWCP) to fund the community engagement component of this project. FWCP highlighted the community engagement activities of SGS Environment’s eDNA project in their 2022 Annual Newsletter.

Portage Creek Chinook Salmon Recovery Program

The Portage Creek Chinook Salmon Recovery Program is led by SGS Environment in collaboration with InStream Fisheries



Image Above: Nina collected water eDNA samples from Chinook Salmon at Bridge River.



Image Above: Nicole first in a PIT-tagging line where the crew tagged ~14,000 Chinook Smolts in March 2023

Research (InStream) and support from DFO, BC Hydro, and the Joint Planning Forum. The program will provide key information to preserving and managing the endangered Portage Creek Chinook population. Important information on migration timing and proportionate natural influence (PNI) will be collected to inform future management and enhancement activities. The juvenile assessment portion of this program aims to identify and quantify wild Portage Chinook Salmon juveniles present in the system as there is limited data on Juvenile Chinook at Portage Creek. The project team will be using a phase survey approach to understand the life history and productivity of wild Portage Chinook Juveniles. The team also acknowledges and understands that there are concerns with sampling and handling juveniles of an endangered salmon population, and will work with DFO Biologists to ensure safe and practical methods are utilized to collect this data.

In March 2023, the SGS Environment team spent a week at the Tenderfoot Hatchery in Squamish PIT-tagging juvenile Portage Chinook Salmon. The use of the PIT-tags will



Image Above: The PIT-tagging crew outside of the Tenderfoot Hatchery.

collect prudent information of the Chinook Salmon during their life process, including lake migration, production, and ocean survival. The SGS Environment team learned how to PIT-tag with two different methods, tagging gun and scalpel. The team of SGS Environment, InStream, and Tenderfoot Hatchery staff PIT-tagged ~14,000 fish over a four-day period.

The Tenderfoot Hatchery staff incubated and reared the Portage Chinook for a month prior to the release day. On April 26 2023, the tagged Chinook were released at Seton Portage. Chief Randy James and Ida Mary Peter of Tsal’alh, students from the primary school, and St’át’imc community members attended the release day as the Chinook Fry left the tank and hose for the waters of Seton Portage.

SGS Environment and InStream gratefully acknowledge the financial support from DFO’s British Columbia Salmon Restoration and Innovation Fund (BCSRIF) to fund the salmon management and recovery program.

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



Image Above: Ellen and Ida Mary held the hose as the Chinook Fry entered the waters of Seton Portage.



Image Above: Ellen, Nina, and Nicole at the landfill in Cranbrook where sampled carcasses were disposed.



Image Above: Nicole and Nina learned how to extract the tissue samples from ungulate heads.

from deer and lymph nodes and obex from elk and moose, clipped ungulates’ ear tissue, and swabbed the noses of all ungulates for COVID. The tissue samples are tested for chronic wasting disease (CWD) at the animal health centre in Abbotsford. CWD is a fatal, neurological disease caused by the accumulation of prions (an abnormal protein) in the brain. All SGS Environment staff are now trained to conduct necropsy testing and identify endemic outbreaks and the team are starting to consider the logistics of a similar workshop in the St’át’imc territory.

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 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

health centre for testing and will continue this type of project work in cooperation with Dr. Caeley Thacker.

In November 2022, the Environment Manager and Technicians attended a mule deer sampling session in Cranbrook with the Provincial Wildlife Health Biologist. The team extracted lymph nodes and tonsils

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 B.C. 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.

Post-Wildfire Food Security Project

The team of SGS Environment and GIS will be establishing a baseline ecosystem composition and identify and assess the health of traditional plants. A total of six sites within the same Biogeoclimatic Ecosystem Classification (BEC) zones will be surveyed: two sites will be the control areas of mature ecosystems that are not impacted by recent fire, two areas that have been recently burned, and the last two where burning took place approximately 15–20 years ago. The McKay Creek wildfire is the case study area that has been recently burned.

