

SAIK'UZ FIRST NATION
ANNUAL GENERAL
ASSEMBLY

Information Booklet

2021-2022

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CHIEF & COUNCIL

CHIEF PRISCILLA MUELLER'S REPORT

Hadi Saik'uz members, I hope you are enjoying your summer!

Our last AGA was in November of 2021 which was later than normal but because of Covid we had to change the date and here we are again at our 2022 AGA.

We've had some big changes in our administration office since our previous General manager, Tracy Appel, decided to take on another position elsewhere. This left us with some uncertainty in the Saik'uz administration as this is a critical role.

We asked Cora McIntosh to take on the position as the interim General Manager. Council then felt that she was the right person to fill the position and offered Cora the position full-time and we were glad when she accepted. We are so very happy that one of our own, who has University training as well as many years of experience working with our people, is now working for Saik'uz Whut'en. Cora graduated from UNBC with her degree in Aboriginal Environmental planning in Dec 2021.

We also lost our Health manager, Regina (Thomas) Carlson and we want to congratulate her on her marriage and wish her the very best in her future endeavours! We were very fortunate to be able to offer the position to Vanessa Vandelaar, who gladly accepted the position. Vanessa was raised here in Saik'uz and is another University graduate with her degree as an LPN (licenced nurse) in May 2021.

Some of the work that I am involved with and continuing from our last AGA:

CARRIER SEKANI TRIBAL COUNCIL (CSTC)

We held a special assembly on June 1, 2022. At that time the constitution and by-laws were updated, and the board voted to eliminate the position of the tribal chief. One of the main reasons for doing this is the organization cannot afford to hold the position. The CSTC Chiefs will be speaking on behalf of their communities. We are scheduling a planning session to look at where the organization is going and what we can do to make positive changes.

CARRIER SEKANI FIRST NATIONS (CSFN)

The CSFN entity deals with governmental engagement with the province and with the Federal government. The focus of this organization is the Pathways agreement and the implementation of the recent developments in Forestry.

Amber Teed will be presenting a breakdown of all the Pathway dollars Saik'uz has received.

Forestry is a big part of this agreement and Jasmine has been sitting at this table on behalf of the Saik'uz Chief and Council. She will be giving you an update on her report, and I want to acknowledge her for all your hard work to get this file to where it is today. We have made huge steps forward when it comes to forestry.

INTERAGENCY MEETINGS WITH CARRIER SEKANI FAMILY SERVICES (CSFS) AND THE MINISTRY OF CHILD AND FAMILY DEVELOPMENT (MCFD):

Saik'uz meets with MCFD and CSFS on matters related to Child and Family Services. Our Wellness Committee has been very actively engaging with the two organizations to make sure we have input in decisions made on behalf of the families. I would like to recognise council member Alison Johnny for all her hard work advocating for our children and holding MCFD and CSFS accountable for the role that they play when it comes to decision-making. I would also like to welcome our new Prevention team, Claudia Johnny Martin is our designated worker, Ashley Antoine is our Cultural Youth worker and Shelby Hatley is our admin assistant.

We will also be working with CSFS to renovate the Multiplex. We want to be able to do more activities with our families and have more community gatherings in the building.

CSFS will be breaking ground this summer for the new Healing and Treatment centre at the Tachick Lake resort site.

BEDNESTI LOG BUILDING

We will be moving the log building from Bednesti to the Potlatch grounds. Jason was able to secure funding from community futures for the move. Council felt that this would be an

ideal spot for the beautiful building. With the Tachick resort closing, we have an opportunity to come up with a business plan for the campground.

VANDERHOOF DISTRICT COUNCIL

We have quarterly meetings with the District of Vanderhoof and on Indigenous People Day, along with Vanderhoof Council, we raised the Saik'uz flag at the district office. Their council is committed to continuing to build better relationships between our communities and they will be signing an MOU with the Nechako First Nations (NFN) and the Regional District of Bulkley Nechako (RDBN) to show support for the Nechako River.

CO-OP BOARD

Our council have attended the Co-op Board meetings to improve the relationship between our members and their organization and will provide cultural awareness to all their staff.

PRINCE GEORGE REGIONAL CORRECTIONAL CENTER

Our council had two meetings with Robert Gagnon and staff to discuss ways to bring cultural support to inmates at the centre. We will be signing an MOU to give us a guideline on what our relationship will look like and how we could work together. Robert will be at our AGA to do a presentation on their program.

RIO TINTO ALCAN

Saik'uz and Stellat'en First Nation filed an appeal in February 2022 with BC courts of appeal in our efforts to hold Rio Tinto Alcan responsible for the harm done to the Nechako River. And we won't hear what the decision will be until early in 2023.

We are still in talks with Rio Tinto to come up with an agreement where both parties agree to solutions to restore the river. It hasn't been easy, and we were hoping to have an agreement in place by now, but this hasn't been the case as Rio Tinto has not been fully cooperative. Council member Jacqueline will give you an update during her report. I would like to thank and acknowledge all the hard work that she

has done on this file. It has been hours and hours of negotiations on behalf of our Nation.

BACKGROUND: RIO TINTO ALCAN IMPACT ON THE NECHAKO RIVER

PRESS RELEASE ISSUED BY STELLAT'EN AND SAIK'UZ FIRST NATION

In the recent British Columbia Supreme Court case, the Saik'uz and Stellat'en First Nations sought to hold Rio Tinto Alcan (RTA) liable for damage caused to their fisheries by the operation of the Kenney Dam and the diversion of the Nechako River.

Situated in the northern interior of BC, the Nechako River is one of the largest tributaries of the Fraser River. The Saik'uz and Stellat'en have lived in the Nechako River watershed since long before colonial incursion began and have relied on the area for countless generations for physical, cultural, and spiritual sustenance.

History

In the 1950s, British Columbia authorized the construction of the Kennedy Dam and reservoir in the Nechako's headwaters to divert water to generate electricity for the Alcan aluminium smelter in Kitimat that is now owned by an Australian mining company, Rio Tinto. The diversion dramatically changed the annual flow patterns of the river and has created profound effects on the geomorphology of the surrounding ecosystem.

While most dams ultimately release the water, they hold it back into the same watershed in which it originally flowed, most of the water impounded by the Kenney Dam is never released back into the Nechako River. The upper Nechako River now receives only 30% to 40% of its pre-dam water volume in an average year, and the timing of when RTA chooses to release water results in dramatic changes to its annual water flow pattern, or hydrograph.

Throughout the 1980s and 1990s, RTA entered several rounds of litigation with the federal government and the Department of Fisheries and Oceans over a variety of issues related to access and control of the water and the flow regime. Despite repeated attempts during these eras to make their concerns known, the Saik'uz and Stellat'en were not consulted about the impact on their rights, economic development, or culture.

In 2011, the Plaintiffs brought an action against three defendants: RTA, the government of British Columbia ("BC"), and the government of Canada ("Canada"). In doing so, they asked the Court to find that they had constitutionally protected Aboriginal rights to fish in the Nechako River and its tributaries. They also asked the Court to find that RTA, through its construction and operation of the Kenney Dam, was interfering with those rights by causing harm to sturgeon and salmon in the Nechako watershed. Finally, they asked the Court to recognize that interference as a private nuisance, and order RTA to release more water into the river to prevent further harm to fish. All of these points were the subject of extensive evidence and argument over the 189-day trial that began in October of 2019.

Recent Decision & Appeal

On January 7, 2022, the British Columbia Supreme Court released its judgement. In the result, the Court agreed that the Plaintiffs have constitutionally protected Aboriginal rights to fish, that the Kenney Dam has and continues to harm sturgeon and sockeye populations, and that RTA had committed the tort of private nuisance. However, the Court found that RTA could not be held liable because it had followed the approvals granted by the government. In doing so, the Court declared that, in light of its findings, both Crown governments have a responsibility to take action to protect the Plaintiffs' rights and the fish upon which the rights depend.

Significantly, the Court found that the Aboriginal right to fish can serve as the basis for a nuisance claim against a private party. This is the first time an Aboriginal right has grounded a tort claim.

NEXT STEP IN THE FIGHT TO PROTECT NECHAKO FISHERIES AND ABORIGINAL RIGHTS

First Nations will appeal the BC Supreme Court ruling to hold the mining company responsible for harm to the Nechako River and fisheries.

Saik'uz and Stl'ellat'en BC, February 3, 2022 - The Saik'uz and Stl'ellat'en First Nations announced today that they will proceed with an appeal to the British Columbia Court of Appeal in their effort to hold Rio Tinto Alcan responsible for continuing harm to the Nechako River and its fisheries.

The Nations are bringing a limited appeal from January 7, 2022, BC Supreme Court decision which otherwise made important rulings of fact and law in support of the Nations and their fight to protect their fisheries and rights. The Court found that

Alcan's management of the Kenney Dam breaches constitutionally protected Aboriginal rights and causes longstanding and ongoing harm to important Nechako fisheries, and the Indigenous cultures that depend upon them. However, Justice Kent held that the company could not be legally responsible for the nuisance since the dam and Alcan's operations were authorized by Canada and British Columbia. The Nations will ask the Court of Appeal to review this legal conclusion.

The Court did emphasize the Crown "has an obligation to protect the plaintiffs' Aboriginal right to fish by taking all appropriate steps to protect the fish and to act honourably in doing so." The Nations remain ready to work with the federal and provincial governments to implement this important declaration by the Court, while they pursue an appeal to hold Rio Tinto Alcan responsible for the company's role in the harm to their fisheries. Councillor Jackie Thomas, the named plaintiff for Saik'uz and Chief when the case was brought in 2011, said "We value the significance of the decision in our favour to affirm our rights and to establish accountability. The next step is to work on fixing this no longer justified infringement-for the future sustainability of the river."

The plaintiffs will ask the Court of Appeal to order those flows be restored to the Nechako River that is sufficient to restore the natural functions of the river and to support the fish populations dependent upon it, including sockeye, and the highly endangered Nechako White Sturgeon.

"Our people have seen the impacts of the dam on our rivers and our fisheries, we know natural flows need to be returned before it is too late. Rio Tinto has responsibilities as well as government, and all parties need to be held to their obligations," said Stellat'en Chief Robert Michell. "Our way of life, culture and our future generations depend on it. We need the Courts to enforce our constitutionally protected rights."

Saik'uz Chief Priscilla Mueller said, "Our Nations are going to do what it takes to restore the river and protect the fish that populate the Nechako watershed. It is a matter of key importance for us to defend our cultural inheritance for future generations."

LIMITED APPEAL

- Both Rio Tinto and the federal and provincial governments have responsibility for the damage to the river and our fisheries. While the Court found that both the provincial and federal governments have an obligation to protect our Aboriginal right to fish, it did not grant the injunction we were

seeking that would have compelled Rio Tinto to release the water necessary to protect the river and the fish.

- Our appeal focuses on the Court's legal decision to not hold Rio Tinto legally liable, and to not order the restoration of flows. There are many important aspects of the decision we support, including the recognition of our rights, the findings about Rio Tinto causing the harm to our rights, and the Crown's obligation to protect our rights and the fish.
- We are asking the Court of Appeal to find that Rio Tinto can be directly compelled to restore more natural flows to the river in order to fix the harms that its operation of the dam has created. This is necessary to prevent the extirpation of the sturgeon and to restore the sockeye fishery on which our culture has depended for generations.

RECOGNITION OF ABORIGINAL RIGHTS

- Justice Nigel Kent considered testimony from community members as well as expert evidence and the historical record and had absolutely no hesitation in recognizing Saik'uz and Stelat'en's Aboriginal right to fish in their respective areas of the Nechako watershed.

RECOGNITION OF THE HARM CAUSED TO THE RIVER, THE FISHERIES, AND THE PLAINTIFF'S CULTURE

- The Court found that there was "overwhelming" evidence that a decline in the population of Nechako White Sturgeon is so severe that they are at risk of imminent extirpation as the result of the Kenney Dam and its operation.
- The Court also recognized that the operation of the dam has caused harm to sockeye because of high water temperatures during their migration period and that the river should be managed to a temperature of 18 or 19 degrees Celsius, instead of the current 20 degrees.
- The Court acknowledged that Rio Tinto's operations have imposed a "hugely disproportionate" burden on the Saik'uz and Stelat'en as compared to the burden imposed on the non-Indigenous population in the region.
- Rio Tinto and both Crowns have long denied the impacts on our rights. They fought us every step of the way on proving the harm to our rights from the dam. The Court's determinations require a fundamental change in direction

ARTEMIS GOLD

Artemis Gold has been negotiating with Saik'uz on an Impact Benefits Agreement. This is expected to be complete by this fall.

COAST GAS LINK

The Coastal Link Project is winding down in our area. Saik'uz has had members working on this project in addition to having received financial benefits from the Impact Benefits Agreement over the last 5 years.

I would like to take this time to give a heartfelt thanks to each one of our staff who works very hard for our community. I know there are times when it has been difficult, but you persevere, show up and do your very best. It takes a team to run this organization and I am thankful for your support and kindness.

Thank you to our membership for your patience as we try to support you in the best way possible.

I want to remind you to practice lateral kindness and lateral respect for one another regardless of who we are because at the end of the day, we are all in this together.

Lastly, I would like to acknowledge Council for your hard work and dedication. You have put many hours into your positions and gone over and above what is required of you! Thank you, thank you!

Awet'za

Chief Priscilla Mueller

ABOUT PRISCILLA



Priscilla Mueller is the elected Chief of Saik'uz First Nation and a member of the Grouse Clan. She is married to Reg Mueller and has three children and two grandchildren. Chief Mueller enjoys cooking, walking, and spending time with her family, but, most of all, loves sitting in on Bat'lats, serving and learning from elders and others. She encourages members to “be brave, be strong, be kind”!

COUNCILLOR JASMINE THOMAS

Hadi

While there were many challenges associated with the pandemic, there was also a lot of growth and resiliency that our community exhibited. While many of the seeds that were planted during these times might not be visibly in bloom today, the fruits of these labours will appear for many generations to come. I am happy to watch our community continue to grow.

