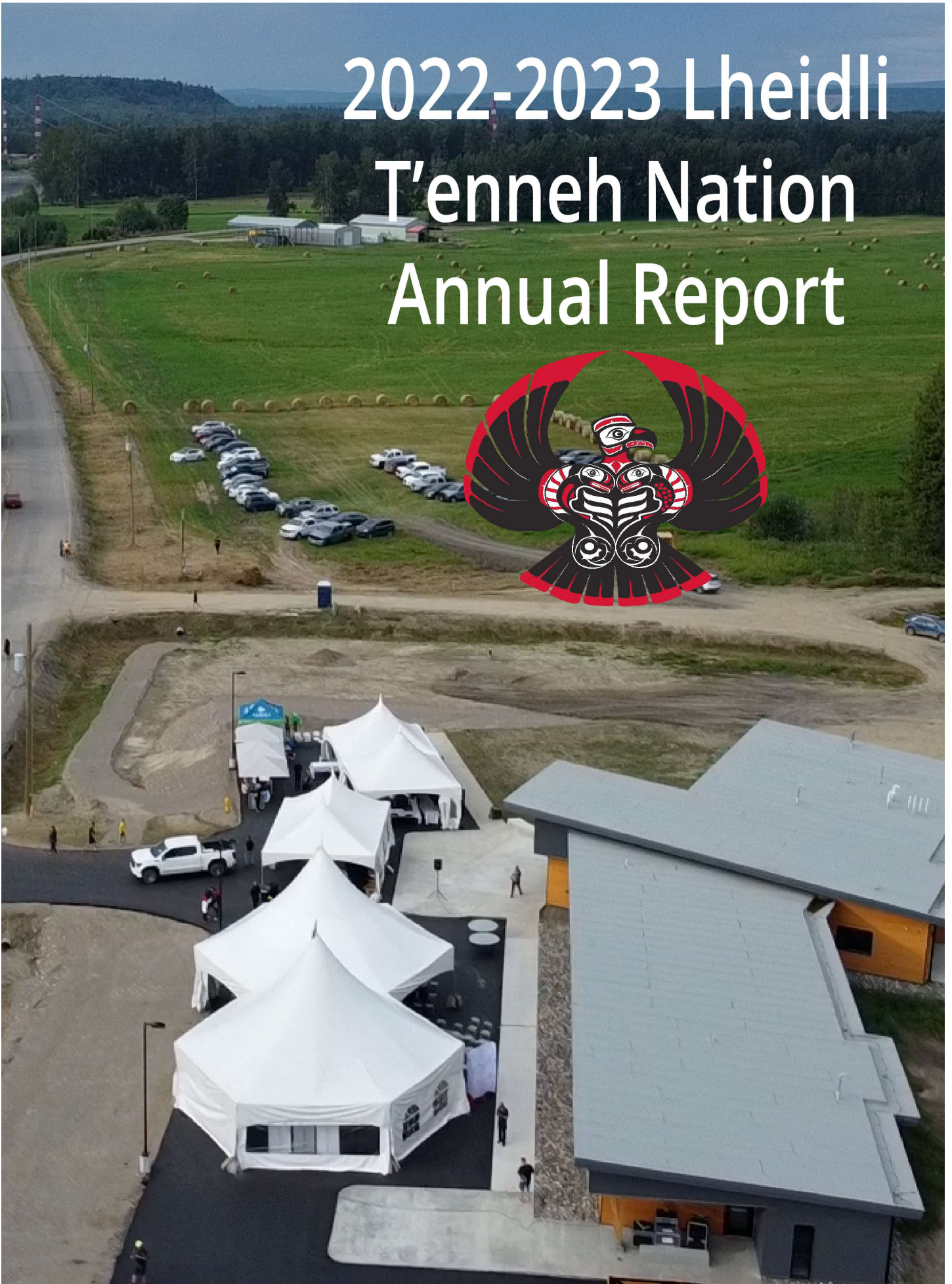


2022-2023 Lheidli T'enneh Nation Annual Report



Chief and Council at Swearing-In Ceremony 2023



Chief Dolleen Logan



Councillor Wendy Jael



Councillor Crystal Gibbs



Councillor Kyle McIntosh



Councillor John West



Councillor Joshua Seymour



Councillor Robert Gagnon



Report from Chief Dolleen Logan

Hadih members and I hope you had a good 2022/2023! Chief and Council and Administration is pleased to present the Lheidli T'enneh First Nation 2022/2023 Annual Report. The Annual Report provides members with a 'snap-shot' of the highlights and progress our nation experienced during the year. As always if you wish to have more information about anything you read in the Annual Report please ask. 2022/2023 was my 2nd year as Chief and the first year since 2020 that we were able to gather again without Covid restrictions. My highlight of 2022/2023 was the Annual General Assembly held in late August when 500 Lheidli members, many from out-of-town, gathered in the Northside subdivision to celebrate being Lheidli. I can still hear the kids laughing, the Elders swapping stories and members feeling proud again to gather and be Lheidli!