SGS will also include a youth engagement component for the Project. SGS Environment hired, onboarded, and mentored two St’át’imc Youth in 2022 and will continue encouraging the development of St’át’imc Youth leadership and skills for one student in 2023 on climate-health issues. The SGS

Environment Technicians are also planning to coordinate an outreach session or day at the Lillooet Secondary School. The outreach day will be conducted after the community engagement and fieldwork components of the Project.

SGS Environment gratefully acknowledge the financial support from the First Nations Health Authority’s Indigenous Climate Health Action Program (FNHA ICHAP) to fund the Post-Wildfire Food Security Project.

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.

The team of SGS Environment and GIS continue to actively participate in the Fraser River Bighorn Sheep Working Group with the Province of B.C., St’át’imc community technicians, and other Indigenous communities that reside along the Fraser River. The monthly meetings are hosted by Kyle Stelter from the Wild Sheep Society of B.C. (WSSBC) and Chris Procter from the Ministry of Forests for communities to receive updates on summer lamb monitoring, community outreach, and policy communication. Observations, data collection, and summary reports for presence



Image Above: SGS Environment’s Summer Youth Technicians, Braeden and Chanvre with Darwyn at a boat launch.

of bighorn sheep at Pavilion, McKay, and Leon Flats were completed each month from June to October 2022. Observation reports were submitted to the WSSBC and the Ministry of Forests. The WSSBC and the Ministry of Forests 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 B.C. 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. 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 was reviewed by SGS staff and managers, St’át’imc Steering Committee, SGS Board, and Dr. Dave Levy (Ph.D; Fisheries Technical Advisor). The Report begins by providing an overview of the Bridge-Seton Watersheds followed by a description of important St’át’imc values within the watersheds, existing land use planning processes, and areas where land/resource development activities occur. Finally, overarching and watershed component recommendations are provided to inform land and resource development activities, while also ensuring protection of important values and resources within the Bridge-Seton Watersheds.

Environment Capacity Building

One of the goals at SGS is to build staffing capacity. This year, SGS Environment hired two Environmental Technicians and two

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 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 approved for the Forester -in-Training designation with the Forest Professionals of British Columbia 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 relations, 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 full-time position with the SGS Environment team.

Chanvre Oleman and Braeden Napoleon completed a 3-month summer term with the SGS Environment team. Chanvre is Tsal’al-mec and grew up in Ts’kw’aylaxw, and Tsal’al areas and her contract was funded by Canada Summer Jobs. Braeden is from the community of T’it’q’et and his contract was funded by BC Hydro Summer Hires Program. 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 completed 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
- 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
- Introduction to Probability and Statistics course with Thompson Rivers University
- Dale Carnegie Leadership Training for Managers course
- ATV/UTV training with OH&S Safety Consulting & Training Solutions
- Occupational First Aid Level 3 Certificate with St. John’s Ambulance
- Job shadow Okanagan Nation Alliance (ONA) on their Juvenile White Sturgeon monitoring program

- Job shadow Coldstream on how to use water quality equipment
- A Forester-in-Training designation with the Forest Professionals of British Columbia by one of the Environment Technicians
- Application submission for a Registered Professional Biologist (RPBio) designation with the College of Applied Biologists in British Columbia by the Environment Manager

Upcoming Initiatives

The Environment team will continue working on future phases of the eDNA fish inventory project, 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 continue working on BC Hydro Capital Projects, including the LaJoie Dam Improvement Project and the Bridge River Transmission Project.

Wage subsidies from the Indigenous Skills and Employment Training (ISET) will be used

to hire a St’át’imc Technician to be mentored by the Wildlife and Lands Assistant in the anticipation of an upcoming retirement in December 2023. The SGS Environment team will be contracting a Consultant Field Biologist from May to November 2023 to lead scheduling, planning, and crews for field program and provide technical oversight to the technicians.

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 much more work than initially expected. It is recommended that SGS Environment define its role in the referrals process.

The SGS Environment team are keen to develop grant writing skills or hire a Grant Writer on a contract basis for project-based work and securing external funding opportunities.



