



30<sup>th</sup>

**Annual General Assembly**

**July 12, 13, 14, 2016 • Kwah Hall**

*We Challenge the Future*  
*Nusde huba soo cho 'utso'oot'en*





# 30<sup>th</sup> Annual General Assembly

July 12, 13, 14, 2016 • Kwah Hall

## DAY 1 July 12

- 8:00 am- Continental Breakfast
- 9:30 am- Capital Lands and Housing
- 11:00 am- Richard Evans Architect
- 1:00 pm- Finance Department, Deloitte Auditors
- 3:00 pm- Nak'azdli Alternate Justice Centre
- 4:00 pm- Day 1 Adjournment

## DAY 2 July 13

- 8:00 am- Continental Breakfast
- 9:15 am- Nak'azdli RCMP Liaison
- 9:30 am- Nak'azdli Elders Society
- 10:30 am Health Department
- 1:00 pm- Nak'azdli Development Corporation
- 3:00 pm- Social Development
- 5:30 pm- Community Dinner & Awards

## DAY 3 July 14

- 8:00 am- Continental Breakfast
- 9:15 am- Education/Daycare
- 10:30 am Natural Resources
- 1:00 pm All Candidates Forum
- 3:00 pm Recommendations
- 5:00 pm Light Dinner
- 6:00 pm Yellowbird Apache Hoop Dancers

## FEATURED ENTERTAINMENT

Yellowbird Apache Hoop Dancers  
JULY 14 • 6 pm • Kwah Hall



## Questions about the AGA?

Please contact Rhoda Gregg or Alyssa Krause at the Nak'azdli Band Office (250) 996-7171.

*Hope to see you there!*



Yellow Bird is a professional family dance company based in Phoenix, Arizona. The group boasts many national dance champions and have been featured performers for many prestigious audiences and institutions, including Nelly Furtado's music video, *Hoops*.

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# Administration

For this annual report I am reflecting on my years as Chief of Nak'azdli Whut'en. I would like to say that it has been truly an honor to represent our Nation on many different fronts.

Our community has been and continues to be a forerunner in various areas; we strive to do our best. I have no regrets and in hindsight would re-look at some of the issues that came to my table. I deeply appreciate my family's support, community members and the awesome staff.

I would like to complement our staff for the great work that they do behind the scenes; they make the Council look good. For some people it is so easy to put people down but not so easy to build a person up by complementing them for a job well done. We need to understand that our employees have feelings and some of them do take things to heart. I have mentioned many times that our employees or Councillors do make mistakes from time to time. It is part of being human. We all can certainly strive for perfection and possibly learn from the mistakes we make.

I would like to send out congratulations to all our graduates—whether it is from elementary, high school, post-secondary or certificate programs. Continue with the great work that you do. I have attended a number of graduation ceremonies during my years as Chief. It is always an honor for me to witness and recognize their accomplishments.

The highlight for me this year was seeing Nak'azdli member Todd Alec receive his medical degree. Many of our members—including his family—are so proud of him. We have our own role models in our community.



I hope the youth realize how rewarding it can be with hard work and sacrifice to reach your goals. Don't be afraid to ask our past grads about how they got to where they are now and I'm sure they will be willing to give you advice.

In my years as Chief I've had the honor to work with many different people that served as Councillors for Nak'azdli. Each of them was unique in how they represented you and how they dealt with issues that came to the Council table. I do not take credit for what's been accomplished for our Nation but would like to say thank you to all the Councillors for their valuable input. Teamwork is very important if you're going to represent your Nation in different capacities and it's important we set aside our differences for the wellbeing of our people.

I'm proud to say I've also gotten to know a lot of the youth in our community and manage to touch base with some of the youth that live away from home. I

would like to continue to support the youth by providing assistance in different capacities and encouraging them to complete their educational journey—and just to be proud of who they are.

Thank you to all the people that provide important programming so the youth can grow in a positive light and those that give guidance for the youth that are in need. As Nak'azdli people we need to embrace our youth—guide them, provide advice and encourage them as much as possible.

There is so much more to say about other subjects and matters that revolve around our community, members and our people that live away from home.

As Nak'azdli Whut'en we need to be proud of who we are, celebrate our accomplishments together, and work diligently for the sake of our future. The work we do is not for ourselves but for the future wellbeing of our Nation.

Musi to all for having me as your Chief,

*Chief Fred Sam*





to follow through on accepting new Band members through the ratified Membership Code but we are working on that.

Last year we hired a Communications Coordinator as part of our commitment to increasing the communications and transparency of Band activities and functions. Band members have remarked on the improved *Dustl'us* and website, all thanks to Beth's talents. We also benefited from the expertise of a communications company called Coppermoon, which helped build our capacity to gather addresses, send out mass emails and phone messages, and so on. We are committed to attracting young people to the communications profession so will be developing programs in this area.

Since last summer we have also had a full time Events Coordinator, who has made our events better and helped to develop the lease lot spaces. This summer we are undertaking a major renovation of Kwah Hall and along with that, will be examining ways to make the Hall suit the many needs of Nak'azdli. Keep an eye out for upcoming announcements and participate if asked to provide input in creating a community plan for the space.

The Nak'azdli Whut'en Administration is committed to developing a professional staff in order to serve the community effectively, regardless of the services being offered. The staff have gone through a considerable amount of training over the last year. Several managers participated in a week-long strategic planning training last June and in a Capital Tangible Assets workshop. Staff have also participated in Lateral Violence and Effective Communications workshops. In addition, they recently participated in a two day workshop on Leadership. Along with that, most of the staff participated in training workshops associated with their jobs or departments and/or attended conferences.

**T**he first year I was in this position, I kept waiting for a quiet period so that I could get some extra work done. Coming up to my third year on the job, I realize there is no quiet time. However, the whirlwind of the first two years with office moves, restructuring, and new hires has calmed down and there has been a general settling of the office staff as we become familiar with new structures.

The year past has been a mixed bag of activities and responsibilities. I continue to work on the Financial Administration Law, preparing the Band to achieve its Financial Systems Certification. Our coming under the Financial Management Act means that we have agreed to follow certain standards in financial management of Band funds. This puts us in a position to become a borrowing member of the First Nations Financial Authority but also ensures that our financial administration functions at a very high level. We will also be able to establish taxes, if we wish to. As part of this work, we need to create a Finance and Audit Committee that will oversee the activities of the Band and make recommendations to Council.

Last summer was the first time we held an election under the new Band Election Code. We have yet



Last fall we offered the first Financial Literacy programs for the staff. It was well attended and staff learned about budgeting, planning, making goals, etc. It turns out that November is Financial Literacy Month so we hope to provide the program again this year. We have also offered staff a savings program as a pilot project and have very good participation.

As for me, in this past year, I presented at the BC Gas Summit in September, along with Colleen Erickson, on the topic of impacts of industrial activity on Nak'azdli community and members. I also presented on the Nak'azdli Whut'en Trust at the AFOA-BC Conference in December and presented a paper on the "capacity problem" at the Aboriginal Lands Resources conference in early February. I also applied for and received funding to undertake a feasibility study with UNBC to examine possibilities for a new wastewater treatment facility. We had three students working

on the project and they created a comprehensive plan that has been shared with the District of Fort St. James. We have yet to move on to the next steps to planning for the eventual closing of the current wastewater system and relocating it.

Nak'azdli is my home and in all the work I do, even though it can be exhausting and overwhelming at times, is in order to make this community a better place. If you want to talk to me about what you like or don't like or what you would like to see happen, I would encourage you to talk to me or participate in one of the many community meetings we have. The Administration is made up of many capable and dedicated individuals who care about the Nak'azdli people and territory—work with them to always improve.

*Nicholette Prince, Nak'azdli COO*

# Nak'azdli Trust

**H**ello Nak'azdli Members. Firstly, I would like to introduce myself. My name is Rolene Sam of the Lhts'umusyoo Clan from Nak'azdli Whut'en. I am the Executive Assistant/Office Manager for the Nak'azdli Whut'en First Nation and the lead Trustee of the newly developed Nak'azdli Whut'en Trust, in which I've played a large part of in the development stages and now continue to do so as a trustee.

As a part of our reporting requirements, we are required to report to the Nak'azdli Whut'en membership as part of the trustee's fiduciary duty.

The Nak'azdli Whut'en trust has been ratified at the Nak'azdli Annual General Assembly on March 15, 2016. There were 8 applicants whom of which put forward their names for consideration of appointment to sit on the board of trustees to manage the trust. The ending results after approval by Chief & Council were myself Rolene Sam, 5 year term, Tamara R. Sam, 5 year term, Nicholette Prince, 3 year term, Laurette Prince, 3 year term, and Rhoda Gregg, 3 year term. Alyssa Krause has been appointed as our Youth Advisor and Carl Leon as our Elder Advisor to the board of trustees which is stated in the trust agreement.



We have hired Tony Tiani & Co as our bookkeeping firm for Phase 1 of the administration of the trust. We will require more complex professionals later on when the trust starts building more income as well as the investment portfolio side of things. We will also be reporting to the beneficiaries (Band Members) on the activities of the trust at our AGA's at the same time the year-end audit is presented. Since we are in the very infancy stages of the trust, we will not require a report until the end of the 2016-17 fiscal year as there is nothing to report on yet.

Snachailya

***Rolene Sam, Nak'azdli Whut'en Trustee***



**A**s of June 20, 2016, there are 99 employees working for Nak'azdli Whut'en. This includes the Band Administration, Natural Resources, Capital Housing and Lands, the Health Centre, Social Development, Justice Centre, Cultural Centre, Construction, WOP, Recycling, Daycare and Operations and Maintenance.

Many other Bands in BC have only 35% of their members working for the Band so I am very proud to say that 82% of our workers are Nak'azdli members.