2022 ANNUAL GENERAL ASSEMBLY

Chief and Council and Executive Director Joe Gosnell provided an update to members on actions to deal with some of the key priorities. Our Deputy Executive Director and Auditor presented the audited financial statements and answered questions from members. Barry Seymour and his Comprehensive Community Plan kicked-off the member engagement with a session that resulted in over 1000 ideas from members about what our nation's priorities should be for the next decade. And perhaps my happiest moment of the two-day AGA was observing our Elders' Society conduct an Annual General Meeting (AGM) for the first time in many years. The Elders also elected a new Board led by President Les Baker and Vice President Lenora White. An active Elders' Society has always been important to me.

Our members were also able to speak directly with our Department Managers about their work and a couple of our business partners including Arbios and EDI/LTN Environmental. The fun part of the AGA included the Kid's Play Camp, Bingo, Plinko, Draw Prizes, the Joel West Band, and a performance by Elvis! The food was superb, the weather hot and sunny and by the time dinner was done on Sunday evening, everyone was glad they attended. My sincere thanks to the AGA Committee and our staff and volunteers for making the 2022 AGA one of the best in Lheidli history.

1ST ANNUAL LTFN MOCCASIN WALK

Another highlight of 2022/2023 was participating in the 1st Annual LTFN Moccasin Walk. This event took place in early June in the Northside subdivision. We had traditionally sent 80-100 members to Vancouver each year to participate in the Vancouver Sun Run. Council and I discussed the idea of hosting our own walk for members and others from the region and when 150+ participants showed up to walk, a brand new Lheidli tradition was born. Not only did Lheidli members participate but so did members from Simpcw and other Indigenous communities and the City and Regional District. Congrats to the Health Centre Team for organizing another winner event for LTFN. This event attracted several sponsors who help offset the costs and all remaining funds went to the Elders' Society.

NIPD + ND4T&R

Our two other key community events in 2022 were the National Indigenous People's Day event on June 21 and the National Day for Truth and Reconciliation (ND4T&R) event held on Sept 30. Our Special Events Lead Jen Rubadeau did her usual awesome job of organizing these events with help from Kym Gouchie and many others. Even the rain could not dampen the spirits of the over 1000 kids, parents, teachers, and others who attended the NIPD event. The drumming, singing, and dancing was superb, and each performer brought positive energy and immense talent to make a day to remember for everyone involved. The ND4T&R event on Sept 30 was a short afternoon program that included a 'moment of silence' at 2:15 p.m. to recognize the discovery of the 215 unmarked graves in 2021 at the former Kamloops Residential School. Lheidli members enjoyed a Healing Gathering at the House of Ancestors following the public event held in Lheidli T'enneh Memorial Park

2023 ANNUAL GENERAL MEETING

During the 2022 AGA we announced that we would look for a date to host an Annual General Meeting (AGM). The purpose was to allow more time to ask questions of Chief and Council and our finance team. The AGM took place in January 2023 at the Civic Centre. We also heard from the Elders' Society and we announced our NEW Youth Program. Members asked questions about LTFN policies, procedures, the Enbridge Settlement, and our audited financial statements. We ended the day with a New Years Dinner enjoyed by over 150 members.

NEW COMMUNITY PARTNERSHIPS = NEW OPPORTUNITIES

2022/2023 marked the signing of two significant Partnership Agreements. In June 2022 we signed a Partnership Agreement with the Prince George Chamber of Commerce. The PGCC had in 2021 awarded our nation with a lifetime membership. We then turned that into a new agreement that directs PGCC to include us in all key events held throughout the year and we do the same for them. Chief and Council also meets with the PGCC Board each Spring and Fall to discuss new opportunities and initiatives. It was a proud moment for our nation when our business, the House of Ancestors led by Councillor Crystal Gibbs, won the 2022 PGCC Business Excellence Award for Best Indigenous Owned Business. Tano Fuels led by Manager Doug Olson had also been nominated and we salute the staff and leaders of both band-owned business for their success and making us proud in the process. We also signed a Collaboration Agreement with the Prince George Airport Authority (YXS) in February this year. Following the signing YXS indicated that it wanted our help to 'Lheidli-ize' the main terminal and help passengers and visitors learn more about us and our unceded territory. These partnerships not only lead to new opportunities for us but also help show others what the Road to Reconciliation looks like.

