

Lhuk'ui 'udzi, lhudah lhulh ts'uwhut'i-a.

One heart, one community.



**LHEIDLI T'ENNEH
2017/18 ANNUAL
REPORT**

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MESSAGE FROM THE CHIEF

YOUR CHIEF AND COUNCIL

Lheidli T’enneh is governed by an elected Chief and Council by the registered membership, once every two years.

Elected for a two year term on April 12, 2017:

- Chief Dominic Frederick.
- Councillor Dolleen Logan.
- Councillor Clayton Pountney.
- Councillor Vanessa West
- Councillor Shirley Gustason

“One Heart, One Community” is a theme that we have chosen for our Annual Report. At the end of the day, we stand together as one community! In times of crisis, we all come together, in times of mourning, we all support one another, and in time of celebrations, we all lift each other up! Lheidli T’enneh is a generous and giving community. I am glad to call myself as your Chief, and this has been a wonderful journey.

Lheidli T’enneh has come a long way in terms of where we’re coming from and what we’re doing now. We have made great steps to becoming our own self-governing nation and building positive relationships.

On May 5, 2018, a historical agreement took place. In what is called a Final Agreement Initialing Ceremony, negotiators for the Government of Canada, the province of BC, and the Lheidli T’enneh initialed the updated 2006 final agreement, which has been newly named as the Lheidli T’enneh treaty.



Councillor Dolleen Logan



Councillor Clayton Pountney



Councillor Vanessa West



Councillor Shirley Gustason

Current Elected Councils



My name is Dominic Frederick, but most people call me Domo. Born and raised in Lhezbanonichek Miworth, I am Carrier and have always lived amongst our people. I am a member of the frog clan and a member of the Frederick family whose Keyoh (traditional family territory) includes the Nechako River Valley from the Frazer River upstream to the Chilako River, North to Great Beaver Lake. I was elected Chief of Lheidli T’enneh in March 2005 and was re-elected for a seventh consecutive term in April 2017. I was previously a Lheidli T’enneh councillor for seven terms.

The treaty provides Lheidli T’enneh with rights and benefits regarding land and resources and self-government, ranging from 4,330 hectares of treaty settlement lands (known as Lheidli T’enneh lands) to \$2.29 million per year in ongoing funding for services, such as health and education (indexed to inflation).

The Chief and Councillors are trustees with a fiduciary responsibility to act in the best interests of Lheidli T'enneh.

THE FUNCTIONS OF CHIEF AND COUNCIL

- Represent Lheidli T'enneh.
- Advocate for Lheidli T'enneh.
- Set Lheidli T'enneh's strategic direction.
- Hire and supervise the Executive Director.
- Protect and enhance the community's assets.
- Establish policies.
- Draft laws for community consideration.
- Establish an annual budget.
- Review financial statements.
- Hold regular meetings and record minutes and decisions.



Final Agreement Initialing Ceremony May 5, 2018

This Initialing Ceremony and all that it entails is that start of the creation of a better future between Canadian governments and the Lheidli T'enneh. With this ceremony and potential treaty we are moving forward and creating a better future for our children, grandchildren, and great grandchildren. A ratification vote for Lheidli T'enneh treaty will take place this June.

In addition to progress we have made with our treaty, Lheidli T'enneh has had several other developments and agreements this past year that I am very proud of.

To name a few:

- In June of 2017, we signed an historical Memorandum of Understanding with the College of New Caledonia. This has established a strong foundation for a working relationship with the college based on principles of respect, communication, trust and understanding.
- Lheidli has been engaged with BC Parks over the past year, developing a Collaborative Management Agreement.
- Soon we will be opening our community hall located in Prince George and are looking to buy more land in Prince George in the future.

The developments and relationships Lheidli has established this year make me hopeful of a successful and healthy future for our people and our generations to come.

I would like to thank my respective Councils and all their hard work. I am very fortunate to serve by my fellow Council members for the past eight consecutive terms as the elected Chief Councillor. I am truly honored to have been given the mandate once again to move our community forward.

Additionally, I would like to thank all the staff who continue to make this organization function with ease.

Mussi Cho!

Respectively,

Dominic Frederick

Chief

NATURAL RESOURCES ANNUAL REPORT

BACKGROUNDEERS



Chusnatlo Sam

Chus is a 31 year old young man, father of 3, and husband to wife Stephanie. Chus has been the Natural Resources and Referrals Officer at Lheidli T'enneh since April 2014. Chusnatlo is the traditional dakelh name for the area currently known as Mount Milligan.

Chus is a current Key-oh Holder in his nation of Nakazdli. Chus is happy to be a part of Lheidli T'enneh and is tenacious within his role of preserving and protecting Lheidli's Aboriginal Title and Rights through Natural Resource Referral Management.



Jared Nome

Jared is a 27 year old young man. Lheidli T'enneh is

home to Jared. Jared moved from Vancouver to Prince George in July 2017 after being in the lower mainland for just over 7 years. Jared has a diploma in Marketing and is currently an undergraduate student at UNBC in the BCOMM Program. Jared started working for Lheidli T'enneh almost immediately in July 2017 in the Treaty Department as the Executive Assistant. Jared was then offered an acting position as the LTFN Natural Resources and Referrals Officer from October 2017 till April 2018. Within that time Jared attained his First Nation Referrals Officer Certificate with Carrier Sekani Tribal Council. Jared's new role at Lheidli T'enneh is the Natural Resources, Tourism and Marketing Coordinator. This new position will

allow Jared to assist in Natural Resources, while expanding Lheidli's Aboriginal Tourism Department through the assertion of Lheidli's Aboriginal Title and Rights within their territory. Jared has and will assist with current LTFN economic, marketing, and community development initiatives, including the upcoming Community Hall "Uda Dune Baiyoh – House of Ancestors" Grand Opening on June 30th 2018.

PROJECTS

Graymont Environmental Assessment Process

The Graymont Giscome Project is a proposed limestone quarry and lime plant in Giscome, BC, located about 27 km away from Prince George, and is in the exclusive territory of Lheidli T'enneh. Graymont

is one of Lheidli T'enneh's most active and most beneficial partners. From September 2017 to April 2018 LTFN Referral Officers Chus Sam and Jared Nome have worked diligently with Graymont, the Ministry of Mines, Energy and Petroleum Resources (MEMPR) and the Ministry of Environment (MOE) through the Graymont Giscome Mining Review Committee (MRC) to properly assess the environmental, water and air management plans for the proposed Graymont Giscome Project. The plans were both assessed by Lheidli through EDI Consultants. LTFN submitted both questions and comments that Graymont both responded to and/or updated their plan based on our concerns brought forth by the

Natural Resources Department. LTFN met with both MEMPR and MOE to discuss the mining and environment permits— in which we are satisfied. At this moment in time Graymont is working to have the MOE and MEMPR Permits finalized and as thorough as possible as they will be active for the full life of the project. Graymont's Market Director David Chamberlain attended the LTFN Community Open House on April 6, 2018 to answer any questions on behalf of the project. Employment Opportunities that will be available for construction and operating the quarry and lime plant are still being confirmed. For more info on how to start a career in the mining industry or have the proper qualifications under your belt for this project please

reach out to Training and Employment and/or Natural Resources.

Chun T'oh Whudujut /Ancient Forest Park

This park and associated hiking trails are located midway between Prince George and McBride on Highway 16. It is about 115 km east of PG on Highway 16 and 103 km west of McBride.

Over the past year, we have been engaging with BC Parks regarding park development. We are currently negotiating a Collaborative Management Agreement (CMA) with the Ministry of Environment regarding Chun T'oh Whudujut. This CMA will provide Lheidli with shared decision making ability with BC Parks in the management of Chun T'oh Whudujut. The CMA will

lay the foundation for Lheidli T'enneh to develop a Park Management Plan with BC Parks. This will include discussions of culturally related information and potential Park Ranger Position(s) for monitoring and compliance.

CMA with MOE will assist Lheidli in assertion of their Aboriginal Title and Rights in these sacred areas. These areas are important because our people are Rightsholders and are inherent stewards of these areas and are responsible for the safeguarding of these lands. Another park Lheidli has asserted their title over is Monkman Park in the Northeast.

Land Dispositions

The Province of British Columbia has a framework policy that governs the disposition, administration

and management of Crown Land. Crown Land uses consist of aggregates and quarry materials, agriculture, airports, aquaculture, clean energy, commercial uses, communication sites, industrial uses, residential uses, roadways, and utilities. We have been in discussion with the Ministry of Forests, Lands and Natural Resource Operations and Rural Development (MFLNRORD) over the past year regarding land disposition referrals in terms of consultation and mitigation measures.

Crown Lands

Lheidli T'enneh has been in negotiations with the Province of British Columbia in regards to all crown land transfers and purchases. These negotiations are in the preliminary stages and we are optimistic the new BC Government will move forward in a respectful manner concerning accommodation.

Pipelines: Enbridge Pipeline – Spectra Energy, Trans Canada - Coastal Gaslink Pipeline, Trans Canada – Kinder Morgan Pipeline, LNG – Pacific Trails Pipeline - To date Lheidli T'enneh is negotiating a Project Agreement with Coastal Gaslink Pipeline. These

negotiations have not been finalized to date. The Natural Resource department is available to answer community questions regarding our ongoing engagement with any of these companies and/or projects.

NEW DEVELOPMENTS

LTFN Mineral Exploration Agreement

Chus and Jared have developed the LTFN Mineral Exploration Agreement to be used as an initial tool for Lheidli T'enneh to use continuously in our Natural Resources Department. Exploration Agreements are adapted to each First Nation band that is

asserting aboriginal title and rights in their territory. The agreement is signed between a member from the exploration company, that is usually doing drilling for minerals, diamonds, etc, in the traditional territory of the first nation submitting the generic agreement to the company to ensure or title and rights are maintained throughout their proposed project and any outcomes of their exploration will lead to benefits for LTFN or the first nation and company who signed the agreement. This year has been slow for any mineral exploration within our area due to the wildfires that continued throughout the caribou last summer.

