

BE PART OF THE DISCUSSION

# Scw'exmx Tribal Council

February 29, 2024

## ANNUAL GENERAL ASSEMBLY

Join us to reflect and report on our  
2022-2023 fiscal year.  
We welcome your feedback.

### In-Person\* & Online

\*Lunch Included

\*Door Prizes



SCAN FOR MEETING

<https://us06web.zoom.us/j/88414121068?pwd=5pv2Cp9UE3fvaXt0c2ep35eir9MG.1>  
Meeting ID: 884 1412 1068  
Passcode: 864931



### MERRITT CIVIC CENTRE

1950 Mamette Ave  
Merritt, BC V1K 1B8



### THURSDAY

February 29, 2024



### TIME

9:00-4:00



### More Information & to Pre-Register

Liz Gilchrist

(250) 378-4235

[egilchrist@scwexmxtribal.org](mailto:egilchrist@scwexmxtribal.org)

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STC—Annual General Assembly (AGA)

March 6, 2023—Merritt Civic Centre



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## *Scw'exmx Tribal Council* *MISSION STATEMENT*

Working in Unity to improve the  
Quality of Life of our People,  
While Promoting our Language,  
Culture and Protecting our Ancestral  
Rights

# AGENDA

STC—Annual General Assembly (AGA) &  
Nicola Native Lodge Society (NNLS) AGM  
February 29, 2024—Merritt Civic Centre

Chair / MC -



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## 8:45 am REGISTRATION

**9:00 am** Call Meeting to Order  
Opening Prayer: Nlaka'pamux & Sylix  
1 minute of silence / recognition of those that have passed

**NNLS** \*Motion to adopt the Nicola Native Lodge Society (NNLS) AGM

**9:15 am** Nicola Native Lodge Society (NNLS) – Compiled Financial Information March 31, 2023  
Presented by MNP – Jeff Martyn, CPA  
\*Motion to accept the Compiled Financial Information March 31, 2023

**9:30 am** NNLS Board presentation

**9:45 am** \*Motion to adjourn NNLS AGM

**STC** Call Meeting to Order  
\*Motion to adopt the STC AGA Agenda

**10:00 am** Scw'exmx Tribal Council (STC) March 31, 2023 Audited Financial Statements  
Presented by MNP – Jeff Martyn, CPA  
\*Motion to accept the March 31, 2023 Audited Financial Statements

**10:30 am** STC Board of Director's (BOD) report

**11:00 am** Executive Director report – Vaughn Sunday

**11:30 am** Scotty Holmes – Child & Family Protocol Agreement

**12:00 pm** **Lunch Break / Prayer:** Nlaka'pamux & Sylix

**1:00 pm** Department reports  
\*Motion to approve the Department Manager's reports

## **Closing remarks**

Closing Prayer: Nlaka'pamux & Sylix

\*Motion to adjourn STC AGA



## STC AGA Motions – March 6, 2023

### 1. MOTION #1:

To adopt the STC Annual General Assembly (AGA) agenda for March 6, 2023 with amendments.

**Moved by:** Jeanette McCauley

**Seconded by:** Sharon Stone

**Motion carried.**

### 2. MOTION #2:

To accept the audited Financial Statement for the year ending March 31, 2022 as presented by MNP LLP – Peter Dombowsky, CPA, CA.

**Moved by:** Lennard Joe

**Seconded by:** Lee Spahan

**Motion carried.**

### 3. MOTION#3:

To appoint MNP for 2 more years till March 31, 2024.

**Moved by:** James Fountain

**Seconded by:** Corrina Manuel

**Motion carried.**

### 4. MOTION #4:

To accept the STC Board of Director's report, presented by Lennard Joe, STC Chairperson

**Moved by:** Lee Spahan

**Seconded by:** Harvey McLeod

**Motion carried.**

### 5. MOTION #5:

To accept the Department Manager reports as presented.

**Moved by:** Carol Charters

**Seconded by:** Lee Spahan

**Motion carried.**

### 6. MOTION #6:

To adjourn STC AGA at 4:45 pm.

**Moved by:** Sharon Stone

**Motion Carried.**





# STC 2022—2023 Audited Financial Statements

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Scw'exmx Tribal Council  
Financial Statement  
*March 31, 2023*

# STC 2022–2023 Audited Financial Statements.....Continued

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## Management's Responsibility

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To the Members of Scw'exmx Tribal Council:

Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors is composed primarily of Directors who are neither management nor employees of the Council. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Board is also responsible for recommending the appointment of the Council's external auditors.

MNP LLP is appointed by the Members to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Board and management to discuss their audit findings.

July 31, 2023

e-Signed by Jordan Joe  
2023-07-31 16:39:57 PDT

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Executive Director

# STC 2022–2023 Audited Financial Statements.....Continued

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## Independent Auditor's Report

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To the Members of Scw'exmx Tribal Council:

### Report on the Audit of the Financial

#### Statements Opinion

We have audited the financial statements of Scw'exmx Tribal Council (the "Council"), which comprise the statement of financial position as at March 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Council in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

#### MNP LLP

1 - 45780 Yale Road, Chilliwack BC, V2P 2N4  
604.792.1915 F: 604.795.6526

1.800.444.4070 T:

# STC 2022–2023 Audited Financial Statements.....Continued

## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## Report on Other Legal and Regulatory Requirements

As required by the Societies Act (British Columbia), we report that, in our opinion, the accounting principles have been applied on a basis consistent with that of the preceding year.

Chilliwack, British Columbia

July 31, 2023

*MNP LLP*

Chartered Professional Accountants

1 - 45780 Yale Road, Chilliwack, British Columbia, V2P 2N4 1.800.444.4070 T: 604.792.1915 F: 604.795.6526 MNP.ca

**MNP**

# STC 2022–2023 Audited Financial Statements.....Continued

Scw'exmx Tribal Council  
Statement of Financial Position  
*As at March 31, 2023*

	2023	2022
<b>Assets</b>		
<b>Current</b>		
	<b>5,258,721</b>	3,505,497
Cash		
Accounts receivable (Note 13)	<b>1,250,262</b>	2,415,927
Prepaid expenses and deposits (Note 13)	<b>426</b>	973,314
Current portion of long-term advances to related party (Note 4), (Note 13)	<b>12,446</b>	5,779
	<b>6,521,855</b>	6,900,517
<b>Capital assets (Note 3)</b>	<b>184,785</b>	165,291
<b>Advances to related party (Note 4)</b>	<b>208,350</b>	106,924
	<b>6,914,990</b>	7,172,732
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accruals (Note 6) (Note 13)	<b>661,130</b>	452,456
Deferred revenue (Note 7)	<b>1,100,000</b>	2,971,790
	<b>1,761,130</b>	3,424,246
<b>Commitments (Note 8)</b>		
<b>Net Assets</b>		
Invested in capital assets	<b>128,403</b>	165,291
Unrestricted	<b>5,025,457</b>	3,583,195
	<b>5,153,860</b>	3,748,486
	<b>6,914,990</b>	7,172,732

Approved on behalf of the Board  
e-Signed by Lindsay Tighe  
2023-07-31 16:47:54 PDT  
\_\_\_\_\_  
Director

e-Signed by James Fountain  
2023-07-31 16:40:16:16 PDT  
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# STC 2022–2023 Audited Financial Statements.....Continued

## Scw'exmx Tribal Council Statement of Operations

For the year ended March 31, 2023

	2023	2022
<b>Revenue</b>		
Department of Fisheries and Oceans Canada	4,015,326	1,788,076
Indigenous Skills and Employment Training	938,524	1,152,721
Other revenue (Note 13)	717,433	774,138
Contract revenue (Note 13)	650,667	375,323
Province of British Columbia	615,518	1,000,000
Indigenous Services Canada	513,513	410,150
Deferred Revenue (Note 7)	1,871,790	528,210
	<b>9,322,771</b>	<b>6,028,618</b>
<b>Expenses</b>		
Advertising	2,816	2,420
Amortization	62,603	63,459
Automotive	6,869	10,500
Bank charges and interest	407	6,359
Communications	78,431	8,964
Consulting (Note 13)	2,230,087	1,624,342
Contract services (Note 13)	2,261,902	611,699
Honoraria (Note 13)	60,174	16,047
Insurance	26,053	21,865
Materials (Note 13)	167,409	152,520
Meeting expense (Note 13)	71,541	21,324
Office supplies	78,373	55,840
Professional fees	111,619	18,750
Rent (Note 13)	129,579	145,327
Repairs and maintenance	6,246	3,089
Salaries and benefits (Note 13)	2,287,654	2,077,513
Telephone	14,750	12,819
Training and education (Note 13)	115,510	16,930
Travel (Note 13)	205,374	72,805
	<b>7,917,397</b>	<b>4,942,572</b>
Excess of revenue over expenses	1,405,374	1,086,046

The accompanying notes are an integral part of these financial statements

# STC 2022—2023 Audited Financial Statements.....Continued

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Scw'exmx Tribal Council  
**Statement of Changes in Net Assets**  
*For the year ended March 31, 2023*

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	<i>Invested in Capital Assets</i>	<i>Unrestricted</i>	<b>2023</b>	<b>2022</b>
<b>Net assets, beginning of year</b>	165,291	3,583,195	3,748,486	2,662,440
<b>Excess (deficiency) of revenue over expenses</b>	(62,603)	1,467,977	1,405,374	1,086,046
<b>Purchases of capital assets from operations</b>	25,715	(25,715)	-	-
<b>Net assets, end of year</b>	128,403	5,025,457	5,153,860	3,748,486

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*The accompanying notes are an integral part of these financial statements*

# STC 2022—2023 Audited Financial Statements.....Continued

## Scw'exmx Tribal Council Statement of Cash Flows

For the year ended March 31, 2023

	2023	2022
<b>Cash provided by (used for) the following activities</b>		
<b>Operating</b>		
Cash receipts from grants and contracts	8,616,644	6,837,803
Cash paid for program service expenses	(6,673,231)	(5,866,557)
	1,943,413	971,246
<b>Financing</b>		
Advances on bank indebtedness	115,000	85,000
Repayments of bank indebtedness	(115,000)	(85,000)
	-	-
<b>Investing</b>		
Advances to related party	(115,152)	(114,575)
Repayment of advances to related party	7,059	1,872
Purchase of capital assets	(82,096)	-
	(190,189)	(112,703)
<b>Increase in cash resources</b>	1,753,224	858,543
<b>Cash resources, beginning of year</b>	3,505,497	2,646,954
<b>Cash resources, end of year</b>	5,258,721	3,505,497

The accompanying notes are an integral part of these financial statements

# STC 2022–2023 Audited Financial Statements.....Continued

## Scw'exmx Tribal Council Notes of the Financial Statements

*For the year ended March 31, 2023*

### **Incorporation and nature of the Council**

Scw'exmx Tribal Council (the "Council") was incorporated under the Societies Act of British Columbia on June 13, 1996. The Council is exempt from income tax under section 149(1)(l) of the Income Tax Act.

The Council provides advisory and program services to member First Nations. The Council is an association established by a number of First Nations with common interests who voluntarily join together.

The Council changed its name, effective June 2019, from Nicola Tribal Association to Scw'exmx Tribal Council and is currently operating under this name.

### **Significant accounting policies**

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada:

#### **Revenue recognition**

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

#### **Capital assets**

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives.

	Rate
Automotive	30 %
Computer software	30 %
Furniture and fixtures	20 %
Leasehold improvements	20 %
Office equipment	30 %

#### **Long-lived assets**

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

When the Council determines that a long-lived asset no longer has any long-term service potential to the Council, the excess of its net carrying amount over any residual value is recognized as an expense in the statement of operations. Write-downs are not reversed.

#### **Measurement uncertainty (use of estimates)**

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues over expenses in the periods in which they become known.

# STC 2022–2023 Audited Financial Statements.....Continued

## Scw'exmx Tribal Council Notes of the Financial Statements

For the year ended March 31, 2023

### **Cash and cash equivalents**

Cash and cash equivalents include balances with banks. There is no cash that is subject to restrictions that prevent its use for current purposes.

**Significant accounting policies** (Continued from previous page)

### **Financial instruments**

The Council recognizes financial instruments when the Council becomes party to the contractual provisions of the financial instrument.