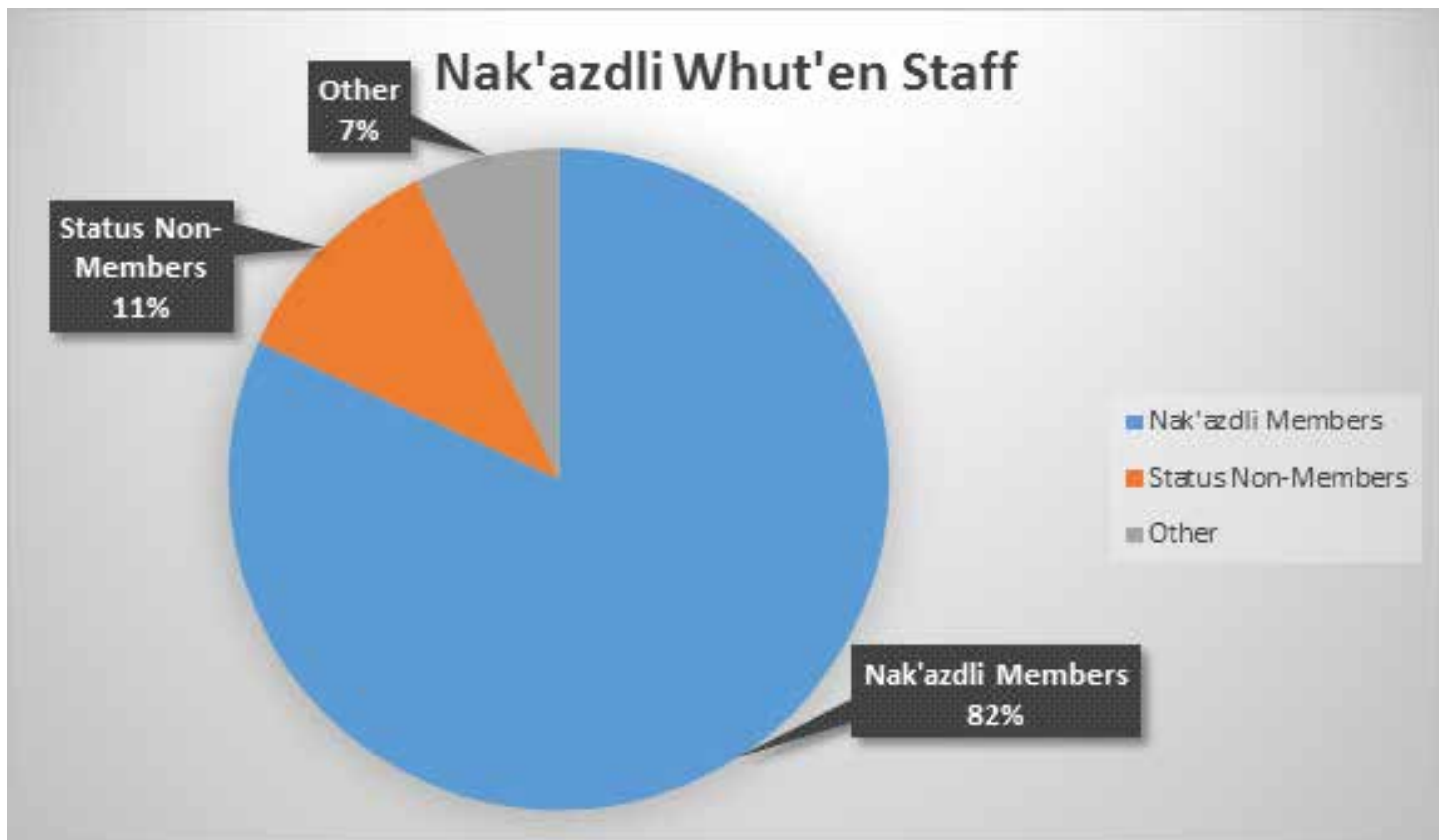
I have been working for Nak'azdli Whut'en now for 7 1/2 years. I have been the HR Manager since September of 2015, graduating with my HR Diploma in June of 2015. This new position oversees job descriptions and postings, planning for personnel needs,

recruiting the right people for the job, employee orientation and training, providing benefits and incentives, evaluating performance, resolving disputes, and communicating with employees at all levels.

I am working on a new policy and procedure manual for all employees of Nak'azdli Whut'en. Nak'azdli has and is continuing to grow and we are quickly running out of office space. We hope that one day we can have all of our departments under one roof, excluding the Health Centre. The Health Centre is also growing rapidly and needs their own building expansion.

I am here to help the staff and management of Nak'azdli Whut'en and I am very happy to be here watching us grow into a professional organization.

*Maureen Isadore, HR Manager*



# NAK'AZDLI BAND REGISTRATION OFFICE





**H**adi, Nak'azdli. I hope you are all having a good start to your summer. As most of you already know, I am in charge of the Administration Department for Nak'azdli and serve as the Executive Assistant to our COO, Nicholette Prince.

A lot of my job includes the day-to-day operations of the administration side of our Band Office. I supervise the junior staff including Leona Thomas, Receptionist; Katie Middleton, Records Management Clerk; Nicole Thomas, Office Clerk; Candace Erickson, Travel Secretary and Membership Clerk and Alyssa Krause, Events Assistant. I would like to take this time to acknowledge the dedication that our staff gives to Nak'azdli year after year. We could not carry out many of the day-to-day functions without them.

The Band Office added a number of new positions this year. Council Secretary and OHS Officer Rhoda Gregg began work in August 2015. Maureen Isadore was promoted to Human Resources Manager. Beth Blew was hired as Communications Manager to provide improved communication regarding current and future initiatives within the Nak'azdli Band and Chief & Council. Work is underway to broadcast radio programming as well.

Our growing organization continues to assist band members and others with everyday needs. We have converted our filing to a paperless system that is more efficient and easier to access files when needed. We've developed e-forms to more efficiently complete daily operations electronically—an ongoing task for our Records Department.

In the Membership Department, we are still seeking Band members to sit on the Membership Committee. Once this committee is in place we will begin new processes for people who wish to transfer in/out of Nak'azdli. If interested in sitting on the Membership Committee, please contact Candace Erickson, Membership Clerk.

At the Annual General Meeting held in March, plans for a new administration building and cultural centre were presented to the community for input. This plan is also moving forward—we are all excited about that.

From a personal point of view I would like to see all staff excel in their professions and share their knowledge. We can work together to identify new opportunities and improve the organization through focus and team building. Effective leaders challenge their people and look at old problems in new ways. Without trust, there is no relationship. Our families, communities, and nations are all built on relationships and therefore building trust with our community is a duty that we must all take into account.

The Nak'azdli membership has a responsibility for governance as well as staff and Council. So I encourage you all to take part in the many initiatives that are coming up for Nak'azdli.

Awetza.

*Rolene Sam, Executive Assistant/Office Manager*

***Katie Middleton, Records Management Clerk***

As the Records Management Clerk, I organize all Band documents and scan them into our new electronic filing system--the DocuShare. My main objective is for Nak'azdli Whut'en to become paperless and dependent on DocuShare's e-forms for more efficient organization. I have been working on this transition exclusively for the past year--it has been a huge undertaking. Using our new e-forms will allow us to submit time sheets, cheque requisitions, leave applications, etc. electronically. I am eager to see how we can make use of this system in the future.

***Nikki Thomas, Office Clerk*** Hello, Nak'azdli Whut'en. I am a member of the Lusilyoo Clan. My parents are Rose and Leslie Sam. I have three wonderful children who make me proud. I really enjoy working in this department. It can get very busy and I am always learning new things. I am very pleased to be working for my community. I will continue to assist everyone the best that I can. I look forward to the years ahead. Awetza.

***Candace Erickson, Travel Secretary and Membership Clerk*** Welcome and thank you all for your attendance at this year's Annual General Assembly. I have been the Travel Secretary and Membership Clerk for one year and have worked for Nak'azdli for three years.

As Travel Secretary I coordinate all staff travel (currently on Tuesdays, Thursdays and Fridays). This includes ensuring forms are filled out correctly and Band policies are followed. I also book transportation and accommodations and oversee travel reimbursements.

Mondays and Wednesdays are dedicated to my duties as Membership Clerk. I am currently updating our record systems and starting a new membership committee to help with the transfer request process. I believe this committee will benefit Nak'azdli in many ways and look forward to improving services for all members. Thank you.

***Alyssa Krause, Events Assistant*** I am a member of the Lusilyoo Clan. My mom is Nadine Button, my grandmother is Ida Leon and my great-grandmother is Betsy Leon. I have been working for Nak'azdli for a year now and really enjoy my job. I also serve on the Board of Directors for NDC and as the Youth Advisor for the Nak'azdli Whut'en Trust. I am looking forward to the exciting events that are planned for the upcoming year. If you are interested in volunteering to help with events, please contact me.

***Sharon Aslin, File Support Clerk*** Hadi, everyone. My name is Sharon Aslin. I am new to this position. So far I enjoy working with Alyssa and Katie. I perform general administrative support duties. I may also assist other administrative staff with overflow work including word processing, data entry and scanning tasks. I have only been here for a week, but I love this job. It keeps me on my toes. I'm glad to be working for the Nak'azdli Band Office. Enjoy your summer!



**H**adi ts'iyanne. My name is Ludale Prince. I started as the Custodial Supervisor in July 2015. This past year was very busy as I learned the processes. It was a tough start until we developed a pace for our work duties. Our custodial staff has accomplished a lot in the past year, cleaning our buildings. Once Kwah Hall re-opens, we'll all be busy again!

***Nak'azdli's Janitorial Staff***

- ***Euphrasia Quewezance, Assistant Supervisor***
- ***Doreen Prince, Custodian***
- ***Elizabeth Lazarre, Custodian***

There are a few other employees on medical leave.

On behalf of the janitorial staff, I wish you all a safe, fun-filled summer blessed with plenty of love and laughter.

May your winter harvest be a success.

Aw'etza.

***Ludale Prince, Custodial Supervisor***



**H**adi. My name is Beth Blew and I was hired last year to oversee communications for Nak'azdli. I am originally from the United States and worked for Penn State University for 15 years. My previous work experience includes communications, marketing and design. I also worked for a weather forecasting company creating weather graphics and photo-shopping clouds. I studied art and education in college.

I serve as the editor and designer for the *Nak'azdli Dustl'us*, maintain the website and Facebook pages, and write and design printed materials for the Band. Some of you also know me as the "photo lady" as I often photograph community events. In the coming months I hope to have Nak'azdli's radio station ready for broadcast and may mentor some young people.

By far the best part of my job is talking with the Elders. Any day I can spend time with them is a good day. They have led such remarkable lives! In my free time I enjoy exploring the outdoors and photographing wildlife. Nak'azdli is a wonderful community; it is a privilege to serve you. Musi.

***Beth Blew, Communications***



**O**ur team is growing as our Nation grows. More programs mean more financial duties. We are now registered with the Financial Administration Law (FAL) and now have more financial policies to follow. FAL registration means we are certified at a National level for financial law.

We are also a member of the Aboriginal Financial Officers Association (AFOA) of Canada. This gives the Nak'azdli Finance Team the ability to network with other First Nations and organizations nationally as well as provincially. Valerie, Nicholette Prince and Laretta Prince will be attending training in October 2016 for Internal Controls.

**Valerie Pierre, Finance Manager**, has been with Nak'azdli for 17 years.

**Michelle Boschman** started with our Department on August 31, 2016 as the Payroll Clerk. Michelle is a mother of three. Her second child just graduated from high school. Many of you may know Michelle already. She has worked with Carrier Food & Fuel and Sana'aih Market in their finance department.

**Laretta Prince** has been with Nak'azdli since December 1, 2014 as the Accounts Payable Clerk. Laretta worked previously in other positions with the Band including Administration and Accounts Payable.

Laretta is a mother of five and a grandmother of 12. Everyone knows Laretta.



# Capital, Housing and Lands

Hello, again! I am greeting you from a new office this year—I have moved from Health back to Capital, Housing and Lands. I made the move in October and look forward to working with our community members.

I would like to express my condolences to all those who have lost loved ones this past year. I cannot believe it has been 20 years since my mom left us. It seems like she is still such a large part of my life and thoughts. I draw strength from remembering the things she taught me and I'm grateful to have had her for my mother.

I want to thank Bruce Prince for his many years of service to this community. I hope he enjoys his retirement and can still lend a hand when we need it.

I am excited to be working in this department again and I hope to remain here until retirement. I have a lot of plans to address our housing needs and get some of our capital projects underway. There are over 70 applications on file for rental housing. This includes singles, small families and large families.

We have purchased a database program that will enable us to track all of our houses, land issues and maintenance expenditures. We are looking forward to having this program fully implemented.

Four tiny homes and four family homes will be built this year. The Tiny Homes Project is a way for single individuals to attain home ownership and have some security in their housing needs. We hope to continue this project in the coming years. Work is anticipated on developing some new lots for residential con-



struction. We plan to work with CMHC to get some multi-family housing started next year.

Construction is underway for the new Youth Centre. This building was in the planning stages for many years. Now we are getting ready for the grand opening! I hope the youth enjoy their new space and take good care of it.

There have been many applications for new housing through the BMO On-Reserve Housing Program. I am very happy to see our members take ownership of their housing needs and work so hard to get the house they want. Congratulations to Linda Thomas, Dwight and Ursula Prince, Elliott Trembley, Alec and Tiny and others still working on their applications.