Under the Strategic Framework - that council adopted in 2017 after engaging with staff and membership - my Governance Goal is *'Environmental Stewardship'*. I have been primarily focused on issues related to Lands and Resources as well as associated economic development and employment opportunities for our members. I have been heavily engaged in matters related specifically to forestry and stewardship. After many years of advocacy and political lobbying from past and current leadership, numerous reports and technical analysis led by our Lands & Resources Department staff and partners we were successful on many fronts, but also experienced many challenges. Some priority areas have included:

- Relationship with BC (Joint Recommendations -> Collaboration -> Co-Management)
- Licensee engagement (hostility -> cooperative partnerships)
- Implementation of Immediate Measures (ongoing process since 2018 to preserve biodiversity)
- Resource Management Planning (long-term landscape-level planning for the Territory)
- Traditional Governance Oversight Committee (developing decision-making processes with our clans) to help inform resource use and restoration activities

As part of the ten-year agreement signed in 2019 with Nechako Lumber, a Joint Management Committee (JMC) was formed to oversee components of the agreement (Economics, Employment & Training and Environmental Stewardship). I sit on this JMC along with members of staff from both Saik'uz and Nechako. There has been some recent staff turnover within Nechako which has presented some challenges in terms of building new relationships with their staff.

Unauthorized Canfor activities were halted for over a year within our territory due to the many concerns staff and leadership have raised for many years (e.g., stewardship, revenue sharing, employment opportunities, etc.). While we do have a small license with them (~50K/m³), all other harvesting activities have been halted to avoid harvesting within Immediate Measure Areas (which contain high biodiversity).

We have been engaged with the other Carrier Sekani First Nations (CSFNs) at multiple negotiation tables with BC as part of our Pathways Forward 2.0 Agreement – which is set to expire soon. I have been heavily involved with the CSFN Forestry/Stewardship/Communications Tables where we have reached many significant milestones (both exciting and challenging):

- Significant reallocation of volume from major licensees to CSFNs – precedent-setting
- Alignment with BC for the full legal protection of Immediate Measure Areas (IMAs) - no unauthorized harvesting activities in high-biodiversity areas
- Spatial Harvest Planning – short-term harvest planning exercise to occur over the Summer 2022 season with major licensees to identify areas that can be harvested within/outside IMAs and to preserve areas for consideration within a broader Resource Management Planning process

I also participate on the national Indigenous Environmental Technical Advisory Committee with the First Nations Major Projects Coalition (appointed for an additional year) which focuses on Indigenous engagement with federal impact assessment processes concerning major project development. I also retain part-time employment outside of the Advisory Committee with the FNMPC as their current Environmental Services Coordinator supporting multiple projects in communities across Canada (e.g., assessing impacts on Indigenous Cultural Rights in major project development through the development of community-based tools).

I have recently completed my three-year term as a Board of Directors for the BC First Nations Technology Council (FNTC) as the Union of BC Indian Chiefs' appointed representative. There are still many challenges for FN communities in

BC to attain accessibility and connectivity to the technology and infrastructure that will enable us to meaningfully participate in the economy, education systems, etc. That work is ongoing, but the pandemic has bolstered the need for communities to adapt and have access to engage in the “new virtual world”.

I have also continued to support our council in other general governance areas (e.g., health, child welfare, housing, rights-title and interests) in addition to the education committee, staff interview panels, other business and economic opportunities, etc. I would like to thank and acknowledge Chief Priscilla Mueller, Councillors Jackie Thomas and Rodney Teed who will be completing their current term on Council. Thank you for the unique skills and knowledge that each of you has contributed to our leadership table and community. I look forward to finishing the remaining half of my term and serving our members along with Councillor Alison Johnny. We are also very thankful that Cora McIntosh accepted the role as our General Manager. She has been doing an amazing job with our hard-working staff and community and supporting our council.

I know many of us have struggled in different ways over the past few years (some more visibly than others), but I hope that we can all move forward respectfully while we get used to the many changes that have occurred in such a short time.

Snachailya,

Jasmine Thomas

ABOUT JASMINE



Jasmine Thomas is a Dene woman and Frog Clan member currently living in Saik’uz. She has been involved in various national and community-driven research projects and other educational initiatives related to the inter-connectedness of the environment, health, and community well-being. Jasmine performed advocacy work around environmental, climate, and social justice issues based upon an Indigenous rights framework. She has experience in youth and community engagement and planning and is currently serving as an elected Councillor for Saik'uz.

Thank you for allowing me to present to you today. I appreciate your confidence in me to act as your councillor. It has been a very challenging time in our community over the past year. Your leadership has worked very hard to keep our community healthy throughout the challenges of COVID and addictions. We have lost many members and we continue to mourn their passing.

What I would like to emphasize in my report is the importance of our culture. It has been a vital part of our history and existence and needs to be a vital part of our future. Our healing and success as a nation are embraced in our culture.

Our Elders have taught us that being honest, hard-working, and caring of others leads to a happy fulfilling life. We as people need to take responsibility for ourselves and act in a manner that makes our ancestors proud. I have worked hard in my role to act as a good leader and do things in a good way. I have participated in many events to start things in a good way. With thanks and acknowledgement to our creator, we set a good intention. My work has included participation in cultural events, addictions treatment, youth events, meetings within and outside of our territory and regular council business. In all the work I do I am always guided by my cultural teachings and the examples left to me by our elders.

We are experiencing change like never before. Recent court cases have changed the landscape for First Nations people in this province and Canada even in the world. Our historic pathways agreement has given us resources to implement real change for our community. We are participating in things that have significant impacts on our people making a real influence over our traditional territory. This territory is the base of our culture and needs to be at the forefront of the work we do including restoring the land to its natural state so it can provide for us in the future. A healthy territory feeds us, heals us and gives us the spiritual connection we need to thrive.

The changes that we are pursuing are meant to help our nation recover from a state of poverty, unemployment, and racism. We are investing in economic opportunities that will assist our people in transitioning into productive lifestyles. We can only provide the opportunities though. The leadership of Saik'uz needs our members to do their part in transforming our community into a place that is thriving, where our culture plays a central role in everyday life. I encourage you all to meet with your families and clan members and become active participants in making our community better

ABOUT RODNEY



Rodney Teed is an elected councillor for Saik'uz First Nation. He is a member of the Grouse Clan and has lived in Saik'uz for all but seven years of his life. He has been married to Amber Teed for over thirty years and has two children and three grandchildren. After graduating from high school, Rodney worked in the infrastructure industry as a pipe layer in Vancouver, and then in the oil and gas industry in Alberta where he helped companies return areas affected by industry to as close to their natural state as possible. He continued to work in the industry—both mining and forestry—and uses this experience and insight to protect and advocate for the wise use of Saik'uz natural resources.

On his own time, Rodney enjoys being on the land and engaging in traditional activities such as trapping, fishing, hunting, and birch bark basket making. He also likes to sew—it makes him happy!

COUNCILLOR JACKIE THOMAS

Hadi

I attend all Council meetings and other meetings I'm appointed to - to ensure we have Saik'uz representation.

My primary focus has been on the Nechako River and RTA file, with of course continued involvement with the provincial 'first nation water think tank' and the environmental stewardship initiative as the CSFN representative.

The elements we have been discussing for the Nechako include:

- 🌸 Governance change and jurisdiction
- 🌸 Monitoring framework and adaptive management process
- 🌸 A flushing flow during spring freshet and releases will assist the fish and various wildlife that live within the river
- 🌸 Remediation and restoration projects
- 🌸 Infrastructure projects like the Kenney Dam Water Release Facility, as well as a proposed salmon hatchery amongst other ideas to assist fish.

It would be beneficial to have something to review by December that all parties could be happy with however the file is very complex with many moving parts. I will continue presenting the file as we make progress.

On a more personal note – fighting infections constantly hasn't made working easy and my energy is deteriorating, therefore I will not be running for Council next spring. I would like to thank those people that have known what work I've done for our community for their love and support.

ABOUT JACKIE



Jackie Thomas serves as Councillor for Saik'uz First Nation. She is a mother of four and grandmother of one, is a member of the Frog Clan, and lives on reserve. Councillor Thomas has been involved in community development for over three decades. She's a current board member of PGNEATA, Tin Toh Forest Products, and the First Nations Limited Partnership. Her passions are traditional activities on the land like hunting, fishing, gathering medicines, and ceremonies.

COUNCILLOR ALISON JOHNNY

Hello Saik'uz Members,

I will start by introducing myself to the members that may not know me, my name is Alison Johnny, My Parents are Agnes Johnny and Alfred Wilson. I have two boys Erik and Warren Johnny Martin; I also have two grandsons Keom and Ryder. I am a Saik'uz band member and sit with the frog clan.

I have been on council going on two years now, When I decided to run for council I intend to always try and help the people and work to the best of my ability towards helping and improving.

My focus has been working with the kids in care. Since I have been in care for most of my young life, I know how children feel when they are removed from the comfort of their own homes and placed with people that they don't know. or we try to find family members that are willing to step in and care for the child/ren. Attend court with members, group conferencing, mediation, etc. I want to be able to be that

voice for our young children and try to help the parents when it comes to dealing with the ministry. This is a huge job to do, So I am very thankful for the Child Welfare Committee. I hope with all the resources that we are starting to get for example our graduates to be able to get delegated and not have to deal with MCFD coming into the community.

I attend our regularly scheduled council meetings and am involved with some of the decision-making of the band. I attend some of the housing meetings to help with recommendations for the housing decisions that are then submitted to the chief and council.

I got Covid in August of 2020 and it affected me so bad that I ended up with depression and anxiety and only had support from a few family members and a handful of friends, (and you know who you all are). So, I have been off for some time as well to recover from all the issues that I was facing, I was not wanting to be around people or want to do anything, it took me a couple of months to recover from covid.

I also run a business in the community which is a convenience store situated out of my home, So I am always busy, while working my store has been good for some of the members to come over and discuss some things that they are feeling, or just wanting to talk about issues. I have had to close the store when it comes to attending meetings or just going out to meet with parents and MCFD workers, regular schedule Chief & Council meetings when it comes to my council position my store has been second when it comes to me doing my council work.

I am hopeful for our community to prosper and to be able to move forward and work together

Mussi

ADMINISTRATION

GENERAL MANAGER'S REPORT

Hadih,

Cora McIntosh here. I am the new occupant of the General Manager position for Saik'uz First Nation. I have been working with Saik'uz since the end of January 2022. I started as the assistant land and resources manager and quickly moved on to the General Manager position.

This work is hectic, but it aligns with my First Nation Indigenous Planning degree. I will work to ensure my academic journey will benefit the community in every way possible.

We have had a lot of growth in the past year and have also experienced turnover regarding staff moving positions. Some of the newest additions to the Saik'uz First Nation staff team are the three new prevention positions, the summer students, and the housing crew. Some of the new positions will be making noticeable changes in the community. Please look out for them and offer some words of support for their dedication and hard work.

We have been working on making some financial and procedural changes. These changes will help staff monitor and track the many projects moving forward to ensure we are maintaining transparency and accountability to Saik'uz First Nation.

Generally, we utilize grant applications and direct program funding through ISC to deliver and administer our programs, but many projects require additional funding from outside sources. This process is part of my responsibilities to the organization.

This funding is essential to building our community and bringing in many exciting new opportunities. Thankfully Saik'uz First Nation has staff to help move these vital opportunities along.

2021-22 has been another challenging year for covid. Saik'uz has faced many losses in the last year, not much different than 2020-2021. In addition, being secluded from one another and limited community events have made life difficult.

Thankfully just after starting, we were faced with the re-opening of the world. The opening of the world triggered many community events and gatherings. Although we have a long history of successful community events, we are getting back into

the swing of things and will require some patience moving into the new year. We will maintain a hybrid of community events, accommodating a form of live filming or streaming alongside in person.

Housing has seen a lot of changes with the near completion of the four-plex, triplexes, and single units. We are on time to complete these projects this year. And applications for occupancy of these units will be soon.

Saik'uz has secured the Firehall funding and will move forward with a plan to get the site prepped for the new year and begin construction in the spring of 2023.

Secured Health Center funding will look at the construction to begin in the near future.

Renos to multi will be underway for the fall of this year and will be constructed to accommodate additional meeting space and access for families to the kitchen facilities.

The Bednesti building is being moved this year as well, we have chosen a spot in the beautiful potlach campsite. We are excited to see this beautiful building returned to Saik'uz and look forward to the opportunities it will bring.

Renovations for the Band office are being completed, we hope the work will be finalized by end of fall 2022.

Water applications are being filled out, and we have our front counter staff working with members to fill out these forms and send them to the settlement firm.

Saik'uz Staff has been working hard to ensure all our projects have been moving smoothly. However, we still face a shortage of skilled staff to fulfil the work necessary for the Nation. Please continue to be patient with them as they work hard for the community.

EXECUTIVE ASSISTANT'S REPORT

I'm Andrea Herrera, and I'm part of the administration team since coming on board on September 2, 2021, on a three-month contract which led to my exciting position and becoming a full-time part of the Saik'uz Office and integral to our daily office operations and communications. I have had an opportunity to become more familiar and involved with internal and external staff, community members, and corporate partners of the organization ensuring a dynamic and ever-changing daily task list.

My primary duties and role are focused on the Chief and Council, as well as assisting the General Manager in an administrative capacity. The Administrative team is the first to greet you when you enter the Band Office, serves as a point of contact to other departments, and oversees hospitality venue contracts, equipment rentals, our gift shop, and community initiatives. We often collaborate with other departments, relay Chief and Council decisions and directives and provide support for any upcoming meetings, events, and projects.

I also sit on the Safety, HR, Fires, and Events committees for Saik'uz as well as the District of Vanderhoof Retention and Tourism Committee. One of my personal goals since joining the team is to review our internal systems and community engagement. I hope to try and streamline and improve our processes to provide better user-end functions to all the members. I look forward to connecting with you at future events and welcome you to the Band Office with any questions or concerns you may have.

PATHWAYS FORWARD AGREEMENT 2.0 IMPLEMENTER'S REPORT

PREPARED BY AMBER TEED

The year has been one of extreme challenges, working with COVID-19 restrictions made it very difficult to see our programs through. Given the parameters of meeting restrictions, many of our plans were either postponed or cancelled altogether. Through direction given by Chief and Council pathways funds are applied for by Saik'uz departments and are leveraged through other funding sources to ensure that we maximize the funds we are allotted. Following the policy and procedures, projects have been approved and are now ongoing. The pathways coordinator works closely with the Carrier Sekani Tribal Council as well as other First Nations and Government representatives to ensure the agreement is implemented properly and accounts for the goals and objectives defined in the agreement.

PATHWAYS PROJECTS CURRENTLY UNDERWAY:

TRADITIONAL GOVERNANCE OVERSIGHT COMMITTEE

Saik'uz has been working on the program infrastructure to form a Traditional Governance Oversight Committee (TGOC) to bring traditional governance into practice in a way that supports elected government and the Lands and Resources department. Currently, Saik'uz is ready to **form and pilot** the TGOC in an exercise to align traditional governance with a technical exercise in developing an Ecosystem Restoration Plan (ERP). This governance work combined with a technical restoration planning exercise will position Saik'uz to be ready for environmental restoration implementation as well as other LEGAL land use planning and implementation programs. This program has had to be delayed this year due to meeting restrictions, but we are committed to continuing with this project in the future.