#### **Arm's length financial instruments**

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Council may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Council has not made such an election during the year.

The Council subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of the Council's performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in excess of revenues over expenses.

Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

#### **Related party financial instruments**

The Council initially measures the following financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at fair value:

- Investments in equity instruments quoted in an active market
- Debt instruments quoted in an active market
- Debt instruments when the inputs significant to the determination of its fair value are observable (directly or indirectly)
- Derivative contracts

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received (refer to Note 13).

At initial recognition, the Council may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

The Council has not made such an election during the year, thus all such related party debt instruments are subsequently measured at amortized cost.

The Council subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Financial instruments that were initially measured at cost and derivatives that are linked to, and must be settled by, delivery of unquoted equity instruments of another entity, are subsequently measured



# STC 2022–2023 Audited Financial Statements.....Continued

## Scw'exmx Tribal Council Notes of the Financial Statements

For the year ended March 31, 2023

using the cost method less any reduction for impairment.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in excess of revenues over expenses.

### 2. Significant accounting policies (Continued from previous page)

#### Financial instruments (Continued from previous page)

##### Financial asset impairment

The Council assesses impairment of all its financial assets measured at cost or amortized cost. The Council groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group; there are numerous assets affected by the same factors; no asset is individually significant.

Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Council determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

With the exception of related party debt instruments and related party equity instruments initially measured at cost, the Council reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

For related party debt instruments initially measured at cost, the Council reduces the carrying amount of the asset (or group of assets), to the highest of: the undiscounted cash flows expected to be generated by holding the asset, or group of similar assets, excluding the interest and dividend payments of the instrument; the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

For related party equity instruments initially measured at cost, the Council reduces the carrying amount of the asset (or group of assets), to the amount that could be realized by selling the assets at the statement of financial position date.

Any impairment, which is not considered temporary, is included in current year excess of revenues over expenses.

The Council reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in excess of revenues over expenses in the year the reversal occurs.

### 3. Capital assets

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Automotive	239,634	156,008	83,626	54,021
Computer software	81,413	78,458	2,955	4,222
Furniture and fixtures	83,950	83,607	343	490
Office equipment	631,366	558,977	72,389	76,780
Leasehold improvements	69,762	52,540	17,222	21,528
Cedar baskets	8,250	-	8,250	8,250
	1,114,375	929,590	184,785	165,291

# STC 2022–2023 Audited Financial Statements.....Continued

## Scw'exmx Tribal Council Notes of the Financial Statements

For the year ended March 31, 2023

### 2. Significant accounting policies (Continued from previous page)

#### Financial instruments (Continued from previous page)

##### Financial asset impairment

The Council assesses impairment of all its financial assets measured at cost or amortized cost. The Council groups assets for impairment testing when available information is not sufficient to permit identification of each individually

### 4. Advances to related party

	2023	2022
Fixed term loan to Spayum Holdings Limited Partnership, a partnership under common control, bearing interest at 4.0% with blended monthly payments of principal and interest totalling \$847, due December 2037	107,513	112,703
Fixed term loan to Spayum Holdings Limited Partnership, a partnership under common control, bearing interest at 4.0% with blended monthly payments of principal and interest totalling \$906, due December 2037	113,283	-
Less: current portion	(12,446)	(5,779)
	208,350	106,924

### 5. Credit arrangements

As at March 31, 2023, the Council has a line of credit available totaling \$50,000 (2022 - \$50,000) with the Royal Bank of Canada of which none was drawn (2022 - \$nil). The line of credit bears an interest rate of prime plus 2.00%, secured by general assets of the Council. As at March 31, 2023 the prime rate was 6.70% (2022 - 2.70%).

### 6. Accounts payable and accruals

Included in accounts payable and accruals is \$26,193 (2022 - \$30,269) in government remittances payable.

### 7. Deferred revenue

Deferred revenue represents amounts received that relate to a subsequent period. A breakdown of deferred revenue is as follows:

	2023	2022
<b>ISC - Community Opportunity Readiness Program (CORP)</b>		
Opening balance, beginning of year	1,971,790	-
Additions	-	2,500,000
Expenditures	(971,790)	(528,210)
Balance, end of year	1,000,000	1,971,790
<b>Province of BC - Community Economic Recovery Infrastructure Program (CERIP)</b>		
Opening balance, beginning of year	1,000,000	-
Additions	-	1,000,000
Expenditures	(1,000,000)	-
Balance, end of year	-	1,000,000
<b>ISC - Tribal Council Funding</b>		
Additions, being balance end of year	100,000	-
Total	1,100,000	2,971,790

# STC 2022–2023 Audited Financial Statements.....Continued

Scw'exmx Tribal Council

Notes of the Financial Statements

For the year ended March 31, 2023

8. Commitments

The Council has entered into various lease agreements with estimated minimum annual payments as follows:

2024	15,696
2025	15,696
2026	3,924
	<hr/>
	35,316

9. Economic dependence

The Council is economically dependent on various levels of government funding. Its ability to continue viable operations is dependent upon maintaining its relationship with these various government funding agencies. As at the date of these financial statements, the Council believes that it will continue to receive this government funding.

10. Financial instruments

The Council, as part of its operations, carries a number of financial instruments. It is management's opinion that the Council is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

**Interest rate risk**

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk.

The Council is exposed to interest rate cash flow risk with respect to the operating line of credit with an interest rate at prime plus 2%.

**Credit concentration**

As at March 31, 2023, one funder (2022 - three) accounted for 93% (2022 - 92%) of the accounts receivable from operations. The Council believes that there is no unusual exposure associated with the collection of these receivables.

11.Employee compensation

During the year ended March 31, 2023, the Council paid a total of \$169,291 (2022 - \$77,618) in salaries and benefits to its highest remunerated employees who made more than \$75,000 per year.

12.Pension

The Council and its employees contribute to a defined contribution pension plan. There is no obligation for past service or periods in which an employee was not employed. Total contributions to the plan during the year amount to \$65,205 (2022 - \$55,389).

# STC 2022–2023 Audited Financial Statements.....Continued

## Scw'exmx Tribal Council Notes of the Financial Statements

For the year ended March 31, 2023

13.

### Related party transactions

Related party transactions during the year are summarized as followed:

	2023	2022
<b>Revenue</b>		
Nooaitch Indian Band (contract and other revenue), a member band	6,300	7,879
Shackan Indian Band (other revenue), a member band	51,761	2,178
Spayum Holdings Limited Partnership (other revenue), a partnership under common control	78,531	65,457
	<b>136,592</b>	75,514
<b>Expenses</b>		
Coldwater Indian Band (consulting, travel, training and education and meeting expense), a member band	25,451	5,000
Nooaitch Indian Band (honoraria), a member band	2,400	-
Shackan Indian Band (training and education and meeting expense), a member band	5,210	5,000
Upper Nicola Band (salaries and benefits, consulting, contract services, honoraria, meeting expense, and materials), a member band	158,558	75,551
Spayum Holdings Limited Partnership (rent and contract services), a partnership under common control	2,052,837	609,257
	<b>2,244,456</b>	694,808
<b>Accounts receivable</b>		
Nooaitch Indian Band, a member band	2,648	722
Shackan Indian Band, a member band	-	57,467
Spayum Holdings Limited Partnership, a partnership under common control	3,077	3,467
	<b>5,725</b>	61,656
<b>Prepaid expenses and deposits</b>		
Spayum Holdings Limited Partnership, a partnership under common control	-	971,790
<b>Accounts payable</b>		
Nooaitch Indian Band, a member band	-	1,500
Shackan Indian Band, a member band	210	20,934
Upper Nicola Band, a member band	70,585	16,238
	<b>70,795</b>	38,672

All transactions were conducted in the normal course of operations and measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

# Executive Director Report

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## Executive Director's Report

**Introduction** – My name is Vaughn Tehoweesonte Sunday. I am the son of the late Mitchell Sunday who was a lifelong high steel worker, residential school survivor and first language speaker. My Mother Liz Sunday was a Mohawk teacher for generations of pre-k and kindergarten students in Akwesasne. I was born and raised in the Akwesasne Mohawk Territory and lived there up until the last 5 years. I live in Spaxomin with my wife Collette Sunday. I have now been here at Scw'exmx Tribal Council for 5 weeks.

**Orientation** – I have read documents on Scw'exmx Tribal Council history and milestones. I have read up on the Nicola Native Lodge and its society. I have met with former leaders of STC who were here during the formation of the Tribal Council. I have met with the Chair of Spayum to try to gain an understanding of the direction being taken, and potential future developments.

**Strategic Plan** – I was told that the last strategic plan expired a couple of years ago. I thought it would be good for the member nations, Elected Leadership, the Board of Directors and staff of Scw'exmx Tribal Council to undertake a strategic plan for the next five years so that we could work in partnership with each other in order to implement the recommendations coming from this exercise. We can together examine where did the organization come from in the past, where is it today, and where do the member nations, leaders, Board and staff want to see it going in the near future. A retreat is planned for the first week of April and elected leaders and Board of Directors have been invited to attend and provide input and recommendations for the strategic direction. This strategic plan should be completed by the end of July of 2024.

**Scw'exmx Tribal Council Website** – Elizabeth has been working with Jentech support toward getting the website up and running by next month. Photos have been taken, profiles have been written on the departments. We hope to have an attractive website that is educational to the interested parties that may want to learn about Scw'exmx Tribal Council.



# Executive Director Report.....Continued

**Communication Plan** – It is apparent that the 5 Bands of the Nicola Valley need to have more information and interaction with the Tribal Council in order to better understand what work is being done here. Once a communication plan is developed information will be more readily available through the newsletters, annual reports, audit, website and potentially in community meetings for information. The objective is for the member nations to be aware of our efforts and to seek areas of cooperation that would be of assistance to the First Nations of the Nicola Valley.

**Environmental Protection** – STC would like to get together with all 5 stakeholders within the Merritt area in order to explore the possibility of a cooperative effort to develop an environmental and cultural protection based perhaps on local culture rather than governmental methods to protect Mother Earth. We will seek to gather with elected leaders, elders and staff in order to see if a made in the Nicola Valley system can be developed in cooperation and partnership.

**Review of Financial Management** – We will review the current financial system and see if a financial management plan can be developed.

Skennen/In Peace

Vaughn Tehoweesonte Sunday



# NWSFA Report

## SCHEDULE 7

Aboriginal Fisheries Strategy Program

Project Activities Report 2022-2023

Scw'exmx Tribal Council

AFS2020-MLT-2021-8

Year 3 of 5

Reporting Period: from April 1, 2022 to March 31, 2023.

## Section 2 – Products/Reports and Actual Results

Progress Report ☐

Year End Report ☒

### Instruction:

*For ease of reference, use corresponding numbers listed in “Expected Results” and/or “Products/Reports to Provide to DFO”.*

*For reporting of Actual Results, a narrative description must be provided in the right hand column.*

*Questions to consider:*

- *Who participated/contributed?*
- *What actions were undertaken?*
- *When and where did this take place?*
- *What was the outcome?*
- *What were some of the issues, challenges, highlights, achievements and general observations?*

*For Products/Reports, consider including:*

- *Product/report in the right hand column, or*
- *Indicate the file name if it's an attachment, or*
- *Specify date, name of DFO contact, and method (email, fax, etc.) if submitted to DFO separately.*

Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
<b>KEY ELEMENT A: AQUATIC RESOURCE MANAGEMENT AND STEWARDSHIP</b>	
<b>Activity A-1: Nicola Watershed Stewardship &amp; Fisheries Authority (NWSFA) Program Management</b> <b>Fisheries Program Manager</b> <b>Expected Results:</b> 1. Project budgets and work plans will be collaboratively developed by NWSFA and DFO and Products and reports (including accurate data) will be produced in a timely manner.	<b>Actual Results in Narrative Format (enter text):</b>  <b>Completed as per ratified agreement.</b>
2. PM or alternate will participate in fisheries conservation and harvest planning-related meetings in order to share knowledge, membership concerns and promote understanding of fisheries management throughout the Fraser River watershed.	<b>Completed.</b> The PM and Fisheries Biologist attended Forum meetings.