Image Above: Nicole, Darwyn, and Nina at the Arrow Lakes Reservoir in Revelstoke during the ONA job shadowing of the Juvenile White Sturgeon Program



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



The JPF was assembled on an interim basis in 2018 and is in its fifth year. It was formalized in 2019 to implement the High Flows Settlement Agreement. Say something about the initial schedule versus current forecast (2032) to align with flow strategy commitment. The JPF is made up of 3 BC Hydro employees and St’át’imc is represented by a political lead (Garry John) and 2 technical roles (Jessica Hopkins and Allison James). The JPF has 10 million dollars to spend on mitigation projects and approximately 2.6 million has been spent to date. The JPF is a mechanism for BC Hydro and St’át’imc Authority to collaborate on flow management and environmental mitigation projects in the Bridge-Seton Watershed. Last year the JPF’s term was extended to 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.

Fundraising Update

The JPF fundraises to leverage the initial budget of \$10 Million because cost estimates forecast a greater spend. SGS’s Environment Department administers the projects when fundraising is sought. Recent successful applications include the Horseshoe Bend [HSB] (Bridge River) Pacific Salmon Rearing Ponds through PSC Southern Endowment Fund for \$175,000 and Horseshoe Bend Riparian Revegetation Planning through FWCP for \$5,000.

The Joint Mitigation Team (JMT)

The JMT is a sub-committee under the JPF and oversees implementation of the mitigation projects, and strategies agreed to by the JPF. The JMT’s focus is overseeing the Horseshoe Bend Restoration Project



Image Above, Back row right to left: John Peters, Robin Thacker; Front row, right to left: Taylor Ward (BC Hydro), and Christopher Fletcher.

and the Chinook Broodstock Collection Program and Fish Entrainment mitigation. Fisheries Biologist Danny O’Farrell has joined the JMT to replace/support Allison James who had to step back due to other work commitments. The timeline for the mitigation projects will require an extension.



Image above: Applesprings before restoration activities.



Image above: Applesprings, after removal of sediment and habitat complexing.

Horseshoe Bend Project

- Access to Horseshoe Bend has finally been achieved. The JPF Met with Xwisten in May to go over the latest design concepts and pilot channels. No pond or channel design has been finalized yet. However the road design was finalized as road access needs to be safe and reliable to start construction. The road does not meet standards for public road access.
- The schedule is optimistic but tentative and needs to incorporate permitting
- the cost estimate at completion of the project is \$12.9 M

Chinook Enhancement:

- Presently approximately 71,000 Bridge River chinook fry are being reared in N’quaqua Hatchery. All hatchery reared fry will be coded wire tagged and fin clipped this year. One third approximately 23,000 will be PIT tagged. The fry release is scheduled for early October. 11,500 fry will be reared to larger smolt size and will be released in the early spring, this later release trial is to understand survival rate between fry release and smolt release sizes.
- Resurfacing of the raceways is complete.
- Chris Fletcher is an outstanding hatchery manager and mortality rate is very low but will know better after pit tagging.
- The cost estimate of the enhancement program is \$2.6 M at completion.
- Xwistens Rotary screw trap contributes valuable data to the timing of smolt outmigration.
- The JMT wants to implement Coho production and intends to begin collection in 2024.

Other

- JMT provided financial support for restoration activities for Bluenose and Applesprings off channel habitat sites. Sediment caused by the 2022 high flows, with additional habitat complexing was completed at Applesprings Restoration Area. Within the Bluenose off channel habitat site, work was completed to remove blockages in water flows caused by the 2022 high flow. Both restoration activities have been led by Xwisten.

Fish Entrainment:

- The JPF has updated the Fish Entrainment Impact offsetting valuation work initially developed in 2015 from an original valuation of \$516,000 to \$1,506,000.



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



Image Above, Opportunities offered

To date there have been a net 65 business opportunities offered through the High Flow Settlement Agreement process with a value of over \$33,000,000. To put this into perspective we are now in year four of the HFSA (of the 6-year term) and have already exceeded the \$20,000,000 target commitment by over \$13 million.