ABORIGINAL FAMILY DEVELOPMENT PROGRAM

Number of participants at workshops/events/gatherings/ongoing programs: 2846

There have been many new support/cultural workshops/programs started this year as well as long-term supports/programs continued throughout the year.

One of the groups that was relatively new but continually attended was the Men's Wellness Group. The men continue to seek funding to keep this group running. We were fortunate enough to start this group and there is a need for this group. The previous facilitator for this group is now running a Men's Group in town and is spearheading funding to keep the group going.

One of the new activities we incorporated this past year was Bannock Cook Offs. We held these both on and off reserve. These are well attended and many of the Lheidli members that enter into these cook-off had never made bannock before and with practice (sometimes at community kitchens) they have

developed their bannock making skills and have even placed in the Cook-Offs!!! Our judges have consisted of: MCFD Swers, SD57 program coordinators, my family members, random people in the building (non-Lheidli members), staff at SFGFRC, etc.

We planned our annual events and held: an Easter celebration, Pumpkin Patch picking, attended the Petting Zoo, held a Halloween Party, build Ginger Bread houses, children attended Science Camp at UNBC, we supported children to attend Fishing Camp, ran a Family Day Event with 93 people in attendance (rattle making, lunch, guest speakers, anti-bullying posters, pink shirts, family posters), fundraised with



Brenda Smith-Hannula – **Aboriginal Family Development Coordinator**



2017 Dugout Canoe Camp funded by MCFD

our youth to attend GOV as well as taking them to the Gathering Our Voices in Richmond.

Some of the bigger projects included a month-long Dugout Canoe Camp in which we had children and families three days per week at our office to participate in digging out the canoe. We held an open house with over 60 people in attendance, we ate a catered lunch and had CKPG news in attendance as well as an Elder to tell stories about the historical use of the canoe.

We have held a series of moccasin making for children under 6. This means that any member who has a child in their life could come and make a pair of moccasins. Children were in attendance during these workshops. We had a member(s) cater lunch and this program ran once a week for 6 weeks. The end products, made out of traditionally tanned moose hide were beautiful. The woman who attended gained a sense of pride at making moccasins and we talked a lot about how difficult it must have been in the past, when people had to make all their own footwear.

We held an Infant/child CPR all day workshop for parents of children. This event was well attended also. We had both males and females in attendance as well as young children.

There were couples and also single parents. This was a great skill building workshop and was held in conjunction with the Health Department.

We held ProD day events every ProD day in which any of our children in Care of the Ministry are invited to attend. We transport for these activities and lunch is always included. Some of these outings included: park hopping, McDonalds and other restaurants and we often go to LT memorial park,

Family Day February 12, 2018 funded by: BC Recreation and Parks; Family Violence Prevention Program; MCFD



Making Camp 2017 funded by United Way Aboriginal Success by 6

have had outings at UNBC, the Fire Hall, the public library, swimming lessons, bowling,

Exploration Place, and the Roller Rome. There are fun days filled with laughter from the children. Our Community Capacity Building continues as we engage and speak regularly with MCFD, Strong Start/Early Years/AB education, UNBC tutoring, Success by 6, NFC, CSFS, RCMP, CCRR, and other PG Agencies. For example, tutoring is something that does build capacity for the children on reserve, and parents have expressed that tutoring is helping their child and making a difference.

We try to engage community members for our events such as having local caterers, having Elders for blessings, storytelling and sharing of knowledge. We look within the folds of Lheidli for facilitators for our workshops, gathering and events when at all possible.

Our ongoing programs have consisted of weekly support group titled Women's Creative Corner (quilt making, beading,

Christmas stockings), weekly Parent's Group (with Health Department), Community Kitchens, Interactive Play, Tutoring, Bannock Cook Offs, Muffin Break, Elder's transport, and Drop In. Our ongoing support services consist of: outreach, advocacy, transportation, counseling, program development, research, and ongoing skill development.

2018/2019 fiscal year:

- | | | | |
|--|---|--|--|
| <ul style="list-style-type: none"> • Continue to run our weekly programs both on and off reserve. • Start a beading group in town. | <ul style="list-style-type: none"> • Celebrating the history of Lheidli families: learning to build a genogram. • Cultural Workshops: eg. Drum making, clan vest making, beading projects, etc. | <ul style="list-style-type: none"> • Lheidli Summer Games. • Saik'uz daytrip to culture camp: joint partnership with the Health Department. • Family outing to Lejac to share with community members stories from the | <p>survivors and daytrip to Nadleh Whut'en First Nation: joint project between Health Department and AFDP.</p> <ul style="list-style-type: none"> • Ongoing support and advocacy. |
|--|---|--|--|

Gathering Our Voices
2018 Funded by: New
Relationship Trust;
Fund Raising; Canfor;
Westcana Electric



CAPACITY DEVELOPMENT AND TRAINING



Barb Allan – **Capacity Development and Training Officer**

Over the past year, efforts on the Capacity Development & Training Officer focused on the following:

1. COMPLETION OF ARMS data entry for the 2017/2018 Fiscal Period.
2. Lheidli T'enneh Job Strategies 2000, in partnership with New Relationship Trust (NRT), completed in November 2017.
3. Industry Partnerships: 36.
4. Training Certificates.
5. Practicum placement.
6. Funded/Non-Funded Services.
7. Hospitality & Tourism.
8. Highlights & Challenges.
9. Appendices.

ARMS DATA BASE ENTRY INCLUDES:

- ARMS Detailed Intervention Report.
- Results Report.

- Employment by Employer.
- HRSDC Casefile and Intervention Statistics Summary.

TRAINING CERTIFICATES:

OFA Level 3	Google Chrome
OFA Level 1	MS Word
WHMIS	MS Excel
Foodsafe	Proposal Writing

Other Certificates include:

- ECE Practicum Placement with Carney Hill and the Prince George Native Friendship Centre. The community members are still employed with Head Start Daycare (PGNFC).

JOB PLACEMENT WITH INDUSTRY PARTNERS

- EAS: Twelve Community members.
- Set up interviews with Westcana Electric – two members had the opportunity to sustain employment as an intern.

HIGHLIGHTS:

- Twenty Lheidli T'enneh community members gained employment.
- Two (2) gained their Class 1 License.
- More community members are accessing funding, retaining Employment, sustaining Self-Sufficiency because of job placement with industry partners.
- Developed and maintained Environmental Monitors for thirteen weeks.

CHALLENGES:

- Need additional funding dollars.
- Short lead time from Industry Partners for Job Placement.
- Decrease in Labour Market Pool to meet Industry Requirements.
- Managing Financial Forms.
- EI Part II Funding – finding EI/Reachback community members. Entering into the ARMS prior to March 31, 2018.

INDUSTRY PARTNERSHIP:

Westcana Electric	Pembina
New Relationship Trust	Landsong Heritage Consultants Ltd.
Triple J Pipelines	Archer CRM - Archaeological
Ancient Forest	Ministry of Forests
Tipi Mountain	Aecom
PGL Environmental Consultants	Stantec Consulting Services Ltd.
Crimson Projects Inc.	Moti
McEllhanney Consulting Services Ltd.	New Relationship Trust (NRT)

FUNDED/NON-FUNDED EMPLOYMENT SERVICES:

Work Related Supplies	Employment Counseling
Individual Course Purchase	Resume Writing/Job Search
Wage Subsidy	Labour Market Research
Mobility	Referral

HOSPITALITY & TOURISM:

Foodsafe	Microsoft Excel Level I & II
Basic Security Training (BST)	Resume Development
Industry Safety Certificates	Guest Speaker(s) WHMIS, OFA 1
Serving It Right	Uniform - requirements
Super Host	Laptops-3

Employment by Employer	60
Employment: New Starts	25
Returned to School	8
Number of Casefiles	84
Interventions	90

DETAILED INTERVENTION REPORT 5425000 – ASETS – PGNAETA 4/1/17- 3/31/2-18

Filter Criteria

Case Manager, add user, & update user: Barb Allan, Lheidli T'enneh

Intervention Code	Interventions	#New Interventions	#Clients	#Interventions
5669042	Employment Counseling	14	9	14
5669043	Job Search Preparation Strategies	15	14	15
5749010	Job Starts Supports	7	7	7
5745006	Work Experience & Subsidy	2	2	2
5749012	Employment Retention Supports	4	4	4

9999500	Client Assessment	68	68	52
5756027	Occupational Skills training – Certificate	13	12	12
5756028	Occupational Skills Training – Industry Recognized	27	24	22
9999033	Group Information Sessions	27	27	18

EXPLANATION OF REPORT CRITERIA: Results are summarized by intervention type for all interventions matching the specified case manager and office, which were active at some point within the specified data range.

REPORT DETAILS:

Intervention Code: Intervention code relating to the specified intervention type.

Description: Description relating to the specified intervention type.

Interventions: The number of interventions active within the date range, by intervention type.

Clients: The number of clients related to interventions active within the data range, by intervention type.

REPORT TOTALS:

Interventions: The total number of interventions active within the data range, for all intervention types.

Distinct Clients: The total number of clients related to interventions active within the data range.