This program also allows for the purchase of existing houses on-reserve, so if you want to purchase an existing unit, you can apply for a mortgage.

I hope many more of the people waiting for housing will prepare for the mortgage process under this program.

Many homeowners think that the Band should step in and fix their homes or complete renovations. The funding for renovation is limited and is meant to address health and safety issues. If you have neglected to do maintenance or repairs on your home over the years and it becomes run down, the homeowner is responsible. Please make sure you are taking care of your home and addressing issues as they arise.

Homeowners insurance can help when there are emergencies or a need to retrofit for handicapped access. If you want to apply for funds under the CMHC RRAP program, I can help with the application. This funding is income tested, so if you and your spouse both work, you may only qualify for a portion of the grant.

Nak'azdli has formed a new Housing Society. Thanks to Violet for the name; Yoh Howunlene, which I understand to mean 'Those who take care of houses'. The founding Board of Directors is Georgina Thomas, Ludale Prince, Nicholette Prince, Susan Barfoot and Michelle Boschman.

Our department will help the Housing Society get up and running over the next year. We are very excited to have the opportunity to see our rental housing grow and provide new opportunities for meeting the housing needs for Nak'azdli members both on- and off-reserve.

Our Operations and Maintenance Department is going digital. We are part of a pilot project with three other Bands. Our O&M department will be able to track and plan all of our infrastructure maintenance. Time to get into the digital age with our programs!

I'm beginning to feel like I have a handle on things. I hope you'll have patience with me as I get the systems in place to run the department smoothly. If you feel the need to vent your frustration, my door is open and swearing doesn't bother me. All I ask is that you don't unload on my staff as they get their direction from me.

Snachailya.

*Aileen Prince, Capital, Housing & Lands Manager*



# Nak'azdli Alternate Justice Centre



other one in August. Maddison Sam facilitates youth workshops related secondary school preparation, budgeting, and healthy relationships. Youth programming was possible largely due to the generous support of the Nak'azdli Education department. Thank you for recognizing the needs of our youth!

## **Prince George Regional Correctional Centre Visits** (in Partnership with Internal Offender Management)

The visits provide numerous types of support to inmates from the community. Upon release they are familiar with our services, expectations and resources available to them.

The NAJC has been in operation since 2009. Our funding comes from the Provincial and Federal Governments. Although our services have increased our staff and funding remains the same. Karla Olinek serves as the Justice Coordinator, Shannon Rivard as the Administrative Assistant, and Maddison Sam as our Receptionist/Summer Student. Our RCMP Liaison Officers are Cst. Alexander Schaeffers and Cst. Michael Borrelli. The Community Corrections officer (probation) is Vanessa Epton.

2015/2016 was a productive and memorable year. The NAJC facilitated/hosted:

**Cultural Friday Activities** such as fishing, hunting, trapping, berry picking, beading, processing, etc. The goods collected (and donated) are generally used for our shared meals. NAJC is a safe place to get support and a good start to your day!

**Youth Empowerment Project Workshops** including bullying, suicide prevention, Mike Scott (cautionary tales), Dani & Lizzy (performance and graffiti 101), goal setting and a youth dance. We also hosted a Youth Camp at Beaver Lake and expect to host an-



**Respectful Relationships Program**—only available for ‘court mandated’ clients. This program is five full days and provides education and tools on how to be respectful in relationships.

**Healthy Relationships Program** open to the public (can be a requirement of MCFD) This program is 12 sessions. It also provides communication skills and tools on how to be respectful in relationships. This program is also taught to the Weaving our Way and Bladerunner groups.

**“Caught Being Good”** (including “Student of the Month”) RCMP catch a youth wearing his bike helmet and rewards him with a slushy coupon. Student of the Month Awards are based on efforts, not grades. The students will be showcased in next year’s Local Heroes Calendar.

**Cultural Awareness** provides education to RCMP and youth at Fort St. James Secondary School regarding Nak’azdli, its history and cultural practices.

NAJC is involved in many other activities and works with a variety of groups and community members.

This year, the Peoples Law School provided restorative justice education via a theatrical play. This play was presented to the students of Fort St. James Secondary School and to the community.

NAJC also attended the Restorative Justice Conference in Williams Lake, a mandatory gathering of funders and all Aboriginal Justice strategy programs throughout the province. It is interesting to meet and discuss how other offices run, the services they provide and the roadblocks they face. Nak’azdli continues to receive high praise for the services we provide!

As the Justice Coordinator, I had an amazing opportunity to attend the Restorative Justice Symposium in Skopelos, Greece. My presentation outlined how our



office marries restorative justice practices with our Dakelh culture. The presentation was very well received; our culture provides us with an amazing foundation! I am proud to say we are far beyond other practitioners internationally. I will be using the material gathered and presented to further promote restorative justice practices and the NAJC.

The staff at NAJC makes every effort to maintain a standard of education and service our community to the best of our ability. Maddison Sam has successfully completed her Restorative Justice (Family Conference Model) training. Shannon Rivard and I attended and successfully completed the “Train the Trainer” training for Restorative Justice (Family Conference Model). This training will allow us to increase the number of people who can conduct healing circles. We have also applied for the ‘advanced’ training in Restorative Justice (Family Conference Model) training.

We have an open door policy at the Justice Centre. All we ask is that you are respectful. Please feel free to drop by.

*Karla Olinek, Justice Coordinator*



munity can meet with the RCMP to discuss matters in private. We also assist Crown counsel with Alternate Measures they refer to our office.

On Fridays, NAJC hosts cultural activities. As a result, the office may be closed but there will be a note on the door. Depending on the season and the weather, cultural activities include hunting, fishing, beading, quilting and many other activities.

Come see what's on the agenda for Cultural Fridays. It's a good time for people to get out and socialize with other community members.

In closing I would like to wish everyone a great summer and good memories with your family and friends.

Awetza'.

*Shannon P. Rivard, NAJC Office Assistant*



**H**adih Nak'azdli. My name is Maddison Sam. I am currently the receptionist at the Nak'azdli Alternate Justice Centre.

I just completed my second year studying Criminology at the College of New Caledonia and will graduate in the spring of 2017, From there, I hope to enter the pre-law program at the University of Regina.

**H**adih, my name is Shannon Rivard, I am the daughter of Edward and Winnie Prince and a member of the Lhts'umusyoo clan (Pollywelson/Beaver) I am married to Frank Rivard, we have three daughters (Indiya, Caroline and Felicity) and three granddaughters (Andrea, Chloe and Alice).

I have been working as the NAJC Office Assistant since it opened in June of 2009. I work under the guidance of Karla Olinek. We also work closely with Community Corrections, RCMP, Crown counsel and the Vanderhoof Legal Agent.

We assist our clients in successfully completing their bail orders/probation orders and their court forms. We also process legal aid applications that are referred to the legal aid agent in Vanderhoof.

Although we mainly deal with criminal matters, we also can provide family legal aid applications. We also have an office at our centre where community members can meet with the RCMP if they don't feel comfortable contacting the police over the phone or at the detachment. Our office provides a space where com-

At the Alternate Justice Center, I am responsible for administrative duties such as answering calls, taking messages and helping clients. I also make new client intake files and compile statistics for the Department of Justice. Many clients come in for help with legal aid applications, applications for court, and other inquiries involving the legal system.

This summer I attended training in Kamloops to facilitate community justice forums. This summer I hope to become a certified facilitator. This training would allow me to offer alternate measures to community members in need and provide assistance in victim-offender reconciliation.

In May, I assisted Karla Olinek with a Healthy Relationship workshop. I am planning to facilitate a few workshops myself including post-secondary preparation, resume and cover letters, life skills, sexual education, a drug and alcohol poster campaign and budgeting. NAJC is also planning more events for youth such as camping trips and cultural events this summer.

I strongly encourage community members to stop by and visit the Alternate Justice Centre. We have an open-door policy and will not turn anyone away. We will offer help to the best of our abilities. Plus, we have great coffee.

I hope everyone has an amazing and safe summer.

Sincerely,

*Maddison Sam, Summer Student/Receptionist*

The Nak'azdli community has two assigned Royal Canadian Mounted Police officers that work as First Nations Police Officers. **Constable Alexander Schaeffers** of the Fort St. James RCMP has been serving the Nak'azdli community for the past year and **Constable Michael Borelli** of the Fort St. James RCMP is in his first year serving the Nak'azdli community.

We work closely with the Nak'azdli Alternative Justice Centre and have been attending community events on a regular basis to establish a good relationship with community members. We do have an office at the Nak'azdli Alternative Justice Centre and are available on a regular basis.

Our goal is to work together with members of the Nak'azdli community to reduce criminal behaviour and continually strive to make the Nak'azdli community a safer place. We hope to build a strong partnership with community members in the years to follow.



# Social Development



**H**adi. My name is Harold Prince and I was elected to Council in September 2015 and assigned to the Social Development Portfolio. Although I have had previous experience with serving terms as both Chief and Council, this is the first time that I have worked with this department.

As many of you know, Social Development is a busy department. They are responsible for providing support services to band members who are working through the Ministry of Child and Family Services process as well as band members who are living on the Social Assistance. In addition to this, Social Development hosts a variety of other programming such as the Ut'enne Work Crew, parenting classes, Six Mile and the Nak'azdli Community Wellness Resource Centre. Today we'd like to review some of the updates and progress that the department has seen over the past year.

This year's compliance review for Social Development brought up some concerns from Indigenous and Northern Affairs. These concerns put us in a posi-

tion of facing possible funding claw backs. This has pushed us to review our books and reconcile housing rental receipts in order to maintain up-to-date files for Social Assistance clients. To address the concerns of Indigenous and Northern Affairs, we have implemented new systems to track rental payments. This ensures that we are able to meet the standards required by INAC and hopefully we will not face this situation again in the future.

In Fall 2014 Social Development did some strategic planning to develop guidelines and a work plan for the Department as we continue to do this important work. This last year, Nak'azdli Whut'enne also worked through a strategic plan for the overall organization.

One of Social Development's current initiatives is the development of a Protocol Agreement with the Ministry of Child and Family Services. The original agreement was signed and established in 2013 and scheduled for review in 2015. Chief and Council reviewed this document at last month's meeting and we are expecting to have a finalized, signed, and updated protocol agreement before the end of the summer.

One of the highlights of this agreement is the requirement that MCFD staff contact a Band Representative for all calls and interactions with any of our families. However, if the call they are attending is an emergency and they are not able to contact a Band Rep for any reason, they do have to move forward. That being said, our staff is committed to treating these situations with high priority and being open and on-call 24/7.

This agreement is available for review by Band members. If you are interested in taking a look at this, please contact our offices. If you should find yourself



in need of the support of a Band Rep, please feel free to call us at (250) 996-7272.

*Harold Prince, Social Development Portfolio*



**M**y name is Elsa Berland. I was elected in 2015 along with Harold. Together we serve the Social Development Portfolio for Nak'azdli. This is my first time on Council, however I also had the privilege of working with the Department for a year as the Community Wellness Resource Centre Coordinator.

At the beginning of this year, the Canadian Human Rights Tribunal recognized that Aboriginal children living on-reserve receive 38% less funding to support child welfare. This was a monumental step forward in addressing the ongoing issue of children being removed from their families and moved out of our communities. This decision has had such great influence that earlier this month, we saw the Federal Government commit to a \$328 million dollar budget allocated to Aboriginal child health care for those living on-reserve. However, this announcement is being criticized as falling short of addressing the issues brought forward by the Human Rights Tribunal decision.

That being said, regardless of whether we see a change in funding or not, Nak'azdli's stand on child welfare is this: We believe that families staying together and children staying in our community is the best thing for our children. We will continue to push for Dakelh ways of parenting to be recognized and respected by systems like MCFD.