The opportunities can be generally categorized as:

- Construction and support services - including civil work, trade labour supply and related professional services, commercial building (Sekw’el’was BC Hydro district office reconstruction), equipment rental with operators

- Professional services related to construction
 - Environmental – professional services, field work (Szumin’ts), monitoring
 - Archaeological – professional services, field work, monitoring
 - Engineering, planning and design
- Site, Safety and First Aid services – including road maintenance, office and washroom trailer supply, cleaning services, traffic control, first aid, transport and warehouse services, water supply, fuel supply, courier, and freight services
- Partnerships – TDC has recently and is in the process of acquiring larger contracts such as the BR1 Penstock vegetation clearing

and rock scaling / slope stabilization with a TDC/Ecora/Norpac partnership.

Very early involvement in how major project opportunities are being identified and pro-cured 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 their partners.

Through the Quarterly Capital Planning Meetings, the long-term capital plan, the two-year outlook, and information on immediate opportunities are reviewed with communities and businesses.

To enable the work of the Capital Planning Manager and SGS generally, SharePoint 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.

The BC Hydro major project work has been in more of a planning mode during the past

year and therefore we have seen a decline in the number of opportunities being offered (Figure 1).

However, with early construction work expected over the next 12 to 24 months, and beyond, we expect the number of opportunities to rise. The chart (Figure 2) below shows the current plan for the projects, as you can see, construction intensifies in the years 2025 to 2030.

What Figure 1 does not reflect is the early opportunities related to the Lajoie Dam Improvement project. BC Hydro has asked St’át’imc to take on three specific components, the quarry development and operation, Civil works related to access roads and laydown areas and accommodations. Accommodations includes three sites, Seton Portage, near Lajoie dam and in Lillooet. St’át’imc companies and communities are actively pursuing these opportunities.