Spirit of Unity Awards Gala 2017

EMPLOYMENT BY EMPLOYMENT

5425000 – ASETS – PGNAETA

From 4/1/2017 to 3/31/2018

Criteria:

All employment records

Case Manager: Lheidli T'enneh, Barb Allan

Band Number: 611

Employer	New Starts	Employed	Still Employed
10th Avenue Liquor Store	1	1	1
AECOM	1	2	1
All Nations Safety LLP	3	11	10
Allen's Scrap & Salvage Ltd.	0	1	1
Archer CRM Partnership	1	1	1
ARROW Transportation Systems Inc.	0	1	1
BC Hydro	1	1	1
BC Transit	1	1	1
Bear Lake Sawmill	0	1	1
Canfor	0	1	1
Chances Bingo Hall	0	1	1

Chinook Scaffolding	0	1	1
Horizon North Camps & Catering	0	1	1
IDL Projects	1	1	1
ICM Security/ International Crowd Management	0	1	1
Crimson Projects Inc.	1	1	0
Direct West Natural Resources Ltd	0	1	1
Canfor	0	1	1
Chances Bingo Hall	0	1	1
Chinook Scaffolding	0	1	1
Crimson Projects Inc.	1	1	0
Direct West Natural Resources Ltd.	0	1	1
DOMCOR Health, Safety & Security Inc.	0	1	1
ECOFOR	1	1	0
Elite Transport (2007) Ltd.	2	2	1
Encana	1	1	0

J & A Catering	0	1	1
JD Little Forest Centre	0	3	3
Landsea Camp Services	0	1	1
Ledcor	0	1	1
Lheidli T'enneh Band	1	15	14
Lheidli T'enneh	4	4	1
Lowes	0	1	1
McElhanney	0	2	2
McLeod Lake Indian Band	0	2	2
NAPA Auto Parts	0	1	1
Valley View Fences	0	1	1
Vision Quest Advisors Inc.	0	1	1
School District No. 57	0	1	1
Noostel Enviro & SAFETY Ltd.	0	1	1
Norcan Consultants	0	1	1

Northern Spruce Contracting	0	2	2
PG Native Friendship Centre	0	1	1
Sixth Avenue Montessori	0	1	1
Spectrum Resource Group Inc.	0	1	1
Tandoori Restaurant	0	1	1
Tano Fuel Ltd.	6	6	6
TERA Environmental Consultants	0	2	2
Top Notch Oilfield Contracting Ltd.	0	1	1
Treasure Cove Casino & Hotel	0	3	3
Triple J Pipelines Ltd.	0	1	1
Unspecified	0	5	5
Valhalla Helicopters	0	1	1
Wal-Mart	0	1	1

Western Belting Ltd.	0	1	1
Windley Contracting Ltd.	1	1	0
Total:	25	60	57

Clients who were employed in more than one job are only counted in the grand total once.

DEFINITIONS:

New Starts: Number of clients starting a job at any point during the reference period

Employed: Number of clients that were employed at any time during the reference period

Still Employed: Number of clients still employed as of the end of the reference period

ECONOMIC DEVELOPMENT ANNUAL REPORT



KYLE MCINTOSH: I would like to start off introducing myself, my name is Kyle McIntosh and I am Lheidli T'enneh's Community Construction Coordinator. I had the privilege of joining the team in early December to work with Chief and Council and our Economic Development team to bring our new community hall to fruition.

COMMUNITY HALL

It has been a very rewarding project to work on! The new Community hall is located at 355 Vancouver street downtown Prince George and was the old Odeon Theater. The venue is a 10,000 square foot, multi-use facility that includes an Elders Lounge for our senior members to relax and recharge, an Executive Boardroom which can hold a multitude of meetings, a Grand Hall that we can host up to 400 people for major events. This space can also be divided into two spaces and can hold smaller events simultaneously, a designated dance floor and a state of the art kitchen to feed and nourish our community and other potential cliental.

The renovation of the building has given it a complete facelift! This project has been substantial, as there has been structural changes, new flooring, installation of millwork, new mechanical, electrical and plumbing. We have had great partners to work with on this project and they include; IDL Projects, RH Jones, Williams Engineering, NRS Engineering, Boni Maddison Architects, Mills Office Supplies, Westcana Electrical and Blake Productions.

LTN Elders were engaged and asked to submit their suggestions for naming the hall. LTN Leadership felt that it was important to have a name that acknowledges and is respectful of LTN's history in this area and also gives homage to those who 'broke path' before us.

Therefore, it was decided the hall would be named 'Uda Dune Baiyoh', which means 'House of our Ancestors.' Another special aspect of the Hall is that that will also be a public eatery, and will serve items for breakfast, lunch, and drinks. The eatery has been named 'Tubeh Nenachailya' which means 'Many Blessings' and will feature a variety of traditional and non-traditional items and specialty beverages for people on the go.

We look forward to unveiling the building to the community come June 15th-16th for Treaty Gathering, and June 23rd for the Treaty vote date. On June 30th, LTN will be holding a duel event; the Grand Opening of Uda Dune Baiyoh, and the LTN Awards Day. I cannot express the level of gratitude and honor I feel to be part of this very exciting time for Lheidli T'enneh!



RENA ZATORSKI : In mid-September 2017 I began in my role as Lheidli T'enneh Economic Development Manager (EDM). I am a member of LTN and over the years I have been involved with numerous committees, and projects. The Economic Development Department has been extremely busy over the last 6 months as LTN is growing exponentially. I am grateful to be part of this growth and am very excited to share information regarding current project, partnerships, and future opportunities.

LTN ECONOMIC DIVERSIFICATION

Economic diversification is a cornerstone for economic success. In order to capitalize and maximize on opportunities, we need to initiate, build and strengthen partnerships, and increase our business profile. LTN's Economic Development and Natural Resource departments work closely together to ensure of Nations interest as Rightsholder's of our territory is respected. We also work together to secure contracting and employment opportunities for our community, and support capacity building. We are working to increase our business profile through developing the Indigenous Tourism sector combined with marketing.

NEW RELATIONSHIP TRUST – ECONOMIC DEVELOPMENT SUPPORT TEAM ADVISOR

LTN has accessed an Economic Development Support Team Advisor through the New Relationship Trust program. The purpose of this new initiative is to assist First Nations in BC in enhancing their economic opportunities. After completing and submitting an EDST application, LTN has been paired with the EDST Advisor Brian Payer. Brian has met with LTN's Executive Director, the EDM and leadership to complete an Interview Assessment and has provided an analysis which detailing recommended steps for LTN to advance economic development activities. LTN Leadership, the ED and EDM have reviewed this analysis and can continue working with the EDST Advisor regarding 'next steps.'

FIRST NATION MAJOR PROJECTS COALITION

LTN has been a member of the FNMPC since its inception in December 2014. There are currently 40 First Nations in British Columbia that are members of the coalition, however this number continues to grow. Member First Nations work collaboratively, cooperatively and cohesively towards the enhancement of the economic well-being of respective membership and understand that a strong economy is reliant upon a healthy environment, supported by vibrant cultures, languages and expression of our traditional laws. Working together the FNMPC utilizes feedback from bands, industry and other lending institutions support in the development of economic tools such as corporate structures, benefit sharing and wealth management. These tools empower the coalition members in identification, review and selection of major projects that First

Nation communities can become equity owners in.

The Federal Government recently announced that they will be proposing new legislation that will overhaul Canada's environmental assessment framework and replace the National Energy Board with a new Canadian Energy Regulator – Bill C-69. The FNMPC will be providing input regarding these proposed changes and the effect they may have on First Nation communities.

WORKING WARRIORS

LTN has been engaging with Working Warriors in the development of a Joint Venture Agreement, pursuant of supporting LTN members in consultant work, training and employment opportunities. Working Warriors is an innovative software database and

inclusion tool that produces a national skills inventory of the Indigenous workforce and assets related to economic development. Working Warriors database is a Human Resource tool that allows communities to engage with employers and actively participate in projects. The database captures and categorizes skills, education credentials, resumes, employment experience, and other important information specific to Indigenous communities nationwide. This data-base will allow communities to identify gaps in training and employment while leveraging their workforce & abilities so they can participate in industry-related projects. It can generate a myriad of customizable analytics and reports with real-time results.

LHEIDLI T'ENNEH NATION & EDI DYNAMICS LIMITED PARTERSHIP AGREEMENT

LTN and EDI Environmental Dynamics Inc. have collaborated on numerous projects over the past 20 years. Projects have included various fisheries, wildlife, and other land-based initiatives throughout the Territory. Over the last several years LTN and EDI have been working towards formalizing our working relationship through the development of a limited partnership company. We are happy to announce that we are at the final stages of solidifying our partnership, thus generating revenue, employment and capacity building for our Nation.

MEMORANDA OF UNDERSTANDING (MOU)

LTN is currently negotiating MOU's with; IDL Projects, Northern Interior Aggregates,

Black Diamond Group. Each of these companies are extremely interested in solidifying a formalized relationship with LTN, and we continue to engage and seek out mutually beneficial opportunities.

LTN LAND PURCHASE STRATEGY

LTN is interested in purchasing land as an economic investment. Leadership has been reviewing various land parcels, as well as real estate that is for sale in the Prince George region. There is numerous land parcels, buildings and businesses for sale.

Consideration to location, revenue generation potential, valuation, access, among other factors will help inform purchase options for LTN leadership.

EDUCATION DEPARTMENT



Vincent Joseph-
**Education
Coordinator**

It is a pleasure to give you a brief report on the education department as the current education coordinator (Vincent Joseph) for the Lheidli T'enneh.

The education department has been working collaboratively with parents and local schools to ensure that Lheidli students are getting quality education and building social skills needed to fulfill their dreams.

We are working together to help Lheidli students successfully achieve

satisfactory grades to move on to the next grade level. We are working together to help Lheidli students develop social skills that are needed to guarantee they are fully included in the school system. We are exploring and supporting the athletic abilities of all Lheidli students to help them develop skills needed to reach their highest possible standards.



The signing of the LEA.

LHEIDLI T'ENNEH AND SCHOOL DISTRICT NO. 57 (PRINCE GEORGE) SIGN LOCAL EDUCATION AGREEMENT

Lheidli T'enneh has signed a local education agreement, LEA with school district 57.

The purpose of the LEA is to conform that both the Lheidli T'enneh Band and School District No. 57 hold a shared commitment to and responsibility and accountability for Lheidli student success. Such a commitment includes academic, social, cultural, linguistic, emotional and physical learning. The LEA confirms the mutual desire and commitment of both parties to build a positive, effective, collaborative and constructive relationship while establishing the roles and responsibilities of the parties in meeting the goal outlined

within the agreement. Lheidli T'enneh sees this as a commitment to Lheidli student achievement. It is a commitment to achieving strong literacy and numeracy and high graduation rates among Lheidli students through a supportive education environment that values Lheidli languages and culture.