The Traditional Governance Oversight Committee (TGOC) is committed to supporting Saik'uz First Nation by providing knowledge and expertise based on the traditional governance system. The group is made up of Saik'uz Family Representatives in good standing who have knowledge of the traditional territory of the Saik'uz people and their practices. The purpose of the TGOC is to bring traditional governance into practice and work with the elected government and Lands and Resources department to support, offer guidance and provide traditional and contemporary knowledge in matters relating to the territory of Saik'uz First Nation.

There are three areas of focus for the Traditional Governance Oversight Committee within the scope of work 1) Knowledge Building 2) Prioritization of Land values for the SFN Ecosystem Restoration Plan and 3) Communications and information sharing for traditional governance and community members.

GRAVEYARD RESTORATION

Through the assistance of community members, a project to restore the graveyard is underway. Our graveyard was in great disrepair and was in vital need of restoring sunken graves as well as remark graves that have lost their identity. We have completed phases one and two of the project where all grass is trimmed back, and graves have been levelled and restored. With the approval of the families, we will continue this work until we have graves marked and levelled to ensure easier

maintenance is possible. We would like to hold a community potlatch that will recognize grave markers placed by both clans in the future. Equipment was purchased to make future maintenance easier including swing saws, and a bush mower. These items will be included in the Operations and Maintenance Inventory.

LANGUAGE DIGITIZATION PROJECT

The Cultural Department has been building a First Voices archive as well as digitizing the Saik’uz First Nation archive. This project is a continuation of the work utilizing our valuable knowledge holders and speakers. This department continues to develop its skills and build its technical resources to ensure long-term success in this area.

COMMUNITY CULTURE AND WELLNESS

Pathways supported the community Family Day hosted by our social development department. Getting together as a community has become very important since the social restrictions of Covid 19. Under our Socio-Cultural budget, the community was able to get together in person for the first time in a very long time.

ECONOMIC DEVELOPMENT

Saik’uz is working closely with the CSTC to secure the economic development funds that we have been allotted. Pathways will continue to work with Jason Alexis in our Economic Development department to develop our economic opportunities.

GOVERNANCE

Pathways department is actively involved in working with our traditional leaders, Elders, and clan members to be more active in the decision-making processes of Saik’uz. Individual clan meetings are being planned to provide an opportunity for clan members to discuss issues and make decisions about what should be planned to go forward. Once both clans have met, we will meet in an “all clans” gathering to discuss how the clans will plan together and build the community together. Pathways supported our leaders in their strategic planning meetings so that they may build a positive plan moving forward.

DATABASE4NATIONS AND TLC

Pathways has invested in a membership all-inclusive database system to oversee all the community information security and storage. This system will be online so all members will have access regardless of where they live. The program includes systems for education, health, asset management, employment, and membership communications. In addition, we have secured a contract with TLC to overhaul our information systems within the band office and the community. A new internet system is being installed to replace the starlynx system that had been available to community members. Prepare for Clan meeting and an All Clans Gathering.

FUTURE PLANS:

- 🌸 Prepare for Clan meeting and an All Clans Gathering
- 🌸 Participate in CSTC, AFN and government-to-government meetings for Pathway 2.0 future
- 🌸 Contribute to writing funding proposals for projects for the community

ABOUT US

CORA MCINTOSH

Cora McIntosh, former Saik'uz Councillor and previously employed as the Assistant Manager for the Lands & Resources department, accepted the interim General Manager but quickly moved up the ranks and was offered the permanent position for Saik'uz First Nation. Cora's dedication and flexibility in the face of adversity are an inspiration to the team!



ANDREA HERRERA

I joined the Saik'uz Administration team in the fall of 2020 as the Executive Assistant after moving from Edmonton to Vanderhoof in November of 2018. I am personally responsible for providing secretarial and administrative support to the Chief and Council. In this role, I ensure effective and efficient communication on a timely basis.



Additionally, I serve as the liaison to the General Manager and organize and coordinate internal events for the Saik'uz offices. I was born in Ecuador but moved to Canada with my family when I was five and have called it home ever since.

AMBER TEED

Hadi! I am the Pathways Forward 2.0 Implementation Coordinator. I have worked in Aboriginal Relations for 27 years, pioneering First Nations programs at the First Nations Emergency Services Society, Justice Institute of BC, BC Institute of Technology, Prince George Nechako Aboriginal Employment Training Association, and in Industry, including NewGold.



I graduated with a Geography B.A. focused on Aboriginal Resource Management and have an undefended M.A. thesis in First Nations Studies researching First Nations training in Industry.

I am a Frog Clan member and am about to celebrate my 34-year marriage to Rodney Teed. I enjoy engaging in the Carrier Sekani culture with my children, Cody, and Kayla, as well as my three grandsons, Donovan, Damian, and Lazare.

CHANTEL MURRAY

Chantel became a member of the Administration team in July 2021.

Her duties as the Administrative Assistant include providing support to managers, other employees, and office visitors by ensuring that all interactions between the organization and others are positive and productive. Chantel is the face you see at the front desk, and she's often the voice greeting you on the telephone!



SASHA STRIEGLER IANNONE

I was born in Vancouver, BC, but moved back to Vanderhoof with my family when I was six. After graduating from high school, I studied at Vancouver Island University and completed my Bachelor of Arts in Creative Writing. I eventually returned to Vanderhoof in 2016 to be closer to my family and have been employing my skills and expertise as the Communications Officer at the Saik'uz Band Office since June 2019. I consider it a privilege to work for Saik'uz First Nation and am incredibly grateful for the chance to be closer to its culture and its people.



I have been on partial medical leave from my position since October 2021 due to a car accident. However, while I am not in the office and my work hours are limited, I am still available by phone call and email and do my best to support my coworkers as I continue my recovery. In my spare time, I enjoy knitting, gaming, lounging with my two cats, and volunteering with the Good Neighbours Committee and Vanderhoof Pride Society.

MARIE BOIVIN

I am a member of the Saik'uz First Nation and I sit with the Grouse Clan. My late grandparents are Lazare Peter John and Mary John Sr. CM. My late mother is Bernice Spicer. I have lived off reserve for many years and am glad to be back in my home community. My previous employment was in Witset FN at Kyahwood Forest Products, which was a finger joint mill. While working there, I was able to further my career. Starting in reception and working up to Interim Manager. My wish is that my experience and knowledge working with a First Nation community will be an asset to my home community in the Human Resources Department.

APRIL ANTOINE

Hadih, my name is April Antoine. I am a member of Saik'uz First Nation. My grandparents are Scotty and Maryann Antoine. I am a member of the Grouse Clan. I am married to Traves Theberge who works in the Language program. I have one son; his name is Lucas. I work at the Saik'uz Band Office as the Administration Support. The duties include answering the phone and assisting members and aiding other departments. Also, assisting members with various forms. Creating

posters, ordering office supplies, and janitorial for the band office, daycare, and health centre. Booking venues for training etc. I have also been assisting members with filling out their First nations Drinking water Class action Forms. Minute taking during staff meetings, IT visit and organizing with staff as well as other administrative tasks such as filing, photocopying faxing etc. I am also a member of the child and welfare committee.

CULTURE & LANGUAGE

Hadi Saik'uz whut'enne,

We continue to work hard in 2021-22 in our language revitalization efforts. This is important work as our Dakelh language is endangered, and we have 7 to 10 speakers left that can do the translations and transcription work needed to translate the audio-visual assets that we have in our archive. The following is an overview of the projects that we worked on in the program.

DIGITIZATION INITIATIVE

We successfully secured funding for this project comes from two sources: the First Peoples Cultural Council (FPCC) Digitization Grant Initiative (\$180,000) and we secured (\$83,000.00) from the Pathways Forward 2.0 program.



The project involves restoring archival audio tapes held in our archive as well as audio and video tapes that were donated to the project.

Elders Julie George, Gracie John, Ruby Patrick, Irene John, and Johnny John worked as translators and Karen Thomas transcribed Dakelh audio to Dakelh text. Traves Theberge is our technician responsible for digitizing and restoring the audio and video tapes and preparing them to be translated. Georgina Mason is our recorder.



As you might imagine, this is time-consuming work and has been hampered by office closures due to the COVID 19 epidemic.

We have been able to Digitize 179 videos (58 Hi8 and 120 CDs) The audio tracks

were separated and made into wav files so that our translators can work with the files. There are 147 audio files in the archive that have been digitized and repaired to date. In the past year, 26 have been translated from Dakelh to English. About half of these have been transcribed from Dakelh to Dakelh verbatim. Unfortunately, some of the sounds were not able to be repaired and the sound quality is very hard to work with.

It is important to mention here that audio or video stored on the old medium has a limited shelf life before quality is lost and eventually the tape cannot be digitized. If you have audio or video of our elders or other important cultural or historical data, please bring it in and we will digitize it for you.

FIRST VOICES

FirstVoices is the second component of our Language Technology Project. This project also suffered delays due to COVID. Despite this, the elders were able to translate or develop 1030 new words and phrases to put onto our First Voices portal. As mentioned, progress for getting complete records (audio and/or video, text, and illustrations) has been slow growing. We have 215 words with audio and 415 without video, 398 words without illustrations, 654 Dakelh phrases with audio, 7 songs, and 9 stories on our First Voices Portal. Follow the link below to view.

<https://www.firstvoices.com/explore/FV/Workspaces/Data/Athabasca/Dakelh/Saik'uz%20Dakelh/learn>

If you have audio or videotapes of stories or interviews by our elders or other knowledge holders that you would like to share with us and want a digitized, restored, translated, or transcribed copy, please contact Traves at the Saik'uz Band Office, or email him at traves.theberge@saikuz.com.

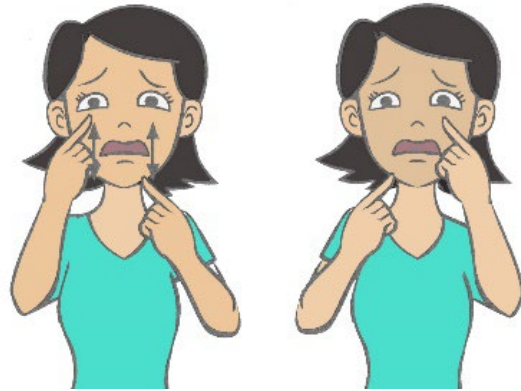
PATHWAYS TO LANGUAGE VITALITY (LANGUAGE NEST)

A language nest is a preschool program for children where they are immersed in their language and culture. No English is used in a language nest. In language nests, young children are surrounded by their language, parents are encouraged to participate.

This program started in September 2019. We have completed our second (shortened) year of our language nest at the head start building the help of funding from the First Peoples Cultural Council. (\$100,000)

The children receive three hours a day of total immersion in our Dakelh language. We use a variety of delivery methods including Total Physical Response, syllabics, drumming, dancing, singing and storytelling.

Susie Antoine and two elders spend three hours a day teaching Dakelh to the children at the Headstart (daycare) building. Unfortunately, we lost elder Hazel Alexis who was an important member of our Language Nest team. Presently we have Susie, Julie George and Maureen Thomas working with the children.



We are using American Sign Language to assess students' understanding of the vocabulary. Storytelling in our language also makes up activities that take place with the language nest. Our elders have translated several children's books into Dakelh.

	
<p>Yeztli duldzan nus'en, sunilh'en.</p>	<p>Yeztli duldzan, Yeztli duldzan, ndai nilh'en?</p>
<p>I see a blue horse looking at me.</p>	<p>Blue horse, blue horse, what do you see?</p>

Sus Yun Dot'en



yeztl̥i duldzan

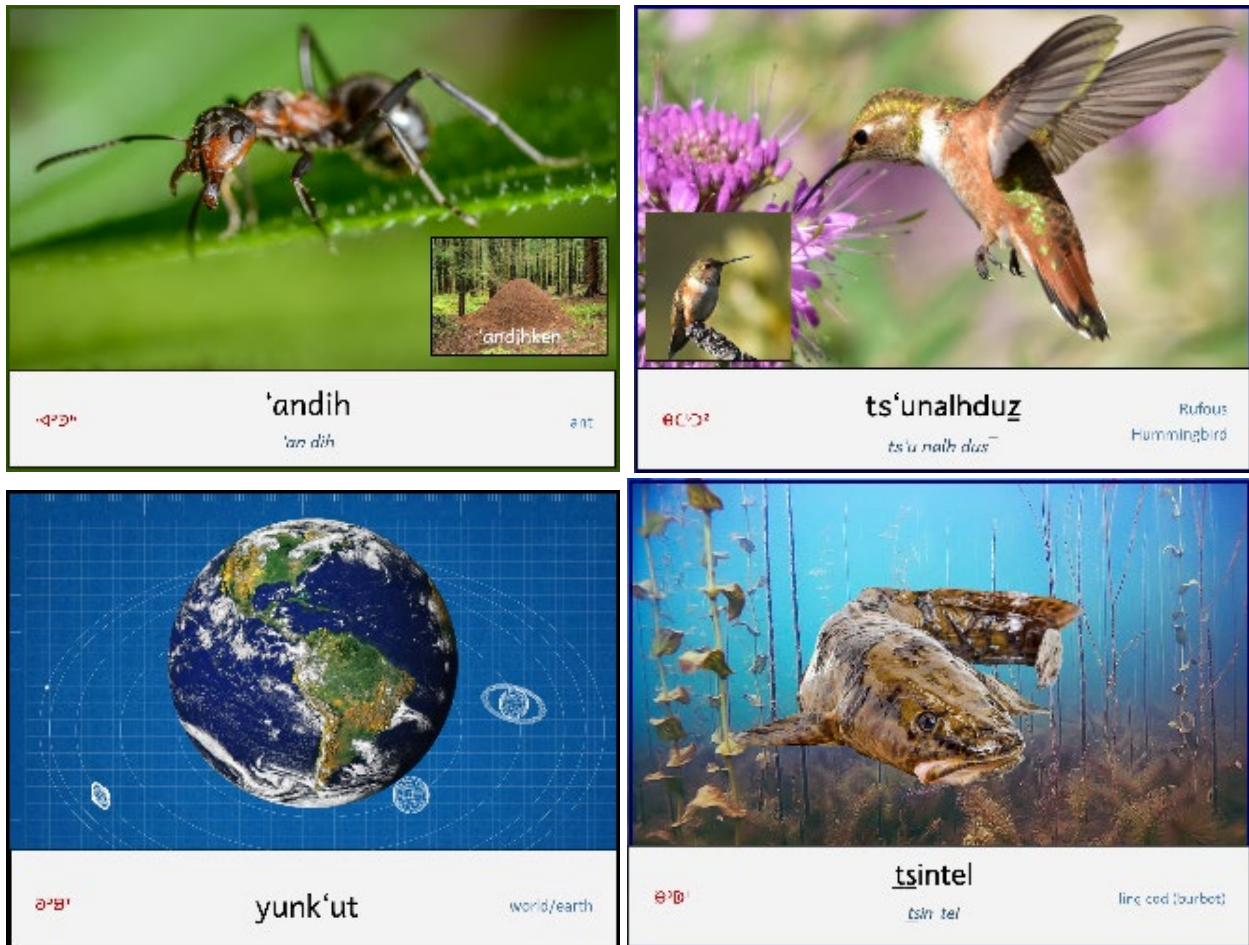
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Blue horse

It is awesome to have Maureen Thomas join the Language Nest program as she is a great storyteller and has endless energy. The elders have translated ten children's books for use in the language nest.