## SCHEDULE 7

### Aboriginal Fisheries Strategy Program

### Project Activities Report 2022-2023

### Scw'exmx Tribal Council

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**Reporting Period:** from April 1, 2022 to March 31, 2023.

Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
3. PM or alternate will report issues and recommendations from the meetings attended to STC leadership and communities in order to share knowledge, and address concerns.	<b>Completed.</b> PM and NNTC to conduct BCI Leadership Fisheries Meetings to share knowledge and address concerns with DFO. BCI meetings were cancelled due to a breakdown of collaboration between STC and NNTC. Meetings hosted this year were mostly virtual and managed by NWSFA Department Manager.
4. PM or NWSFA staff will provide information on projects, activities, and issues concerning the members' fisheries to the membership at meetings, in articles in the local media, and on the Organization's website	<b>Completed.</b> Information was disseminated via email and website.
5. DFO will be informed in-season of communities' fisheries concerns and be better able to respond in a timely manner.	<b>Completed.</b> Bi-lateral meetings attended with the Resource Manager.
6. Employees will receive and maintain the required and relevant training for working effectively and safely on fisheries Activities should funds be available	<b>Completed.</b> PSSI funds enabled crews to receive some training.
<b>Products/Reports to provide to DFO:</b>	<b>Products/Reports:</b>
1. Seasonal operational plans for field activities, work plans and budgets that are used to construct the Agreement.	<b>Completed</b> as per ratified agreement.
2. Meeting log of all fisheries-related meetings attended by staff will be provided in the Year End Report (Meeting Summary Sheet).	<b>Not completed.</b> Due to untimely departure of previous Program Manager log of fisheries meetings attended was not completed.
3. As required, letters and other communications pertaining to but not limited to community fishing proposals, feedback on DFO proposals, fishery issues or suggestions for DFO to meet consultation requirements will be provided to the Kamloops DFO Resource Manager.	Concerns around fishery plans were discussed and agreed upon with DFO RM.

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**Scw'xmx Tribal Council**

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**Reporting Period:** from April 1, 2022 to March 31, 2023.

Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
4. Copy of any letters sent to DFO providing input into salmon-related consultation processes (IFMP).	None was sent to the DFO RM.
5. The Organization will include details of the training that staff undertook in the Year End Report including the type of training, who undertook the training and, upon request, certificates of completion should training funds be available.	<b>Completed.</b> Provided as separate attachment to this report.
6. Summary details of partnering and leveraging activities communicated to DFO in the Year End Report.	None was brought forward to DFO.
7. Status report of Activities and financial summary reports as per Schedule 7, and any supplementary information requested by DFO in relation to the Agreement.	<b>Completed, herein.</b>
<b>Fisheries Technologist</b> <b>Expected Results:</b> 1. Provision of accurate data and biological samples.	<b>Actual Results in Narrative Format (enter text):</b>  <b>1. Complete</b> Data and biological samples verified and provided to DFO in a timely manner.
2. Data collected to high standard with a process in place to identify and address concerns in-season.	<b>2. Complete</b> Field data checked daily. Concerns dealt with in a timely manner both in the field and in the office.
3. Acquisition of additional funding and/or reporting of funding availability to carry out projects that complement Agreement objectives.	<b>3. Complete</b> Additional funding provided through amendment to AFS (PST funds) to augment Nicola River Chinook Carcass Recovery and Coldwater River Coho Adult Enumeration. Acquisition of additional funding (PSSI, CSF, RMOT) and Activities related to flood remediation works and capacity building secured by PM.
4. Projects managed effectively and reporting (narrative and financial) completed on schedule.	<b>4. Complete</b> Deliverables and budgets are adhered to. Updates are provided in AFS reporting as required.

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Aboriginal Fisheries Strategy Program

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**Reporting Period:** from April 1, 2022 to March 31, 2023.

Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
5. Informed participation at fisheries technical meetings and communication of technical details to NWSFA staff.	<b>5. Complete</b> Attended meeting as required/requested. Meeting log attached as separate file to this report.
<b>Products/Reports to provide to DFO:</b>	<b>Products/Reports:</b>
1. Provide stock assessment and catch monitoring data and biological samples as outlined in Key Element A/Activity 3 Stock Assessment.	<b>1. Complete</b> Copies of all data forms and all biological samples provided to DFO in a timely manner. Catch monitoring is now being undertaken by Siska and no longer STC.
2. A high level summary of key objectives, tasks and achievements of the fisheries technologist will be provided with the annual report.	<b>2. Complete</b> Updates provided, herein.
3. Meeting attendance to be included in Meeting Log submitted by PM in the Year End Report.	<b>3. Complete</b> Meeting log attached as separate file to this report.
<b>Fisheries Biologist:</b>	<b>Actual Results in Narrative Format (enter text):</b>
<b>Expected Results:</b>	
1. A stable and cost-effective fisheries program, which will be demonstrated by the completion of tasks within the negotiated budgets, as described for each Activity in this Schedule.	<b>1. Complete</b> Deliverables and budgets are adhered to. Summary of projects attached as separate file to this report.
2. Participation in technical and management processes, provide input into fisheries management and coordinate the scientific/technical direction of the Organization's Fisheries Program in cooperation with DFO.	<b>2. Complete</b> Meeting log attached as separate file to this report.
3. Partnering and leveraging Activities that complement Agreement objectives and Organization's objectives.	<b>3.</b> Previous PM did not request completion of this section prior to Biologist leaving the STC. Previous Biologist did participate in the addition of PSSSI funds/activities to the 2022/23 Agreement.



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Aboriginal Fisheries Strategy Program


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**Reporting Period:** from April 1, 2022 to March 31, 2023.

Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
4. Provision to member communities and DFO of accurate, verified fisheries related data and biological samples gathered through NWSFA AFS funded fisheries projects.	4. Data and biological samples verified and provided to DFO in a timely manner. Unknown if the information was provided to member Communities.
<b>Products/Reports to provide to DFO:</b> 1. A high level summary of key objectives, tasks and achievements of the biologist will be provided with the annual report.	<b>Products/Reports:</b> 1. Not available at this time. No information due to the sudden departure of the biologist.
2. Meeting attendance to be included in Meeting Log submitted by the PM in the Year End Report.	<b>2. Complete</b> Meeting log attached as separate file to this report.
<b>Support Assistant:</b> <b>Expected Results:</b> 1. In-season fisheries-related information is communicated directly to communities and public.	<b>Actual Results in Narrative Format (enter text):</b> Communicated as expected.  Unable to provide exact number of website postings as the STC website is no longer active.  Established direct lines of communication with community members, which seems to be the preferred method of information dissemination. Email and phone numbers were collected for regular updates to fishing licenses and band-based restrictions.
2. BCI Fisheries Leadership meetings are supported.	BCI meetings were cancelled due to a breakdown of collaboration between STC and NNTC. Meetings hosted this year were mostly virtual and managed by NWSFA Department Manager.
3. The organizations Fisheries Department equipment will be maintained and serviced and an inventory of equipment will be documented.	Maintained as expected. See SA Report for more details.
<b>Products/Reports to provide to DFO:</b> 1. Meeting attendance is included in Meeting Log submitted by the PM in Year End Report.	<b>Products/Reports:</b>  2023 meeting log_.doc

## SCHEDULE 7

Aboriginal Fisheries Strategy Program


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**Scw'xmx Tribal Council**

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Year 3 of 5

**Reporting Period:** from April 1, 2022 to March 31, 2023.

Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
<p>2. Summary report (1 page) provided in Year-End Report will include:</p> <ul style="list-style-type: none"> <li>a) Equipment Inventory.</li> <li>b) Number of pages or boxes scanned during archive work.</li> <li>c) Describe how and when (weekly emails, daily phone calls) in-season information was distributed to member band offices. Note any challenges encountered.</li> </ul>	 <p>SA Report 2022-2023.docx</p>
<p><b>Activity A-2: Stock Assessment</b></p> <p><b>Expected Results:</b></p> <p>1. Stock assessment enumeration programs will be carried out by NWSFA following the STC Stock Assessment Chinook and Coho Protocols and Procedures as outlined in Schedule 5 Supplemental Conditions/Provisions.</p>	<p><b>Actual Results in Narrative Format (enter text):</b></p> <p><b>1. Complete</b></p> <p>Nicola chinook orientation conducted September 6, 2022. Conducted by DFO Stock Assessment staff.</p> <p>Coldwater coho orientation conducted October 11, 2022. Conducted by NWSFA Fisheries Technologist.</p>
<p>2. Technical capacity of field crew will be maintained and strengthened through on-going interaction/engagement with a qualified NWSFA staff, as well as site visits by DFO biologists and/or experienced technicians.</p>	<p><b>2. Complete</b></p> <p>NWSFA Fisheries Biologist and Fisheries Technologist provide assistance and guidance to field staff both in the field and in the office to ensure procedures are followed and high-quality data is collected.</p> <p>DFO Stock Assessment staff participate in Nicola chinook project to assist with field data collection.</p>
<p>3. Community members will be employed (2 to 8 individuals).</p>	<p><b>3. Complete</b></p> <p>Four (4) non-community members were employed for the 2022 field season.</p>
<p>4. Stock assessment enumeration program data will be provided to appropriate DFO staff in agreed-upon formats and timelines to support informed fisheries management.</p>	<p><b>4. Complete</b></p> <p>Stock assessment data provided to DFO in a timely manner.</p>

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Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
<b>Products/Reports to provide to DFO:</b> 1. Stock assessment enumeration program data and biological samples will be provided to DFO Stock Assessment staff in Kamloops as outlined in the STC Stock Assessment Chinook and Coho Protocols and Procedures as agreed upon and outlined in Schedule 5 Supplemental Conditions/Provisions.	<b>Products/Reports:</b> <b>1. Complete</b> Stock assessment project data and biological samples were provided to DFO, as per Schedule 5.
2. A post-season summary of stock assessment activities will be provided in the Year End Report.	<b>2. Complete</b> Summary of stock assessment projects attached as separate file to this report.
<b>Activity A-3: Monitoring of Works to Repair and Remediate Flood Damage</b> <b>Expected Results:</b> 1. The Organization will actively participate in monitoring work being undertaken to repair damage near waterways in the Nicola Valley.	<b>Actual Results in Narrative Format (enter text):</b>  N/A
2. The Organization will participate in planning of proposed repairs to waterways to ensure that fishery values are incorporated in the plans development.	N/A
3. The Organization will develop proposals for projects to restore and enhance fish habitat and where appropriate work with local Governments to seek funding to implement projects.	N/A
<b>Products/Reports to provide to DFO:</b> 1. A log of meetings attended will be provided in the annual report.	<b>Products/Reports:</b> N/A
2. A report on activities undertaken by the two positions will be provided in the annual report.	<b>The two positions were not filled in 2022/23.</b>
3. A report on Restoration project proposals will be provided that outlines what funds were applied for and whether or not the application was approved.	N/A

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Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
<b>Activity A-4: Engineering Assessment and Report on Coldwater Fence Permanent Structures and Fence Fabrication and Repair (PSSI)</b> <b>Expected Results:</b> <ol style="list-style-type: none"> <li>An assessment will be conducted in order to determine the structural integrity, the functionality of the structure, and safety of the existing A-frames and concrete sill located at the Coldwater Fence site in Merritt, BC.</li> </ol>	<b>Actual Results in Narrative Format (enter text):</b>  <b>1. Complete</b> Engineer completed assessment in July 2022.
<ol style="list-style-type: none"> <li>Fence panels for the Coldwater Fence will be fabricated using materials purchased in March of 2021</li> </ol>	<b>2. Complete</b> Fence panel fabrication was completed by August 2022.
<ol style="list-style-type: none"> <li>Equipment required to repair and install the Coldwater Fence will be purchased and any work required to repair the permanent structures associated with the fence will be completed</li> </ol>	<b>3. Complete</b> All necessary repairs were completed prior to project implementation in September 2022. Repair to road into site completed in March 2023.
<b>Products/Reports to provide to DFO:</b> <ol style="list-style-type: none"> <li>A copy of the Engineering report will be provided to DFO upon completion. The report is to be provided as an electronic copy in PDF format. The report is due by September 1, 2022.</li> </ol>	<b>Products/Reports:</b> <b>1. Complete</b> Report previously submitted to Res Mgr by previous PM, on December 1, 2022.
<ol style="list-style-type: none"> <li>A copy of the invoice for fence fabrication will be provided to DFO with the Annual Report.</li> </ol>	<b>2. Complete</b> Attached as separate file to this report.
<ol style="list-style-type: none"> <li>An invoice will be provided to DFO with the Annual Report for any equipment purchased that totals over \$1,000.00.</li> </ol>	<b>3. N/A</b> There were no single items of \$1,000 or more in value purchased.
<b>Activity A-5: Post Fire and Flood Monitoring of Nicola River watershed (PSSI)</b> <b>Expected Results:</b> <ol style="list-style-type: none"> <li>The Organization will hire and train four fisheries technicians who will be employed from June through early September.</li> </ol>	<b>Actual Results in Narrative Format (enter text):</b>  <b>1. Complete</b> Four (4) fisheries technicians were hired to conduct watershed monitoring from June to September 2022.