We have developed a video, Introduction To Our First Nation (Lheidli T'enneh) that showcased Lheidli tradition and culture, such as fishing activities

FIRST NATION EDUCATION STERRING COMMITTEE

One of my responsibilities included meeting with the First Nation Education Steering Committee (FNEESC).

FNEESC has been representing First Nation education to achieve quality education for all First Nation students in British Columbia living on or off reserve. They have been diligently working within these agreements since 1992 and have been actively involved to the present.

Negotiation and consultation are imperative in planning and preparing for promoting an adequate standard of education to First Nation communities. Consultation to questions and concerns could help produce better goals and outcomes to the planning, which are:

1. What changes would help the students achieve their greatest success?
2. What are the minimal requirements and standards that we could determine as acceptable?
3. Parents and/or guardians are important figures in the education system and play a significant role in local education agreements that are being developed



4. Forming a Local Education Agreement team to ensure success in all levels of the agreements.
5. Plan and schedule consistent meeting to ensure progress and work through any challenges that may arise.
6. Discuss and determine the goal and priorities of the standards of education.
7. “To close the gaps” means to create educational outcomes equal to all Aboriginal and non-Aboriginal alike. This language does not imply any failure by Aboriginal students, but rather, a failure of the education system to meet their needs
8. Acknowledging Lheidli students by respecting the cultural presence within the schools.
9. All agreements regarding the mechanisms to improve relationships between the Lheidli T’enneh and the school districts will be the focus of both and all parities involved.

ABORIGINAL EDUCATION DEPARTMENT PROGRAM

This year I met with the Aboriginal Education Department School District 57 and discussed the Aboriginal Education Department funding through the provincial education section 106.3.

The targeted funding provided to the board of education must be spent on Aboriginal education program and services. The programs delivered must be documented, including services and outcomes preferably through an enhancement agreement.

In accordance with the Aboriginal Education Workers Handbook policies 1230, Programs and services that are approved consist of:

- **Aboriginal Language.**
- **Cultural Competence – integration of Aboriginal knowledge and skills utilizing Aboriginal perspectives and aspects into education endeavors.**
- **Elder’s Advisory Council – group of elders that will share knowledge monthly with school district staff.**
- **Aboriginal Support Staff – assist students so they can achieve success through cultural values and beliefs.**
- **Targeted Aboriginal Education Fund – develop and deliver Aboriginal education programs and services that integrate academic achievements in language and culture.**
- **Traditional Teaching – knowledge passed down from generation to generation through principles and teachings.**

The programs can be looked at and applied to better support and enhance the success of students.

Social Development Annual Report



Wendy Jael -
Housing/Social
Development

The Social Development department provides short term, time limited financial assistance and support services to employable citizens in need and long-term resources for citizens with disabilities.

As of January 1, 2018, all Social Development program support is now following the Province Guidelines, all reports are still being sent to BC Reports.

The Social Development program supports Lheidli T'enneh citizens as a short-term measure to ensure citizens are not faced with undue financial hardship. The focus of the short-term program is to support citizens with referrals to our Employment & Training Coordinator and our Workforce Promoter, for our clients to access opportunities for training and advancement that will support them to achieve sustainable financial independence.

The focus of the long-term Person with Disability (PWD) program is to provide long-term financial aid and care for citizens who are unable sustain full-time work.

All our programs within Social Development are

administered under established policies and guidelines with the highest levels of financial accountability.

OUR GOAL

Is to work collaboratively to ensure that everybody has access to information in a prompt and efficient response time.

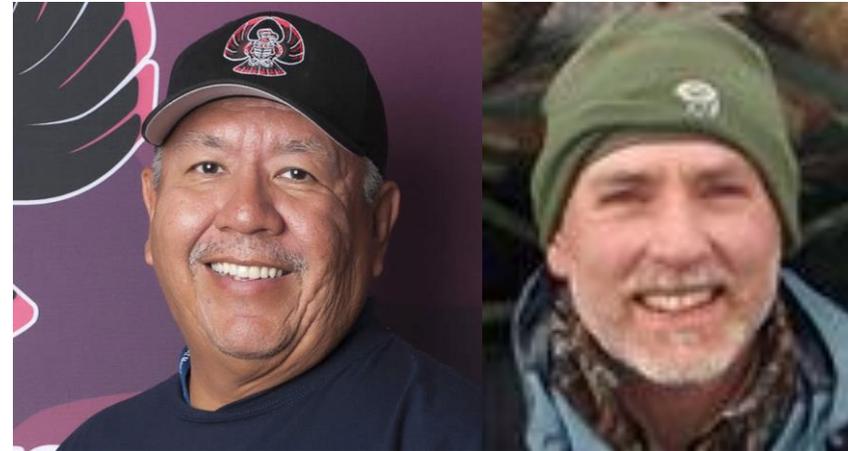
FISHERIES ANNUAL REPORT

Lheidli T'enneh's fisheries program receives its core funding from Fisheries and Oceans Canada (DFO) via the Aboriginal Fisheries Strategy (AFS). The purpose of the funding agreement relates to the Department's consultative responsibilities regarding the management of salmon and Lheidli's fishing rights. The AFS agreement funds the monitoring of Lheidli's salmon fishery and a number of technical projects. Lheidli T'enneh was in the first year of a 5-year AFS agreement in the 2017-18 fiscal year, which is of an "enhanced-flexible" nature.

Fisheries program staff also apply for funding through other programs and sources to support project-based objectives. Funding received in 2017-18 included a Habitat Stewardship Program (HSP) grant to support sturgeon research in the upper Fraser, and several contract arrangements to complete a variety of

activities (juvenile sturgeon monitoring in the lower Nechako and Fraser downstream of Prince George, and Chilako River and McMillan Creek restoration works.

Lheidli T'enneh's fisheries program strives to ensure it meets its obligations under any contribution agreement or contract it enters into, doing so in a financially responsible manner. The program has a long history of successfully undertaking and completing high priority and complex technical endeavours and working cooperatively with both Provincial and Federal agencies to redress common management concerns and objectives. It attempts to balance the pursuit of program growth,



Carl Frederick – **Fisheries Program Manager**

Brian Toth – **Fisheries Manager**

the maintenance of technical strength/soundness, and community member employment and capacity development.

In 2017-18, fisheries personnel included two contract fisheries biologists (Brian Toth and Jeff Beardsall) and Carl Frederick (Asst. Program Manager); and various staff hired in seasonal positions including Konrad Frederick, Troy Frederick, Mike Frederick, Dean Paul, Willie John, Jason Frederick, Alec Paul and Bernie Paul.

PROJECTS/INITIATIVES COMPLETED TO DATE:

2017 was another busy year for Lheidli's fisheries program, with the focus of activities including the following:

1. Management of the food, social and ceremonial (FSC) fishery

Lheidli's salmon food fishery in 2017 resulted in the harvest of very few sockeye due to another year of poor returns and an imposed fishery closure to conserve returning fish to maximize spawners. A total of 1,143 sockeye and 25 chinook were harvested prior to the sockeye closure coming into effect.

It's important to monitor harvest for the purposes of determining the total size of the return every year, and how DFO's management of the fishery impacts fish harvesting rights. Monitoring also allows fisheries program staff to understand if there are any fish health issues being observed.

2. Conducting Chinook enumeration in the upper Fraser

Konrad Frederick and Troy Frederick counted spawning chinook in 8 streams (East and West Twin, Swift, Small, Horsey, Holliday, Nevin, and Mckale) in the Robson Valley three times during August. Overall, numbers of returning spawners were below numbers seen 5-years ago (the predominant brood year – 2012). Harvesting the Upper Fraser Spring 5₂ chinook stocks continued to be constrained in 2017, including marine and Fraser fisheries.

3. Continuing research and assessment efforts in relation to the Upper Fraser white sturgeon population

Konrad Frederick, Jeff Beardsall, and Carl Frederick continued white sturgeon research activities in the upper Fraser including radio telemetry, sturgeon capture, assessment and tagging. Research efforts have been ongoing and are focusing on radio tagging and tracking fish periodically to determine key seasonal habitats. In

2017, radio telemetry stations were installed at the confluence of the Nechako/Fraser rivers, and Bowron/Fraser rivers. Targeted radio telemetry surveys were completed on 10 different occasions to determine seasonal movement patterns and habitat use. Egg collection mats were deployed in June based on congregations of fish noted, but no eggs were captured. Information gathered in 2017 is being written up into a technical report.

4. Implementing the recovery-rebuilding plan for the Bowron sockeye stock

In 2017 the numbers of Bowron sockeye spawners counted in their spawning area was approximately 244. This was substantially reduced relative to the (predominant 4-yearold) brood year escapement of 3280.