The children have been practising singing and drumming with the help of Rosa McIntosh. The Headstart in partnership with this project will be making regalia for the children.

We produced several curriculum materials for the language nest and the Headstart Science fair. We will be packaging this material for the fall fair.



CULTURAL CAMP

Due to COVID, we were not able to hold a cultural camp during the summer of 2021. In the place of the cultural camp, we held several smaller cultural activities such as birch bark basket making and fishing on the Nechako that was led by Councillor Rodney Teed. We will be holding a cultural camp in the fall of 2022.

WHAT'S TO COME:

We have secured funding to continue our Language Technology Project. (Digitization, Translations, transcriptions, and First Voices for the 2022-23 fiscal

year. Also, due to COVID, the budget for the Language Nest that is funded by FPCC Pathways to Language Vitality program was way underspent for the 2021-22 fiscal year, so the project was extended to the 2022-23 fiscal year.

ABOUT US

DEBORAH PAGE

Greetings, Saik'uz Whut'enne! I, Deborah Page, am the daughter of the late Elizabeth Gauchier (nee George) who is the daughter of the late Veronica and Duncan George. I am of the Grouse Clan. My family was forced to move away from Saik'uz in the early 1940s when my grandfather, Duncan George, was enfranchised after returning from service during WW2.



I was born in Vancouver but was fortunate enough to be brought back to Saik'uz by my grandmother—first as a child, and then again as a young teen—and exposed to my language and culture. Unfortunately, exposure to my Dakelh language did not happen until my 'atsoo was older due to the negative association that speaking the language was instilled in her at the 'Lejac Residential School. I believe that many Saik'uz-ne has had the same experience. It is, for this reason, that the preservation and cross-generational transmission of our endangered language and culture and the job I do for Saik'uz is so important to me.

I am past retirement age, but still enjoy the satisfaction that I get from working in this area.

TRAVES THEBERGE



My name is Traves Theberge. I am the youngest of four siblings born in Maria, Quebec, and was raised in a small, farming town in Kentucky, USA. I have been married to April Antoine for the past eight years and have a stepson named Lucas. I spent the last 10 years in Calgary as a networking technician. With so many of my previous years spent in the technology field, it has allowed me to apply my specific talents to the tasks given to me here in Saik'uz.

My passions are music (I play the guitar and sing in church each Sunday at the Holy Trinity Church) and, above all, family. I have been to many places in my life, from coast to coast in the USA and Canada, and I have seen many cultures and lifestyles, so, even though I haven't lived in Saik'uz very long, I am confident and proud to say it is not only the place I work but the place I call home.

DAYCARE

Throughout the past year at Saik'uz Headstart, we have witnessed unwavering commitment and dedication from all levels of our organization to the children and families that we serve. As a community, we have demonstrated resilience, flexibility, creativity, and love in the face of adversity. This has brought us an abundance of joy, laughter and learning within our many highlights over the year.

During April and May, we introduced a curriculum around plants and animals and what they need to grow. We planted bean seeds and marigolds with the children, and we hatched 7 caterpillars into butterflies and released them into our front yard. We ordered child-sized drums, wooden paddles, and feathers for our program, and purchased new furniture and supplies to add to our classroom learning centres, revitalizing our space with more natural materials.

In June, we purchased a smoke shack which has been built beside the band office, where the children can learn hands-on about the process of drying salmon and moose meat. We also installed a projector and projector screen into our 3-5 classrooms to allow for virtual learning opportunities for the children. We had 4 graduates from Headstart in 2021, and we hosted their graduation ceremony in July.

We were approved for Land Based Capital Funding and the community playground process began in July. We are all so excited about the arrival and installation of this outdoor early learning play space.

August, we began some transitions with our staffing; Miranda Adams began training to take on Colleen Patrick's role as Daycare Manager. We were closed due to a high number of positive Covid cases within the community during September, and upon re-opening in October, we had some maintenance done on our daycare, fence, and playground. We also had a Gazebo built in our front yard, and a Dakelh exterior sign installed on the daycare entranceway. In November, we purchased winter gear for the daycare children and provided activity packages and healthy food boxes to families with children ages 0-5 in the community.

We had SFN Catering provide our program with daily meals and snacks from April to December 2021. In January 2022, we began planning and preparing our meals within the daycare as SFN Catering was no longer operating. In February, we prepared for spring, and ordered supplies to support our gardening and harvesting projects including raised beds, and an indoor greenhouse.

March, we offered a field trip experience and lots of fun learning by hosting a 3-day science camp at the multiplex for children under 6 and their families. We didn't go on too many outings this year as we are still learning to safely navigate the pandemic. We took the children on nature walks nearly every week during the summer and tapered off to once a month in the winter.

We have had limited visitors to the centre this year, but we continue to benefit from external support provided by CSFS through both in-person and virtual delivery for services such as Occupational Therapy, Supported Child Development, Physiotherapy, and Speech/Language Pathology. The children had community resource visits from Constable Gohn, Chef Sonya, Vision screening, and the Fluoride varnish program.

Our daily routine includes meals, art, circle time, sensory experiences, language and literacy, early math, small group games, science, discoveries, and a variety of indoor and outdoor activities. We teach theme-based information monthly and follow the children's interests to build upon their learning experiences in a developmentally appropriate manner. The children continue to practice independence and build upon their skills in each developmental domain.

Our cultural curriculum has been greatly enhanced by the Language Nest program where we are visited by a culture/language teacher and elders daily. We have a lot of singing and dancing in our program, and the children are learning to speak and understand Dakelh. Many of the children can say and/or recognize the words for basic conversational phrases, days of the week, familiar animals, household items, weather, colours, numbers, family members, body parts, articles of clothing, and actions and movements.

Throughout the year, staff took numerous training opportunities, including renewing their First Aid and Food-safe certification. We took part in a 3-day training, "Soaring Beside Our Children with Dignity and Determination", a Kimochi Social/Emotional curriculum training, Preschool Early Literacy Index training, Inclusive Trauma Informed Practice Through a Lens of Cultural sensitivity training and an Insight & Inspiration workshop. We also had 3 staff complete their Infant/Toddler certification, and 2 staff begin Special Needs courses.

Within all aspects of our program, we recognize the role of parents and families as the primary teachers and caregivers of their children. We are so grateful for all the support we receive from families and have offered parent appreciation gifts throughout the year as a token of our appreciation for our time together. We work

with such an amazing team to offer these experiences to the children, and Saik'uz Daycare is such an amazing place for everyone to be.

We look forward to our 2022-2023 operating year, and we will continue to deliver holistic learning experiences, love and care for the children and families in our community.

ABOUT US

MIRANDA ADAMS

My name is Miranda Adams. I am an Early Childhood Educator (ECE) and current manager at Saik'uz daycare. I have recently completed the Early Childhood Care and Learning Diploma program including my Special Needs and Infant Toddler certification through the College of New Caledonia. I began my path as an ECE in 2015. Before my career as an ECE, I was a professional chef for 7 years.



I am a 29-year-old mother of two. I was born in Vanderhoof and raised on a farm in Fort Fraser. When I am not at work, I can be found creating and enjoying experiences with my family. I am currently working on building a house in my free time. This is an ongoing project that began early in 2022, and we are about halfway complete. This year I want to practice slowing down and living in the moment. As well, I would like to be more active outdoors and learn how to be a better gardener.

I feel very proud to teach and participate in the programs at Saik'uz Daycare, to share experiences with the children and families, and to learn about the culture, language, and traditions within the community. I am thankful for the opportunity to work alongside the children, families, language teachers, SFN staff, and all of the wonderful educators that make it so enjoyable to be a part of the classrooms.

ALYSHA ANTOINE

Hi! My name is Alysha Antoine. I am 25 years old and have three children: Marcus (7 years), Scotty (4 years), and Eliza (1 year). We are from Saik'uz First Nation and are part of the Grouse Clan. I went to school for my Aboriginal Early Childhood Education Certificate in January 2018. It was difficult, but I still managed to graduate in December of that year. Shortly after I graduated, I had my daughter Eliza. After that, I was a stay-at-home mom, which I loved.

In November 2019, I was offered an Early Childhood Education position at Saik'uz head start. I was incredibly happy to accept the job. I have been working here ever since and enjoy it—I hope to stay for many more years. In the future, I would like to get my Infant Toddler Certificate, and possibly my Special Needs Certificate, so I can have a full diploma.

When I'm not at work, I can usually be found at home with my kids (although it's mostly just my youngest as her brothers are often off playing with their friends). I am so grateful to be able to work at the Saik'uz Daycare and support my family. The fact that it's so close to home is a bonus!

LYNDA DERRYMAN

Hello! My name is Lynda Derryman. I work in the multi-aged section of the Saik'uz Daycare and have been a member of the Daycare staff for 12 years, beginning on August 1st of 2008. I greatly enjoy spending time with the children here and hope to be here for a long time yet.



Although I started at the Saik'uz Daycare in 2008, I have been in this field of work since June 2000. I have my Early Childhood Education, Infant Toddler Citation, and Special Needs Certificate. Altogether, this makes it a Diploma in Child Studies. My wish for the future is to complete my Bachelor of Arts, Masters, and Doctoral degrees.

I was born in Vancouver, BC, and lived out my childhood in Port Coquitlam and Langley. Before moving up to Vanderhoof in 2008, I lived in South Surrey and Abbotsford. I am the oldest of five siblings and have three sisters and one brother. I am married and live with my husband, a dog named Phoenix, and two black cats named Diablo and Angel. I have a fantastic daughter, a great son-in-law, and three beautiful granddaughters. I'm also a seated Frog Clan member from Stellat'en First Nation. I feel blessed and privileged to be a member of the Clan.

In my own time, I enjoy the outdoors. I love to fish, hike, camp, and just relax outside. I love gardening as well. I look forward to spending more time with the children here and getting to know all of them better.

SANDY MARTINDALE

Hi, I am Sandy Martindale. I am born and raised in the Vanderhoof, Fraser Lake, Fort Fraser area.

When I am not at work, I love mudboggling, fishing and camping. Me and my Fiancée love to go fishing and camping and ride around exploring on our side by side.



I love teaching and encouraging children to build upon their skills and learn to help themselves and encourage independence. I have my ECE and my Infant and Toddler certification and am currently working towards my Special Needs certification, which should be completed by this summer (2022). I love seeing the excitement of children when they have that “aha moment” when they figure something out.

I look forward to teaching the children something new every day and exploring the world around them.

KAYLA TEED

Hadih, my name is Kayla Teed, I work in both classrooms as a support worker. I am from the frog clan, from Saik’uz First Nation and a mother of four. I enjoy being outdoors and learning about my Carrier culture. Some of my hobbies include hiking, riding horses, cooking, and baking.

ECONOMIC DEVELOPMENT

INTRODUCTION

I would like to introduce myself to band members that are not familiar with who I am. My name is Jason Alexis, and I am a member of the Noolhk'ai Whut'en.

I have been a Saik'uz First Nation Administration staff member since 2016. I initially secured employment with the nation as the Saik'uz First Nation Education Coordinator. In 2019, I was delighted to accept my current position as the Saik'uz First Nation Economic Development Manager. I enjoy working hard in the pursuit of advancing the independence and prosperity of the Saik'uz First Nation.

NETWORKING AND SKILL DEVELOPMENT

Economic Development requires fostering positive relationships with local businesses, industry, corporations and government workers and officials. Fostering positive relationships allow me to attain crucial information on possible funding opportunity and economic development opportunities. They also can assist by contributing valuable information and cultivating new skills from the expertise of professionals that work within the nation. It is also good to have a respectful relationship for the advancement of future economic development projects and to ensure that our cultural values are expressed in any potential partnerships so no activities may contradict the position and values of Saik'uz Membership.

INTERNAL OPERATIONS

Saik'uz First Nation has a range of internal projects and programs that SFN Economic Development oversees. Each requires constant monitoring, evaluation, and possible restructuring. Saik'uz First Nation business interests include a variety of forestry activities, mining, telecommunications, arts, recreation, culture, construction, real estate, and property management. Saik'uz also attempts to promote and assist the development of membership entrepreneurs that operate within our territory. The activities include artwork, leatherwork, crafts, silviculture, security, and a variety of service industry work. SFN Economic Development is required to utilize contacts to advance capital and service projects. It is also a requirement to research and assist in reporting economic development

opportunities. The nation has ambitious aspirations which involve five property acquisitions. Because the acquisitions are still being negotiated, I am not able to elaborate further. You can contact me if you have any questions or want expanded information on any of the initiatives mentioned.

COASTAL GASLINK PROJECT

The Coastal GasLink (CGL) project has slowed considerably in Section 4 which spans from Bear Lake to approximately three kilometres west of Highway 27. I am currently working with the prime contractor, SA Energy, to secure as many as the remaining opportunities before the section is concluded. Section 5 has two prime contractors and starts where section 4 ends, west of Highway 27, and ends in between Burns Lake and Stellako. I am continuing to work to provide work and contract opportunities. The details of the project activities since the beginning, have been outlined in the three previous reports. During the first year of construction, Saik'uz formed a partnership with Lheidli T'enneh, Nadleh, and Stellat'en. The four nations formed Lhai Ventures and are pursuing subcontracts and employment opportunities from the CGL project in section three to section six. Due to the declining activities in section 4 employment is restricted to environmental work and security. More opportunities will become available as Section 5 will increase construction activity after the spring breakup. I urge as many Saik'uz members to contact me for information on possible employment and training opportunities.