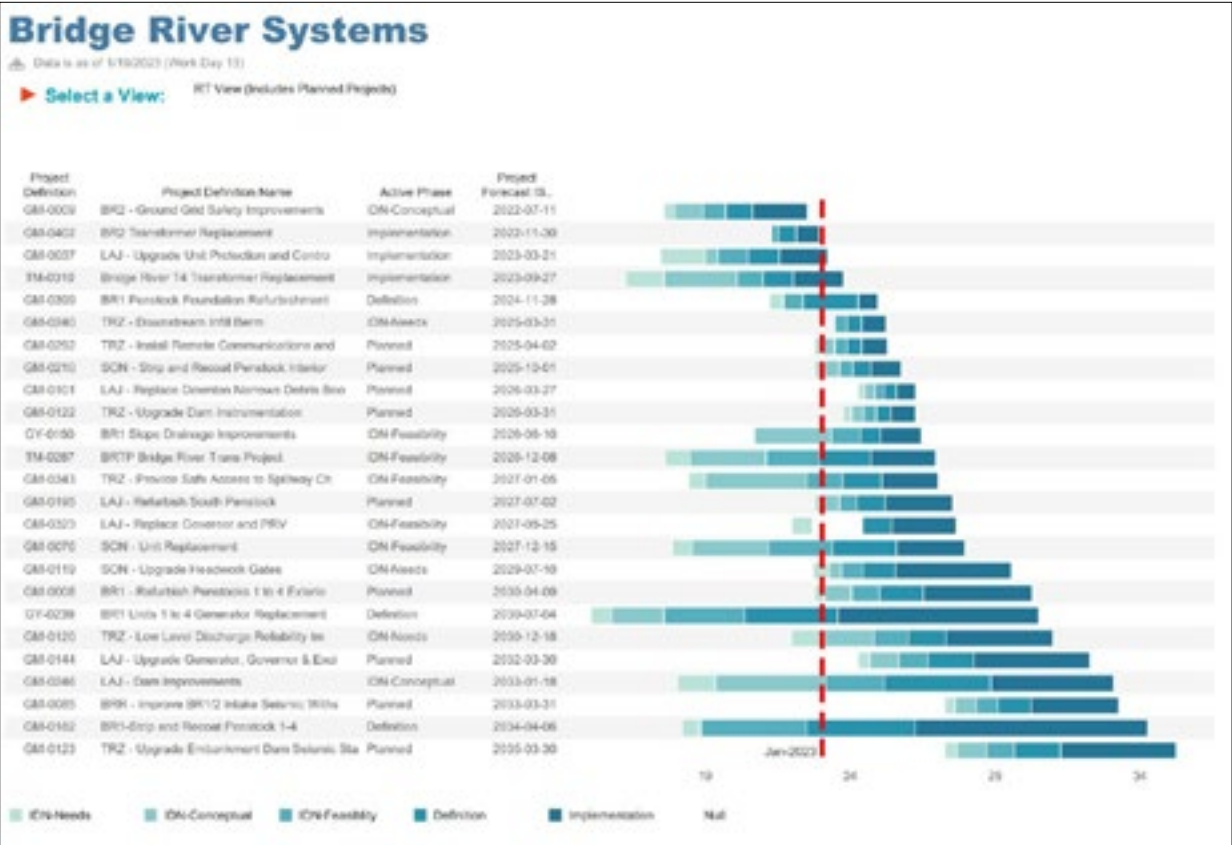


Image Above, BC Hydro Major Projects. See larger version on page 56

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 Officer

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, 2023, with comparative information for 2022

	2023	2022
Assets		
Current assets:		
Cash	\$ 2,502,586	\$ 2,303,166
Accounts receivable	324,038	196,109
Prepaid expenses	5,779	6,014
	2,832,403	2,505,289
Capital assets (note 2)	163,191	191,530
	\$ 2,995,594	\$ 2,696,819
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities (note 3)	\$ 117,127	\$ 143,148
Wages and employee benefits payable (note 3)	115,199	68,196
	232,326	211,344
Net assets:		
Capital asset fund	163,191	191,530
Unrestricted fund	1,585,394	1,541,787
Restricted fund	1,014,683	752,158
	2,763,268	2,485,475
Commitments (note 4)		
	\$ 2,995,594	\$ 2,696,819