Lheidli continues to work towards implementing key aspects of the conservation and rebuilding plan for the stock. The primary focus is on improving our understanding of the spawning and rearing/nursery areas, and identifying a suitable site to

incubate Bowron sockeye eggs to support unfed fry releases. Conservation and rebuilding efforts related to the Endangered Bowron sockeye stock included an assessment of habitat conditions within the Indian Point system (former Bowron sockeye range), retrieval and analysis of Bowron River temperature information, and planning related to facilitated rebuilding activities in 2018 (available egg incubation methods and techniques, facilities, and logistics). Information sharing with the Okanagan Nation Alliance and a tour of their hatchery facility was organized to understand their sockeye rebuilding activities. A conservation-based sockeye enhancement plan was drafted. An application to the BC/DFO

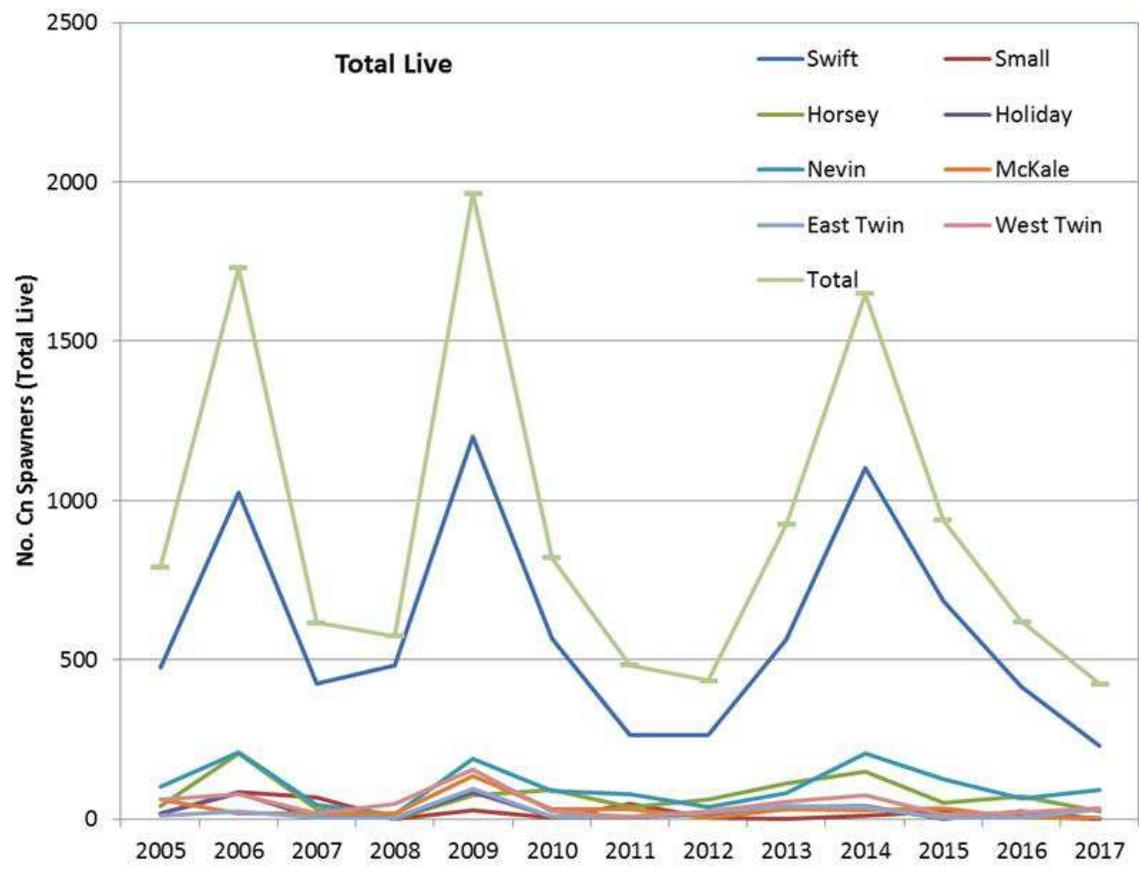
Introductions and Transplant Committee to transport Bowron sockeye eggs/milt was initiated, and an application for a Scientific Collection Permit to collect Bowron sockeye eggs/milt was initiated.

5. Watershed Restoration

Several Lheidli technicians worked with the Upper Fraser Fisheries Conservation Alliance (UFFCA) staff and BC-FLNRO personnel on watershed restoration related work. Several riparian areas on the Chilako River were replanted for the purposes of mitigating erosion potential, and a riparian site on McMillan Creek was replanted.

6. Working at the regional and watershed level to promote Lheidli's fisheries interests

Carl Frederick participates in all Fraser Conservation & Harvest Planning Forums, is Lheidli's representative on the Fraser Salmon Management Council (formerly the Roadmap Process), and is a Board of Director for the Upper Fraser Fisheries Conservation Alliance (UFFCA) and a Director-alternate for the First Nation Fisheries Council (FNFC). All of these forums are used to convey the fisheries-related interests of LheidliT'enneh, and learn about the challenges and interests of other First Nations and regions, and DFO.



Week Ending	Chinook	Sockeye
13-23 & Aug 25-28-Aug-17	25	1143



Carl Frederick and crew.

A riparian site on McMillan Creek that was replanted.



HOUSING DEVELOPMENT

HOUSING REPORT

Thank you for allowing me to live and work in your territory and for the opportunity to work for the Lheidli T'enneh community once again. Allow me to introduce myself as the new Housing Manager and to provide you with a brief overview of what I have been working on since December 2017 and touch on the work we have ahead of us for the upcoming year. My name is Leo Hebert, and I was recently hired in a part time position (3-4 days per week) to; update the housing policies, establish housing management systems, improve the existing housing, and work with others to plan ahead for future housing development.

I would like to thank Wendy Jael for providing me with a good orientation to where things were at and for all other staff in the Band Office who have made me feel at home. Wendy will continue collecting and managing rent, assist in maintenance requests, help organize community workshops and meetings, and assist with housing policy and procedures as we move forward.

I have reviewed existing housing policies, tenancy agreements, Land Code, treaty documents and other related reports. We have created an overall housing operating costs spreadsheet for all housing units on reserve, reviewed some of the existing agreements between you and the Band, and have started to

identify health and safety issues within the homes that require immediate attention. I plan to visit each home in the coming months to see first-hand and document the maintenance and renovation needs, create a capital plan for each home, identify where the funding will come from, develop proposals, and talk with you about other housing related issues while there.



Wendy Jael -
**Housing/Social
Development**

Leo Hebert –
Housing Manager

Part of my core duties I was asked to do was to potentially establish a Lheidli T'enneh Housing Authority that would manage housing on behalf of the community. In order to begin to look at this as an option, we are planning to re-establish the LTN housing committee to help in assessing and developing a report for Council and Community. We will also be updating and developing housing policies and procedures for consideration. We will have to revisit the committee selection process, terms of reference, roles and responsibilities, and purpose of the committee. Three people have put their names forward and I am hoping that a few more of you would be interested in putting your names forward to participate on the

committee. I have had the opportunity to participate in a couple of Land Authority meetings. We will develop the role and responsibilities of housing within the lands authority structure.

One critical initiative is to develop procedures for the transfer of tenure of the existing housing units from rental to individual ownership. This is a common challenge in every First Nation community across Canada but there are some innovative approaches in making this happen.

Reducing the cost of home heating and improving indoor air quality is a priority. We will be looking at energy efficiency improvements to existing homes, alternative heating and energy sources, and adopting and developing high standards for new housing development.

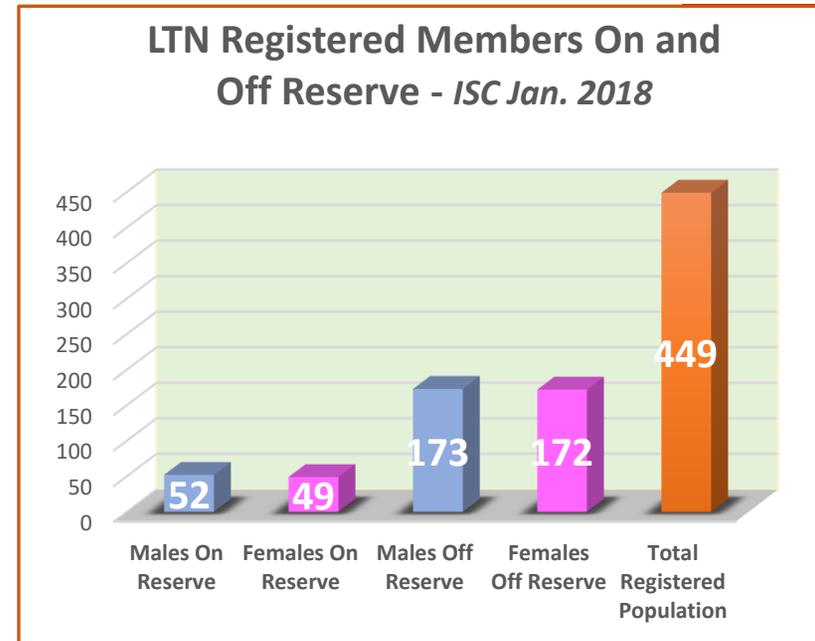
There is a new approach to funding coming over the horizon. The BCAFN Housing and Infrastructure Council is being formed in BC where First Nations will be taking over the responsibility of administering and delivery of housing along with Indigenous Affairs and CMHC. In order to ensure we are ready for investment in housing, we need to develop a 5-year plan for existing homes and prepare for the development of new homes. I look forward to working with all of you to make this happen.

I am honored to be back working for your community and I look forward to reconnecting and meeting everyone and working with you and the LTN team to ensure there is safe and affordable housing in your community. My door is always open and I look forward to hearing from you.

PRESENT HOUSING CONTEXT (2018)

- **449 registered** LTN members (ISC Jan 2018)
- **101 people living on reserve**
- **338 members living off reserve**
- **75 applications for housing** on file
- **3 useable serviced vacant lots** on IR#2.
- **36 existing housing units** on north and south of IR#2.
 - **1 home designated as individually owned** and is the responsibility of the owner.
 - **8 Band Owned smaller old INAC subsidy homes** without a mortgage with no rent charged.
 - **8 Band Owned Pre-97 Section 95 CMHC Social Housing units** without a mortgage with rent charged.
 - **16 Band Owned Post-97 Section 95 CMHC Social Housing units** with a mortgage with rent charged.
 - **Band Owned triplex unit** with a mortgage with rent charged.
 - Total **replacement value** of housing units is **\$7.2 Million**
- The **average age** of homes is **26 years**
- A **Need and Demand study** is needed to prioritize housing needs and to develop a **5 – 10-year housing development plan**
- All homes have **onsite septic systems** and are nearing their life cycle
- **Existing homes require energy efficiency upgrades**

- **New housing energy efficiency guidelines and bylaws** are needed for developing sustainable, affordable, and efficient housing
- **Water systems require updating and improvements** which are underway through the Lands Authority
- **New serviced lots** with quality water and a community sewer collection and disposal system is planned for N IR#2.
- **Housing policies and bylaws** need to be updated with **clearly defined guidelines and procedures** for home and land tenures.
- **Housing agreements** need to be created for different tenures;
 - Band Owned Rental
 - Band Owned Rent to Own
 - Band Owned tenure transfer to Home Ownership
 - Individual Home Ownership for new builds
- **Land designations and procedures** will need to be clearly articulated as part of the house and land tenure agreements
- **Building permit and code bylaws** need to be updated and adopted.