AGREEMENT MANAGEMENT

Saik'uz First Nation has many past, present, and pending agreements with companies, organizations, and provincial and federal government offices. It is necessary to become familiar with our current agreements so deviation from the agreements may be addressed. It is also important that any employment and financial obligations be monitored so all opportunities outlined in the agreement are available for the nation or individual band members to capitalize on. We are also holding our partners accountable to hire community members as specified in each agreement. I am required to represent Saik'uz on committees where I advocate Saik'uz interests. The committees monitor the progress of the agreement and revise it if required. I am currently on four internal committees, and I am on six partnership committees which meet biannually, quarterly, and monthly. Saik'uz

also has leasing agreements and service agreements which require to be renegotiated when the term has expired.

SPECIAL PROJECTS

Many projects enhance the services, infrastructure, and governance of Saik'uz First Nation. These projects can be partially or fully funded by Indigenous Services Canada (ISC). Projects not funded, or partially funded require the nation to cover. It becomes necessary to search for grants and proposals. If successful, the project must be managed and monitored. When the project has been completed a report, which can be quite extensive must be completed along with an acceptable budget. Some of the continuing projects that we are resuming after Covid-19 restrictions are the Fire Smart Program, an updated Saik'uz First Nation Emergency Plan, the Saik'uz First Nation Comprehensive Community Plan, and Pathways 2.0 Economic Development Plan, and the designation of IR # 6 Noonla. The designation does not include lot 4 as it has a certificate of possession designation. The designation is required for leasing reserve land, requires an environmental assessment, appraisal, and a community referendum and is replacing a previous designation that was instituted for the Dezti Specialty Wood Products Building. We are continuing to apply for many more infrastructure projects.

CONCLUSION

The administration staff displayed their resilience as a variety of obstacles disrupted many activities. Saik'uz First Nation leadership and staff continue to work diligently to provide services and advancement for Saik'uz and its membership. I would like to thank the Chief and Council for all their support. I would also acknowledge Barry Vickers for his guidance and direction. I have personally seen how hard they fight to protect our rights and ensure that our best interests are being observed and addressed.

Many on staff that I extend appreciation to for the support they have given on larger assignments when overwhelmed. Every department is dedicated and hard-working. I can only offer my extreme gratitude. Snachalhuya.

ABOUT ME



I am a member of the Noolhk'ai Whut'en and am the son of Dickson and Hazel Alexis. As a child, I was privileged to have lived with my grandmother Marie Alexis and learned about our culture. I lived off the reserve for over ten years—first while I was enrolled in the UNBC Pre-Med Program, and later when I took time off from school to raise my daughter, Chaylean Alexis. When I returned to school, I knew I would be unable to commit the time to be successful in the Pre-Med Program and, with many of my academic credits expired, I decided to start over. I applied for a student loan and studied business. Upon graduating from the College of the Rockies, I moved back and started working for the community as the Education Coordinator. I am currently employed as the Saik'uz First Nation Economic Development Manager.

EDUCATION, TRAINING, & EMPLOYMENT

INTRODUCTION

Hadih, from Shawnee Everett, Education Manager for Saik'uz FN. Ashley Antoine, Education Assistant, and I had a busy first year in the Education and Employment and Training Department. I am grateful for this opportunity to serve the community and see all their success in the future with Education, Employment, and Training. Here are some highlights of the 2021-2022 Fiscal Year.

EDUCATION SUPPORT

We supported families with school supplies. We also provided support to students for woodwork supplies, home economics supplies, sports fees, and babysitting courses.

With ISC funding for Covid 19, we were able to purchase a tablet for each household on the reserve that has children in grades K to 12, to help with the children's education.

The criteria for grades 7 to 12 to receive high school incentives is, that “the student’s schoolwork should match their attendance!” parents must phone the Nechako valley senior secondary and excuse their child if absent.

WE HAVE SIX HIGH SCHOOL GRADUATES

Alexandria John

Cameron John

Kian Pierre

Morris Prince

Gregg Raphael

Cadence Raymond

Congratulations to all of you! And so proud of your success!

POST-SECONDARY

We were able to fund eighteen post-secondary students, last fiscal and currently have twenty-two students enrolled for this Fall! We had two post-secondary graduates this year!

CONGRATULATIONS TO:

- Danielle Mueller Advanced Studio 8 Electronic Music Production
- Cora McIntosh Bachelor of Planning

With every learning curve in life, we all come out on top during our journey, whatever it may be. All past, present, and future students do not give up on your education journey!

HIGHLIGHTS ON THE POST-SECONDARY POLICY & PROCEDURES MANUAL

VISION STATEMENT

Saik'uz First Nation Post-Secondary program is designed to encourage and support band members of the Saik'uz First Nation to acquire qualifications so that they may become economically self-sufficient and realize their potential for contribution to Saik'uz First Nation and society at large. The program shall provide counselling and adequate financial support, as defined by the Saik'uz First Nation Post-Secondary Policy, to band members who have been accepted by an accredited post-secondary institute. Saik'uz First Nation believes that band members have the right to receive aid in pursuing post-secondary education. However, it is also believed that for an individual to be successful in acquiring an education, individuals must take responsibility for setting and achieving their educational goals.

ELIGIBILITY REQUIREMENTS

This section outlines the eligibility criteria for post-Secondary sponsorship. Post-Secondary applicants: I. Must be registered Saik'uz First Nation band members or band members of Saik'uz First Nation ancestry approved by Chief and Council to attend post-secondary programs. II. Must have met university or college entrance requirements and have been enrolled in or be accepted for enrollment in a program of studies at an accredited post-secondary institution. III. Must submit a fully completed 'Application Package as described in section 4.2 Post-Secondary Application Package'. IV. Must be in good standing with both the post-secondary institution and the Saik'uz First Nation Education Department.

APPLICATION PROCESS

I. Application packages must be sent to continuing and new applicants promptly to ensure an adequate turnaround period to meet deadlines set out in section 4.1.

II. Any applications received late, or incomplete will be put onto a waiting list according to the date received, and student eligibility per section 5.2 (#3). III. September enrollment receives priority funding. Approval of sponsorship for programs beginning at a time other than September will be based upon fiscal year funding availability and the placement of the applicant in terms of section 5.1.

Application Deadlines

Applications are listed in order of priority for enrollment consideration: I. September Enrollment: Application due on or before June 1. II. January Enrollment: Application due on or before October 1 for new applicants and by December 1st for returning students. III. Inter-session or Spring/Summer semester: Available for ongoing students only. Ongoing students must indicate at the start of the year if they are wanting to take intersession studies so that the annual budget can be planned accordingly.

EMPLOYMENT & TRAINING

PRINCE GEORGE NATIVE EDUCATION & TRAINING PROGRAM (PGNAETA)

In the past year, we assisted community members and off-reserve band members with training and return to work support. We also assist with resumes and cover letters.






Here's a list of training courses we supported:

- 🍷 Traffic Control Course
- 🍷 Minute Taking Course
- 🍷 Environment Monitoring Course
- 🍷 Chainsaw Basics
- 🍷 S100/S185 Suppression
- 🍷 Occupation First Aid Level 1 & Transportation Endorsement
- 🍷 Manager's Skills for Supervisors
- 🍷 Wildland Firefighting & Silviculture Training
- 🍷 Bladerunners' program with Kopar
- 🍷 KEYS Program with Kopar
- 🍷 Environmental Monitoring Technician Program online
- 🍷 Class 7 Drivers Lessons

TARGETED WAGE SUBSIDY

We are currently providing subsidies for 5 Residential Building Maintenance workers currently working on renovations in the community.

PROPOSALS

-  **SWEP (Summer Work Experience Program)** **\$10,865.00**
Funded two summer students
-  **CRSS (COVID-Related Student Support)** **\$44,562.00**
Tutoring Program due to Covid we couldn't carry out the program with one-on-one support, so with the help of the recreation program, we delivered packages with learning material and snacks to each student's household.
-  **SLP (Skills Link Program)** **\$ 4,410.00**
Career Information Sharing with Post-Secondary Students and we had a Career Fair with local Industries and Businesses.
-  **Bus Shelter** **\$ 40,000.00**
Sponsors:
 - FNEESC (Bus Shelter Program) \$25,000.00
 - Coastal Gas Link \$10,000.00
 - Advanced Mill Wright (AMS) \$ 5,000.00We have a beautiful bus shelter for the children at the end of Holmes Drive and Kenny Dam Road. We will be having a small ceremony to open the shelter come September. The children will be safer off the road while waiting for the bus, and their bikes have a place for the day also!
-  **Province of BC** **\$63,988.00**
Forestry Essential Workers Program delivered at CNC in Vanderhoof, we had 7 students that completed the 6-week program with success! The program provided entry-level knowledge and skills required to work safely in the Forest Industry in BC.

NECHAKO LUMBER

Currently, we have fifteen band members employed with Nechako Lumber. The Sawmill is currently at a three-day work week, and the planner is currently at a four-day work week and expected to go down to three days by the end of summer.

ABOUT US

SHAWNEE EVERETT

Hi Saik'uz! I would like to share a little bit about myself. I am a member of the Tahltan Nation. I grew up in Dease Lake, a small town in Northern BC. I have 11 siblings, all older than me except for one younger sister. I moved to Vanderhoof in 1995. I am the proud mother of three, beautiful children.



I started working for Saik'uz First Nation in 1995 as the moms & Tots Coordinator and, from there, worked at the Multiplex Kitchen. I moved to the Band Office as a Receptionist and was later transferred into the Finance department. I gained a lot of experience in Finance as accounts payable and payroll support. I am grateful for the experience working for Saik'uz First Nation and with the Chief and Council.

FINANCE

ABOUT US

CRYSTAL FRANKS

I have been with Saik'uz First Nation since June 2020. I am charged with the financial oversight of Saik'uz First Nation and all their related active companies, which currently include Tin Toh Forest Products Group and the TAGI Group.



We are currently completing the 3rd annual year-end audit since my onboard. With the transition year behind us, this year went even more smoothly than the last. The audit is in the final review process with a presentation to the Chief & Council scheduled for mid-July. KPMG will again be available to present during this year's upcoming AGA.

A financial audit is an objective examination and evaluation of the financial statements of an organization to ensure that the financial records are a fair and accurate representation of the transactions Management claim to represent. It also ensures that internal controls are in place across the organization to provide reasonable assurance as to the accuracy and timeliness of the Organization's public disclosures. With over 18 years as a Chartered Accountant, I have the experience required to design internal controls and promote operating effectiveness. This, as well as enhancing our policies and procedures, continues to be an ongoing focus of the Finance Department. With the support of the General Manager and Chief & Council, we will arrive at the level required.

I transitioned out of Public Practice and into the Forest Industry in mid-2008 when I became the Controller at Fraser Lake Sawmills, a division of West Fraser Mills Ltd. Over the 12 years I worked in that role, I built my management profile overseeing every function of the business. I was the Direct Report for Payroll, Accounts Payable, Shipping, Reception, and for a period, Loggers Pay. I worked very closely with all levels of Management to ensure financial efficiencies were in place to assist in making sound decisions and developing annual and multi-year budgets. I was responsible for all financial functions for Public Sector Accounting and reported directly to the General Manager, as well as the Quesnel and Vancouver Corporate offices.

The current Finance Team at Saik'uz First Nation consists of Carla Tumbaga (Accounts Payable) who has been with Saik'uz since the Fall of 2019, and Janine Payne (Payroll) starting April 2021. We continue to work hard to ensure all financial aspects of the First Nation and its companies are where they need to be.

My first year on board was strictly dedicated to financial record clean-up, preparation for the 2019-2020 fiscal year financial audit and re-organizing the responsibilities of our Finance staff to increase efficiencies. I must say the Finance Department has made giant steps in the right direction as the 2020-2021 audit requirements were met on time with little to no interference. There is no doubt that with continued improvements to the standards, the Finance Department will be an integral resource to support Department Managers and their ability to run each department more effectively.

There is no doubt that with continued changes to Internal Controls, policies and procedures and redirection of duties, the Finance Department will be an integral resource to support other Managers and their ability to run each department more effectively. A program has been rolled out providing Department Managers with immediate view-only access to their department's up-to-date financial information whenever they want it. As Managers begin to review the financial status of their programs on a regular basis, it will allow them to adequately monitor each of their programs efficiently.

The goal is to present accurate and complete information before their need to use it and to provide the answer before the question is asked.

CARLA TUMBAGA

Hello! My name is Carla Tumbaga. I originally came from the Philippines and started my new life here in Canada in the Fall of 2011. I must say, coming to Canada was quite a journey as I am away from home, from family and friends. I have never regretted my decision to come here to live and work as I have grown as a person and have learned a lot about different cultures, traditions, ethnicity, and history.



I started working as Finance Assistant in Finance Department with Saik'uz First Nation on August 29, 2019. My responsibilities include accounts payable; processing invoices both for Saik'uz and Tin Toh Forest Products Ltd and cheque

requisitions. I also work on Social Assistance basic pay and post-Secondary living out allowances.

Working in the community for 3 years has been a learning process. I am thankful for the experience of working in a community like Saik'uz First Nation. A community that supports every individual and helps each other to better themselves and the future ahead. Protecting their lands, resources, culture, and traditions for current and future generations.

JANINE PAYNE

Hi, my name is Janine Payne, I joined the finance team at Saik'uz First nation at the end of April 2021, I bring along with me 44 years of experience as a bookkeeper. When I started here at the band office, I was assigned to help the department managers work on their budgets, from that task I got to know many of the other team members here. It is a great pleasure working in the Saik'uz community, there is a great team here and everyone is like a member of a big happy family, and due to that, I have learned a lot about the people and their culture.



When I am not at the Saik'uz band office I like to spend my time with my horses, my constant companion, Awnah, a German Shepherd who helps me with all my chores, and my cats. I also have a variety of chickens, house plants and flowers that keep me very busy.

I moved to Vanderhoof from Powell River back in October of 1997 with my husband Bill. In November of 1998, I joined the team at Community Futures where I performed all the duties assigned to administration and accounting. Since moving to Vanderhoof I have met many great people that I am proud to call my friends.

HEALTH

INTERIM HEALTH MANAGER REPORT

In the past few years, the COVID-19 pandemic has greatly impacted many people and created challenges in the delivery of health care services. As regulations around the COVID-19 pandemic lifted, there was a shift in service delivery and as such, it is comforting to see an increase in in-person services within Saik'uz First Nation.

When assuming my role as interim health manager, beginning at the end of June 2022, I had begun to learn about the needs of the community and had some opportunities to learn about some of the services provided in the past years. With this report, I hope to communicate the health services presently available to the Saik'uz First Nation community but also communicate goals and plans for the present and coming years.