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Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
2. Fisheries technicians will conduct surveys of the Nicola River, Coldwater River and Spius Creek to assess the potential for disconnection as water levels drop, determine whether salmon fry are present, and assess habitat quality indicators including cover, substrate, pools, and water quality.	<b>2. Complete</b> The crews walked the Nicola and Coldwater Rivers, as well as Spius Creek, to assess the watershed for isolated pools with stranded juvenile salmonids, as well as assessing for habitat quality indicators. They also assessed the watershed for adult salmonid passage issues, and sites warranting habitat restoration works and silt control plans.
3. Fish habitat data will be collected and stored in a GIS database. This data can be used to inform future habitat remediation work and silt control plans..	<b>3. Complete</b> The data was collected in Avenza maps and uploaded to the BC Aquatic Habitat Flood Portal interactive map, used by the Nicola Fish Emergency Committee to identify sites for future mitigation works.
4. Fish salvage operations will be prioritized (if and when necessary).	<b>4. Complete</b> Fish salvage operations were completed as necessary.
<b>Products/Reports to provide to DFO:</b> 1. A copy of weekly reports to the FISH emergency response group will be provided to Lynda Ritchie (DFO). These emails should describe opportunities for habitat improvements.	<b>Products/Reports:</b> <b>1. Complete</b> The previous biologist (Paul Mozin) worked closely with Lynda Ritchie during this project.
2. Emails reports will be sent to the FISH emergency response group within 48 hrs of identification of any habitat issues that require immediate attention.	<b>2. Complete</b> Paul and Lynda maintained communication with regards to immediate concerns, and any were discussed at the Nicola Fish Emergency Committee meetings.
3. Reports on any salvage operations will be provided to DFO as per the conditions contained in the Scientific Licence for Salvage issued to the Organization	<b>3. Complete</b> Not able to confirm that this data was sent by previous Biologist, as required.



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Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
<b>Products/Reports to provide to DFO:</b> 4. A copy of any receipts for amounts of \$1000.00 or greater will be provided with the Annual Report.	<b>Products/Reports:</b> <b>4. Complete</b> Attached as required as separate file to this report.
<b>Key Element A / Activity 6: Coldwater Coho and Nicola River and Tributaries Coho - PST</b> <b>Expected Results:</b> 1. The Coldwater River Coho program is extended by 4 days allowing for increased sampling of program data and biological samples.	<b>1. Complete</b> The Coldwater River coho program was extended to allow for increased sampling days.
2. Improved site security to ensure the integrity of the data collection program and support a safe work environment.	<b>2. Complete</b> Site security was improved.
<del>3. The Nicola River and Tributaries Coho program is extended by 3 days allowing for increased sampling of program data and biological samples.</del>	<b>3. N/A</b> As of 2022 the Nicola and tribs Coho program has ended. Funds were reallocated to Coldwater River coho program.
<b>Products/Reports to provide to DFO:</b> 1. Stock assessment enumeration program data and biological samples will be provided to DFO Stock Assessment staff in Kamloops as outlined in the STC Stock Assessment Chinook and Coho Protocols and Procedures, and as agreed upon and outlined in Schedule 5 Supplemental Conditions/Provisions.	<b>Products/Reports:</b> <b>1. Complete</b> All enumeration and biological data were provided to DFO, as per Schedule 5.
2. A post-season summary of stock assessment activities will be provided in the Year End Report.	<b>2. Complete</b> Summary of stock assessment projects attached as separate file to this report.

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Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
<b>Key Element A / Activity 7: Nicola River Chinook - PST</b> <b>Expected Results:</b> <ol style="list-style-type: none"> <li>The Nicola River Chinook program is extended by 18 days allowing for increased sampling of program data and biological samples.</li> </ol>	<b>1. Complete</b> The Nicola River chinook program was extended to allow for increased sampling.
<b>Products/Reports to provide to DFO:</b> <ol style="list-style-type: none"> <li>Stock assessment enumeration program data and biological samples will be provided to DFO Stock Assessment staff in Kamloops as outlined in the STC Stock Assessment Chinook and Coho Protocols and Procedures, and as agreed upon and outlined in Schedule 5 Supplemental Conditions/Provisions.</li> </ol>	<b>Products/Reports:</b> <b>1. Complete</b> All enumeration and biological data were provided to DFO, as per Schedule 5.
<ol style="list-style-type: none"> <li>A post-season summary of stock assessment activities will be provided in the Year End Report.</li> </ol>	<b>2. Complete</b> Summary of stock assessment projects attached as separate file to this report.
<b>Key Element A / Activity 8: Standing Stock Assessment of Juvenile Chinook Salmon - PSSI</b> <b>Expected Results:</b> <ol style="list-style-type: none"> <li>The Organization will acquire updated juvenile salmonid abundance information and a comparison to time series information. Information will contribute to an assessment of flood affects on 2021 Nicola 4<sub>2</sub> Chinook brood recruitment. This will lead to a better understanding of the impacts of catastrophic flooding on salmonids generally and provide specific insights into Nicola recruitment as well as juvenile use of the post flood system. Information may provide insights into management decisions as well as on prioritizing watershed restoration activities.</li> </ol>	<b>1. Complete</b> Field work was completed, and data was collected during the fall of 2022.

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Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
5. A presentation of the findings to the Nicola Restoration group will also be provided.	<b>2. Incomplete</b> Contractor had unexpected delays with data analysis and final report writing. Not complete by the end of 2022/23 fiscal year. Will be completed in 2023/24.
<b>Products/Reports to provide to DFO:</b> 1. A full report with details of both field and data analysis as well as qualitative observations from the survey crew about changes in habitat, and changes in fish distribution and habitat use following the flood, based on their 10 years of previous experience in the system (e.g. has chinook distribution shifted from lower to upper reaches in Coldwater, have substrates become more or less embedded post-flood).	<b>Products/Reports:</b> <b>1. Incomplete</b> Contractor had unexpected delays with data analysis and final report writing. Not complete by the end of 2022/23 fiscal year. Will be completed in 2023/24.
<b>Key Element A / Activity 9: Equipment Purchase – Capacity Support Funds</b> <b>Expected Results:</b> 1. The organization will purchase one Matrice 300 RTK camera drone with camera before March 31, 2023.	<b>1. Complete</b> Matrice 300 RTK drone purchased on March 14, 2023.
<b>Products/Reports to provide to DFO:</b> 1. A receipt for the purchase of the drone will be provided with the Annual Report.	<b>1. Complete</b> Attached as separate file to this report.
<b>Key Element A / Activity 10: Environmental Monitoring and Educational Campaign on the impacts of Invasive Species – RMOT</b> <b>Expected Results:</b> 1. STC will hire an environmental technician or monitor by Mar 31, 2023.	<b>1. Incomplete</b> Environmental Technician was not hired by Mar 31, 2023. Job posting was distributed, but previous PM did not complete hiring process.

## SCHEDULE 7

Aboriginal Fisheries Strategy Program

Project Activities Report 2022-2023

**Scw'exmx Tribal Council**

AFS2020-MLT-2021-8

Year 3 of 5

**Reporting Period:** from April 1, 2022 to March 31, 2023.

Activities (from section 3 of Schedule 5)	Progress or Year-End/Final Report on Status (in measurable terms)
2. Technician/monitor will be trained to acquire requisite skills to provide support for the environmental monitoring and educational campaign works.	<b>2. Incomplete</b> See #1, above.
<b>Products/Reports to provide to DFO:</b> 1. Certificates of training will be provided in the Year-end report	<b>1. Incomplete</b> See #1, above.
<b>KEY ELEMENT B: FOOD, SOCIAL AND CEREMONIAL (FSC) FISHERIES MANAGEMENT</b>	
<b>KEY ELEMENT C: ECONOMIC OPPORTUNITIES</b>	
<b>KEY ELEMENT D: AQUATIC RESOURCE MANAGEMENT COMPLIANCE AND ACCOUNTABILITY</b>	

\* Please insert the title of the product/report in the status section and provide a copy of it by hardcopy, CD, DVD or hyperlink when it has been completed.

**TABLE 2.1**

For any product/report that did/will not meet the planned timeframe for completion, please explain (add rows as required):

<i>Expected Product/Report</i>	<i>Explanation for delay</i>
ACTIVITY A-3: all products/reports	The two positions were not filled in the 2022/23 fiscal year, as per previous PM.
ACTIVITY A-8: Standing Stock Assessment final report	Contractor ran into delays with regards to data analysis and completion of final report.
ACTIVITY A-10: all products/reports	The position was not filled in the 2022/23 fiscal year, as per previous PM.



# Title & Rights Report

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## Title & Rights Stewardship

By, Jeanette McCauley, Manager

Our goal and vision are to ensure decision-making over lands, water, and resources is by the Nicola Nlaka'pamux and Syilx rights holders and leadership through a defined, unique process that is mandated by the rights holders that will be constitutionally protected.

Let us introduce ourselves! Our team:



Shannon Varley,  
Title & Rights Administrator



Beth Coutlee, NRT, Title & Rights Analyst  
Forestry



Carol McCauley, Title & Rights Analyst  
Water, Range, Fisheries



Yental Coutlee, Title & Rights Analyst  
Mining, Archaeology, Parks & Recreation



Michelle Stone, Title & Rights Analyst  
BC Oil & Gas, Ministry of Transportation & Infrastructure, Wildlife, Species at Risk



Jeanette McCauley, Title & Rights Stewardship Manager

The Title & Rights Stewardship department’s purpose is to carry out and implement a streamlined engagement / consultation decision-making process for lands, water, and resources on Nlaka’pamux and Syilx Traditional Territory. There are a lot of components to this work and the department is up for the challenge. The department is an operational working body that has created a process that is designed to compliment, support, and ensure that STC member bands Title & Rights are precedent and Nlaka’pamux and Syilx Constitutions are foundational. The stewardship departments draft process also invokes crown consultation obligations, provides technical and political support, from stewardship and title analysis to legislative review that impact Title & Rights.



A Nicola Nlaka’pamux / Syilx Decision-making Policy can be constitutionally protected and upheld once mandated by the people and the goal of the Title & Rights Stewardship department is to be mandated by the people to do the work that will facilitate the process to ensure that the Nicola Nlaka’pamux and Syilx approvals of consent, conditional consent, or no consent over lands, water, and resources are required for provincial, federal and municipal government applications and must be obtained as part of their approval processes. This work will support rights holders and leadership tables to replace the crowns referral process with a Nicola Nlaka’pamux / Syilx Decision-making Policy that will uphold the Inherent Title and Rights of Nlaka’pamux and Syilx peoples, their jurisdictions and authorities to make decisions on lands, waters, and resources.



# Title & Rights Report.....Continued

The department has a lot of work ahead to get the team at full capacity, and to start working with STC member communities to identify what will work and how best the process can support decision-making, stewardship and leadership. Our framework and decision-making policy is in draft and ready to share as we are in the beginning stages. The team looks forward to working alongside rights holders and STC member communities. Our past year has been successful and some of the key items include adding to our team, in house training, a pilot project, and additional training / workshops provided to our leadership and staff on The Inherent Right to Self-Government.