In closing, I'd like to take a moment to thank the staff at Social Development who put their whole lives at times into this very important work. Its not an easy job to do and it is important that you know you are appreciated. Musi.

*Elsa Berland, Social Development Portfolio*

**A**nother year has flown by. I guess it's true when people say, "Time flies when you're having fun!" There's never a dull moment with all the meetings with our families, Ministry and our Department.

Social Development's goal is to keep our families together whenever the Ministry becomes involved because of a report they have received. Whenever children have to be removed, the first option for placement should be family; second, extended family; third, an Aboriginal community member; fourth, an Aboriginal person outside of the community and last, a non-Aboriginal person from inside or outside of the community.

This is the protocol agreement we have in place with the Ministry and is also part of the Children, Family and Community Service Act (CFCSA) legislation that governs the Provincial Government's actions when it

comes to our children. I find it frustrating as they do not follow their own agreement and our children end up in non-Aboriginal homes in Burns Lake, Prince George and other places not close to home. This is the main reason I would like us to form a Tribunal where we decide as a community what happens to our children—not an outside force that has no clue about our ways, customs and beliefs.

During the past year we have had a couple of children returned from the Ministry's care. This does not happen often enough. I always refer to the Ministry as hootup, bloodsucker in our language. Once they're on you it's hard to get them off. Many times it depends on who the social worker is and how open they are to doing things our way. We have had social workers come in and say right off the top that their intent is not to remove the child but to work with the family to find a solution that will work and satisfy the Ministry's Team



Lead. I will say that since I started working in this field about 8 years ago, things have improved and it isn't doom and gloom every time Ministry is mentioned.

We hosted a Christmas Dinner in December and Christmas in July Party last summer where we gave away major door prizes. It was nice to see people who needed these items win. It has been a quiet year for community workshops, although our staff have attended a number of them.

As I mentioned earlier, it is my long term goal for our Band to form a Tribunal. This process could take a number of years. We would need to apply to the Attorney General to become a pilot project. We hoped to send a delegation to visit the Navajo to learn about their Tribunal and what they did to get there, but were not able to go. I believe that as Dakelh people we are quite capable of taking care of our own and should be given that opportunity and responsibility.

Things have settled down a lot in the last couple of years. We do not have angry outbursts or staff being threatened as this Department strives to treat everyone fairly and with respect. It is our responsibility to help those in need in a non-judgmental way.

Again, we remind all of our families that whenever the Ministry shows up on your door step there must be a Designated Band Representative (DBR) present. If a DBR is not present you can respectfully ask them to leave and close the door. We remind them constantly, and I believe they now know without any doubt, that they cannot go into any homes on Nak'azdli without one of us being present.

Be safe and enjoy the rest of the summer.

Awetza.

**Georgina Thomas**  
**Social Development Administrator**





assistance from our department. My job allows me to work with our community and other service providers. I have met a lot of wonderful people along the way. I look forward to new challenges and experiences working for Nak'azdli Social Development.

Snachalhya.

*Dawn Morris, Social Development Receptionist*



**M**y Name is Dawn Morris and I am a proud member of the Lusilyoo clan. My daughter Jocelin is 12 years old. She has been attending Nak'al Bun and I am very proud that she is learning our culture and traditions.

I am proud to be the daughter of Angie Grant and Douglas Morris, and the eldest of four children. I am the granddaughter to the late Norman and Cecilia Prince and the late Michel and Catherine Morris.

I began my employment with Social Development as the receptionist in August 2015. I feel grateful to be helping our community and other service providers.

I assist our team by filing, setting up appointments and making sure client files are up to date. I also assisted with events like the Community Christmas Party and the Six Mile Open House. I have been working with our intake worker and learning new skills including annual reviews, filing systems, and rental agreements.

I assist with food co-op hampers and take staff meeting minutes. I have worked along with the WOP Crew now known as the U'tenne workers and take messages from Elders and other clients who needed

**H**adi to all. My name is **Cyrus Prince** and I am a member of the Lusilyoo clan. My parents are Woody and Euphrasia Quewezance. I was hired as Nak'azdli's Ut'enne Supervisor. This is a seasonal job that runs from June through November.

I supervise Bart Sam and Daryl Sam. We ensure that the Nak'azdli buildings and grounds are maintained. The Ut'enne work Monday through Friday. We are currently catching up with the Nak'azdli buildings. Please be patient with us as there is a lot of grounds keeping to complete. When our workload gets a little lighter, we will be doing some work for our Elders. If you have any work requests, please contact me or leave a message with Dawn in the Social Development Office. Awetza. Musi.

*Cyrus Prince, Ut'enne Supervisor*

The Social Development Department supports the community in many ways through its programs. We have an open door policy and assist members whenever we can. Throughout the year our youth worker, family care worker and social worker have collaborated with families to provide support services in the following areas.

**Advocate and Liaise with**

- Ministry of Children and Family Development
- Schools/School District
- Family Maintenance Enforcement Program
- RCMP
- Doctors, Pediatricians
- Courts (talk to lawyers, MCFD) for families
- Counseling Services -Mental Health
- Various other public services
- Family Mediation or Family Group Conference Meetings

**Forms and Registrations Assistance**

- Court forms (Family maintenance enforcement, guardianship, court orders)
- Various application forms (employment insurance, income assistance—off-reserve)
- Daycare subsidy or registration
- Housing applications (Band, Metis, BC Housing)

**Provide Referrals**

- Counseling services  
Alcohol & Drug Treatment, family, personal
- Victims assistance  
Court order, assistance with youth interviews
- Legal Counsel  
Legal aid applications and follows ups

Throughout the year, our team worked on bringing the parenting program “Bringing Tradition Home”.



This program is aimed to presenting traditional values and cultural practices to help parents, grandparents and other family caregivers to raise health children in today’s urban Canadian environment. This program allows for the opportunity to customize the program specifically to incorporating the Nak’azdli Dakelh culture.

We had the great opportunity to participate in training and workshops this year including

- Parents Support Services Group Facilitation  
Circle Facilitation
- Northern Health  
Substance Abuse Training Workshop
- RCMP- (ICAT)  
Inter agency Case Assessment Teams
- FORCE Society for Kids Mental Health Webinars  
(Relationship, Behaviours, addiction, etc.)
- Crisis Prevention and Intervention for Northern BC  
Suicide Intervention Workshop

*Odette Folchi, Family Care Worker*

**H**adi, Nak'azdli Whut'en. My name is Nicola, but everyone knows me as Jan. I belong to the Lusilyoo clan.

It has been a great nine months since I began work at the Community Wellness Centre. We have been busy working all year with different projects. We've made quilts, vests, and shawls. We've also been beading vamps, making earrings, necklaces and beading on looms.

I have been learning and teaching how to prepare moose hides. It is a challenge right from start to finish and takes a lot of hard work. I would encourage more people to come out and learn this for it is a dying traditional art and part of our culture.

We have canned a variety of foods including pie filling, moose meat, bear meat, fish—also jams and vegetables. Frozen meat has been given out in food hampers to elders and mid-month co-op when we had it available.



During the winter months we provided soup and bannock every Monday. The Women's Group uses the Cultural Centre every Monday evening. And on Wednesdays the Elders teach the Dakelh Immersion Program, They sew, knit, bead, tell stories and reminisce about past experiences. We enjoy their leadership and feel privileged to be present.



We coordinated a winter camp which was very successful. We placed night lines and set a net under the ice during our stay. Every day we pulled fish out—ling cod, char and trout. We trapped martin, lynx and a mink. A few of the Band members in camp had never participated in any of these activities before. They learned things that they wished they were able to learn a long time ago. Our goal is to do this again next winter.

Fish and berries will be here soon. I invite everyone to come out to the Cultural Centre so we can prepare food for winter.

As part of my work at the Centre, I have attended a few workshops and earned some certificates. I feel very privileged to be a part of this community and to teach the cultural system.

Musi Cho.

*Jan Prince  
Community Wellness Centre Coordinator*



# Education

Hello Nak'azdli Whut'en, My name is Angel Ransom. I belong to the Kwun Ba Whut'en Clan. I am the daughter of Sharlyn and Dennis Ransom, Sr. and the granddaughter of Celina and John Lazarre and Elmer and Ann Ransom, I grew up in Fort St. James and Prince George and graduated from the University of Northern BC with a bachelor's degree in Environmental Planning with an emphasis on First Nations Planning.

I was elected for my very first term as a Band Councillor in September. This is a three-year term focusing on the education portfolio. I have spent the past 10 months getting oriented with Nak'azdli Whut'en Band business, participating on the Education Committee, and advocating for things such as the need for School Districts and local schools be more forthcoming about their strategic plans for aboriginal education, in addition to having a voice in curriculum development and the allocation of funding.

As stated by the National Centre for Truth and Reconciliation (NCTR) "Education is the key to reconciliation but only a true and complete experience in education can pave the path to relationships built on mutual respect and peaceful co-existence between Aboriginal and non-Aboriginal classmates, neighbors and community members in this country."

Nak'azdli Whut'en also supports the NCTR's vision of parallel processes to:

- Bring existing teacher and classroom resources forward to ensure easy access for all teachers and students



- Develop new resources through partnerships with education and community partners across Canada that can be shared by all educators for use and adaption
- Support teachers in the use of materials and resources made available through the NCTR network
- Educate and prepare teachers to teach a difficult but critical part of our history, always with the view of evoking reconciliation and respectful relationships between Aboriginal and non-Aboriginal students
- Partner with education systems to created stronger and better equipped support systems for teacher and students engaging in this important educational movement.

In closing, I just wanted to review the broader goals I set out prior to being elected (this information was shared at the all candidates forum):.



**Goal 1: Self-governance and cultural reclamation**

- Overall community well-being, safety, nation building, and formalization of a structure that is designed and agreed upon by our community, which integrates our culture and traditions into all aspects of the administration and decision making on matters related to Nak'azdli Whut'en people, land, water, resources and related programs and policies.

**Goal 2: Increased environmental protection and improved sustainable development**

- Ensure that Nak'azdli Whut'en lands, water and resources are protected to the highest standards possible and remain intact so that future generations can also enjoy what we do today. To start reclaiming and restoring areas that have been impacted from past and/or existing projects, activities, extraction and development. To continue improving the health and quality of our environment. Healthy environment, healthy community, healthy people.

**Goal 3: Identify areas of potential economic development to foster inclusion in the larger economy**

- Self-reliance and overcoming historical challenges and barriers. Improved community development (i.e. housing, infrastructure, and businesses) and quality of life. Increased education and employment opportunities. Increased community benefits and revenue. Decreased poverty.

Musi.

*Angel Ransom, Education Portfolio*

**H**adih everyone, my name is Wayne Sam, I belong to the Lhts'umusyoo clan. I've just completed my first three-year term on Council.

It has been a learning experience for me, especially on the Education Committee. It has been great to see all of our Nak'azdli students succeed on their educational journeys. Nak'azdli supports our students all across Canada towards success in their education.

The biggest success this year was our first Nak'azdli doctor, Dr. Lester Todd Alec, Congratulations! We are very proud of you. I am very happy to a part of the Education Committee as we help everyone receive the education they need to get their dream job.

I've enjoyed my first term on Council and working with the other Council Members. I appreciate their dedication and hard work and the dedication and hard work of Chief Fred Sam. I am letting my name stand for re-election as I look forward to serving our Nak'azdli Community again.