My background is in health as I am a practising Registered Nurse (BSN), graduating from the University of Northern British Columbia. As a registered nurse one is educated in many areas. This can range from health care for the promotion, maintenance, and restoration of health to legislation and politics, and the prevention, treatment, and palliation of illness and injury. Thus, I feel my experience and education allow me to view health from an informed perspective which provides me with a basis on which I can advocate for health services within the community. I also know my traditional knowledge and understanding of the Saik'uz People as a Saik'uz member provides me with a unique perspective within this field as well.

A holistic approach to care, wrap-around services, and traditional wellness is something I often visualize when determining health goals and services within the community of Saik'uz First Nation. A holistic based approach does not only focus on the physical well-being of individuals but also on the mental, emotional, and spiritual well-being, something we as Indigenous peoples have historically delivered in our practices respecting the health of the people. Wrap-around service is a strategy that puts the individual at the centre of care. It works to meet the needs of the client through a strength-based approach and improve their overall health and wellbeing. Traditional wellness is not only the holistic model mentioned but is ensuring we are not only approaching care from a western way of knowing but an Indigenous way of knowing.

Understanding how holistic care, wrap-around services, and traditional wellness are implemented in a traditional and western approach to health care delivery allows me to advocate for services within the community and understand a standard of care services providers should aim to meet when working within Saik'uz First Nation. My previous experience within the Central Interior Native Health Society (CINHS) in Prince George and my role on the surgical floor at UHNBC have disclosed a basis of expectation of services a community health centre can offer, the importance of communication and collaboration, and how a multidisciplinary team can function within a community to service its members. These are vital to the individuals and the community's overall health.

With any clinic there are challenges and I have met many of these head-on when entering my role. Particularly, the challenges I am meeting are related to staff retention, service delivery space, communication, relationship building, and service provision. The goals of health within the coming years are to build capacity, build trusting relationships with fellow communities and services providers to ensure a high standard of care is met moving forward, and ensure Indigenous ways of knowing are reflected within each area of health. This process will take some time and effort on all fronts, but I believe in my heart that this will come for the people of Saik'uz in addition to all the great work the staff is presently doing in the community at this time.

Before I entered into interim health manager, Regina Thomas was the health manager. There were many things in her report last year that continued into the fiscal year for this report. Please refer to the list below to overview some of these projects:

- 🌸 Disengagement from Carrier Sekani Family Services/ ongoing Health Agreement
- 🌸 Continued relationship building and reporting with First Nations Health Authority (FNHA)
- 🌸 Building relationships with First Nation Health Directors Association
- 🌸 New Health Centre planning with Chief and Council
- 🌸 Ember of Hope Counselling and Training Services with Richard Sampson
- 🌸 Transformations
- 🌸 Health Centre activities, roles, and staff
- 🌸 Day-to-day duties
 - Community Health Plan (CHP)
 - Health Budget
 - Emergency Plan (Health)

- Sobriety Walk
- Land-based healing

Unfortunately, I am unable to speak to the following work Regina Thomas has done within the community for the last year, but I am certain things are missing from the above list noted.

Moving forward there are many services that the health centre provides and services we are working to bring into the community. The main goal for this year is to ensure clinic operations are effective and efficient in patient care delivery. It is the hope that with the new health centre being built that the health services can be established consistently and reliably to service the community moving forward. This would mean that we have consistent services provided through a multidisciplinary team approach.

Please see some of the work in motion to date. I would like to thank Mabel Louie for her mentorship and aid within health, it is greatly appreciated.

Finance

- Department and Program Organization
- Developing a Health Budget
 - Programs & Services
 - Services Agreements
 - Grants/Awards
 - Land Based Health Proposal – Saik’uz Dakelh Whut’en Diwh Nilhts’i

Staff

- Retention (vacant positions: health assistant, 2- NNADAP workers, Janitor)
- Capacity building
- CHR – Linda Holmes
- Reception – Vivian Thomas
- Elders Recreation Director – Krista John
- Family Preservation (CSFS) – Cheryl Vandelaar

Developing a Community Health Plan (CHP) for completion this year

- Engagement session for community collaboration set for August 23 & 24.

New Health Centre

- The next phase
- Planning for programs and staff
- Community vision

- 🌸 Community Wellness Groups – Volunteer driven with honorariums for facilitators while working with staff and programs for delivery of services
 - Women’s Wellness Group
 - Targeted health services delivery
 - Tuesdays 6:30 pm – 9:00 pm with dates outlined in the health calendar
 - Dakelh Beading Circle
 - Men’s Wellness Group
 - Targeted health service delivery and clinics
 - Wednesdays 6:30 pm – 9:00 pm with dates outlined in the health calendar
 - Men’s Group
 - Two-Spirited Group
 - Targeted health service delivery and clinics
 - Group – TBD
 - Moms Group
 - Targeted health service delivery and clinics
 - TBD
 - Family, Children, and Youth
 - Targeted health service delivery and clinics
 - Education and engagement for youth and children
 - Drumming and Dancing Group - TBD
 - Elders
 - Elders’ gatherings
 - Wellness
 - Truth and Reconciliation Day – September 30
 - Sacred Fire
 - Relation to the opioid crisis, land-based healing, and IRS
 - Overdose awareness day
- 🌸 Building relationships with FNHA, FNHDA, CSFS, NH, St. Johns Hospital, Vanderhoof, neighbouring communities, and other services providers.
 - AHIC
 - CSFS in clinic
 - Improving health service delivery and notice of services to the community via a monthly health calendar.
 - Physicians – Dr Douglas and Dr Dawkin
 - Nurse – Melissa Ketlo (LPN)
 - Home Care
 - Mental Health Worker – Olivia Brophy

- Physiotherapist – Mutann Cardinal
 - Family Preservation – Cheryl Vandelaar
 - Etc...
- FNHA in clinic
 - Dental hygienist services as outlined in the monthly calendar
 - Joyce Gies
- FNHA
 - Emergency Response Planning
 - Crisis Response
 - Land Based Healing
 - Grant initiatives and programs
- Clinics/Programs
 - Optometry
 - Other specialized clinics in hopes for the future.
 - Transformations
- 🌺 Improving Mental Health Services
 - I have heard an abundance of concerns related to the same and hope to work with CSFS to address these concerns.
 - Interim Ember of Hope Counselling and Training Services (Monday sessions)
- 🌺 Opioid Crisis
 - Sacred Fire
 - Land-based healing
 - OAT and safe supply
 - Clinics and other initiatives
- 🌺 Pandemic
 - Continued actions against the spread of COVID-19
 - Keeping updated regarding health news on other pandemic concerns.
- 🌺 Prevention Program
 - Mabel Louie – Contracted by SFN
 - Claudia Johnny-Martin
 - Ashley Antoine
 - Shelby Hately

There are many goals, plans, and actions in place to work towards better health care delivery within the community of Saik'uz First Nation. I am sure I have missed programs and services as this is still something I am uncovering. I hope I can serve the community in a good way for the years to come. Please feel free to come to see

me at the health centre and I will do my best to create space to hear your ideas, thoughts, and concerns regarding health in Saik'uz.

ELDERS

Hello, my name is Krista John. I am the Elders Recreation Coordinator

I have been working with the Elders for the past five years and I'm very blessed to be working with and for them. They have taught me so much, and, for that, I am truly grateful.



My day-to-day duties include assisting Elders in getting groceries, taking them to their appointments, running errands they are unable to complete on their own, and picking up medication on their behalf. Additionally, I also set up appointments with specialists for them or support them in doing so on their own.

This year we were lucky to have a wonderful gate made for the Multiplex stage to protect the Elder's bingo equipment. We are currently waiting for our new bingo machine and panel board and can't wait to be able to play bingo again.

ABOUT US

VANESSA VANDELAAR

Hadih, my name is Vanessa Vandelaar the interim health manager for Saik'uz First Nation. I am from Saik'uz and the Grouse Clan. My mother is Cheryl Vandelaar and my father is Ken Vandelaar. I am a proud mother to my beautiful daughter Chloe, and she is the light of my life and the reason I work hard each day.



Some of you may have known or seen me growing up around the community, volunteering, and working in my previous role as general manager assistant and various summer student positions within the band office. I often volunteer when I can and presently help with the facilitation of the Dakelh Beading Circle.

Upon becoming a young adult and mother/matriarch, my passion for the culture of our people and learning our traditions, ceremonies, and ways of knowledge

concerning health grew immensely. Much of my inspiration came from Sophie growing up, as she helped my grandfather Benny Teed with her traditional medicine. I recall visiting her home and seeing the many medicines in her home and her ability to help many people. This inspired me and I always knew I wanted to serve others. Thus, I felt I could achieve this by obtaining my nursing degree. Today, I am proud to say I recently graduated with a Bachelor of Science in Nursing.

The experience and knowledge not only from my education but also from my cultural upbringing and continued growth as an adult provide me with the confidence to serve the community in a good way as the interim health manager and the future permanent role I will be filling.

Traditional wellness concerning the physical, mental, emotional, and spiritual lead my practice as a nurse, as an individual, and in my role as the interim health manager. It guides me to serve the community in a way that ensures holistic care is achieved in a culturally appropriate manner so the voices of the people can be heard. I know there is much work to do within our community for health and the health services providers, but it is my hope I can be a strong advocate to meet the needs of the community. I want to thank each of you for allowing me the space to do this work as I hope to immensely improve these services in the community.

Snachailya

VIVIAN THOMAS

Hello, my name is Vivian Hoffe. I'm the Receptionist/patient clerk, working out of the Saik'uz Health Centre for the past two years. I have five children and six grandchildren.

After living in Vancouver, I decided to return home and now reside in Saik'uz. My grandparents are Alex and Madeline Johnny. I am from the grouse clan. I assist with patient travel, booking an appointment for the D.R 's, nurse, drug and alcohol counsellor, dental hygienist, CHR, and the MOA when needed. Additionally, when we have other events or workshops, I help with the planning.



LINDA HOLMES

I have been the Community Health Representative (CHR) for Saik'uz Health for the past 16 years. I was born and raised in Saik'uz. I am from the Grouse Clan and a mother to six children and a grandmother to 15 grandchildren. I am also one of the Band Representatives for the Community Wellness Committee.



I graduated from the Care Resident Aid Program in the year 2000. I work alongside the Saik'uz Health team, Family Preservation workers, doctors, nurses, specialists, and many other professionals as a team to advocate for families to receive the best possible care. I am the Homemaker Supervisor and ensure members receive this service if needed. I do my best to help each member professionally.

ASHLEY ANTOINE

My name is Ashley Antoine, daughter of Vera Antoine and granddaughter of the late Moise (Scotty) and Maryann Antoine. I am a member of the grouse clan and a mother to two children, my daughter is 5 years old, and my son is 9 years old.



I am the new Youth Support Worker. I have worked for Saik'uz since May 2021 where I have been employed as the Education Assistant. I look forward to working with our youth in the community and being a part of our family prevention team at the Saik'uz Health Centre.

I have worked in many different areas of employment. From sawmill labourer, working for the department of national defence, as a welder, and now for my home community of Saik'uz. I have my business administration certificate and my first-year welding certificate.

SHELBY HATELY

Hello! My name is Shelby Hately. I am the spouse of Aaron Raphael and the proud mother of my two children Octavia age 5 and Kaiden age 2. I grew up in D'Arcy, otherwise known as N'Quatqua or Nesquatque territory, located approximately 47 kilometres outside of Pemberton, BC. I came here from the Sunshine Coast in 2018

and have been living in Saik'uz First Nation for roughly 3-4 years. I am honoured to be working with the Prevention and Recovery Program at the Health Center. It is my hope with my personal lived experience and knowledge in these areas I can help make a positive change at an individual level and community level. I pride myself on helping individuals to better themselves and their families to be the best they can be and achieve their goals together. I'm looking forward to working with and alongside so many amazing people and delivering programs and services to help the community.

HOUSING & MEMBERSHIP

HOUSING

Rapid Housing Initiative Round 2 - to address the urgent housing needs on reserve. The objective is to target women and/or women and their children. To target people and populations who are vulnerable and who are also, or otherwise would be, in severe housing need or people experiencing or at high risk of homelessness, to construct affordable multi-residential housing units on reserve. The application process was based on a point system (time to occupancy, time to completion, etc.) so we worked with our proposal writer and our CMHC specialist to have a more complete and effective application to score higher points than what we submitted on round one. The funding covers 100% of costs and the homes must be available for occupancy within 12 months. With the housing team and with the support of our Chief & Council we were approved to construct the following new buildings.

- 🏠 3 Bedroom - Lot 111, 590 Ketlo Street
- 🏠 3 Bedroom - Lot 35, 247 Holmes Drive
- 🏠 3 Bedroom - Lot 5, 217 David Drive
- 🏠 3 Bedroom -Block 7, Lot 1-726 Patrick Street
- 🏠 3 Bedroom - Block 7, Lot 2 -732 Patrick Street
- 🏠 Duplex-Lot 85-554 A&B, Mary John Street
- 🏠 4 Plex-Lot 86-548 A to D, Mary John Street
- 🏠 4 Plex -Lot 99 -527 A to D, Mary John Street
- 🏠 Duplex -Lot 100-533 Mary John Street

RENOVATIONS (HEALTH & SAFETY)

The housing department had applied for funding to complete as many home inspections as possible within a short timeline through Indigenous Service Canada. With the completed inspection reports and inspection by the Environmental Health Officer, we were able to secure funding for 26 units. The units consisted of elders being our priority and health and safety. The start date was November 2021, and the completion date is June 23, 2022. The housing will be continuing with the elders' list and other units that require health and safety issues addressed. The education/training team has applied for a wage subsidy to help with employing our band members. The band has hired Bragg Construction to assist in completing the 26 units by the deadline.

EMERGENCY REPAIR PROGRAM (ERP) CMHC

The band applied for seven new furnaces and one wood stove through the funding program. CMHC has also approved one unit to get partially renovated for limited funding.

SAIK'UZ FIRST NATION GAMING GRANT

This funding provided eight new furnaces.

SECTION 95 HOUSING CMHC

The band has applied for 2 - 3-bedroom modular homes and 2 - 4-bedroom modular homes. This application has been submitted to date, we are in the funding stages and not yet approved.

MEMBERSHIP

As the Indian Registry Administrator (IRA) I ensure that our registry of members is up-to-date and correct. I can assist you with the following registration events: birth, marriage or divorce, death of a registered Indian, death of a non-Indian, membership transfer by band council resolution, and any amendments (legal name change, sex/gender, birth date, revert to birth name or previously used surname, alias name, province/residence, parental Information, Category from 6(2) to 6(1)(f), etc.).