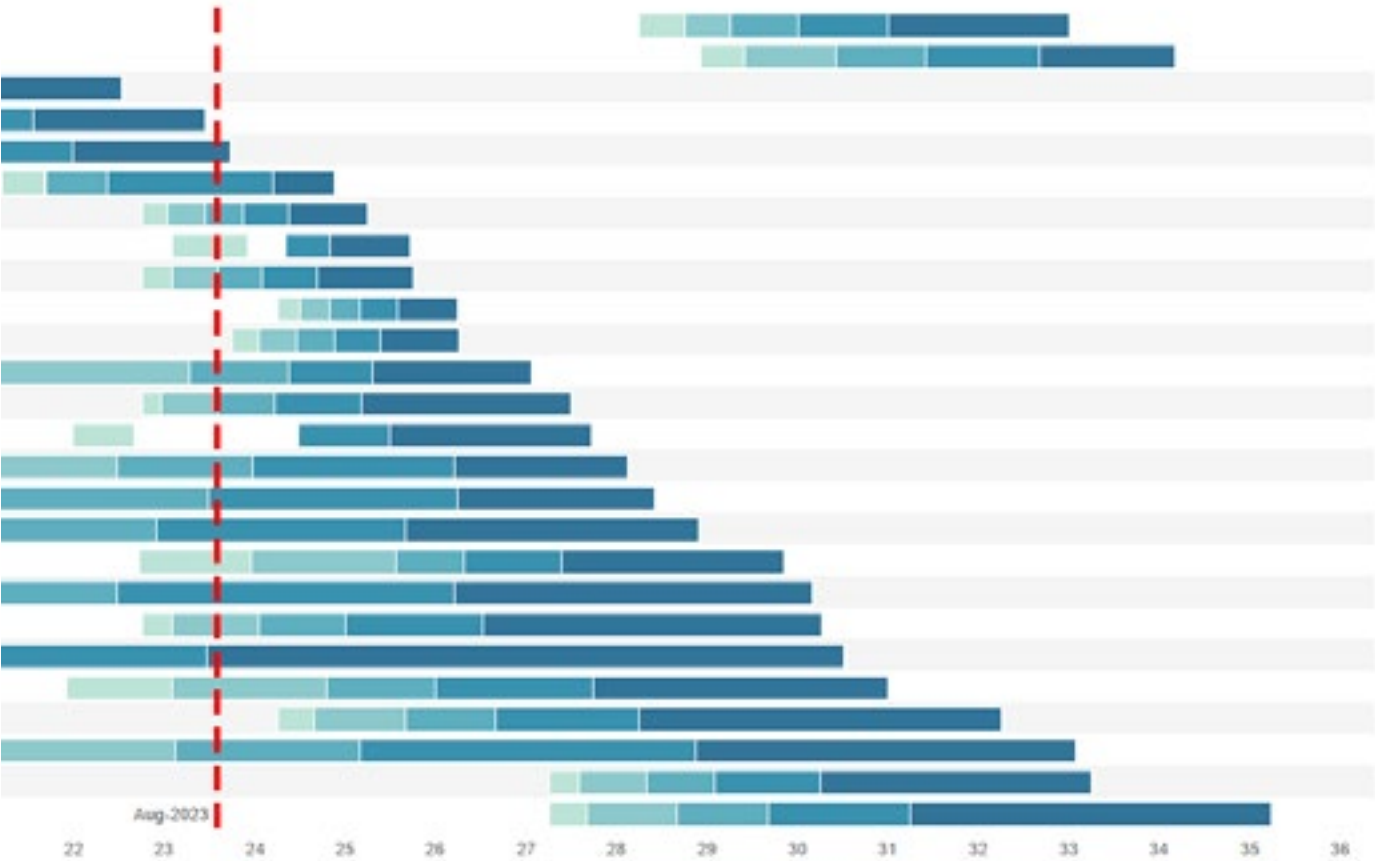
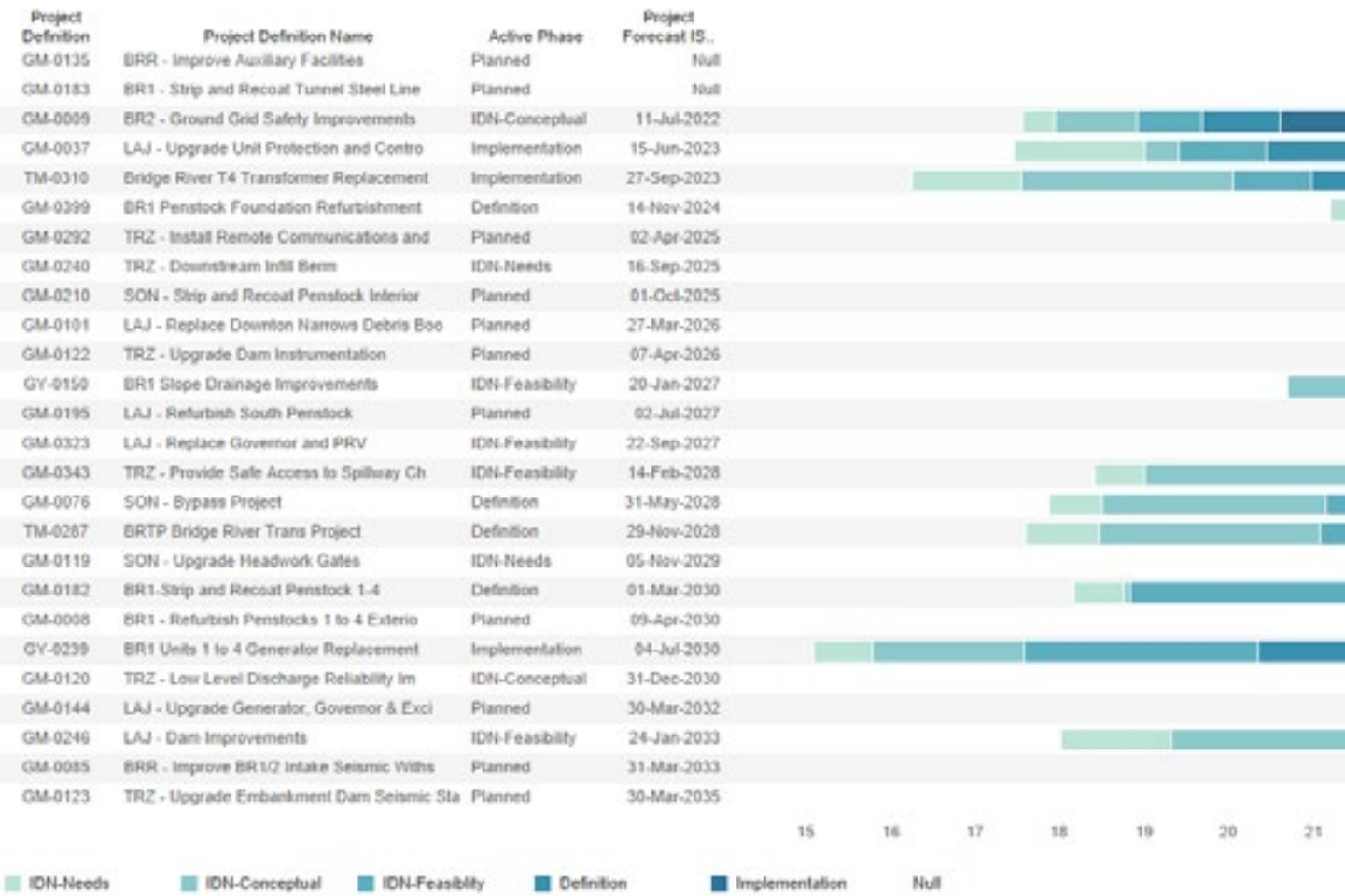
ST'ÁT'IMC GOVERNMENT SERVICES
Statement of Operations
Year ended April 30, 2023, with comparative information for 2022