In May, our team welcomed Mikayla Phillips, a summer student attending Thompson Rivers University where she carried out the Administrative Assistant position where she learned how to process incoming referrals, created and updated files on our lightship portal and server, completed desktop reviews for projects, assisted in meetings, and other administrative support. Mikayla was extremely positive to work with and her work was excellent which was an added asset to our work during her time with us and her passion for the work showed.



In August, we were very fortunate and excited to welcome Yental Coutlee and Carol McCauley to the team as they applied for the Title & Rights Analyst positions! Yental is our Analyst taking on the Archaeology, Parks & Recreation, and Mining applications. Carol is working with the Water, Range and Fisheries applications. It is incredibly important to have our rights holders fill in positions that will protect and be voices for our territories, lands, water, and resources. We are inherently born with the rights and responsibilities to be caretakers of our Tmix<sup>™</sup>. Our Analysts began training right away, lots of *jumping jacks*! Some examples include learning all the Acts their files pertain to, the crowns referral process, their engagement guide to industry, the United Nations Declaration on Rights of Indigenous Peoples, Bill – 41, Bill -15, Case Law, etc. plus learning who, what, where, for all the current common gaps and lack of capacity issues and why these are occurring. This is important to understand so it is understood why our draft process is designed the way it is. They are learning what consultation means and should look like, engagement, understand technical vs. political reviews and levels, using our laws and decolonization to assist our process, doing site specific reviews and over arching title and right reviews. And so much more, we are building a toolkit for the analysts as we speak and continue to further our research and training.





In the start of 2023 the Title & Rights Stewardship has been working with the Nicola Watershed Governance Partnership (NWGP) and Ministry of Forests, Cascades District on a Pilot Project where we were able to try out our framework. This project is extremely important for our water and has provided a mechanism for the rights holders voices to be heard and for their participation in the process that resulted in their direction, and some of the recommendations that our department presented alongside Cascade’s representative Patrick Farmer to the NWGP Core Council. Some of our process included using our constitutions, protocols, laws, worldviews, with both independent and joint sessions with rights holders from the 5 Nicola communities.



Our team is looking forward to collaborating with the Indigenous Laws work with the NWGP to further enhance our process and role of the rights holders to do some groundbreaking work! We are developing some exciting new documentation for the process. This work is ongoing, and we are gearing up to ask to be invited to communities to share the framework, process, and see how our leadership and rights holders want us to support their decision-making, as we work for you! How can we help?

# Title & Rights Report.....Continued

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November 21 and 22<sup>nd</sup> our department hosted an Inherent Right to Self-Government workshop, for our leadership that was provided by the Centre for First Nations Governance, Amsey Maracle and Satsan (Herb) George. The STC is providing these workshops to the leadership for both educational purposes and advancement / development in Inherent Rights & Title and Self Government. Our nations are able to organize our own laws and processes under the inherent right where it can be placed in Sec. 35 of the Constitution Act. STC is an entity that is placed to support our peoples title and rights, culture, governance, health and well being. These workshops provide tools to strengthen inherent title rights and governance and will in turn strengthen our process and will uphold the Nicola Nlaka'pamux and Syilx jurisdiction and authority for decisions on Tmìx<sup>w</sup>.

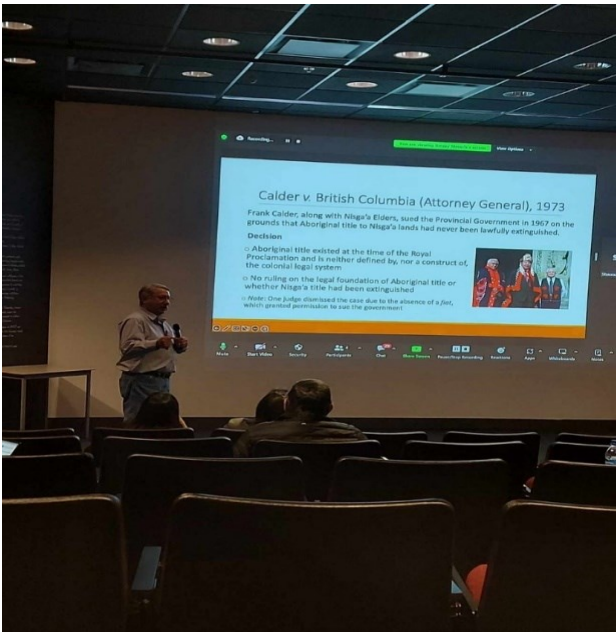


We have also provided the Legal Principles for Consultation and Accommodation workshops for leadership. Our next goal is to go to the rights holders and provide the workshops and community engagement sessions to the people and hear what direction the people want to move. The communities themselves can determine if they choose to carry out the Inherent Right to Self Government and their communities can benefit from the workshops provided. There is a willingness for change and STC /

Title & Right Stewardship is working hard to provide any services or assistance to our communities for change.



# Title & Rights Report.....Continued

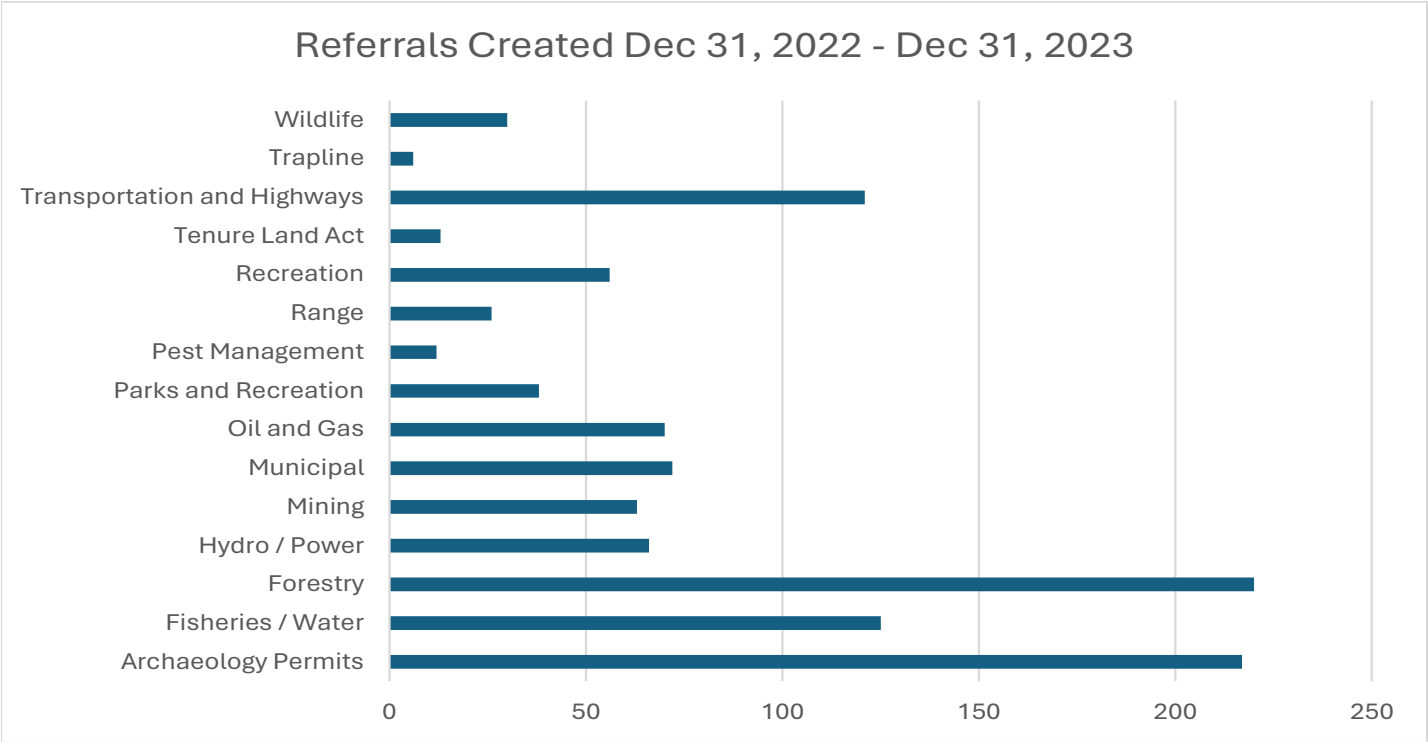


# Title & Rights Report.....Continued



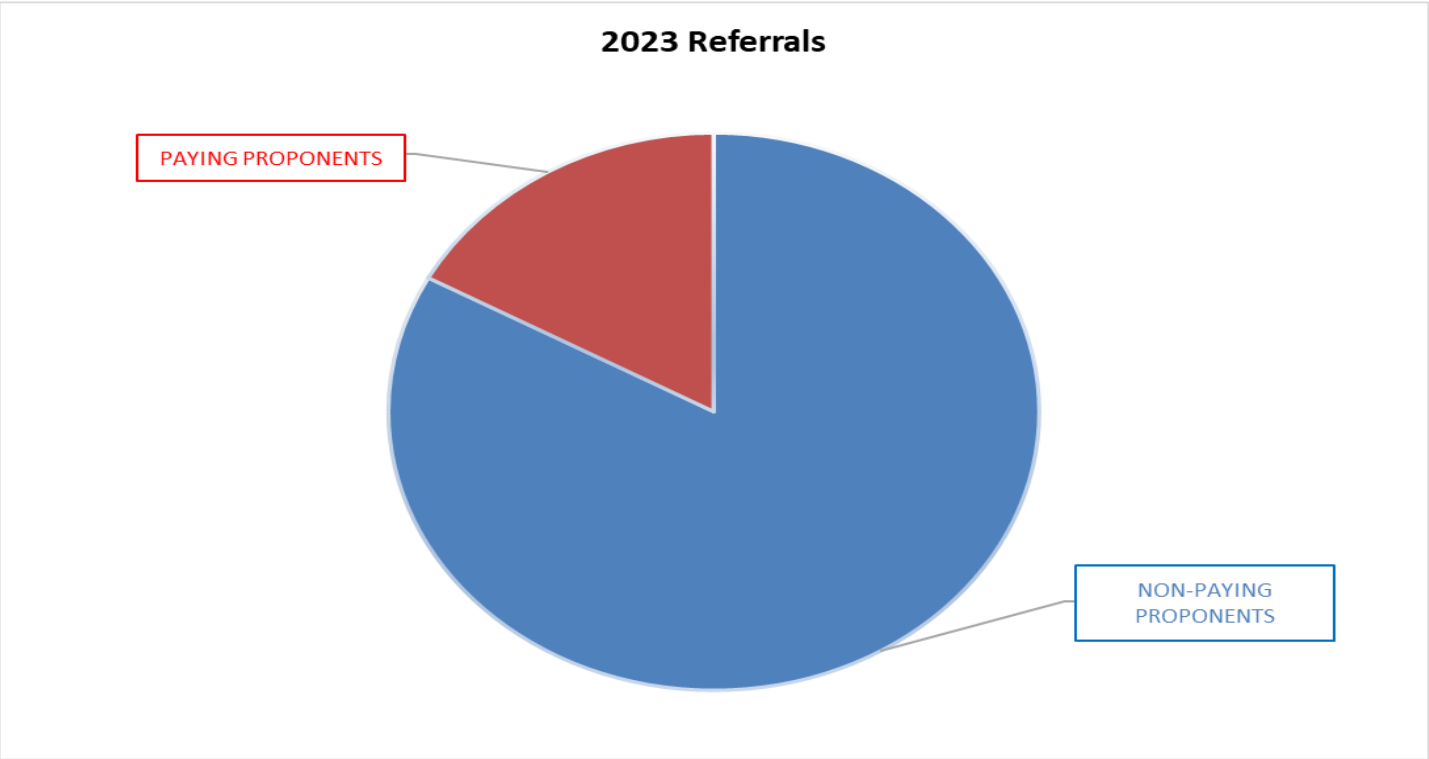
In December, we welcomed Michelle Stone, Title & Rights Analyst to our team! We are so grateful for her interest in the work and her passion to be a part of change. Her goal and efforts are for her son to be able to benefit from the changes we are all making and for all future generations to benefit from. She was born with her right to make a place for herself to do this work, learn, educate, teach, and benefit from everything she is pursuing by taking on her position. She had requested the BC Oil & Gas, Ministry of Transportation & Infrastructure, Wildlife and Species at Risk files. Her training has begun and a lot different from her previous career as a welder, one of the three women in BC on the distribution gas line! Instead of welding them she is now looking at them from a different lens!