Musi,

*Wayne Sam, Education Portfolio*



First of all, I would like to congratulate Dr. Todd Alec on becoming Nak'azdli's first medical doctor. It's been a long road, but you did it! We are all so proud of you. I also would like to congratulate our high school graduates and all of the other post-secondary students on their accomplishments. We wish you well on your next journey. To the grade seven graduates, we wish you every success in your high school years.



Over the years, more and more of our people have realized that getting a better education is the way to go—either in the trades, certificate programs or a degree. It's cool to be in school!

For the last few of years we have been hiring some of our post-secondary students to work in our community—to come home and gain work experience in their chosen field of education or simply have the opportunity to work in their home community.

Every year NETS and Education hire summer students to work in various businesses. This provides them with some work experience for the future. These summer student jobs are considered a reward. Students must have attended school regularly and must be doing their best. Summer students must also be Nak'azdli members aged 15 or older and have a Social Insurance Number.

Administration of the nursery school program will be moved to the Nak'al Bun in the fall. Nak'al Bun staff continue to do a great job with the kids. I hope everyone has a nice summer beak.



Barbara Lessard retired at the end of this school year after 36 years. We wish her well in her retirement.

Career Counselor Desiree Whitely works hard for our youth, especially the high school students, youth conferences, career fair, homework program, and the youth council. She connects really well with Nak'azdli's young people. Good job, Desiree.

The current Education Portfolio Councillors are Angel Ransom and Wayne Sam. The Education Committee members are Louella Sam, Susan Crookes, Cassandra Thomas, Kristi Howell, and Laurel Danahey Thank you to all those who helped us add or change policies as we move forward to help our people get better education.

Corinna Coutoreille, Education Assistant also does a great job. She is very friendly and outgoing and takes an interest in all of our students. Corinna does most of the student correspondence, e-mail, phone calls, and visits—doing her best to keep in touch with our post-secondary students. Great job, Corinna!

Finally, thank you to Rose Thomas, Nursery School Teacher; Joanne Prince, Nak'al Bun Bus Driver, Alexandra Luggi and Sharon G., Nursery School Drivers and finally, Pete Erickson for filling in as bus driver when needed.

*Mark Prince, Education Administrator*





**M**y name is Desiree Whitely. I belong to the Lhts'umusyoo clan and I am the daughter of Lucy McKinnon and Wes Whitely. I am the Career Counselor for Nak'azdli and work under Mark Prince in the Education Department. This has been my second year in the position.

My main goal is to help as many Nak'azdli youth in grades 6-12, education and career wise, as possible. I talk with students about their career goals and help them figure out which courses will help prepare them for that career. I also help students figure out which schools best suit their career goals. My job is to help guide them, and help students along each bump in the road towards graduation day and post-secondary education and/or training.

I have implemented the After School Homework Program at the High School Library. I am there from 3:10 pm-4:30 pm each week on Tuesday and Thursdays. I do my best to assist students with their homework, but I am also there to see what they are struggling with and help them communicate this to their teachers.

If needed, I will speak with the teacher myself. This program has helped me create new relationships with students. New students continue to come by, even if it is just to visit.

The Education Department also takes Nak'azdli students to Gathering Our Voices each year. This annual Aboriginal conference is held each spring. Beginning in September, I begin budgeting, planning travel, recruiting interested students to attend, and planning fundraising events. By October we started fundraising to raise enough money to send 25 students and chaperons to the event in Victoria, BC. Last year we held loonie auctions, an Indian taco takeout lunch, spaghetti dinners, and a poker tournaments.

By March 2016 we raised a total of \$24,369! We were only \$3,00 short of our goal, significantly lowering the amount that the Education Department had to cover. We ended up with 22 Nak'azdli students on the trip, and 6 chaperons, including Corinna Courtoreille, Allison Moise, Elizabeth Sam, Chantel Thomas, Larry Sagalon, Jr, and me. The trip was amazing, and I'm excited to announce that next year's GOV will be in Kelowna.

Nak'azdli's Annual THINK BIG Career Fair took place on May 6-7 at the FSJSS Old Gym. We tried something new this year and made it a two-day event. Overall, it was a great event that took tons of planning and organizing. I believe next year we will continue to host it for one day. We had a few new vendors attend this year and we also had more people check it out. I'm excited to plan for next year's big day and continue to learn each year.

Another aspect of my job is overseeing the Nak'azdli Youth Council. NYC consists of 9 Nak'azdli youth in

grades 8-12. These youth serve as role models and voices for their peers. Their oath is to maintain their grades and attendance in a good manner, respect themselves and the community, and set an image for other youth to follow.

NYC meets once a month to discuss and problem-solve issues around our reserve—especially problems that relate to the youth. I organize their meetings, plan other new activities/training/projects, budget their money, etc.

In the winter of 2014 NYC, started to fill bags with snacks, hygiene products, gloves, hand warmers, etc. and distributed them to those in need. This project has continued each winter since then. They also hold a winter clothing drive, collecting winter coats, gloves, boots, etc., and distributing them to those who are without. Our students enjoy giving back to their community and helping out.

Each June, Chief Fred Sam invites NYC to attend the BC Chiefs' Summit in Vancouver. Our students are introduced to the whole hall and recognized for their work. Since last year's trip, we have toured three post-secondary schools. We will do the tours again next year when we have new members.

Five out of the nine members will be leaving NYC this year; four have graduated and one is moving. It is very bittersweet, and I am sad to lose them, but I am excited to create bonds with the new members. With that in mind, please let any interested youth know that there will be five openings on this council in September.

I enjoy my job and working with all of the youth that I have encountered. It was always a goal of mine growing up to work with our Nak'azdli youth and I wish to continue in this field.

I will be off for the summer but I cannot wait to get started on the 2016-2017 projects when I return in the fall. With that, I wish you all a fun and safe summer!

Tu'be Musi,

*Desiree Whitely, Career Counselor*



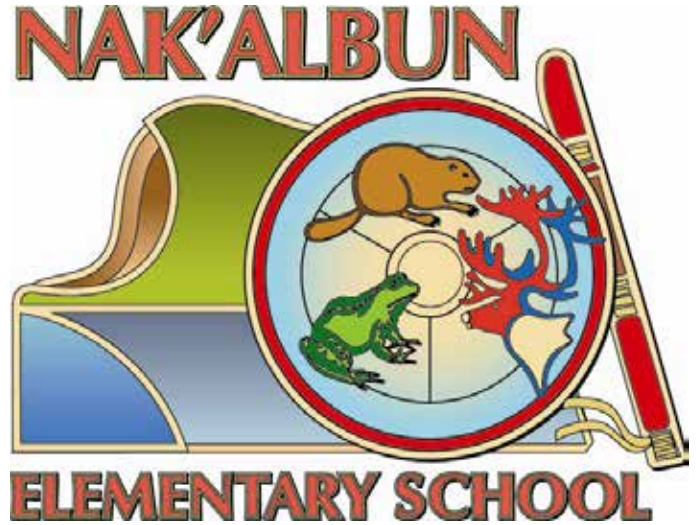
# Nak'al Bun Elementary School

We have had a great year at Nak'al Bun Elementary! Our school continues to be one of the outstanding First Nations elementary schools in British Columbia due to the constant academic growth shown by our students. Nak'al Bun is described as a "green" school because our reading scores show that our students are proficient readers and our results just keep getting better every year.

The school is completing its twenty-second year of operation under the Nak'al Bun School Society. The commitment of the Nak'azdli Band and the community are what make our school so successful. Your support is appreciated and reflected in our students' ongoing achievements, success, and happiness. We have also continued to receive tremendous support from the First Nations School Association (FNSA) and the First Nations Education Steering Committee (FNEESC)—especially in the areas of Special Education, Professional Development, and Professional Learning Community support (PLC).

## **Nak'al Bun School staff** for the 2015/2016 included

- Cheryl Jones-Large, Principal  
Cheryl Peterson, Vice Principal, Learning Assistance  
Rose Alfred, Administration Assistant
- Barbara Lessard Nursery (K4), 19 students  
Rose Sam
- Dawn Collins, Kindergarten, 20 students  
Nikki Martin
- Julie Rix, Grade 1, 20 students  
Treasure Fergusson  
Colleen Prince
- Danielle Currie, Grade 2, 13 students  
Becky Monette
- Andrew Mulroy, Grade 3, 18 students  
Dorelyne Swan



- Susan Erickson, Grade 4, 19 students  
Allison Moise
- Michael Caldwell, Grade 4/5, 10 students  
Dennis Cumberland
- Diana Erickson, Grade 6, 18 students|  
Jackie Rysz
- Sarah Johnson, Grade 7, 18 students
- Sara Sam, Carrier Language Culture  
Myrna Thomas  
Jolene Prince
- Norma Stent, Small Groups Teacher (Math/Reading)  
Tania Julian  
Melissa Isaac  
Phylis Martin  
Ursula Prince
- Karen Anatole, Foods Service  
Bev Prince, Foods Service
- Randy Rawluk, Maintenance
- Liv Porsnuk, Custodian  
Alec Prince, Custodian  
Janine Johnson, Custodian
- Joanne Prince, Bus Drivers  
Pete Erickson, Bus Drivers  
Alexandra Luggi, Bus Drivers
- Iris Gustafson, Accounts Manager
- David McDonald (MaxIT), Computer Support



Thank you to the staff and parents who have served on our PAC over the past year:

- Cheryl Jones-Large, Principal
- Colleen Prince
- Jamie Fraser
- Cheryl Peterson
- Corrina O'Bee
- Michelle Boschman
- Rose Alfred
- Melissa Isaac
- Gina Joseph

I would also like to thank all of the parents who supported our school throughout the year by donating items and working at the bake sale/raffle table at the bingo. The bingo is our primary fund-raiser and the money raised not only supports the items listed above, but also allows the school to purchase items that enhance student enjoyment and happiness in education.

Thank you to the Band Members who have served on our **School Council** over the past year. They are as follows:

- Rosemarie Sam, Chairperson
- Renada Walstrom, Vice Chair
- Michelle Boschman, Secretary
- Gina Joseph, Treasurer
- Corrina O'Bee, Director
- Caroline Bird, Director
- Rose Alfred, Secretary
- Mark Prince, Education Coordinator

The **Parent Advisory Council (PAC)** continues to support our students by sponsoring extracurricular activities including field trips, sports events, and cultural activities. They have also provided many incentives for the home reading program, which has encouraged a great deal of reading among the students.

The PAC helped with support for the door carving in our Carrier Room and they contributed to our Potlatch and our Feast Days. The PAC also supports the D.A.R.E. program and gives a bursary to a chosen Nak'azdli Graduate at our local high school.





- Making banuk
- Lahal
- Cooking classes
- Year end potlatch hosted by Lohjaboo (Bear Clan)

We would like to thank the Nak'azdli Band and the volunteers for their generous support towards the annual Heritage Week and Winter Olympics.

Our school's **Language Arts Program** targets each individual student's reading level. We continue to use the Read Well Program for Grades K-2 this year and the Reading Mastery Plus program for Grades 3-7; both are taught in small groups. This program allows us to provide differentiated learning and individualize our programs to the fullest extent for each student. Language Arts group sizes have remained small this year, thanks to our professionally-trained support staff. All students' reading is monitored throughout the year using the DIBELS reading test and bi-weekly meetings to monitor individual needs and concerns. The students also complete additional testing in May and June to assist the staff in planning to meet student needs the next year. These results will be available to all interested parties in September.

We have completed another year of **Saxon Math**, which has been very successful in improving basic math skills, vocabulary and problem solving. This program emphasizes continually practicing numeracy skills, rather than focusing on 'units' of learning to reinforce that lessons are not forgotten in the long term. Next year we will continue to improve our student's math skills even more, through further small group instruction at the students' ability level, with a strong focus on problem solving. Math skills have also been added to our WIN sessions for those students who need extra support.