- 🌸 Application Process Time—6 months to 2 years.
- 🌸 Life Events other than Births—16 weeks

I assist in the Indian Day School application for the Stony Creek Kindergarten school, the deadline to apply is July 13, 2022, and the contact number is 1-888-221-2898.

LAMINATED STATUS CARDS

Saik'uz First Nation members may request or renew their laminated status card on the same day as their appointment. Members of other bands are welcome to apply

but are not guaranteed same-day access. A laminated status card costs \$10.00 for Saik'uz members and \$20.00 for non-Saik'uz members.

SECURED CERTIFICATE OF INDIAN STATUS CARDS

It usually takes 12 to 16 weeks to process a complete application. There is no fee.

BIRTH REGISTRATION

Parent(s) must provide the original birth certificate with the parent name(s) listed. Applications are available online and take 6 months to 2 years to process, depending on the complexity of the file.

DEATH REPORTS

Family members are responsible for bringing in the certificate of death to remove the deceased member's name from the Indian Registry list.

ESTATES SERVICES

These services exist to help manage the affairs of a minor or a dependent adult who usually lives on a reserve or a deceased family member or friend who usually lives on a reserve. If a First Nations person was living off a reserve at the time of death, the estate is the responsibility of the province, territory, or country where they lived.

INDIAN REGISTRY DATA MANAGEMENT

I record and update the registry to include events such as marriage, divorce, or death, amend an entry such as a band transfer or a name change, or correct data, such as date of birth or an address. These records help us ensure that band members are receiving the support to which they are entitled and help us apply for funding for other programs and services to be delivered to the membership.

The population of Saik'uz First Nation, as of June 1, 2021, is 983 members. We have 316 Saik'uz First Nation members, 34 other First Nation members, and 26 non-First Nation individuals living on reserve.

ABOUT ME

LESLEY RAPHAEL



My name is Lesley Raphael. My mother is Bernadette John, and my late father is Fredrick Patrick. I am proud to be from Saik'uz First Nation. I have lived here most of my life and am married to Gregory Raphael with whom I have two children, Courtney and Gregg, Jr.

INDUSTRY

ANNUAL REPORT TO BAND MEMBERSHIP

PREPARED BY BARRY VICKERS, ADVISOR

I have been retained by the Saik'uz First Nations ("Saik'uz") to provide professional advisory assistance on various forestry and commercial initiatives being considered by the Nation. This report provides a broad overview of the advice and assistance I have provided to the Saik'uz First Nation over the previous year.

FORESTRY

I have provided advice and assistance to Saik'uz in the development of a forestry strategy that has been primarily aimed at increasing Saik'uz stewardship, jurisdiction and revenue connected to forestry activities occurring in its traditional territories. The strategy has largely been aimed at halting the level of harvesting occurring in Saik'uz territory without the Nation's consent. Through various meetings and continued pressure directed at Canfor and the Ministry of Forests, Lands, Natural Resource Operations and Rural Development ("FLNRORD") Saik'uz has been able to halt the issuance of new timber cutting permits to Canfor over the past 2 years. We also have in place a tacit agreement with Canfor that it will not conduct any harvesting in Saik'uz territory without our consent. During this time, I have also assisted Saik'uz in pursuing other measures that are aimed at increasing Saik'uz influence over the management of forest resources in our territory. Specifically, we have had several meetings with FLNRORD to use Section (169) of the Forest Act to protect designated areas within the Saik'uz territory from harvesting activities also referred to as "immediate measures or bio-diversity management areas".

Through these meetings and with the coordinated pressure also being exerted by

other Carrier Sekani Nations, FLNRORD has now agreed to implement immediately measures that will reduce the level of harvesting and increase the protection of wildlife, fisheries, recreation, and plants that are a fundamental part of Saik'uz life and culture.

I have assisted Saik'uz in the negotiation of a draft co-management agreement with a company called the Meraki Group. The agreement sets out how Meraki can assist Saik'uz in the development and merchandising of current and future timber tenures held by Saik'uz. Meraki has worked with other First Nations in the Province to assist Nations in increasing capacity to develop and manage their forest tenures while ensuring the Nations remains directly involved through a co-management arrangement. As Saik'uz moves towards the largest tenure holding in its history along with being party to various forestry agreements with local sawmills, increased capacity for professional management will be a necessity.

Late in 2021, working based on consent Saik'uz has allowed Canfor to harvest approximately 30,000 cubic meters of timber in Saik'uz territory. An agreement was reached that ensured Canfor would adhere to Saik'uz concerns and requirements around block harvesting. The agreement also provided Saik'uz with a fair share of the revenues that comes from the timber. We still do not have in place a more comprehensive agreement with Canfor around harvesting in Saik'uz territory but by continuing to implement strategic pressure on them and FLNRORD we remain optimistic this can occur in the next few years.

BLACKWATER GOLD

I have been retained on behalf of Saik'uz, Nadleh and Stellat'en to provide advisory assistance on the Blackwater Gold Mine project being led by Artemis Gold. Specifically, I have been engaged by the Nations to provide assistance in the negotiations of the impact benefits agreement ("Project Agreement") and various commercial aspects of the project including contracting and procurement and transmission line ownership. The nation's primary interests are around the transmission line as the gold mine lies just outside of Saik'uz traditional lands. More recently, through my work and others, the Nations have been able to secure a contract to build the 140 km transmission line. The Nation will do this through a partnership with a large-scale electrical transmission line company and an engineering company. Winning the bid to build the transmission line will ensure

that Nations receive a share of revenues along with employment and subcontract opportunities in the building of the transmission line. The building of the transmission line could commence as early as this winter. In addition to receiving the contract to build the transmission line, there will also be several contracts that will be directly awarded to the Nations such as bussing, road building and maintenance, delivery services and security services, etc. My work has also included the development of a partnership with a mine construction and engineering company that will bid on various competitive contract tenders in the building of the mine.

The Nations have also been able to negotiate an equity ownership position in the transmission line. Much work has been done and will continue on the level and terms of ownership along with financing aspects. The transmission line is expected to cost in the range of \$90 million dollars to build. The transmission line will offer a stable and attractive return on investment for the Nations for the life of the mine projected at 22 years. After 22 years or once the mine has finished production and reclamation the Nations may have an option to take full ownership of the transmission line for future projects.

TATUK RESORT

I have provided assistance to Saik'uz in the potential purchase of the Tatuk Lake Wilderness Resort is located on Tatuk Lake right adjacent to Saik'uz Indian Reserve #7. The resort was put up for sale in 2021 and Saik'uz has been in negotiation to purchase the resort since early 2022. The resort was originally listed for sale for \$1.2 million dollars and Saik'uz has been able to negotiate a much lower price Based on an appraisal it commissioned in 2021 that valued the resort and property at approximately \$925,000. After conducting a comprehensive evaluation of the property including a legal, financial and facilities inspection Saik'uz has asked for a further price reduction along with other changes to the terms of the purchase including a management training and transition program built into the agreement. As of this report we have been unable to reach an agreement with the owners of the resort but will remain open to future negotiations should the owners reconsider.

LHAI VENTURES

Saik'uz takes part in a partnership with Lheidli T'enneh, Nadleh Whut'en and Stellat'en First Nations to pursue competitive contracting opportunities on the Coastal GasLink Pipeline project that traverses over a portion of Saik'uz territory. The partnership is called Lhai Ventures Limited Partnership ("Lhai"). Regina Toth is the General Manager for Lhai. I have been providing assistance to Lhai and Regina to advance the interests of the partnership including negotiation of various agreements with contractors to bid on various scopes of work to build the pipeline. Lhai was originally established and has been active since 2019 and continues to operate and win bids creating significant economic value to the Nations. As the Coastal Gas Link project nears completion - currently slated for late 2023 - Lhai will need to decide whether and in what form it will continue. Numerous relationships have been formed with various industry partners and amongst the Nations. Considerable investment has gone into setting up Lhai and the relationships that have been formed provide opportunity for the Nations acting collectively to hit the ground running on future projects or commercial business opportunities.

SAIK'UZ ECONOMIC DEVELOPMENT

I have been assisting Jason Alexis with various economic and business development initiatives the band wishes to explore. The work has included various due diligence efforts to ensure that the terms of Saik'uz participation in these initiatives take in consideration costs, risks and liabilities and appropriate benefits including financial.

The band has been looking at the potential purchase of three vacant properties from CN Rail in the town of Vanderhoof. In total these three parcels of property total close to 6 acres of property. Two of the properties come with challenges to them including environmental damage (located on highway 16 next to KalTire) and location over a flood plane (Silversmith Ave property). On a positive note, these properties are zoned for commercial/industrial use, and it is very difficult to find properties with this type of zoning in the vicinity of Vanderhoof. Over the coming

months we will conduct due diligence on all the properties to ensure that we are able to satisfactorily address any liabilities associated with the properties and that they have the potential to be turned into revenue generating properties.

I have provided assistance to Jason in the potential development of the Noonla property including looking at power infrastructure into the property. As well we have had various discussions with Indian Service Canada to designate the property for broad commercial uses. This is a very onerous process and Jason has done some great work to advance development on the property. This property offers great commercial potential with upgrades to the power and other infrastructure that service the site. At some point a complete development plan will need to be prepared for the property. This property also offers attractive zoning potential as it is outside of the Agricultural Land Reserve and in close proximity to highway 16. We have also been working on the development of two joint venture opportunities with two large-scale construction companies, Morgan Construction and Surerus/Murphy who specialize in heavy civil construction and gas pipelines and facilities, respectively. With increased construction activity expected in Northern BC and a compressor station project planned for the Coastal Gaslink project, agreements with these two companies will provide us with the needed scale of partner to competitively bid on these projects. Discussions with both companies have focused on revenue sharing, employment and training and contracting opportunities for Saik'uz members. We plan to have these in place over the fall of this year subject to approval by council.

Thank you for allowing me to assist our Nation in tackling the immense economic opportunities and challenges that we face. I look forwards to working with Jason, Cora, Kasandra, and council throughout the remainder of 2022 and look forward to working with everyone to maintain our environmental values and to provide economic opportunities and benefits to the community.

LAND & RESOURCES

Hadih Saik'uz Whut'enne!

My name is Kasandra Johnny-Turbide, I am a member of the Noolhkai Whut'en (Frog Clan) and have been the Land and Resource Manager since August 2018. Before joining the department, I obtained a Bachelor of Arts in Environmental Studies at the University of Northern British Columbia (UNBC). My job mainly consists of over-seeing the department staff, projects and initiatives, administrative duties, as well as attending various meetings regarding industrial, and stewardship projects in Saik'uz Keyoh (Territory).



In 2020/2021 our department with the support of Chief and Council, Barry Vickers, and consultant Dave Radies' made some major accomplishments in Forestry. Since 2021 any forestry harvesting in the territory has not been done without Saik'uz environmental monitor review and ensuring more sustainable practices are implemented. Earlier this year we released the short documentary "Old Growth, New Beginnings" which talks about the impacts that forestry has had on our people, culture, and way of life. It outlines our position that forestry will not occur in the territory without Saik'uz consent. If you haven't watched the film, it is available on Saik'uz First Nation's YouTube if you search the title "Old Growth, New Beginnings."

Since I started my position, we have been working on the implementation of Immediate Measures, and the protection of our Biodiversity Management Areas. We are finally at a place where the province has agreed to apply for a Part 13 Protection Order under the Forest Act to allow the space for Resource Management Planning (RMP) which we are hoping will launch in the fall or winter of this year. This protection order will suspend and cease any forestry activities and plans in our Biodiversity Management Areas. We expect that RMP will take a few years and allow Carrier-Sekani First Nation's the ability to have more control and say over how forestry is conducted in our territories to protect the values most important to us. We are also expecting a disposition of new forestry tenure for Saik'uz and the other Carrier Sekani First Nations which further allows us to have control over the planning and harvesting of forestry in the Keyoh. You can look forward to community engagement over the coming years around this process as we need

your input to make this a strong plan to protect our forest resources for current and future generations.

We are excited about a new governance pilot project and committee that consists of family representatives in the community to provide input and direction into an Ecosystem Restoration Plan (ERP) for Saik'uz Keyoh. This plan will be a living document that we will continue to work on over the years. We welcome further participation of families to put forward representatives in the Traditional Governance Oversight Committee. Currently, we have two restoration projects that we have been working on with the Province of BC and the Society for Ecosystem Restoration in Northern BC (SERNbc). We see the ERP as being a critical starting point for RMP as we continue to understand the state of our territory. One project is around restoring moose habitat – we have selected some trial areas where different thinning prescriptions have occurred to reduce pine density in cut blocks that were previously planted 10+ years ago. The intent is to remove some of the pine trees to allow for moose forage (or food) to grow. We will be monitoring these areas for years to come. Another project is around road deactivation with the first deactivations occurring in the Crystal Lakes area. We have been working with the two licensees operating in the area, as well as other stakeholders to create deactivation plans. If you have any questions about these projects – please feel free to speak to me!

There are two major projects in Saik'uz Keyoh – The Coastal Gas Link (CGL) Pipeline and the Transmission Line for the Blackwater Mine. For Coastal Gas Link I am engaged in the “Liaison Committee” where we meet bi-annually with TC Energy to discuss our project agreement as well as any other issues that may come up. Sections 4 and 5 of the projects are within Saik'uz Keyoh – Section 4 has been mostly completed with some continued monitoring, and the Vanderhoof Lodge Camp Facilities have been deconstructed. Harold Alexis is Saik'uz Community Construction Monitoring Liaison – in this role he monitors construction activity on the pipeline and provides daily reports to our department. Harold has done a great job flagging any environmental issues for the department to follow up with the company which has resulted in more protection around sediment and erosion issues as an example.

For the Blackwater Gold Mine – a transfer in ownership from New Gold to Artemis Gold occurred in August 2020. I am currently involved in the negotiations for our Project Agreement with the company which includes our relations in Nadleh Whut'en and Stellat'en as the transmission line for the project will be within our collective territories. Although the mine itself is not within Saik'uz Keyoh it is still

important for us to look at the impacts of the transmission line, and potential effects from the mine site into our receiving waters. They are also required to abide by the Yinka Dene Water Law for their operations. Currently, the company is in the second round of detailed review for the various management plans that are required under their Environmental Assessment Certificate that will form the permits that are required for the construction, operation, and life of the mine. I am involved in these processes via the Environmental Management Committee, the Mine Review Committee, and through direct engagement with the company. We have been working with Source Environmental Ltd., in the review of the plans who were previously involved in the Environmental Assessment as well. We expect that the Major Mine Construction Permit will be granted by late 2022, or early 2023. You can expect another community update meeting with the company in the fall of this year.