Now for the numbers! For 2023 we have received



# Title & Rights Report.....Continued

Archaeology Permits	217	
Fisheries / Water	125	
Forestry	220	
Hydro / Power	66	
Mining	63	
Municipal	72	
Oil and Gas	70	
Parks and Recreation	38	
Pest Management	12	
Range	26	
Recreation	56	
Tenure Land Act	13	
Transportation and Highways	121	
Trapline	6	
Wildlife	30	
TOTAL	1135	
Total amount Referrals (2023)	1135	
(subtract) Paying Proponents	-233	
(equals) Non-Paying Proponents	902	



## 2022/2023 AGA Report

April 1, 2022, to March 31, 2023

*We are Focused and moving forward in Perseverance.*

*As One Voice  
As a Gathering Place  
&  
Shared Services*



### **MISSION STATEMENT**

***“WORKING IN UNITY TO IMPROVE THE QUALITY OF THE LIFE OF OUR PEOPLE,  
WHILE PROMOTING OUR LANGUAGE, CULTURE & PROTECTING OUR  
ANCESTRAL RIGHTS”***

## **Tmixw Research – Lands Department**

### **OFFICE STAFF**

Sharon Stone, Lands, Research & Referral Manager  
Morgan Jumbo, Field Operations Supervisor  
Lucille Shackelly, Researcher/Communications

Shackan  
Nooaitch  
Nooaitch

### **FIELD STAFF**

Robert Clarke, Field Technician  
Wayne Adams, Field Technician  
Tyson Saul, Field Technician  
Keenan Leier, Field Technician  
Hector Fountain, Special Project  
Lindsay Morrison, Field Technician  
Phillip Morrison, Field Technician  
Jerome Abbott, Field Technician  
Christal Shackley, Field Technician  
Jordan Sheena, Field Technician

Coldwater  
Shackan  
Coldwater  
Non-status  
Nooaitch  
Non-status  
Non-status  
Nicomen  
Nooaitch  
UNIB



Dwight Chillihitzia, Field Technician	UNIB
Jayden Laird, Special Project	Non-status
Daryle Shackelly, Special Project	Nooaitch
Shila Major, Field Technician	Coldwater
Maria Kowalewski, Field Technician	Non-status

Tmix<sup>w</sup> Research Department’s activities from April 1, 2022, to March 31, 2023.

In 2022, the community of the Nicola Valley was in restoration mode due to the Atmospheric Flood back in November 2021. There were large sections of the community and major roadways damaged as an effect due to the flooding.

The Nicola Watershed Stewardship & Fisheries Authority (NWSFA) and Tmix<sup>w</sup> worked beside one another to prepare field staff *“Boots on the Ground”* for the Nicola River Debris Removal to assist log jams, debris removal, ancestral removal, to have staging areas for bag pick-up the contractors were Coastal Restoration Society for Phase 1 started February-May and Oceans Legacy for Phase 2 started mid-July until end of August.

It was a Gong show and a money maker.

As EMs we had to follow the Spill Emergency Response Procedures if there were any spills maintain detailed project records, daily inspections, and photographs. Prepare and submit daily environmental monitoring survey reports. The Tmix<sup>w</sup> crews were the Environmental Monitors (EM) crews sent out to look out for oil spills, machinery going into the water, adding pink ribbon to debris area, and flag out any active nesting, cultural proponents in the areas. The ground crew were to pick up the debris with pink ribbons. The Cultural crews were able to cover a wide range of land between Brookmere, down to Spences Bridge from July 18, 2022, to October 21, 2022.



Isolated pool with small fry, yellow ribbon laid out for fisheries to safely remove the minnows to locate in a safe area of river.



Pink ribbon laid out by EM, for ground crews debris removal.





Large bag filled with debris to be Helicopter slinged out.



Helicopter Slinging out debris bag

Two of the staff have taken the IAMC-TMX and Stantec training and have been working since January 24th, 2022. The Tmix<sup>w</sup> staff worked from home due to different COVID-19 variants going around. To help keep the people and surrounding community safe and limit the stress that it has caused. Tmix<sup>w</sup> continued to work with referrals coming in, attending online meetings with all the entities with service agreements, safety Occupational Health & Safety (OH&S) meetings, writing proposals, completing reports due to debris removal, pre-discussions on fieldwork, and all the ability to absorb what we will face in the present and future years to come.



EM recommended double bagging hazardous materials with large quantities of liquid with broken lids.



EM recommended that stream/wetted soil crossing with quad should have spill containment in place. Crews placed a spill barrier on both sides of crossing.

The Indigenous Advisory Monitoring Committee (IAMC) has been working with regulators to provide advice around and build regulatory systems that respect our rights as Indigenous people. The Tmix<sup>w</sup> Department has two monitors trained for the 2022/2023 fiscal year.

The proponents included in the IAMC assessments are listed below.

- Riverside Energy Systems

STC Staff and Fieldworkers attended some PFR Training during May 24-26 of 2022, in the classroom and out in fieldwork environments, with Brenda Gould the Similkameen Consulting Archaeologist. We were able to complete various modules on archaeology site types, surveying, equipment requirements, and STC/LNIB technical standards for recording notes regarding sensitive areas. We checked out a cache pit, a giant house pit at Monck Park, and a pictograph located in the Valley.

The Preliminary Field Reconnaissance (PFR) assessments for the year began in March of 2022 and went into November of that year. The proponents included in the PFR assessments are listed below, some areas may not have been assessed due to timing and/or safety reasons. Here is some of the fieldwork Tmix<sup>w</sup> does.

• BCTS	Lundbom	9.9 ha
• BCTS	Whipsaw	61.0 ha
• MOF	LeRoy Lake Fire guard	
• MOF	Range fence – Lytton Creek	
• Stuwix	Kane Valley	176.2 ha
• Stuwix	Teepee Creek	41.9 ha
• Stuwix	Glimpse	88.1 ha
• Tolko	Chicken ranch	46.1 ha
• Tolko	Midday	81.2 ha
• Weyerhaeuser	Chain Lake	46.1 ha
• Weyerhaeuser	Pike	79.0 ha

The PFR crews do not only look for archaeological sites, but they also look for environmental concerns, traditionally used sites, culturally significant sites, and wildlife concerns. Below are a couple of examples of features we have mitigated for.





Seasonal Drainage for BCTS Lundbom



Birds Nest (Stuwix August creek)



Tolko midday S6 stream



Wetland at Tolko- Boss Davis location



CMT possible Trail marker tree Weyco Pike



Hudson Bay Company Brigade Trail while out surveying for Weyco





Jerome Abbott Field Technician out in the field



Robert Clarke Field Technician out in the field

The department had ten small projects for the year. One was with JACOBS Consulting - Williamsons Sapsucker Survey, Merritt River sampling with NWF, River Energy Systems, MOTI Invasive Plant Project went out with LNSS to Spences Bridge locations, went over material and training. Hwy 8 IVP Teal Jones Group, an AOA conducted for one day at East Anderson, Heli flight in – walk out. Assessment of ORV trails 2.0 km long in Logan Lake.

Work was completed for the Ursus BC Hydro Pole placements. There was Cultural Monitoring in Princeton, and Construction Monitoring. The Copper Mtn line Joint project with Ursus and BC Hydro, work began in late October 2021, and started in June of 2022. Urban Systems Environmental monitoring/CM started in the first week of April. There was rip-rap work completed in two locations CW and Shackan. Urban Systems and Rock-Solid Industries rebuilt roads in Shackan for access to the community and protection of the community members' homes after the November 2021 flood events.

Fuel Management – Fire guards, and Fuel Mgt, Wildlife Risk Redaction. The PFR crews do not only look for archaeological sites, but they also look for environmental concerns, traditionally used sites, culturally significant sites, and wildlife concerns. Below are a couple of examples of features we have mitigated for.

- Coastal Restoration Society      Debris Removal
- Merritt River Sampling
- Urban Systems                      Shackan Rip Rap Project
- Ursus BC hydro



Fire Guard Survey



Rock with a Pictograph in Red Ochre we went to visit with USIB and Ursus while doing Ursus BC hydro pole placements



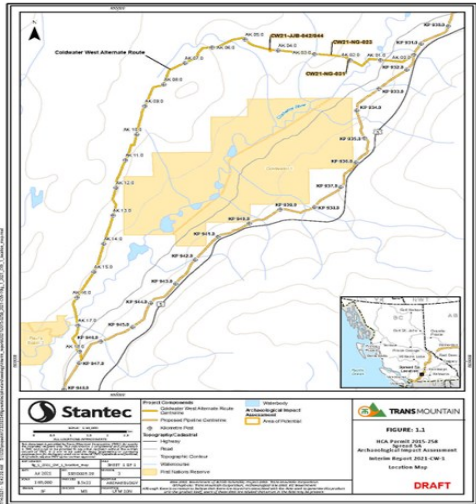
Urban System Coldwater before and after



Urban System Coldwater before and after



Urban System Coldwater before and after

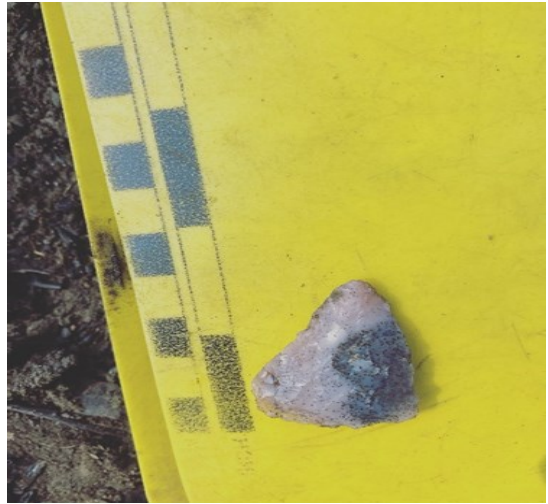


Trans Mountain Coldwater Alternative Route





Sept 20, 2022 Biface dacite unnotched points found with Antiquus, estimated to be 4,000 – 6,000 years old



Lytton creek surface find, silicate Quartz point



All artifacts from Antiquus, believed to be from an old cache pit



AOP's from proponent Tolko Boss/Davis, Angstad



AOP's from proponent Forsite Critical infrastructure survey.



Possible Bone tool in pieces, Lytton Creek surface find.



# Tmix<sup>w</sup> Report .....Continued

The Highland Valley Crew started their kickoff meeting on July 21, 2022, and the “boots hit the ground” and fieldwork began. We had one employee sent out to HVC during this season due to the fires and delayed permits. There were a few sites the crews found when they went out looking for AOIs and AOPs.



Shovel test pit



Double notched point recovered from Shovel test.