It has been another very successful year for the **Carrier Language and Cultural Program** under the direction of Mrs. Sara Sam, Myrna Thomas, and Jolene Prince. In addition to the regular classroom curriculum, special outings and activities included the following:

***Outdoor Activities:***

- Setting fish nets
- Rabbit snaring
- Gathering tea and preserving
- Skinning marten, lynx, rabbit, and beaver
- Snowshoeing
- Campfire cooking
- Medicinal plant gathering

***In-School Activities:***

- Drum making and painting for the Grade 7 graduation class and Grade 6 class
- Art work for special occasions
- Beading looms
- Drumming and singing
- Language lessons
- Potlatch gifts



Part of our student success is due to the **WIN Program** (What I Need). Students work on targeted goals to improve reading and writing skills, especially if they are working at levels below the expected range for their peer group. We have seen a great improvement in reading scores as a result of this program. This program has been expanded to include Mathematics this year and the students have shown a marked improvement in most areas.

We follow the BC Ministry of Education curriculum to ensure that all provincial outcomes are met during our yearly programming. Our teachers are aware of the new curriculum set by the Ministry of Education and have already started to use the new ideas in their planning.

We would like to congratulate our Grade 7 students on their graduation. This year's graduates are:

Lynndale Alexander  
Rae-Ann Anatole  
Cole Burdeniuk  
Maiko Caldwell  
Cassius Charland  
Nolan Gilbert-Sampson  
Hailey Haskell  
Joshua Isaac  
Ruben Johnnie  
Elijah Moore  
Jocelin Morris  
Matthew Prince  
Badger-Lee Rossetti  
Tessa Sam  
Ethan Schlamp  
Dean Seymour-Kristoffersen  
Jordan Truber Short  
Theodore Turzanski

Best wishes in high school next year!

In order for students to be successful, they need to be in school and on task every day. School **attendance** is very important because students who are frequently absent are setting themselves up for serious academic problems as learning at school happens at a very quick pace. Our students are also in training for the job market and attendance is certainly important there as well.





provided in the regular curriculum. Major **co-curricular activities** this past year include the following:

- Skating-weekly November to March
- Reading Challenges
- Homework Club
- Recycling
- Sports Day
- Terry Fox Run
- School Travel
- Christmas Concert
- Skiing-two full days per class (unless no snow)
- Floor Hockey
- Book Fairs in Fall and Spring
- Basketball
- Track and Field events
- Cross Country Ski Coaching
- Jump Rope for Heart
- Knitting Club

We would like to thank all the staff, parents, students and community for your generous support of our Friday Night Bingos. Your support enabled a very extensive **student travel program**. The major outings this year were as follows:

- |             |   |
|-------------|---|
| June 1-2    | The Grade 4 class went to K'san                                   |
| June 6      | The Kindergarten class went to Vanderhoof to see the Bees         |
| June 7-10   | The Grade 6 class went to EDUCO                                   |
| June 9 - 10 | The Grade 5 class went to Barkerville                             |
| June 10     | The Grade 1 class went to see the Bees and the Cows in Vanderhoof |
| June 13-17  | The Grade 7 class traveled to Edmonton                            |
| June 17     | The Grade 2 and 3 classes went to Prince George                   |

This year we would like to thank all the parents who supported their children's education by getting their children to school every day. We celebrate their support by giving parents a "Coach" hoodie at our Awards Assembly when their child has not missed school or been late more than 15 times throughout the year. Our school has learned to document attendance trends and patterns and try to improve these numbers. There have been some positive results, but there is still a lot of room for improvement.

Another area where attendance counts is parental involvement in school activities. Our school has been pleased with the community involvement in our Heritage Week, participation in Feast Days, and the parental turnout at our new "Student Led Conferences". This event for our term two report cards had an excellent turnout and I sincerely hope this trend continues.

Nak'al Bun Elementary is committed to providing strong co-curricular programs, various clubs and field trips that allow us to offer our student activities not

Most of our major fundraising is done through our PAC bingo nights. The community support at these events helps us do so many extra things in our Carrier Language and Culture classroom, as well as provides extra funding for our year-end field trips as mentioned previously. We also have very lively 'Spirit Days' to help towards purchasing extra sports equipment and support for our yearbook fund.

We are very grateful for all the **help and support** we have received over the past year, both through financial donations and time. We have numerous people contribute their time and skills to improve the education of our students and would like to thank all for their involvement. A special donation of note was \$10,000 from CBIC towards our Carrier program for drum making materials and art supplies.

Our heartfelt appreciation goes out to the Nak'azdli Band Council and the Nak'azdli Education Council for their continued support of our school and their help in maintaining our high standards. Without the Band Council and the Education Council's support, our school would not be functioning as well as it is. Our staff is proud of their accomplishments and the achievements of our students, but these achievements would not have been possible without your encouragement and care.

We hope that the school will continue to grow and thrive for the sake of our children and the overall health of the village of Fort St James. We would like to thank everyone for making Nak'al Bun Elementary School what it is today.

Musi!

*Cheryl Jones-Large, Principal*



# Nak'azdli Education and Training Services

This year we hired a new *Team Leader*, *Caroline A'huille* to head the **Bladerunner Program**. The program had a very successful year. Bladerunners runs from September to June; we work with three groups of four youth in each session. For more information on this years' program, please read Caroline's report on the following pages.

The **FNESC Youth Mentorship Program** is proposal-driven and provides youth with valuable work experience that builds on knowledge and skills. There were four placements this year: Max Air, Nak'azdli Recycle Depot, Natural Resource Office and Nak'azdli Administration.

Every year both Education and NETS provide opportunities for high school students to gain skills and work experience through our **Summer Employment Program**. This year we hired two summer coordi-

nators to oversee the program—*Yvonne Gilbert*, *Summer Program Coordinator* and *Chantel Thomas*, *Assistant Coordinator*. They will manage and coordinate the Summer Student Employment program (15-18 year olds) and Aboriginal Community Enhancement Program (13-14 year olds) Each program is scheduled for 6 weeks.

We hired two Coordinators to oversee Weaving Our Way this year. *Lynne Leon*, *Program Coordinator* and *Program Assistant April Thomas* plan and implement this project. WOW is a group-based, 16-week program intended to increase employment readiness for Nak'azdli Whut'en, Takla Lake First Nation, Tlazt'en Nation, and Yekooche First Nation members. WOW increases awareness about jobs that are in demand, and provides personal development, career exploration, essential skills, literacy and numeracy, up-skilling, and job search skills.





Eleven students successfully completed the first year of the new **Construction Craft Worker Program**. They are now registered with ITA (Industry Training Association). Once the students complete their required hours they can complete their final year of studies and become a Red Seal Labourer.

Scarlet Security is a Canadian corporation that currently operates 10 Aboriginal Partnership Corporations and Joint Ventures in Alberta, Ontario, Saskatchewan, the Northwest Territories and Nunavut. They have been awarded the security service contract through Mount Milligan Mine. Scarlet Security, with assistance from Chief Fred Sam, sponsored a **Basic Security Program** in Nak'azdli.

Ten Nak'azdli members has successfully completed and passed the Basic Security Program, once the students become licensed they will be considered for future employment opportunities with Mount Milligan.

New this year:

- Labour Market Study
- Aboriginal Skills and Training funds
- Weaving Our Way Program
- Pipe Trades Foundation Program

This summer we are working on a **Labour Market Study Project** in partnership with PGNAETA. We will be holding focus group sessions, community surveys and employer surveys to identify labour market trends and create future goals that will help us in proposal writing and implementation.

Prince George Aboriginal Employment & Training Association (PGNAETA) recognizes community success. Their Spirit of Unity Awards ceremony is held annually in Prince George where First Nations community members are recognized for their achievement in their studies sponsored by First Nations Employment & Training Services funds.

This year's recipients are:

- Dakota Johnny, who successfully completed the Bladerunner Program and
- Brendan Bird, who successfully completed his third year in the Carpentry Program

*Amelia Start, NETS Manager*



In September of 2015, Nak'azdli Whut'en gave me the opportunity to become the Bladerunner Team Leader. I have thoroughly enjoyed this year and have met some wonderful youth throughout the three groups that have graduated so far.

Bladerunners is a 12-week program that includes job readiness, cultural teaching, and a two-week work placement. Our goal is to build community capacity, so we cost share with neighboring bands and include other community members in our training as much as possible.

The Bladerunner Program has been delivered excellence to our community for the past six years. I would like everyone to encourage our youth ages 16-30 who have not previously enrolled in the program, are out of school, and unemployed to apply for Bladerunners.

Bladerunners gives participants

- Pre-employment training
- Skill enhancement certificates to increase employability
- Career development support and guidance
- Job coaching, tutoring and mentorship
- An opportunity to experience trades in training
- Cultural activities and community events.

I also would like to commend our work placement site staff/managers for their continued support, energy, time, and expertise in training our youth. Musi to Ouellette Brothers and Construction, Nus De', Sana'aih Market, Bare Hands, Nak'azdli Health Centre, Nak'azdli Communications, Iberdrola, and the Nak'azdli Housing Department.

The following is a list of our youth who participated in the Bladerunners Program in the last year.

<b>Bladerunner Program Statistics October 2015-June 2016</b>			
<b>Intake Date</b>	<b># of Participants</b>	<b># of Certificates</b>	<b>Other Training</b>
October 2015	5	8 Job Readiness	Essential Skills Life Skills Cultural Teaching
January 2016	5	9 Job Readiness	Essential Skills Life Skills Cultural Teaching
April 2016	5	8 Job Readiness	Essential Skills Life Skills Cultural Teaching

Overall success rate for this year was 64% of participants achieved employment either after their work placements, or other organizations. None of the participants had applied for any formal future education.

Thank you for giving me the opportunity to work alongside our youth in their journeys, I have

*Caroline A'huille, Bladerunner Team Leader*



<b>Current Participant Activity</b>	<b>Group Success Rate</b>
<ul style="list-style-type: none"> <li>• Seasonal full time employment.</li> <li>• Employed part time/seeking full time employment</li> <li>• Unemployed</li> <li>• Employed part time</li> <li>• Seeking employment</li> </ul>	<p><b>60 percent</b> of this group has obtained either part time employment to full time employment.</p>
<ul style="list-style-type: none"> <li>• Two part time position/seeking full time employment</li> <li>• Seeking employment</li> <li>• Seasonal full time employment</li> <li>• Worked part time/seeking employment</li> <li>• Employed full time</li> </ul>	<p><b>80 percent</b> of this group has obtained either a part time to full time employment.</p>
<ul style="list-style-type: none"> <li>• Did not complete program</li> <li>• Seasonal full time employment</li> <li>• Full time employment</li> <li>• Seeking employment</li> <li>• Seeking employment</li> </ul>	<p><b>50 percent</b> of this group has obtained full time work after they completed their work placements.</p>

# Nak'azdli Development Corporation

**H**adi sul dene. First of all, I will introduce the new Board of Directors for Nak'azdli Development Corporation: Lynne Leon, Ellen Prince, Dwayne Martin, Marlene Erickson, Gary Page, Bob Motion, and Alyssa Krause. These directors were appointed by the Band Council in the last year.

I will remain President and Chairman of the Board until I leave my post this fall. I agreed to this arrangement only for the transition period. The Board will be involved in hiring a new Economic Development Officer and CEO, who will serve as the senior advisor and administrator for existing Band business and future developments.

There was not much development during 2015-2016, other than trying to maintain our existing businesses. Each of the managers will give a brief overview on the challenges they faced this year.