Saik'uz Environmental Monitoring crew consists of supervisor James Thomas and technicians Reese Patrick and Erik Johnny-Martin. The crew works on pre and post-harvest forestry monitoring with our partners at Nechako Lumber, as well as other licensees operating in Saik'uz territory. Our goal is to engage with licensees before any planning is solidified so that further protection can be applied to protect riparian, wildlife, and cultural heritage resources. The past two winters the crew was busy working on a collaborative research project looking at Fisher's presence and habitat with the use of wildlife cameras and baiting. They are also involved in Water Quality testing for Carrier Sekani First Nations and will be working on a new monitoring project on the Nechako River. The crew also helped with the Carrier Sekani Fisheries projects in the summer/fall of 2021 for Sturgeon on the Nechako River. This fall they will also be working on a camera study for Grizzly Bears to confirm travel corridors which we hope can be legally protected in the future as our local Noolhkai population is endangered.

Ashley Raphael is Saik'uz and Nadleh's Aboriginal Natural Resource Liaison since 2018 – her position is funded through the Oil and Gas Commission's Aboriginal Liaison Program. The goal of her program is to assist community members in voicing their concerns around resource development, safety, and environmental and emergency management. She is continuously learning about various government agencies, regulations, and different natural resource development processes. Through her program, she can attend various inspections with the local Natural Resource Officers and is integral to the Carrier Sekani First Nation Water Quality Monitoring Program through the Upper Fraser Fisheries Conservation Alliance. This year she has been busy learning a program for the Water Quality data called "Aquarius" which allows our communities to have ownership over the data

and will allow us to receive that data in a format that works for our communities. In 2020 she completed the Drone Stewardship Program and has been using a drone operator's license to assist the Saik'uz Environmental Monitoring program.

If Saik'uz members have any concerns over activities they witness within our territory please contact Ashley – she can document your concern, research the legislation related to the issue, and help file a complaint with a Natural Resource Officer if necessary. This can all be done confidentially if requested. She can be reached in the office, or through email at ashley.rafael@saikuz.com. We are proud that Ashley has developed a moose protocol which aligns Conservation Officers with community members to help salvage moose that have faced mortality through traffic incidents – if you would like to be a part of this list, please contact Ashley.

The Land and Resources office was created in 2013 by Jackie Thomas to review the TransCanada, Coastal Gas Link, Newgold Blackwater, Innergex, and PNG Looping projects. The office operates through capacity funding that is negotiated through our government-to-government agreements with the province of BC, capacity funding, as well as through industry agreements.

ABOUT US

ASHLEY RAPHAEL

My name is Ashley Raphael. I'm the Aboriginal Natural Resource Liaison for the Carrier Sekani First Nations, and I have been working at Saik'uz since 2018. I work with government agencies doing inspections on our territory regarding resource development, safety, and environmental and emergency management. I also assist community members in voicing their concerns regarding resource development, pollution, and anything unusual happening in our territories. My job allows learning about resource development, regulations for work being done in our territory, inspections with the Province of BC, and working alongside the Saik'uz monitors on their projects. When I'm not at work, I love being on the land, fishing, beading, and enjoying a good laugh!



ERIK JOHNNY-MARTIN

Erik Johnny-Martin has been a Wildlife Monitor for the Land & Resources department since 2019. His daily work includes maintaining equipment for the department's various projects, data logging, cleaning the creek, and taking children in care and the community out for cultural activities such as the traditional gathering of medicinal plants and harvesting of meats. Erik's previous outdoor knowledge has been a great asset to the Land & Resources team.



JAMES THOMAS

James Thomas is the supervisor for the Land & Resources Wildlife Monitor crew. The Monitors do many projects for the Land & Resources department, including investigation of pre- and post-harvest cut blocks, water quality testing, studies on fish, grizzly bear, and moose, Kokanee counts, supporting the community with hunting, trapping, and other cultural outdoors activities, and marking traditional trails in Saik'uz territory.



REESE PATRICK

Reese Patrick has been a Wildlife Monitor for the Land & Resources department since 2016. Part of his work includes documenting and protecting bear and fur-bearing dens, documenting culturally modified trees, and setting up trail and bait cameras to document wildlife.



OPERATIONS & MAINTENANCE

Operations & Maintenance (O&M) handles the caretaking of public spaces and infrastructure, such as water treatment and monitoring, sewer lines, garbage pickup, snow removal, and light building maintenance. Below are several highlights from the 2021-2022 year:

- 🌸 Repaired a broken sewer line under the lift station and this was repaired.
- 🌸 The water advisory has been in effect from October 2021 – May 2022. We worked with FNHA and after 6 weeks of clear results, this advisory was lifted.
 - We have a new bleach chlorinator to aid in disinfecting the water.
- 🌸 Housing; assisted with delivering, and unloading supplies for renovations. We do minor inspections every week, and minor repairs weekly.
- 🌸 Assisted in clearing the land, removing trees, levelling grounds, and clearing the space for the new Youth bus stop on Holmes Drive.
- 🌸 We are planning on cleaning (pigging) the water lines this year on the main reserve.
- 🌸 The water meter parts have been installed at the good house.
- 🌸 Springtime clean-up to start May 2022 to June 2022. Band members can take their unwanted junk to the curb for pick up.
- 🌸 Day Care; minor repairs, cutting the grass, repairing minor alarms.
- 🌸 Re-do fire hydrants yearly on reserve.
- 🌸 Preparing for winter, such as turning the heaters on in well and pump houses.
- 🌸 Maintaining the good houses and pump houses.
- 🌸 Preparing machines for snowploughing and snow removal
- 🌸 Successful completion of weekly activities, including:
 - Wednesday: water testing on the reserve
 - Thursday: garbage pickup for the community
- 🌸 Successful completion of annual activities, including:
 - maintaining the grass around the lagoons
 - cleaning water lines
 - changing the oil and backup generators for sewer and water
 - repairing brush saws, lawnmowers, packers, power plants
 - Repair, flush, and clean hydrants
- 🌸 Ad hoc, minor jobs throughout the reserve and at the Band Office, Multiplex, and Daycare.

ABOUT US

MICKEY PHILLIPS



Hadih! My name is Mickey Phillips. I am married to Peggy Phillips and sit with the Grouse Clan. I have been the Operations & Maintenance Manager since 1998 and have worked for Saik'uz First Nation for a total of twenty-three years. My primary duties consist of weekly water testing, grounds management for public property in Saik'uz, infrastructure and building maintenance, sewer management, and basic repairs.

JOSEPH BARFOOT



Hadih! My name is Joseph Barfoot and I sit with the Frog Clan. I was born and raised in Saik'uz. I am an Operations & Maintenance Worker, and my day-to-day duties primarily consist of cutting grass in public spaces of the community, hauling garbage, snow removal, and assisting my supervisor in whatever capacity needed.

RECREATION

Hadi

My role as recreation manager is to plan activities and field trips as well as planning family events for Saik'uz I also work closely with Right to play who funds the recreation program. They are a non-profit organization who empowers children around the world by having each community deliver play-based programs. Right to play has been a big part of Saik'uz recreation since before I started, and they are amazing to work with.

The Recreation Program is geared toward children and youth ages 8+ and focused on building healthy relationships and improving health through outcome-based games and activities. In addition to the regular programs available, we plan a variety of other special programs and intergenerational events. Such as family day at Beaumont bike rodeos and movie nights Halloween events

The program runs from September to June, with registration for the Multiplex opening in September for the upcoming year. Parents are encouraged to drop off and pick up their children. On average we host 15- 20 youth and provide them with a healthy lunch or snack option. Winter activities and programs are based in the evenings. while our summer months, activities, and programs are largely based on the daytime. We are always open to volunteers interested in getting involved with us at the Multiplex and have a variety of items they can assist us with. Additionally, anyone interested in preparing snacks, or playing some fun games (e.g., touch tag, musical chairs, basketball, volleyball) is always welcome. Any interested parties are encouraged to reach out to the Recreation Manager to get the ball rolling. We always look forward to seeing new faces at the Multiplex.

This past year I have worked part-time due to covid closures I had to do activity packages that went out weekly. They had snacks and activities for children ages 6- up on average I handed out 25-30 packages a week. We hosted a big family day activity and the whole community joined in it was the first time having a big gathering since covid it was a success and everyone loved it. When we reopened the multiplex to the public, we started to open an after-school program where we supplied a healthy snack and then played games on average, we had 25-30 youth show up. We hosted a spring break activity where we built bird houses and painted and made slime with the kids and some parents came out to join in the activities. This summer we are planning swimming lessons and a literacy camp will run for 2 weeks.

DISNEY LAND TRIP UPDATE:

Travel Committee has voted and has decided to change the trip from Disneyland to Toronto going to six flags and touring around Toronto the plan is to go during the summer of 2022. This change was decided because we were having issues with passports and to take a big group that far we would need a lot of extra costs so we decided to keep the trip in Canada so we wouldn't have all those extra costs and continues to host meetings are once a month. Fundraising for such initiatives has been ongoing, and we extend great appreciation to all those who have supported our fundraiser's efforts. As of today, we have fundraised a total of \$26,480.98. the committee has met and we are taking the next steps in planning the trip once we know more about the trip, we will have an info meeting for the community.

ABOUT ME



I am a proud member of the Frog Clan from Saik'uz First Nation. I live with my husband and three children in the community.

SOCIAL DEVELOPMENT

To our clients, you are all great to deal with and we enjoy it when we get to see you all regularly. We look forward to when we will be able to have you all stop in and come say hi. Thank you for always being patient with us during these challenging times. With Indigenous Service Canada (ISC) funding our program, we are bound by their policy; therefore, we try our best to help each client individually in any way that we can without causing hardship. We only ask that when you have an issue with anything please come in and talk to us honestly and we will do our best to work with each of you.

SERVICES FROM SOCIAL DEVELOPMENT, WHAT WE OFFER:

The Social Development program provides Income Assistance to all individuals that qualify for the service. This service consists of Basic Needs, Shelter Allowance (BC Hydro, Wood, and Rent), Hardship Assistance, Special Allowances Health Benefits, and Adult Home Care. To qualify for any of these services, the workers must ensure that they follow the Social Development Program Policy.

The Assisted Living Program recognizes the right and responsibility of the individual to remain at home for as long as it is reasonable, safe, and practical to receive support services in the home setting.

OUR OVERALL GOALS FOR SOCIAL DEVELOPMENT:

1. To provide consistent support to our clients, following the policy and procedures from Indigenous Service Canada.
2. Help maintain lines of open communication between our vendors and our clients, to prevent hardship.
3. Provide our clients with as much information as possible to seek employment to help them get back on their feet.

CHANGES HAPPENING WITHIN THE DEPARTMENT:

Client file maintenance is an ongoing task. We have brought back the work search forms. With the forms, they are to be done in an honest effort to find employment.

Cheques will be held until a work search is completed as per the Rights and Responsibilities form each of the clients has signed.

Most BC Hydro bills have been transferred to bi-monthly payments to ensure clients are not receiving higher than normal year-end invoices.

If you are a client and need any special needs items, please feel free to give us a call and we can discuss your options.

Again, I would like to take this time to say MUSSI to all our clients for your patience and understanding. We are always here to help when we can under our policy and procedures. If we can't help in that way, then we will problem solve to find a way we can.

ABOUT US



CLAUDIA JOHNNY-MARTIN

Hadi! My name is Claudia Johnny-Martin. I am married to Erik Johnny-Martin, and we have three children together who we are raising in Saik'uz territory. I was born in raised in Fort St. James. My parents are the late Brenda Holdis and Herman Paula. I have been the Social Development Manager for approximately three years now. I am currently working towards my Bachelor of Social work, currently finishing up my second year. This has been a passion for me to help our children and families to the best of my abilities and to prevent more trauma than we have already faced as Indigenous people.

Favorite quote: "There are only two days in the year that nothing can be done. One is called Yesterday, and the other is called Tomorrow. Today is the right day to Love, Believe, Do and mostly Live." – Dalai Lama

AGA REGISTRATION

Due to the COVID-19 pandemic, we have held a virtual Annual General Assembly for the past two years, however as everything is opening slowly, we will be hosting an in-person event this year at the Saik'uz First Nation Multiplex.

Additionally, to reach some of our off-reserve members we will be hosting an information session at the House of Ancestors in Prince George the week after our AGA, on Aug 17 & 18, 2022.

AGA BOOKLET:

In an effort to reduce our waste and carbon footprint this year we will only be providing a paper copy of the AGA booklet to members who request one. Please reach out to us by July 2022 to update your contact information mailing address and emergency contact information.

STILL, HAVE QUESTIONS?

Please submit them to executive.assistant@saikuz.com or call the Band Office at 250-567-9293.

RESOLUTIONS

Per Saik'uz First Nation policy, we hereby announce the intention of the following individuals to transfer their band membership to Saik'uz First Nation:

1. **Gabriel Ciaran Isaac Lindley**
2. **Michael Atticus Lindley**

I'm Angelica Casimer,

My parents are Gerald and Barb Casimer, my maternal grandparents are Felix and Celena John, and my paternal grandparents are Albert and Christine Casimer.

I am a member of the Saik'uz first nations but currently reside in the Okanagan with my husband and two wonderful sons'. My children are Gabriel and Michael Lindley, and they are currently members of the Upper Nicola Indian band. My sons are very kind, respectful, well-mannered, and intelligent boys.

My eldest Gabriel is 14 years old and will be attending high school in the fall, and Michael is 7 and will be going into grade 3. I wish to transfer Gabe and Mikey to Saik'uz Whut'en.

The reason I wish to have my children transfer is that I appreciate Saik'uz first nation's leadership and business methods. I recognize the employees and leadership to be excellent and incredibly professional. these are characteristics I appreciate and find to be meritorious.

I hope that my fellow Saik'uz first nations members will vote yes and allow my children to join our band. I feel that they will grow into intelligent, kind, and upstanding men who will eventually be able to contribute to our community.



Band Membership Transfers require membership approval to take place, so please do your part and vote to approve or reject these requests.

Votes will be tallied at the Saik'uz First Nation Annual General Assembly on Aug 10-12, 2022. To be eligible for transfer, an individual requesting transfer of band membership to Saik'uz First Nation must be voted in by a majority of present voters. Results will be announced and posted the following **Mon, Aug 15, 2022.**