Biface recovered from Shovel test



Thumbnail scraper recovered from Shovel test



Point recovered from Shovel test



Chert flake found in Shovel test



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## DEFINITIONS:

<b>AIA</b>	Archaeological impact area
<b>AOI</b>	Area of interest
<b>AOP</b>	Area of potential
<b>CER</b>	Canada Energy Regulator
<b>CSA</b>	Culturally sensitive area
<b>CMT:</b>	Culturally modified trees
<b>CVA</b>	Compliance Verification Activity
<b>CWS:</b>	Community Watershed – where water is diverted for human consumption
<b>EM</b>	Environmental Monitor
<b>Eu</b>	Excavation unit
<b>FMA:</b>	Forest Management area
<b>Harvest block:</b>	Area to be logged
<b>Ha</b>	Hectors
<b>IAMC</b>	Indigenous Advisory Monitoring Committee
<b>NWSFA</b>	Nicola Watershed Stewardship & Fisheries Authority
<b>Patches:</b>	Smaller areas varying in size from approx. 0.2 Ha. to > 5 Ha.
<b>PFR:</b>	Preliminary field reconnaissance
<b>RW:</b>	Right of way – cleared area in which a road is located
<b>Snag:</b>	A dead tree with no or limited canopy
<b>SPH:</b>	Stems per hectare
<b>Stand:</b>	Smaller grouping of stems of all sizes and species
<b>Stem:</b>	Individual tree
<b>Stub:</b>	Artificially created snag for perching or cavity nesting
<b>THLB:</b>	Timber harvesting land base – area in which harvesting will occur
<b>TR</b>	Tmix <sup>w</sup> Research
<b>WTP:</b>	Wildlife tree patch
<b>WTR:</b>	Wildlife tree retention

## Tree species shorthand key:

<b>Fd</b>	Douglas Fir
<b>Lw</b>	Larch
<b>Py</b>	Ponderosa Pine
<b>Pl</b>	Lodgepole pine
<b>Bl</b>	Balsam Fir
<b>Ba</b>	Amabalis Fir
<b>Sx</b>	Spruce

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## **Proposals:**

On June 1, 2022, a \$15,000 written proposal began for Species at Risk, Grizzly Bear after a Wildfire. Due to this fact, the thought was animals move to the lower elevation to look for food. However, bears do not, they go into higher elevations. The methodology was to look from the Western Science point of view. We found the studies of the Grizzly Bear (GB) were far in between for Nicola Valley Thompson Region and limited amount of research done in the local area. From the Traditional point of view, there were fewer sights, less stories handed down from generations. Questions were how the Grizzly habitat changed over time and where are they moving too? Many elders have deceased, a new normal of an Elder has risen. The only stories are brought up in schools and not as a pastime story.

From a Knowledge Keeper's point of view on climate change the Researcher received information about where an embedded grizzly trail and known dens were found on Reserves. Areas were Zakwaski Mtn. Nooaitch Crk and Thynne Mtn.

The last time anyone saw a GB was in the 1990's in the higher elevation while hunting. The database shows many areas of sightings, tracks, dens, out on the land gathering huckleberries, and hunting. Historically, knowledge was passed down and each generation knew how to mentally, spiritually, physically, and emotionally prepare themselves to enter the territory. Due to the wildfire, floods, and inaccessible roads the two technicians ground truth grizzly signs. Areas of disastrous landscape changed drastically from the wildfires and flooding, the roads were gate locked and areas were non-existent to the point of sinkholes. At the end there was no sign of a grizzly bear, and a small report was written. The report was due March 31, 2023. Once the proposal was written the Researcher moved on due to work shortage.



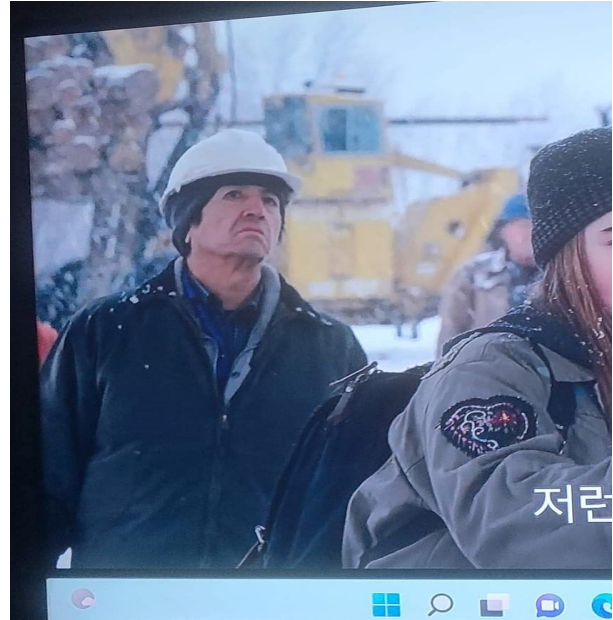




Lucille Shackelly (left) and Sharon Stone (right)



Morgan Jumbo SR Research Analyst



Hector Fountain, Field Technician  
Jurassic Park movie



Tyson Saul, Field Technician





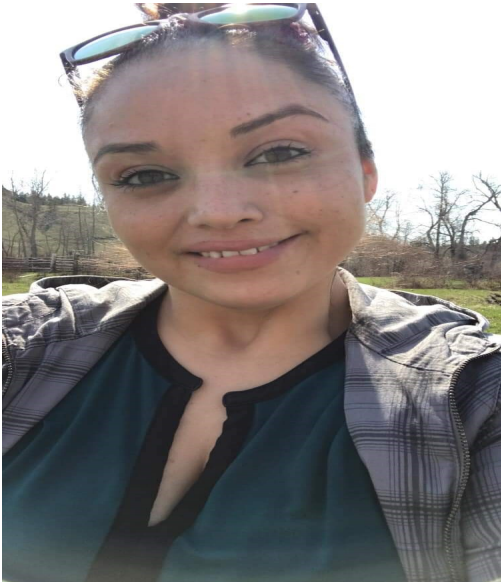
Jordan Sheena, Field Technician



Lindsay Morrison, Field Technician



Keenan Leier, Field Technician



Christal Shackley, Field Technician

# ISETP Report

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## 2023-2024 Annual Report STC Indigenous Skills Employment Training Program

### **Background:**

This program replaced the Aboriginal Skills Employment and Training Strategy (ASETS) program that ended 2020. In 2021 the five Nicola Bands established a stand-alone agreement separate from the Shuswap Nation Tribal Council to better support the people in the Merritt catchment area. Scw'exmx Tribal Council undertook delivery of the agreement in April 2021.

The Indigenous Skills Employment and Training Program (ISETP) is funded by the Government of Canada through the Employment and Social Development Canada (ESDC).

### **Strategic Plan:**

*Mission: To support and empower our people to achieve their potential through building meaningful relationships and practical career skills for sustainable employment so they can move forward with purpose.*

*Vision: We will work together to customize culturally appropriate services to strengthen our participation in the economy and support our communities.*

The STC ISETP Strategic Plan identified 6 priority areas and goals for 2022-2023:

1. Establish and maintain a strong advocacy role
2. Maintain effective and efficient operations and communications
3. Enhance industry, employer, and trade relationships internally and externally
4. Engage with communities regularly; identify ways to collaborate and support
5. Review Policy and Programs to determine and Measure Effectiveness
6. Conduct research and surveys to gauge additional program areas

### **Core Program Services:**

ISETP delivers employment and training opportunities to help First Nations people who have difficulty finding employment: to enhance their skills through training programs or on-the-job training; and to increase their ability to secure long-term employment.

Located on the second floor at 202-2090 Coutlee Avenue program provide access to: a computer/printer station with Wi Fi access was set up for clients to do resume upgrades, labour market research and job searches. Two (2) laptops available to loan clients for online courses.



Staff conduct site visits in local communities for Summer Student/ Targeted Wage Subsidy programs or (occasional) individual client Applications to acquire Referrals; and attends community meetings or events, as requested.

Staff participate in the BC-ISET Monthly Engagement Meetings

ISETP is designated under the Employment Insurance Act to issue a Section 25 approval referral which allows eligible participants to continue to collect (EI) benefits while enrolled in a training program. (also known as EI Protection). Only for those Clients sponsored by ISETP.

Client information is entered and updated monthly into Accountability and Resource Management System (ARMS). Manager participated in ARMS Training in May; refresher, review of new features, how to generate various reports.

Staff took part in annual BC Labour Market Conference in spring as well as two Labour Market training sessions.

Regular correspondence with the five Nicola Bands and various inter-agencies (Work BC, Citxw Nlakapamux Assembly, Scw'exmx Child and Family Services Society etc.) to share information about the types of programs and supports ISETP could offer and explore areas for collaboration.

On April 1, 2023, training allowances were increased to help cover increasing costs due to the pandemic and other economic factors.

## **FUNDED PROGRAM ACTIVITIES:**

### **Summer Student Program:**

Subsidizes student wages with communities/organizations to enhance skills and training and to track students who will return to school once their work is completed. Between April and September ISETP contracted with eight (8) bands/First Nations organizations:

- Coldwater Indian Band
- Lower Nicola Indian Band
- Conayt Friendship Society
- Upper Nicola Band
- Scwexmx Tribal Council
- Nooaitch Indian Band
- Nicola Valley Institute of Technology
- Stuwix Resources Joint Venture

A total of twenty-four (24) summer students were employed, all of whom returned back to school in September.

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## **Targeted Wage Subsidy**

Subsidizes client wages to enhance skill development with employers through agreement with employers. Provide employment to those at risk of becoming long-term unemployed by providing work experience.

Between April 2023-March 2024 four (4) Targeted Wage Subsidy Projects were funded, under which five (5) Applicants were employed all of which led to extended employment or full-time employment with the following organizations:

- Nicola Valley Institute of Technology
- C&M Ventures
- Scw'exmx Tribal Council
- Scw'exmx Community Health Services Society

## **Direct Course Purchase/Project Based Training**

Provides funding to participants enrolled in accredited college and university certificate training for various demand driven disciplines. These include industry specific training in partnership with institutes directly related to employment in the Merritt Area.

There were five (5) Direct Course Purchase Training Programs during 2023-24:

- Occupational First Aid Level 1 (x 10)
- Transportation Endorsement (x 10)
- What the L (Learners License) Workshop (x 10)
- Workplace Computer Skills (x 8)
- Purchase of five (5) Laptops to provide students enrolled in online training.

## **Skill Development (Strategic Initiatives):**

Provides funding to individuals for skills and qualifications (e.g., employer demanded certificate/diploma or educational programs), needed to improve their entry into the labour market.

Between April 1, 2023, and Feb 21, 2024, there were a total of fifty-eight (58) individuals who were funded under Strategic Initiatives, thirty (30) under EI and twenty-eight (28) under CRF. Of these, thirty-one (31) were Females and twenty-four (24) Males.

Out of the fifty-eight (58), seventeen (17) individuals were funded under Strategic Initiative-Job Starts, 8 of which were EI and nine (9) CRF. One application for entrepreneurial supports.

The remaining forty-two (42) were funded to certificate/diploma or other training programs at various institutions:

- 4-Associate of Arts
- 1- Administrative Studies



2-Environmental Resource Technology diploma  
1-Environmental Resource Technician  
1-College Readiness  
1-Barbering Fundamentals/Dry Bar Hairstyling  
1-Level One Makeup Artistry Course  
2-Advanced Makeup Artistry/Advanced Hairstyling  
1-Traffic Control Person (Flagging)  
3-Occupational First Aid Level 1  
3-Occupational First Aid-Level 3  
2-Nail Techniques  
1-Quickbooks  
1-Class 1 Drivers Training  
3-Early Childhood Education  
2-Skykeepers Program  
2-Heavy Equipment Operator  
2-Driving Lessons Training  
2-PAL training  
1-Social Work  
2-Welding Foundations  
1-Plumbing Apprentice  
1-Nte?kepmx Language Certificate  
1-Health Care Assistant

## **Partnership Program:**

Provincial and federally funded programs with other agencies not associated with Employment and Social Development Canada (ESDC) ISETP funding. Sponsors may be eligible to apply for partnership funding to support funding shortfalls, i.e.: client supports.

There was one (1) Applications for Partnership funding during 2023-24:

- Nooiatch Heavy Equipment Operator community-based training for seven (7) participants.

## **Other Partnerships**

- In partnership with Access to Technology Program (A2T), beginning April 1, 2023 thirty (30) laptops were distributed to support Indigenous students in Merritt catchment area, enrolling in skills training programs that support their journey to employment.

- ISETP collaborated with WorkBC, Citxw Nlaka’pamux Assembly, City of Merritt, SD 58 and to host an Education and Career Fair at Nicola Valley Institute of Technology on April 13/23.
- In partnership with Needs of the Community (NOC), annually in May, What the “L” Workshop is offered to assist participants to successfully pass the Learners exam.
- In May, ISETP applied to (Ministry of Post Secondary Education and Future Skills) funding (in partnership with Nicola Valley Institute of Technology) to deliver: Culinary Arts Professional Cook Level 2 with Indigenous Content (PC2), for 9 participants.
- In June, ISETP received (Indigenous Tourism BC) funding to host Indigenous Tourism Training for five (5) participants.
- ISETP applied to Community Workforce Response Grant (CWRG) provincial funding (in partnership with Nicola Valley Institute of Technology) to deliver Construction Trades Sampler for eight (8) participants.

**Priorities for 2024-2025:**

The past year provided several collaborative opportunities for ISETP to work with communities, colleagues, and other service providers in the Merritt area.