	2023	2022
Revenue		
St'át'imc (PC) 2011 Trust	\$ 1,930,191	\$ 635,299
Contracts and projects	1,394,152	1,811,929
	3,324,343	2,447,228
Expenses:		
Administration Fund (Non-Trust)	423,896	384,943
Amortization	63,707	57,133
BC Hydro As When Needed Project	122,478	86,464
BC Hydro RAP Project	115,081	179,391
BC Hydro SLEMP	101,730	41,993
BCH BR Heritage	-	5,843
Bridge River Transmission Project	120,558	1,800
CPM - Capital Planning - HFSA	130,562	124,929
Capacity Development Fund	98,913	22,215
Culture and Heritage (Trust)	142,635	141,529
Education Scholarship Fund	49,671	27,000
Education and Training	10,243	61,179
Education and Training (Trust)	75,145	64,092
Environment and Natural Resources	-	18,848
Environment and Natural Resources (Trust)	569,631	452,341
FPCC - First Voices Program	-	23,836
Grizzly Bear DNA	11,713	46,564
JPF - Joint Planning Forum - HFSA	263,070	152,163
Lajoie - Capacity Building	17,475	42,479
SCC (Non-Trust)	3,870	23,138
SCC Governance (Trust)	263,685	285,075
SCC Mitigation Project	10,000	-
SGS Administration (Trust)	449,222	451,598
SSC St'át'imc Steering Committee	3,265	5,866
	3,046,550	2,700,419
Excess (deficiency) of revenue over expenses	\$ 277,793	(253,191)

Bridge River Systems

Data is as of 8/18/2023 (Work Day 13)

Select a View: RT View (Includes Planned Projects)





ST'ÁT'IMC
GOVERNMENT SERVICES

10 Scotchman Road, PO Box 2218, Lillooet, BC , V0K 1V0
1 (250) 256-0425 | statimc.ca