LHEIDL T'ENNEH FIRST NATION - HOUSING PLAN 2018 - 2023					
Homes	Document Review and Data Gathering	Develop the 3-5 Year Plan	Implementation	Evaluation	Changes and Adjustments
Existing Homes	<ul style="list-style-type: none"> Community engagement Housing Applications Housing Policy Inspection procedures Procurement procedures Housing Committee TOR Review Housing Authority options Tenancy Agreements Rent and Rental Arrears Insurance Land Code Treaty documents Occupant data and occupancy Socio Economic Profile Need and Demand Condition of homes Health and Safety Issues Operating budgets Remaining mortgages Maintenance and Repairs Service Agreements Energy Efficiency (ECAP) Fire Safety Water reports Outstanding reports to ISC and CMHC Emergency Planning for Flood, Tsunami, Earthquake and Wildfire. 	<ul style="list-style-type: none"> Update Housing Policy for existing housing. (Section 10, Section 95 pre and post 97) Identify human and financial resources needed Update Housing Committee TOR Community consultations for design and options for LTFN Housing Authority Look at options for user fees, maintenance fees, LTFN taxes Develop a TOR for the LTFN Housing Authority Finalize the revised housing tenure agreements Ensure Land Code, Housing Policy, and tenure agreements are consistent Complete Capital Plan and Asset Management Plan Develop 3-5-year operating budgets for each home and combined. Prepare for mortgage amortization (Sec 95) Adopt BC Building Code and design renovation standards Develop a Community Energy Plan Design building permit application and inspections procedures Design and adopt industry standard procurement procedures Renovation and Retrofitting plans for each unit Accessibility plans for Elders and disabled occupants Determine actual costs to renovate all existing non-CMHC amortized units. 	<ul style="list-style-type: none"> Establish Housing Committee Implement LTFN Housing Authority through the Housing Committee, Land Authority and Chief and Council. Revise tenure agreements Workshops for community members on new tenure agreements Finalize rent arrear collections Sign new tenure agreements for rental, rent to own, and home ownership transfer. Submit proposals for funding to ISC and CMHC for retrofitting, renovating, mold remediation, indoor air quality, wood stove replacement, and home adaptations for senior's independence. Deliver home maintenance workshops. Renovations and retrofitting to all existing non CMHC amortized housing units. Apply to First Nations Housing Trust for rent to own and home ownership tenure transfer loans Implement Community Energy Plan including solar water and PV. Populate asset management data into eEthos, or HCAP or Assetic Predictor Training and trades work for Band members on infrastructure construction and home building (Passive/Step 3-4) 	<ul style="list-style-type: none"> Review Plans and activities on an annual basis. Community engagement Qualitative and Quantitative review Monitor Energy Consumption Update data Assess Financial viability as a result of tenure transfer to rent to own and homeownership Evaluate Housing Committee and Housing Authority policies and procedures Rent and loan repayment consistency Condition of the homes 	<ul style="list-style-type: none"> As Required
New Developments	<ul style="list-style-type: none"> Community Engagement New housing applications Identified need and demand Land and serviced lots available Funding available Concept designs for; detached homes, Elders Homes, Tiny Homes, Duplex, Four plex's Building Standards and Codes Building Permit process Procurement procedure Energy Efficiency Standards Estimated costs to build Estimated costs to operate Tenures (Rent, Rent to Own, Ownership) Job and training opportunities for members 	<ul style="list-style-type: none"> Update Housing Application forms for new housing to include choice of; location, tenure (Rent, Rent to Own, Home Ownership) Work with others to complete a housing need and demand and socio-economic profile Survey and interview community members and hold a design charrette to find out what types of homes they would like and location. Prioritize needs and develop 5-year plan. Work with Lands Authority to develop new lots and housing on IR#2 Complete more detail research on Development Plans for other reserve lands and treaty settlement lands Plan for funding with BCFAN new Housing and Infrastructure Council (HIC) 	<ul style="list-style-type: none"> Complete Socio-Economic Profile and Need and Demand for Total Band population. Develop Financial plan for each individual new home, mortgages, ownership, responsibilities for payment. Deliver home maintenance workshops. Apply to First Nations Housing Trust, lenders, government for different types of housing tenures. (Band Housing Authority owned, Rent to Own, and Home Ownership) Develop and deliver workshops for new housing occupants on tenures and responsibilities. Build up to 15-20 new EE homes per year for 5 years 	<ul style="list-style-type: none"> Priority needs first Financial balance sheet Confidence and ability of members to maintain their homes Condition of the homes Successful home ownership with current loan payments Current rental payments Assess policies and procedures Quality of building standards Energy consumption Indoor air quality Occupant satisfaction 	<ul style="list-style-type: none"> As Required
TIMELINE	6 months (Jan – Jun 2018)	12 months (May – Apr 2019)	3 – 5 years (Nov 2018 – March 2023)	3 – 5 years (Sept 2019 – March 2023)	Annually

LNG WORKFORCE STRATEGIES – YEAR THREE

**Hi Everyone,
My year 3 has had many initiatives again with The Aboriginal Skills Training Development Fund, Through MIRR (Ministry of Indigenous Relations and Reconciliation) , and in collaboration with McLeod Lake Indian Band and PGNAETA.**

Our first initiative was the Trades Access Program at PGNAETA, which focused on trades based math and English, Industry connections, career exploration, essential skills and computer skills.

Our second initiative was Driver training, which we have 5 members participating in training at this time, and have another training for class 1 as well as a member who has got her 7N.

Our third initiative was to have a member be able to train other members for driving, so we sent a member to driver instructor training. She had some of the best marks the driving school had ever seen in their years of operation.

As always, my door is always open



**Clay Pountney –
Workforce Promoter**

when I am not out with courses or training, and am always here to help on members' paths to strive forward. Many of our departments will work together to make sure our members will reach their goals and we are always open to questions.

BUILDING DREAMS: EDUCATION & JOB STUDY



Camila Sanchez

WAS THE STUDY ABOUT?

In the fall of 2016, the Lheidli T'enneh First Nation entered into a sub-agreement with the Prince George Nechako Aboriginal Employment & Training Association (PGNAETA) to conduct a labour market analysis study with and for the members of the

Lheidli T'enneh community. The subagreement initially included only a quantitative survey that was to make labour market recommendations based on the training levels and goals of the Lheidli T'enneh First Nation. In consultation with the Executive Director and Chief and Council of Lheidli T'enneh, the project was expanded to include a qualitative interview component as well as a background information review. The goal of the research project was two-fold - firstly to examine the current levels of education and training of the Lheidli T'enneh community and the barriers/successes that were

encountered along the way, and secondly to determine the future goals of the community in the domains of education and careers.

HOW WAS THE STUDY CONDUCTED?

The research participants used for this project was Lheidli T'enneh community members and their families who were aged 16 and over. The age range was designed to capture those that were still in the process of determining their paths for education and careers, working-age young adults and adults, and elders who could share their perspectives on supporting the current community to achieve their hopes and dreams.

The study included a quantitative survey that had five sections: Demographics, Education, Other Training, Career Interests & Skills, and Barriers & Skills. Participants were given a \$20 cash honorarium for their participation in the survey to compensate for their time and contributions. A total of 101 surveys were completed and underwent subsequent quantitative and statistical analysis.

The study also included a 10-question interview was developed by the study author in consultation with the Executive Director and Lheidli T'enneh Chief and Council. These interviews were conducted in a semistructured fashion, meaning that the interview could explore topics that were initiated by research participants that were outside the scope of the original interview questions. When possible, interviews were conducted in-person; interviews were also conducted over the phone for participants who resided outside of the Prince George area or chose this option out of convenience.

SELECTED SURVEY RESULTS

General topics required in the workplace and in school Participants were most confident in:

- Verbal communication
- Using computers
- Math

General skills required in the workplace and in school Participants were most confident in:

- Problem solving
- Stress management
- Conflict resolution

Specific job skills Participants were most confident in:

- Writing a resume
- Networking with employers
- Exploring different career options.

Job conditions Participants were most interested in:

- Helping people or providing a service
- Leading or working in a team
- Operating tools, equipment, and machinery.

Employment sectors Participants were most interested in:

- Trades, transport, and equipment operator jobs
- Natural resources, agriculture, and related production jobs
- Management.

Most significant barriers to career goals

- 28.57 percent did not face any barriers in reaching their career goals.
- Of those who did experience barriers, the majority indicated that financial or funding barriers were their most significant challenge.

Five themes that emerged

1. Importance of mentorship
2. Identified need for counseling position
3. Reconnecting youth with the land/ increasing self-identity
4. Long-term planning for job creation and education
5. Holistic approach to children's education

HEALTH DEPARTMENT ANNUAL REPORT

The role of the Health Department is to promote and sustain a degree of holistic health and wellness for all Lheidli T'enneh Citizens, future generations, and the collective community that exceeds the current standard of wellness.

We offer a full range of health services that ensure access to the highest standard of healthcare at the community level. Health programs and services operate under principles of Health Promotion, disease prevention, and the promotion of self-care and personal management of wellness.