A survey will be launched at end of February 2024 to get input on types of training and employment programs that can support the region and to improve knowledge about the priorities of the catchment area, understand the influencing factors; and enhance practices that will improve communications in the catchment area. The survey will be sent to the five local Bands including leadership (STC Board of Directors, Chief and Council), Administrators, Education Coordinators, Social Development and Employment staff as well as agencies that provide mutual services in Merritt area. The survey will offer stakeholders a way to share their views and provide feedback on the current state, areas of opportunities and collaboration for strategic partnerships.

STC looks forward to our continued work as we continue to adapt and respond to change to meet the needs of those we serve, while enhancing our abilities to support job seekers, communities, and employers in the new 2024-2025 fiscal year.

**ISTEP CONTACT INFORMATION:**

202 2090 Coutlee Avenue  
 PO Box 188  
 Merritt, BC V1K 1B8  
 Phone: 250-378-4235

Program Manager, Bernadette Manuel (local 110)

Employment Counsellor, Jody John (local 110)



Basic Computer Skills training April 2023



Construction Trades Sampler

What the L! Drivers Training



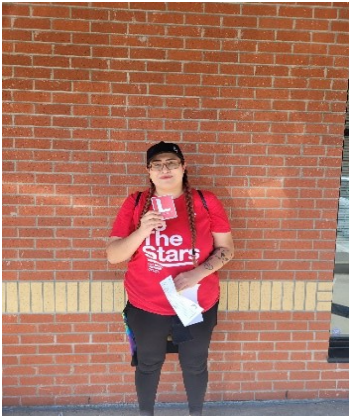
Alberta



Jamez



Vanessa



Kayla





**2023 was another busy year for the Nicola Watershed Governance Partnership! Here's an overview of the partnership, key 2023 achievements, and our commitment to work together toward a healthy Nicola Watershed for the benefit of all.**

The Nl̓eʔkepmx and Syilx Peoples have lived in, stewarded, and governed the lands and waters in the Nicola Watershed since time immemorial. Today, the region is home to approximately 8,000 people, including the Coldwater, Lower Nicola, Nooaitch, and Shackan Bands of the Nl̓eʔkepmx Nation, the Upper Nicola Band of the syilx Nation, the City of Merritt, and strong natural resource and agriculture sectors. The rivers, streams, lakes, wetlands, and aquifers in the Nicola also support rich, diverse communities of plants, trees, fish, and wildlife.

The NWGP is a government-to-government partnership between the Province of BC and the 5 Nicola bands. Formed in 2018, this joint initiative aims to improve watershed health, advance reconciliation, and promote engagement with local communities and stakeholders—all through co-management, co-learning, building trust and understanding, and meaningful collaboration. We're exploring innovative, holistic, place-based approaches to decision making on water that incorporate both Western and Indigenous knowledge and science.

**Our actions today are part of our shared legacy. By working together, we can all help safeguard the health of our watershed and our communities now and for the future.**



Coldwater



Lower Nicola



Nooaitch



Shackan



Upper Nicola



Province of BC

**For more information please visit us online at [www.nwgp.ca](http://www.nwgp.ca)**





## What are we working to protect?

Qʷúʔ / siwʔkʷ / water is the inextricable link between our communities, the land, and natural resources, and represents the reciprocal interconnectedness of humans, animals, plants, and all living things. To maintain the delicate relationships that ensure balance in the environment, there must be enough water for all who depend on it for survival. Our sacred responsibility to protect water lies at the very foundation of our culture, laws, and identity as Scw'exmx, the People of the Creeks. Water is also a shared resource of great importance to our friends, neighbours, governments, industry, local agriculture sector, and other stakeholders.

Already one of the driest watersheds in BC, the Nicola has been further impacted in recent years by climate change effects including extreme droughts, floods, wildfires, and mudslides. Environmental conditions and extreme weather events have displaced communities, impacted habitat for fish and wildlife, and posed significant risk to overall ecosystem health. Weather trends and long-term forecasts point to continued challenges in the years ahead, and the likelihood of inadequate water supply to meet our needs, particularly during warmer parts of the year. This includes irrigation needs for agriculture, and environmental flow needs to maintain ecosystem health and the survival of endangered local salmon populations.

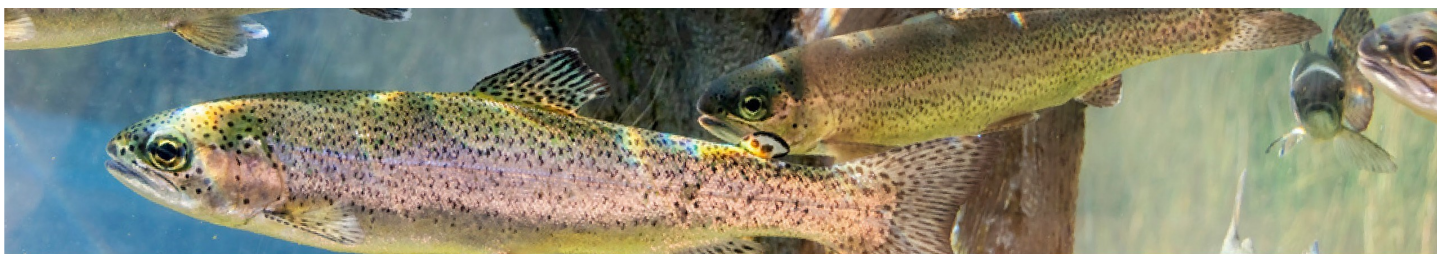
## What's at stake?

qʷúʔ / siwʔkʷ

*Water*

- A biologically and culturally significant regional ecosystem
- Essential spawning and rearing grounds for threatened/endangered salmon
- Critical risk of extirpation (local extinction) of keystone salmon populations
- Breeding, feeding, and resting habitat for wildlife including fish, birds, and mammals
- Riparian zones that stabilize riverbanks, filter pollutants, and help maintain water quality
- Potentially irreversible impacts on biodiversity, ecosystem balance, and watershed health
- Decreased water availability resulting in threats to local/provincial food security
- Potential declines in crops and livestock productivity that could result in economic loss
- The role of water as the inextricable link between our communities, resources, lands, and the reciprocal interconnectedness of all living things





## Fish need healthy water, and we need healthy fish

The Nicola is an important tributary of the Thompson River that provides essential spawning and rearing habitat for Chinook, sockeye, pink, and coho salmon, including populations designated as *Threatened* or *Endangered* by the Committee on the Status of Wildlife in Canada (COSEWIC).

Salmon are keystone species, meaning they play an essential role in overall ecosystem health. They support wildlife that depend on them for food, and nourish trees and plant life by enriching the soil with nutrients. They support a healthy riparian zone, which in turn helps to stabilize riverbanks, filter pollutants, maintain water levels and temperature, and improve habitat for wildlife of all kinds. Salmon also act as an ecological process vector, meaning they support the transport and cycling of energy and nutrients between terrestrial and aquatic environments.

## The NWGP journey



The NWGP has accomplished a lot since we signed a Memorandum of Understanding in 2018 to formalize the partnership between Nicola First Nations and the Province of BC, including:

- Initiating and completing watershed projects
- Building governance structures and processes
- Making shared decisions
- Setting strategic goals and milestones for shared decision-making
- Co-learning about Indigenous laws and values
- Deepening our government-to-government relationship

We continue to define and evaluate what reconciliation means within the context of our partnership, build a foundation in Nleʔkepmx and syilx laws, and test/refine structures for working together on shared decision making for the land and water.

**“Siwłkʷ (water) is part of us and a part of all life. Siwłkʷ movements, pathways, resiliency, and power teach us who we are and who we can be as a People.”**

— Syilx Water Declaration





## Key NWGP Achievements in 2023

- kwúkwpi? (Chief) Stuart Jackson of the Lower Nicola Band was appointed Chair of the NWGP Forum.
- Shifted from 'pilot project' to 'program' with secure, long-term, sustainable funding through the BC Collaborative Indigenous Stewardship Forum (CISF). This is a key milestone in building our co-governance relationship.
- Held an NWGP Core Council strategic planning session in Kamloops with community members including Elders and Youth to develop key priorities and objectives to guide the work of the NWGP over the next 5 to 10 years.
- Published a case study in partnership with the POLIS Water Sustainability Project highlighting the NWGP's joint Nk'e?xép (Drought) Management Committee and their innovative, holistic approaches to drought response informed by both Indigenous and Western knowledge and science. Link: [nwgp.ca/about-the-nwgp/resources/external-resources-links/drought-resources](https://nwgp.ca/about-the-nwgp/resources/external-resources-links/drought-resources)
- Created a video series in partnership with the Coldwater Band with support from BC Water Legacy highlighting approaches to drought management in the Coldwater. Link: [nwgp.ca/about-the-nwgp/resources/external-resources-links/drought-resources](https://nwgp.ca/about-the-nwgp/resources/external-resources-links/drought-resources)
- Met with water users throughout spring and summer and into the fall, and sent letters regularly with updates on drought conditions to build awareness and request water conservation measures. Both the Nicola and the Coldwater were designated Drought Level 5 (the highest level) in August.
- Completed development of our data and information management portal, which is now ready to launch. This an important step toward data sovereignty (ownership and control of data) for Nicola First Nations. We are currently hiring for a Data Technician role.







## Key NWGP Achievements in 2023

- Advanced the Nicola Watershed Planning Initiative, including the development of vision and values statements, a groundwater literature review, a communications and engagement strategy, and a graphic recording to reflect the engagement strategy. The final engagement strategy report will be ready in March.
- Began developing a pilot shared decision-making process to work with the Province of BC on water use proposals, allocations, authorizations, licences, etc. to ensure Indigenous laws, perspectives, and priorities are included in water management.
- Co-hosted a storytelling weekend with the Scw'exmx Tribal Council at NVIT to share stories, explore different types of storytelling, and discuss the importance of storytelling in Indigenous cultures, laws, and governance processes.
- As outlined in the original NWGP MOU and 2023 Strategic Plan, continued to work toward designating the Nicola as a Water Sustainability Plan area under Section 65 of the BC *Water Sustainability Act*.
- Began community engagement to seek input on our draft Indigenous Laws Framework and resources and draft community information sharing agreements. Engagement is ongoing with more sessions coming soon. For more information about the NWGP's work on Indigenous Laws, or to access Indigenous Laws resources, please contact Indigenous Laws Implementation Coordinator Eva Tom at [etom@scwexmxtribal.org](mailto:etom@scwexmxtribal.org) or 250-378-4235 ext. 125.
- Continued to develop, refine, and formalize NWGP policies, procedures, and guiding principles, and plan engagement activities for the coming year.
- Hired new NWGP team members including Facilitator Charlene Higgins, Indigenous Laws Implementation Coordinator Eva Tom, and Administrative Assistant Danina Pearson.



## Why work together?

Sharing many core principles established by their ancestors, the Nicola First Nations Chiefs have a long history of working together through collaborative leadership. One of these key principles is **kəntwax<sup>w</sup> / knxtwix<sup>wəx</sup><sup>w</sup>**, which means working together and helping each other. It speaks to the fundamental governance principles of mutual care, support, shared responsibility, and respect.

Past approaches to watershed management in the Nicola were mostly reactive instead of proactive. Decisions regarding watershed management were made by the provincial government without input from local First Nations. Actions to conserve water were largely tied to short-term Ministerial Orders during times of water shortage. The Nicola First Nations communities and the Province of BC recognized that the status quo was not working, and saw a need to work together to build holistic, proactive, and place-based approaches that include both Western and Indigenous laws, values, knowledge, and science.

## We're working together to:

- Develop innovative, holistic, place-based approaches to safeguarding watershed health that are rooted in both Western and Indigenous science, knowledge, and values;
- Focus more proactively on watershed resilience, prevention, mitigation, and restoration measures instead of reactive short-term decision making;
- Strengthen relationships, understanding, and trust between the Nicola First Nations, the provincial government, and local water users through meaningful engagement and collaboration;
- Seek new strategic partnerships with government departments, environmental organizations, funders, and academic institutions working to advance watershed health;
- Safeguard the health of the Nicola Watershed for the benefit of all.