The number one priority for me this year was developing a new structure for Nak'azdli Development Corporation, so that it can be operated efficiently. I thank the Band Council for their involvement in moving this forward as they revise the Band's overall structure.

**Nak'al Koh Logging, Ltd.** was also reactivated by purchasing a fleet of trucks to haul logs for Band-owned licenses and for other contractors.

**Nak'azdli/Summit Camp and Catering** is a partnership agreement between NDC and a company out of Smithers. This joint venture was formed in anticipation of the TransCanada pipeline PRGT line being constructed, at the moment it is a shelf-ready company.

**Nak'azdli LP/Scarlett West Coast Security** is a joint venture that resulted from the negotiations between



the Band Council and Thompson Creek Metals, Ltd. This company will provide security for the operating mine at Mount Milligan.

The Board approves of the plan for **Nak'al Koh** to take over the log harvesting for future forest licenses. This will require support from the Band Council to guarantee a loan to purchase logging equipment from the existing contractor or to get new equipment. My suggestion to the Board is to buy the used equipment simply because of cost.

**TABA/Nak'azdli** joint venture has not been finalized and will need to be completed if the TransCanada PRGT line gets approval to be constructed. The agreement will likely change if the Band-owned logging company has the capacity for more involvement. This is a decision the NDC Board will review.

The **Ecofor/Nak'azdli Limited Partnership** will be formed with a local company so that the Band can participate on the ground arch studies and environmental studies for natural resource projects.



NDC and the Band have no impact benefits agreement in place for the **Veolia/Fort St James Bio Energy Project**, although negotiations have been going on for the last five years. I am hoping that there will be an agreement in place before the new year when it may finally start operations. There are three components that need to be finalized.

- **Commercial investment** They are offering to loan the Band 3.33% of funds at no risk, should the project fail. Fengate Canada has the most investment in this project. They are a public company that invests Canada pension funds, therefore they are restricted on the percentage charged for loans. In our case they proposed 11% interest and now have lowered the rate to 8%. The company will collect the loan over the period of the plant's operation.
- **Fiber Co.** This is a company being formed by the Veolia/FSJ bio energy plant to buy all the wood fiber to feed the power plant. The ministry of forest has offered 350,000 meters to the company. No license has been signed off.  
First Nations Bands have been offered 250,000 meters for 7 years to participate as partners to the Fiber Co. company. Again, a license has not been accepted. Conifex and Apollo have not agreed to a residual agreement for their waste. I expect they will eventually reach an agreement.
- **Employment and training** The plant in operation will only employ 25 people. These will be trades people. We can only encourage First Nations to get their trades requirements, if they want to be employed there.
- **First Nations Politics** Due to the over 200 court cases won by First Nations on rights and titles over the last 40 years, the landscape for economic development on First Nations territories has changed

drastically. The Government of Canada and British Columbia require complete consultation and to a large extent full and prior consent before major projects are approved. Forestry, mining, LNG, and major natural resource extractors are all required to deal with First Nation Bands to reach economic, environmental, and benefits agreements before consent is given.

I mention these developments to remind our Council and our members that the NDC Board has a very difficult time in making decisions to support a business project, when they themselves have to deal with the political, and environmental issues that the community opposes.

Concluding this comment my only suggestion is that the Keyoh Holders, Council, and administrative staff find a way to work together as we move forward. We cannot oppose everything. We need to be creative in exploring employment for our people and targeting our students to earn professional degrees that will assist us in making rational decisions into the future.

The main priority for the Board is to be very conscious of the regional natural resource sector, so that they can prepare themselves to get involved in business opportunities

Awetza.

**Leonard Thomas**  
**NDC President and Chairman of the Board**



**N**ahounli Creek Gas Bar & Café opened February 8, 2014. Our customer visits grew by 11,482 visits in 2015-2016, with our total visits totaling 106,527.

Throughout the 2015-2016 fiscal year, Nahounli Creek Gas Bar & Café employed a total of 18 people. Our sales have increased by almost 13%. The new pumps were installed in July with our fuel sales increasing to 514,169.680 liters—up by 76,000 liters.

The restaurant has extended its hours from 7 am to 3 pm, 6 days a week. It is still closed on Sundays. Our menu includes homemade pies, fresh fruit and veggie trays, and freezer meals. We also offer catering.

We still have a long list of upgrades and repairs that need to be completed. First and foremost is the replacement of the weather stripping around all doors. That is our number one priority.

Nahounli Creek Gas Bar & Café continues to grow each year and I feel this growth is a reflection of the service and hard work of all of our staff. I would like thank them and all of our customers. Have a great summer and please play safe.

*Carol Magnus, Manager  
Nahounli Creek Gas Bar & Cafe*

**C**arrier Food & Fuel, Ltd. would like to welcome everyone to Nak’azdli’s 30<sup>th</sup> AGA. We have had another successful year with sales of \$9,495,000. To reach these sales, we spent \$7,809,000 on goods (gas, food, etc.).

This year Carrier Food & Fuel contributed \$475,000 to benevolent activities:

Tl’oh Forest Products .....	200,000
Fas Gas .....	100,000
Sana’aih Market.....	75,000
Nak’al Bun .....	75,000
Ts’oodune Recreation.....	25,000

Last year we replaced our car wash doors at a cost of \$21,225. Our total payroll for last year was \$950,000.

In 2016, we plan to repair the parking lot and upgrade our gas pumps at an estimated cost of \$400,000.

In closing, we would like to wish everyone a safe and happy summer.

*Gary Miller, Carrier Food & Fuel Manager*



**N**us De Environmental Services, Ltd. was established in 2013 to provide employment for local individuals in the environmental services sector. In the last two years, Nus De has diversified its operations to include work in the forestry and mining sectors as a means of maintaining long term employment and profitability and to remain a well positioned business in the resource sector.

Our company experienced an operating loss for the fiscal period ending March 31, 2016. This is attributed to the downturn in the LNG sector and reduced profit margins in the forestry sector. Investments in training and work experience were made to ensure individuals are ready for work in the future.

In an effort to diversify and ensure the long term longevity of the company, Nus De expanded its operations into the forestry sector in 2015. The company completed field work with companies such as Ecofor, Archer, Dunkley, KDL and others and provided employment to community members through these projects. Nus De also obtained two contracts with the Ministry of Forests to complete brushing and burning. These contracts provided work to community members into December of last year.

Currently Nus De is involved in field studies on the Pacific Trails Pipeline and the Coastal Gas Link, however, the amount of work is minimal compared to previous years. On the forestry side, Nus De is completing a planting implementation contract for the Ministry of Forests and is working with the local Forest Region to secure contract work to provide long term sustainability and employment for the company.



Given the current financial situation of the company, we have implemented cost saving measures, including trimming our administrative staff and limiting expenditures while ensuring the company is well positioned to take advantage of any opportunity that fits within the vision, mission and values of the company and the community.

Nus De continues to strive to seek employment opportunities in the resource sectors to employ individuals and build local capacity. By continuing to be respectful of the traditional uses of the territory and providing economical services to industry, we will continue to grow and expand within the region.

Respectfully submitted,

*Chad Lantz, RFT*  
*Nus De Environmental*

**H**adih, Nak'azdli Membership. I am pleased to report this has been the most successful year at the Sana'aih Market yet! We saw an increase in revenues in the amount of \$383,912, pushing us over the five million mark. We finished at \$5,292,567 in sales for the 2015 fiscal year—an increase of 8%. The Market also saw an increase in the number of customers shopping by 8,107 or close to 5%. With inflation factored in at generally 2-3%, the market continues to show growth far beyond the industry norm. The next barrier to break will be six million dollars in sales for one year. I hope this will occur within the next few years.

With this growth there have also been some ongoing challenges such as staff turnover, which continues to be a problem. Hopefully the upcoming increase in the minimum wage helps to rectify this issue. Another challenge we face is the continually rising costs of groceries, especially in the meat department. Unfortunately, these costs must be passed on to the customer or the Sana'aih Market will not survive. I strongly believe our prices are extremely competitive, even when compared to the Prince George area.

I would like to remind the membership about the advantages we have over our competition, namely our bakery, deli, and meat department (which does have a certified butcher). All of our departments—including produce and grocery—welcome special orders and will strive to provide the best customer service possible. We do require as much notice as possible on special orders, but understand that is not always possible. I would also like to remind everyone about our tax-free shopping offered to all status-holders on everything we sell at the Market.



My favorite part of being the store manager is receiving a compliment about a team member's exemplary customer service or some other positive aspect of that person's position. I immediately go to that person and pass the compliment on, which is generally well received. Every person at the Sana'aih Market works extremely hard day in and day out. Without their dedication the Market would not be the success it is turning out to be. In closing I would like to wish everyone a happy summer. Stay safe!

Snachalhya,

*Jay Gregg, Store Manager  
Sana'aih Market*

**N**ak'al Koh Logging, Ltd. originally began operation in April 1996 as a full service, stump-to-mill, harvesting operation and operated in this manner until 2011.

In June of 2015, Nak'al Koh was resurrected to provide trucking services for local industry, primarily First Nations Timber Harvest Licenses. Working together with six local contractors in our first year of operation, delivering over 2000 loads of logs to seven surrounding sawmills, Nak'al Koh has been able to meet our mandate of providing local employment opportunities to both status and non-status community members and build a reliable and respectful reputation in local and surrounding industry.

Nak'al Koh's vision is to provide sustainable, long term employment for its employees, while supporting and recognizing both their personal and professional achievements through education and team-building initiatives. With the opportunity to collaborate with harvesting operations, Nak'al Koh looks ahead to future growth and opportunities for local employment, as well as sustaining a viable business model based on respect and support—of our people, traditional values, the land, and the safe management of all.

Nak'al Koh Logging, Ltd. strives to be an ambassador in support of traditional lands and cultural values in local resource-based industry and takes pride in the achievements of our individual teammates as well as our successes collectively in local industry.

Respectfully,

*Dean MacDougall, Manager  
Nak'al Koh Logging Ltd.*

# Natural Resources

I have completed my second year as the Natural Resource Councillor this has been a very busy year for the Natural Resource. The following are some highlights.

The main priorities have been around continued relationship building between Keyoh leaders and government and industry that have interests throughout the Nak'azdli territory.

We held our first Natural Resource Committee meeting on June 3, and look forward to the guidance and support the new committee will bring to the Natural Resource department, Council, and the community.

The Natural Resource office has been actively reviewing and responding to the proposed Natural Gas projects being proposed in our territory.

On June 14 2016, the Council unanimously agreed not to sign any agreements related to the LNG industry. As a community we need to figure out next steps when it comes to the proposed Natural Gas pipelines.

The Natural Resource staff continues to represent Nak'azdli at the many tables associated with the Collaboration agreement and the Environmental and Socio Cultural Initiative Agreement. These agreements are between the CSTC member Nations and the Province of BC and related to the proposed LNG pipeline proposals.

After multiple attempts to reach an agreement with the proponents associated with the development of Mt. Milligan on April 22, 2016 the Nak'azdli Council and Thompson Creek Metals signed an Impact Benefit Agreement. This is an agreement to benefit all community members.



On July 5, 2016, Thompson Creek informed Nak'azdli that they have sold the Mt. Milligan project to Centerra Gold, the signed agreement has protected the priorities Nak'azdli put forward, such as protection of the environment, continued access to the mine site and a revenue stream to the community from resources being extracted from the territory of Nak'azdli.

One of the exciting developments in our Natural Resource Office is our commitment to develop a Guardian Program. This program once up and running will uphold our responsibility to be the stewards of our territory. Nak'azdli members will be the ones monitoring and protecting our territory.