MILESTONES

- Board Member with the Central Interior Native Health Society.
- Partnership development with Northern Health Authority and the First Nations Health Authority.
- Chair of the Prince George and area Aboriginal Health Improvement Committee (AHIC)
- Approval from the First Nations Health Authority for a Health Centre. The Health Centre will be

- built in our community, as we are in the design phase.
- Addressing the issues surrounding mental health with community resources and partners.
- Addressing the issues around child development and family wellness and health promotion.
- Setting up workshops and programs, home visits, and addressing community concerns.
- Client advocacy.
- Establish partnerships and working relationships with Walmsley & Associates, Central Interior Native Health, Carrier Sekani Family Services, Prince George Native Friendship Centre and other community stakeholders.
- Working with First Nations Health Authority on water testing to ensure that the community of Lheidli T'enneh has safe drinking water

The Lheidli T'enneh Health programs are as follows:

Brighter Futures: This program is to bring awareness to the community around Mental Health, Child Development, Healthy Babies, Injury Prevention, Parenting Skills, improvement of my skills to assist the community.

Mental Health Crisis: This program addresses the mental health issues within the community.

Solvent Abuse Program: The Solvent Abuse program addresses the solvent abuse issues within the community

Canada Prenatal Nutrition: This program aims to improve maternal and infant nutritional health.



Louella Nome –
Health Manager

Community Health Prevention: The Community Health Prevention program promotes healthy life choices around infant health, child health, school health, adolescent health, adult health, elder health

Environmental Health Program: This program ensures the community has safe drinking water

First Nations Home Community Care: First Nation Home Community Care provides services for families to stay in their homes throughout their illness.

National Native Alcohol/Drug Abuse: This program assists clients with alcohol/drug addiction.

HIV/AIDS Strategy: HIV/AIDS Strategy provides education and prevention.

Aboriginal Diabetes Initiative: This program increases awareness of diabetes.

My day to day activities are as follows:

- Filing/office administration duties.
- Assist with clients going into treatment.
- Getting clients to counselling sessions.
- Assist clients with court issues, when needed.
- Assist clients with doctor appointments, when needed.
- Hospital visits when clients are there.
- Assisting with client medications.
- Weekly team meeting with the family development office.
- Working with the family development office.
- Hospital visits with new moms.
- Home visits with families with new babies.
- Home visits with potential clients for homemaking services.
- Meet one-on-one with clients to assist with everyday health issues.
- Assist clients with parenting issues.
- Refer clients to organizations in the city e.g. Infant development center, PGNFC-Prince George Native friendship Center, food banks, Native court workers, healing center.
- Attend the First Nations Health Council meetings.
- Attend First Nations Health Authority meetings.
- Assist with all other duties as they come up.
- Attend meetings with the PGACFC-Prince George Aboriginal Child and Family Commission.
- Attend meetings with the Dakelh Ne Hub.
- Ongoing home visits.
- Set up workshops regarding prevention and education on Health issues.
- Ongoing meetings with CNC to discuss services in the new health center.

- Ongoing meetings with FNHA to discuss services in the new health center.
- Ongoing meetings with CINHS to discuss services.
- Ongoing meetings with the PG AHIC.
- Ongoing meetings regarding the building of the new Health center.

If you have any questions please contact me at (250) 962-9730, by fax at (250) 963-6954, or at my cell at (250) 961-2604.

-Louella Nome

HEALTH DEPARTMENT REPORT

Dear Respected Elders, Youth, Community Members, Chief and Council,

On behalf of Lheidli T'enneh Nation, I would like to personally thank my colleagues and the community members for making this an exciting year for the Health Department. A number of initiatives have been undertaken with the common goal of raising the quality of life for our Lheidli people. This includes health education, advocacy, information awareness, health campaigns, prevention, and direct client services support.

It has been four years now since the transition from Health Canada to First Nations Health Authority. First Nations Health Authority has been very strategic in making *Communities First People First* approach. I have been an active part of these provincial meetings, and I will continue to advocate for the best interests of Lheidli T'enneh Nation.

Lheidli T'enneh will be having a Health Center built that will be fully funded by First Nation Health Authority. We have completed our feasibility study and are now in the design phase. I am working strategically with First Nations Health Authority to plan for the programs and services that will be delivered out of the new Health Center.

With the strategic approach taken by Chief and Council and the delegated responsibilities to the Administration and the Health Department, we are moving forward, and through combined efforts I believe we can make a difference with our community as it relates to health and wellness. There is optimism for positive changes, and we will be positioned to plan and respond.

One of our priorities will be to collaborate with our health partners such as Northern Health Authority, First Nations Health Authority, Central Interior Native Health Services Society, to name a few, to be able to provide direct service delivery to our community.

If there are any questions and or concerns please call, email or come see me or I can come see you. Thank you for your time and cooperation.

TREATY ANNUAL REPORT

I would like to take this opportunity to acknowledge and express gratitude to the Lheidli T'enneh community for their continued participation in the community engagement process by attending community meetings, booking home visits, and asking important questions. The wisdom of our community, youth, and Elders is invaluable to the work that we do. I would also like to thank Lheidli T'enneh Chief and Council and Administration for their support to the treaty department. Lastly, I would like to express a special recognition to the staff who have been included in the treaty department over the last year, who have devoted long hours and great effort to organize and plan community engagement for the Lheidli T'enneh Community. Lheidli T'enneh will be making an important decision for our future, and I am hopeful that no matter what we decide as a community, we can continue to move forward together as one Lheidli T'enneh Nation.

Lheidli T'enneh received financial support from Canada (through Treaty Related Measures) and British Columbia to work with a consulting firm to develop a communication plan, website (www.yourvoiceourfuture.ca) and communication materials. The website is kept updated with copies of all presentations, Fact Sheets that explain the Final Agreement in plain language, key documents such as the Final Agreement, and other communications materials. Electronic copies of these materials have also been distributed on USBs with Lheidli T'enneh Treaty branding.



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Communications
Research Analyst



**Tasheena
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**Treaty
Staff**



Samantha Seymour –
Community Engagement Intern



Tamara Seymour –
Community Engagement
Manager

The Lheidli T'enneh treaty community engagement team has met with Lheidli T'enneh eligible voters on multiple occasions in Prince George, Vancouver, Prince Rupert, Victoria, the BC Southern Interior and Edmonton to provide information on the Lheidli T'enneh Treaty and to listen, learn, and understand the questions of the community. The treaty team develops a presentation for each Community Engagement Meeting together with their legal consultants. At the Community Engagement Meetings themselves, a legal consultant gives the presentation with a subsequent discussion period. At each meeting, hard copies of the Final Agreement, Side Agreement, and Appendices are made available in addition to Fact Sheets and previous presentations.

Copies of Eligibility & Enrolment information were mailed out to eligible voters with sample forms, detailed information and the Final Agreement chapters pertaining to Eligibility & Enrolment, as well as a USB containing electronic copies of the Final Agreement and key documents.

Beginning in June 2017 and continuing until the Ratification Vote, the treaty team has developed informational newsletters on a monthly basis that are mailed out to eligible voters and delivered to the on-reserve community. These newsletters cover topics from the Final Agreement as well as any updates or new information. It also includes meeting and event dates for the following month so that eligible voters can plan to attend in advance.

The engagement team conducts targeted meetings with Elders and meetings/focus groups with Lheidli T'enneh youth. The engagement



Lheidli T'enneh treaty community engagement team in Prince Rupert



LTN BC Signing

team has also hosted representatives from modern treaty communities (like Sliammon and Tsawwassen, and Maanulth) to share their experiences with the Lheidli T'enneh community.

During the period of January 2017 to June 2017, the focus was shifted from hosting Community Engagement Meetings to offering home visits throughout BC and Alberta. Home visits continued to be offered within the Prince George area. This strategy encourages the voters to speak openly in a comfortable environment and can benefit their understanding of the Final Agreement. For some community members, speaking up and asking questions during large engagement meetings may be intimidating and uncomfortable. To this end, home visits conducted on a one-on-one or small group basis allow individuals to ask questions away from the audience of an engagement meeting. The treaty team has also utilized anonymous question and feedback forms that are distributed during engagement meetings and provided to the treaty team on a confidential basis. The treaty team recently compiled and published all questions brought forth by the community during engagement meetings, home visits, or sent directly to the treaty office. The Q & A Booklet has proven to be a key document in the learning process of the community towards the Lheidli T'enneh Treaty. The Lheidli T'enneh treaty team started to introduce the concept of 'Bridging Language' and the possible increase to the Capital Transfer during community engagement meetings. The federal and provincial governments needed to put this through their systems for



Ancient Forest Youth and Elder Trip Aug 17, 2017



Final Agreement Initialing Ceremony May 5, 2018

approvals, and once approved the 2006 Final Agreement would be updated to 2018 standards.

During the month of April, the Government of Canada, the Government of British Columbia, and Lheidli T'enneh First Nation modernized the 2006 Final Agreement, changing the name to 'Lheidli T'enneh Treaty' to reflect new approved wording that was updated in the document. The name change also indicates that the Treaty is not a full and final agreement, and may change with future benefits at treaty negotiating tables. This new wording, which was termed 'Bridging Language', allows the Lheidli T'enneh Treaty to take part in evolving policies towards reconciliation by the provincial and federal governments. The Capital Transfer was also increased by \$20.8 million dollars, which totals \$37.1 million dollars when added to the original offer of \$16.3 million dollars. Lheidli T'enneh will receive the Capital Transfer all on day one, whereas in the first round of negotiations it was to be paid out over a period of ten years.

Due to the updates and changes in the Treaty, on May 5th 2018 Lheidli T'enneh hosted an historic 'Initialling Ceremony'. This ceremony acknowledged Canada and British Columbia's commitment to renewing the relationship with Lheidli T'enneh based on respect, cooperation and partnership. The Lheidli

T'enneh community participated in witnessing all three parties sign the updated Treaty document to reflect the updates and modernization of the treaty that will allow the Nation to benefit from new negotiations in the future that are offered at other treaty tables.

After a very long and intense process, Lheidli T'enneh is moving towards a Ratification Vote in June 2018. This has been a period of great growth and learning and again I would like to acknowledge the Lheidli T'enneh community for taking part in this process. Although our community is spread across many cities, provinces, and countries, we are one Nation. Our strength as Lheidli T'enneh comes from the people and families that make up the fabric of our community, guided by the wisdom of our Elders and inspired by the potential of our young people. No matter the outcome of the vote, the Lheidli T'enneh Nation will be united in creating a better future for generations to come.