POSITIVE YEAR FOR BUSINESS PARTNERSHIPS

While 2022/2023 was a fantastic year for Lheidli T'enneh events and new community partnerships, our business partnerships continued to flourish as well. We reached an out-of-court settlement with Enbridge over the explosion in Oct 2018 near the Northside subdivision in one of its two large natural gas pipelines. Members received their settlement cheques during the AGA and by the time 2022 gave way to 2023 we had already started discussions with Enbridge about new business opportunities and ways to work together for the benefit of both parties.

We also continued to work closely with our forestry partners Canfor, Arbios and Carrier Lumber. We now own one of the largest First Nations Forest Licenses in BC and this will help us reach both business and stewardship objectives. You have heard me say many times that increasing the number of moose in our territory is as important as growing new trees on harvested sites. Our forestry partners understand these priorities and have committed to helping us achieve both. We continue to discuss with Fortescue its globally significant hydrogen project which will have an incredibly positive impact for us and our home community of Prince George. And most recently we met with BC Hydro to discuss its plans to build a high-voltage powerline between Prince George and Northwest BC.

NEW CHILDCARE CENTRE + CAMP TRAPPING

We recently broke ground to build the new Lheidli T'enneh Child Care Centre located near The Exploration Place in Lheidli T'enneh Memorial Park. The site has been cleared and construction will begin soon on a new facility that reflects a Pit house which was the colder-weather home of our ancestors in pre-contact times. Our facility will provide 75 new childcare spaces for families in Prince George, and we are hoping to be able to provide 24/7 care for the children of parents who work nights. We hope to open our new childcare centre in 2024.

We have also recently acquired the lands and buildings at Camp Trapping southeast of town. The Cariboo Action Training Society (CATS) was no longer able to operate the facility and asked MLA Shirley Bond to help determine its future. MLA Bond suggested the group reach out to us to see if we were interested and the decision of Council was 'yes'. Chief and Council and Administration are discussing various options for the use of Camp Trapping and how it can benefit members and our nation.

INDIGENOUS HOCKEY NIGHT 2023

And if everything else in 2022/2023 was not enough to celebrate, I was so honoured to represent our members at center-ice to 'drop the puck' at Indigenous Hockey Night in January hosted by the Prince George Cougars. We have enjoyed a positive partnership with the Cougars since June 2021 when they called us to ask how to appropriately acknowledge the discovery of the 215 unmarked graves at the former Kamloops Residential School. We have worked closely with the hockey club ever since. Elder Clifford Quaw, one of our residential school survivors, led the team on a tour last September of the former Lejac Residential School near Fraser Lake. The site is part of the unceded territory of the Nadleh Whut'en and both Elder Clifford and Nadleh Chief Martin Louie talked to the Cougars players, coaches and staff about the abuses and ill-treatment of Indigenous students who attended the school. But they also talked one of the few positive memories and that was playing hockey first on a frozen Fraser Lake and later on an outdoor hockey rink on the school grounds.

Chief Louie joined me on Indigenous Hockey Night to 'drop the puck' to start the game. CN Centre was filled with Indigenous hockey fans from Lheidli, Saik'uz, Nazko, Nadleh, Stellaquo and other Indigenous communities in the region as well as with Non-Indigenous hockey fans from Prince George and other communities. By all accounts, 2022/2023 was an exceptionally good year for the Lheidli T'enneh First Nation



Chief Dolleen Logan with Chief Leah Stump



Chief Logan with Councillor Gibbs

Chief and Council Swearing In Ceremony 2023



Chief and Council Swearing In Ceremony 2023





Report from Acting Executive Director

Towfiqul Islam

Hello honorable Lheidli T'enneh members. I began my role as Acting Executive Director at the end of September 2023 in addition to my regular finance department role. I have been with Lheidli T'enneh since September 2018. 2022/2023 was the 1st year without Covid constraints and the key priority of Chief and Council was to organize membership gathering & reporting. There were several opportunities held throughout the fiscal year for Lheidli members to gather, enjoy seeing family and friends and to feel good again about being Lheidli. I want to thank all our staff for delivering on Chief and Council's wish to have us host more events while serving members with traditional range of programs and services.

MORE LHEIDLI GATHERINGS

Lheidli's 2022/2023 fiscal began on April 01, 2022 and ended on March 31, 2023. I can say without hesitation that this fiscal year was one of the busiest in my time with LTFN. With the lifting of Covid restrictions in the Spring of 2022, Chief and Council were clear that they wanted to renew Lheidli's spirit with gatherings.