On June 30th the Federal Court of Appeal ruled that the BC government failed to properly consult First Nations on the Northern Gateway Project and announced that the approval of the project has been overturned. This was a great day for all nations fighting to defend our way of life.

I want to acknowledge the hard work of all the staff in the Natural Resource office, thank you for your commitment to protecting Nak'azdli territory for all members

*Anne Marie Sam, Natural Resources Portfolio*

**O**n behalf of the Natural Resources Staff, I would like to thank all members for the opportunity to have served you for this past year. We take our responsibility to care for the land, water, and air on your behalf very seriously. It has been a very busy year and what follows is a brief report on our activities and highlights of some of our work. If people would like more information, we are open to visits, phone calls, and emails to our office

Our staff includes Colleen Erickson, NR Manager; Evan Prince, Robin Young, Rosemarie Sam, Tina Erickson, Tia Konig, Charmagne Moise and Catherine Lessard, who will be working part-time in our office. We expect to hire one more staff member to develop a water management guide for Nak'azdli.

A Natural Resources Committee has been formed! The present members are Sharon Bird, Kenny Sam, Debbie Prince, Pete Erickson, and Dwayne Martin. These individuals put their names forward to sit on the committee which will advise the staff on natural resource matters. We are looking forward to working with the committee and expect it will alleviate some of the pressure on Chief and Council. Members are welcome to come and ask questions or make suggestions.

### *Colleen Erickson, NR Manager*

**H**ello, fellow Nak'azdli Band Members, My name is Evan Prince and I am the Referrals Coordinator for Nak'azdli Natural Resources. During the past year I was assigned to the Pacific Trails Pipeline. At the present time, PTP has no plans to work until after 2016. Another task that I share with Tina Erickson is membership in a water sustainability group made up of several Bands throughout BC.

The biggest part of my job is processing the referrals that industries send to contact and inform Keyoh

holders when development is happening on their Keyoh. When we receive a referral, we identify which Keyoh is affected and contact the spokesperson to ask if he/she would like to meet with the proponent or Ministry to discuss concerns relating to the referral. We arrange a date and time that is agreed upon by all parties. If the Keyoh member wants our assistance in any way during the meeting, we do our best to help them with their concerns.

Robin Young has been helping me enter referrals in the Referrals Tracking System. (RTS). The number of referrals entered into the RTS during the past year was 952. We expect an increase in referrals because we are now getting referrals for water licenses within our territory.

If you have any questions, we here at the Natural Resources Office will find answers for you. We have regular monthly meetings with the Ministry of Forest, Lands and Natural Resource to discuss completed and pending referrals.

### *Evan Prince, Referral Coordinator*

I began my position with the Nak'azdli Natural Resource office on January 4, 2016. I serve dual roles in the NR Office—Referral Assistant and Keyoh Liaison. For this report I will focus on my role as Keyoh Liaison.

I have engaged with a few Keyoh holders and have started to go out on field days to their Keyoh. While out in the field with a Keyoh holder, I gather information that pertains to their specific Keyoh. For example, I make note of proponents that currently have activities on the Keyoh and take photographs of areas that have been altered by proponent activities.

I gather traditional knowledge from the Keyoh holder, if they choose to share. The knowledge shared allows me to make note of any traditional areas that need further attention. An example would be the marking of traditional trails used by trap-line holders. A trail system pointed out to me was overgrown and no longer used, however, as a historic trail system, it could be marked on a GPS system. I expect throughout the course of the summer and early autumn months to take Keyoh holders out on field days to their Keyoh, to gather both traditional knowledge and any concerns they may have.

I've created and now use a Field Report Form, specifically for Keyoh visits. The main focus of the field report is to record information on what each Keyoh has, in terms of a traditional use inventory. I have included a Photo and Map Section, as I realize that each Keyoh region may have differing plant and animal species, terrain and watercourse systems.

The reason I've created the field report form is for two specific reasons: 1) Keyoh holders will have a record of a field visit and can reference any material contained in the field report when speaking to proponents. 2) Keyoh holders will have their traditional knowledge recorded and if permission is granted, it can be shared with people who wish to learn more about the Carrier (traditional) lifestyle lived by Keyoh holders.

My role as liaison for Natural Resources is continuously evolving. Keyoh holders who have come to me with their concerns see it as an important role and my hope is that I can be a bridge to close the gap between their concerns and a possible solution to those concerns.

*Robin M. Young, Natural Resource Liaison*

**M**y name is Rosemarie Sam. I serve as a Research Assistant for the NR Office and handle LNG referrals. My main responsibilities since reporting at the March AGM include:

- Reviewing and meeting with the Oil and Gas Commission on applications for the different projects and assisting Keyoh with referrals
- Stewardship Planning for a Keyoh Group with UBC Environmental Research Department, Terre Satterfield, Leslie Robertson and Jonathan Taggart
- Sitting on the Community Communications Working Group with Coppermoon which informed community, Keyoh, and Council regarding the two TransCanada projects
- Working on the Peace Williston Fish and Wildlife Compensation Program Board, and coordinating Nak'azdli's participation in other fish and wildlife projects, such as the Caribou surveys along with Charmagne and Robin

We have also been involved with a Stewardship Working Group. This Working Group is tasked with implementing section 1-9 of the ESCIA on behalf of all the communities. These are some of the items we are working on:

- ***Spruce beetle presentation*** A provincial initiative for reporting a spruce beetle outbreak in a Keyoh or anywhere in the territory that would be helpful in managing the spruce beetle.
- ***Sec. 6; Monitoring/Aboriginal Liaison Working Group*** New Liaisons include Catherine Lessard for the Nak'azdli, Tl'azt'en and Takla communities and Juanita Heron for the Stelat'en, Saik'uz, Nadleh and Burns Lake Band communities. Catherine will sometime be working out of the Nak'azdli NR Office. She is excited to become more familiar with the Keyoh holders and what their expectations are in regard to monitoring.





- **Sec. 4.3 Collaboration Matrix** This is a policy whereby the BC Oil and Gas Commission [OGC] will establish a collaborative process with First Nations communities. Instead of informing us after all the plans are made, then consulting us and expecting our approval; the OGC will expect the companies to include us and the OGC while plans are being prepared. Ideally, a FN community would be involved from the beginning so that by the time OGC has to approve any applications or permits, they know where the community stands. The collaboration matrix will apply to the OGC applications and will likely be adopted to other Natural Resource Sector applications
- **Mt Milligan amendment update** EA amendment approved May 26, 2016

- **Environmental Stewardship Initiative** The work plan for the projects is finalized and there will be upcoming community engagement on this.

**Rosemarie Sam**  
*Natural Resource Research and Referrals Clerk*

Since I started in January of 2016 I have researched six different guardian programs. Along with Rosemarie Same, I take part in the Stewardship Working Group at the CSTC level to learn about regional initiatives. This is helping me to develop a stronger framework for the Nak'azdli program.

I have been engaging different segments of the community including the Elders, youth, Keyoh holders and the men/women's groups. Eventually I will be able to build our program in accordance with Nak'azdli's view of protection for our land and resources.

I have also started to take some field trips to gain knowledge and experience in what the program would entail on our land. To date I have visited Inzana, Chuchi, Tchentlo, Germansen Lakes and the Mount Milligan area. These trips have led me to begin compiling the necessary policy and procedures required by Occupational Health and Safety and field gear.

Robin Young, the Keyoh Liaison and I have begun taking Keyoh holders out to document their stories and concerns. This information will be compiled for easy reference when we make our future patrols to ensure follow-up on issues identified to our program by the people of each Keyoh. I am finding that the Guardian Program will be a valuable asset to our referral process as well.

### *Charmagne Moise, Guardian Project Developer*

**T**he Collaboration Working Group keeps track of the information flowing out of the following tables/working groups:

- **Forestry Table** Leonard Thomas represents Nak'azdli at this table. It is being led by CSTC Tribal Chief Terry Teegee, a negotiator who has experience in forestry financial management, with assistance from CSTC staff and the Chiefs. They have initialed an agreement and have committed to finalizing a Forestry Agreement with CSTC by the end of the year.

- **TSR (Timber Supply Review) Working Group**  
This table is being led by Dave Radies who works for Takla and Renel Mitchel who works for TI'azt'en. I sit at this table and have learned a lot! Thanks to Dave and Renel, we have obtained a lot of data from the Province regarding wildlife habitat (moose, grizzly, caribou), models that support how they allocate the annual allowable cut (AAC), etc. We are optimistic that the Chief Forester will listen to our arguments regarding the need to not only reduce the AAC but to begin to think about managing forests for biodiversity not just profit. Do you know that the forests that have been replanted will not support all wildlife? We need to remind them constantly that our Aboriginal Rights and Title are being affected.
- **Forest Stewardship Plan Working Group**  
Presently the only one working with the Province on behalf of all the CSTC communities is Lisa Krebs, who works for Takla. She continually invites the other communities, but we are all stretched to the limit with all of the other work that has to be done.
- **Atmospheric Benefits Table** Though there has not been a lot of movement at this table, the CSTC is planning to negotiate an AB Agreement with the Province for the whole of the CSTC territory.
- **Title Table** Eventually it is expected that the Chiefs will turn their attention to the Title Table. It may provide a mechanism to establish the 'final' boundaries of our territories. After Tsilhqot'in, there has been much talk about Strength of Claim and Title.
- **Blackwater Project** This has been led by CSTC, Saik'uz, and Stella in collaboration with New Gold. This table has started on a collaboration matrix (basically the same procedure that Rosemarie described in her report) which involves the company. They continue to negotiate.

- ***Kemess Underground*** CSTC and Takla are participating at this table. Not aware of any other communities that are invited/involved at these two mining tables. In the beginning, it was assumed that all seven communities would participate because the “collaboration matrix” is being developed and it is supposed to be a model that all seven communities will agree upon.
- ***Language/Culture, Education, Skills and Trades*** Nak’azdli has received three different pots of money for these three areas. The monies are being managed by the Education Department. If you have ideas for projects that will support learning our language or culture, providing culturally relevant programs/courses in schools or colleges, or preparing for trades, the Education Department will be happy to speak to you. There are two projects under consideration at the moment: CLS wants to design a language toolkit and Winnie Sam’s Kids Cultural Summer Camp.



there is **no** agreement in place on how benefits are going to be shared. An example is the monies for language projects. Nak’azdli proposed how the monies should be shared based on population and were outvoted at the Chiefs’ table; the monies were divided evenly. The result is that Burns Lake Band with a population of less than 150 gets the same as Nak’azdli at 2000.

**Concerns that will be brought up at the AGA:**

- Nak’azdli was a signatory to both the Collaboration Agreement and the Environmental Socio-Cultural Initiatives Agreement. These agreements obligate Nak’azdli to continue participating at some of the tables for the next two years. During the negotiations of these agreements, we made it clear that Nak’azdli will continue to take care of its own business. We participated with the other six communities to give some of the smaller bands an opportunity to work on such things as the collaboration matrices, monitoring programs, and get more money for language, culture and education initiatives.
- The major problem that Nak’azdli faces while participating with the other CSTC bands is that

- The other problem facing us is the overlaps that have occurred in the past year. We went into negotiations based on the 1982 map that was tabled with the Province. Less than a week before our agreements were signed off, Takla produced a new map claiming all of Inzana and the Nation Lakes. They received two pipeline benefits agreements as a result; originally they only had the Spectra line in their agreement. The new map allowed them to claim rights on the PRGT line as well. We are all expecting that neither of the northern lines will be built. The problem is that now Takla also will benefit more at the forestry table, the atmospheric benefits, and possibly future water management policies.
- Fish, fish and more FISH! We will have an update on fish Monday morning.

*Tina Erickson, Natural Resource Research Coordinator*