LANDS DEPARTMENT ANNUAL REPORT



Ibraheem Ali –
Lands Manager

THE LANDS DEPARTMENT – COMMUNITY DEVELOPMENT

The Lands Department at Lheidli T'enneh has involved in variety of professional activities as well as different workshops, conferences, and meetings over the last year.

The department has also has been working on the approval for different Capital projects which were submitted to ISC/INAC last year, namely Roads Improvements, Subdivisions, Water and

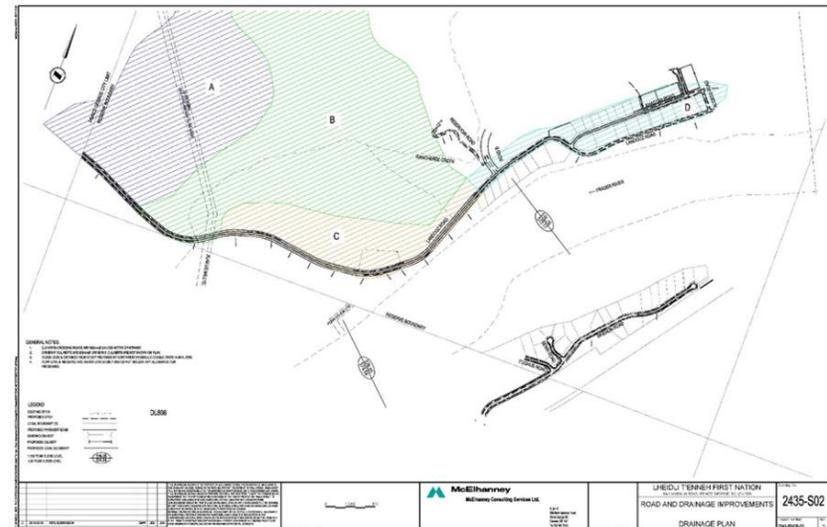
Waste Water Community System. The Band has received the fund to upgrade and repair the water system as well as initial fund for starting the design for Waste Water Community System. The other remaining projects applications were completed and the final documents with funding request were submitted in the beginning of year 2018.

CAPITAL PROJECTS

- 1- Roads Improvement – North and South Sides - Total Estimated Cost (TEC) \$2,774,856 – Status (Final documents are submitted. Waiting for funding and start construction).**

At this time, the Lheidli T'enneh First Nation requires project funding from INAC to move ahead with the final phase of road design and construction, upgrading the main roads through the community and bringing the road system up to current standard.

This project will meet or exceed the minimum design guidelines and level of service standards and will meet the immediate and growing needs of a modernizing community. The proposed upgrades raise the roads above the 200 year flood level, help with emergency response time and enable safe pedestrian use at the roadside. The upgrades will also enable the Lheidli T'enneh to work with neighboring local governments (City of Prince George and Fraser-Fort George Regional District) to facilitate area wide flood and fire response in the rural area east of the City of Prince George. As such, these upgrades are integral to



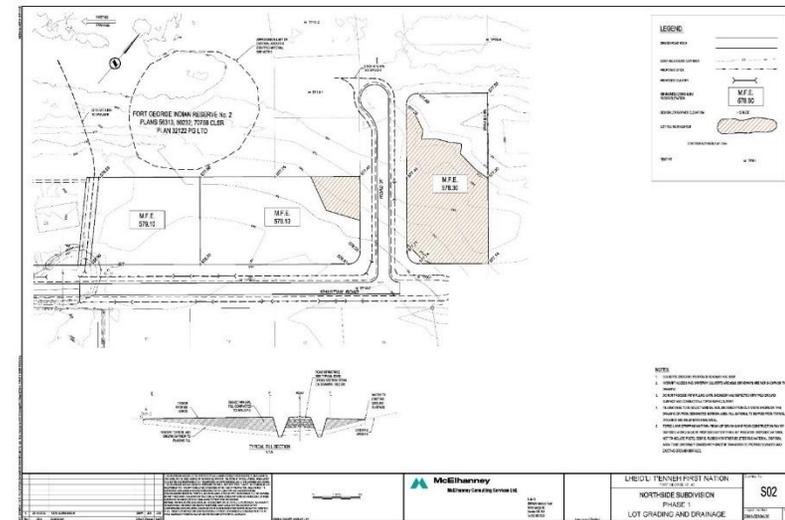
Map-1- Roads and Drainage Improvements

Northside and Southside residents' safety, security and quality of living and are a high priority for the community.

2- North Side New Subdivision – Northside - Total Estimated Cost (TEC) \$872,646 – Status (Final documents are submitted. Waiting for funding and start construction)

At this time, Lheidli T'enneh requires project funding from INAC to move ahead with the first phase construction of a new subdivision (Phase 1 Subdivision 3A & 3B) at North Shelley (Northside). This project will meet or exceed the minimum design guidelines and level of service standards and enable the community to meet immediate needs and the growing demands of an expanding and modernizing community.

Northside has been identified as the preferred location for new residential development to accommodate a growing population at Fort George IR#2. In 2011 a limited number of vacant serviced residential lots were documented available at Northside and it was projected at that time that these lots would be used up within five years (by 2016). In 2011 a conceptual plan was developed to provide up to 102 new residential lots over a twenty-year design period. The proposed subdivision development was designed to incorporate extensions of roadways and services from Khast'an Road and a new intersection with Landooz Road in the vicinity of the existing reservoir access road.



Map-2- The Subdivision Project

3- Water System Assessment and Upgrade (Radloff ENG) – North and South Sides - Total Estimated Cost (\$87,000) – Status (In Progress).

This project will assess the current water system and perform the feasibility study to upgrade the system to the current standards. Also, the project will provide a cost benefit study for having Waste Water Treatment Unit instead of the current septic system.

- 1- Water Softener Functionality.
- 2- Existing Chlorine Dosing System.
- 3- Community Water Consumption Calculations.
- 4- South Shelley Reservoir Control Level Issue.

4- Waste Water Community System (Radloff ENG) – North and South Sides - Total Estimated Cost (TEC) \$3,912,000 – Status (Approved for and finished the feasibility study-submitted the Design Approval Request “DAR”).

Lheidli T'enneh First Nation (LTN) requires detailed design funding from Indigenous Services Canada (ISC) to develop a community wastewater system for the North Shelley reserve. Building upon the work done to explore the options at the feasibility stage of this project, LTN has retained R. Radloff & Associates Inc.

(Radloff) to now complete the detailed design for this community wastewater system. The project would act as part of an overall community plan to accommodate future growth and development along with addressing the issues associated with aging individual ground disposal systems.

CAPITAL ASSET INVENTORY SYSTEM (CAIS)

Lands department has managed to add many capital assets to the ISC/IAC inventory system. This addition will allow the receiving of proper Operation and Maintenance funding from Canada. The main assets that were added to the lists are listed below:

- 1- General – Public Works Truck.
- 2- Buildings – two pump houses.
- 3- Roads – North and south sides (Add, Modify, and adjust length).

PUBLIC WORKS

Public works department continues to provide its services to the community which include the following:

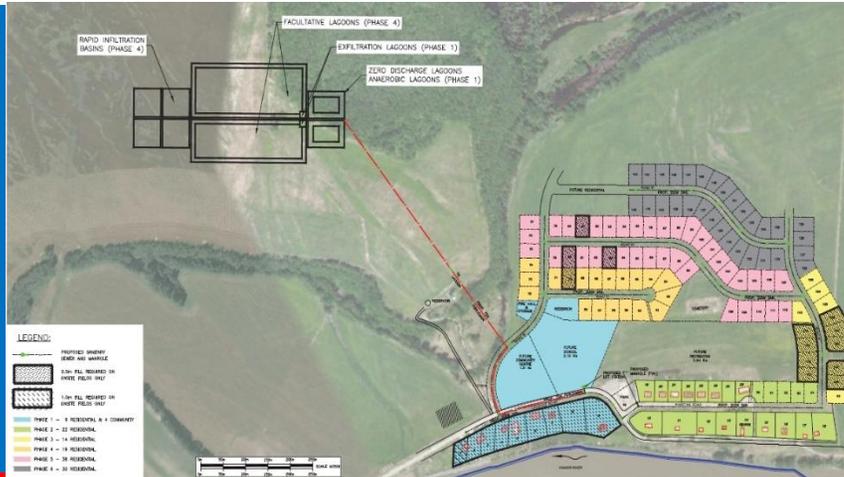
- 1- Roads maintenance
- 2- Snow removals
- 3- Garbage collection
- 4- Public buildings maintenance

OTHER ACTIVITIES

- 1- Working continuously with Administration and Health Department on the New Health Centre feasibility study proposal, interviewing and selecting the consultant.
- 2- Taxation 2017, and 2018.
- 3- Youth training.

PRIORITIES FOR 2018/2019

- Start and complete the construction for the submitted Capital Projects
 - New Subdivision – Northside.
 - Roads Improvement – North and South sides.
 - Water System Upgrades.
 - Waste Water Community System
- Continue the community development using the (2-5) years phase plan as shown in the map below. This continuous development will allow the accommodation of Lheidli T'enneh population growth and the increasing demand from Lheidli T'enneh citizen to move on reserve.



Map-3- Waste Water Community System



Future development and phases map

FINANCE DEPARTMENT

The Finance Department runs and operates all of the accounting functions of the Band and Band-owned Corporations. This Department maintains records for accounts payable, accounts receivable, payroll and benefits, banking, general ledger and financial statements.

The Finance Department leads the annual budgeting session with each Band department, monitors the results and provides each Band department with updated budget reports. Reporting of budgets and financial statements are also provided to the Executive Director, Chief and Council. The Finance Department also prepares year-end working papers to support the annual audit.

STAFF

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