Chief and Council began with the decision to not send a group of Lheidli members to the Vancouver Sun Run and instead, host an event of its own, on Lheidli unceded territory. The Moccasin Walk was born and thanks to an outstanding job of organizing by the Health Centre team, it was an outstanding success. Members then enjoyed National Indigenous Peoples Day on June 21st despite the rain which was heavy at times throughout the day.

But the sun was shining and despite +30c temperatures, the two-day Annual General Assembly held in late August brought membership together for business, pleasure, and connection. Lheidli members gathered again on National Day for Truth and Reconciliation on Sept 30 and again for the annual Community Christmas Gathering in December. And then in January, in response to requests by members during the AGA, LTFN hosted an Annual General Meeting (AGM) in early January. The AGM allowed an opportunity for members to ask questions of Chief and Council and Administration and in my mind, is a prime example of transparency and accountability.

Each of these events requires a tremendous commitment by our staff and business counterparts and I want to express my sincere thanks to everyone who helped make all these events a success by every measure.

GROW THE NATION

The over-arching message from Chief and Council in 2022/2023 to Administration was 'Grow Our Nation'. They said 'Covid is finally over and its time to make up for two years of restrictions and constraints'. While the key priority was to host more gatherings to allow members to meet again and enjoy time with family and friends, this also meant supporting more programs for members and to capitalize on new business opportunities.

The Lheidli T'enneh Administration has been providing utmost support to the newly formed Elder's society for their day-to-day operation. The council has pointed to the renewal of the Elders' Society and their vision to have the Lheidli Elders resume their traditional role as advisors to Chief and Council. This required more attention by Administration to ensure we had a support person to assist the Elders and to ensure proper financial practices and accountability.

Once the Elders' Society was renewed and on track to revitalize the Lheidli dialect of the Dakelh language and ensure delivery of other priorities, Chief and Council determined that LTFN needed a new Youth Program.

We were able to recruit a new Manager for the Economic Development department. This Department is crucial to the success of the nation because this is the first point-of-contact for companies and project proponents looking to do business in Lheidli unceded territory. We are all enjoying the efforts of our new Manager Allan Stroet and our Economic Development Intern Arturo Garica.

I want to thank all employees for their efforts this past year to help grow the nation and to provide excellent service to the 'almost 750 members' of the Lheidli T'enneh First Nation.

STAFFING AND CAPACITY

Much of my time as Acting Executive Director is spent dealing with staffing and capacity and I would describe 2022/2023 as like a roller-coaster ride in this regard. The tight labor market means it is difficult at times to recruit new employees never mind retain the ones you already have. The year saw us recruit some new employees to help grow the nation and we lost some employees for a variety of different reasons. Bottom-line is that staffing continues to be one of our key challenges. We are glad that we were able to recruit a professional Human Resources Manager to help us navigate the uncertain world of staffing and other human resources matters.

It is great to receive new requests from community and business partners to participate in new opportunities. We carefully deal with this request considering availability of our resources. LTFN is not alone. Every other First Nation in BC faces the same challenge as does just about every other organization and company. It is great to be living in post-Covid BC, but the reality is, there are limited skilled manpower in and around Prince George

NEW OPPORTUNITIES

We are all excited about building the new childcare center and acquired Camp Trapping. We look forward to the Ancient Forest Enhancement Project moving forward along with greater awareness of this globally significant natural place. It has been described as the 'Crown Jewel of the LTFN Unceded Territory'. We are very sad that both of our employees for the Ancient Forest project passed away. There was a hiccup, but, recently, Senior Manager Capital Project and Asset Management has been assigned to manage this project. We are optimistic that we will recover and clear the backlog soon. With each of these new opportunities comes new jobs and benefits for Lheidli members. Each new job for a Lheidli member brings certainty for them and their families and ultimately this is what 'Grow the Nation' is all about. New jobs, new revenues to support the nation and another step forward on the Road to Reconciliation. Later section of this report will display our financial growth.



Report from Deputy Executive Director

Towfiqul Islam M. Comm (Accounting & Management)
MBA, PGD, CGA L4

Comparison of Financial Performance:

The comparative Financial Report has been prepared from the information of Audited Financial Statement for the year 2021-2022 and draft 2022-2023 audited financial statement as auditor presented to council on August 17, 2023. Full version of the audited financial statements for 2022-23 will be available and can be viewed in Lheidli website once the Audited Financial Statement is approved tentatively within next few weeks.

For the Fiscal Year 2022-2023, Lheidli T'enneh had an overall revenue \$26.97 Million whereas for 2021-22 it was \$17.79 Million. There is an increment of \$9.18 million which includes Enbridge settlement \$11 Million Dollar.

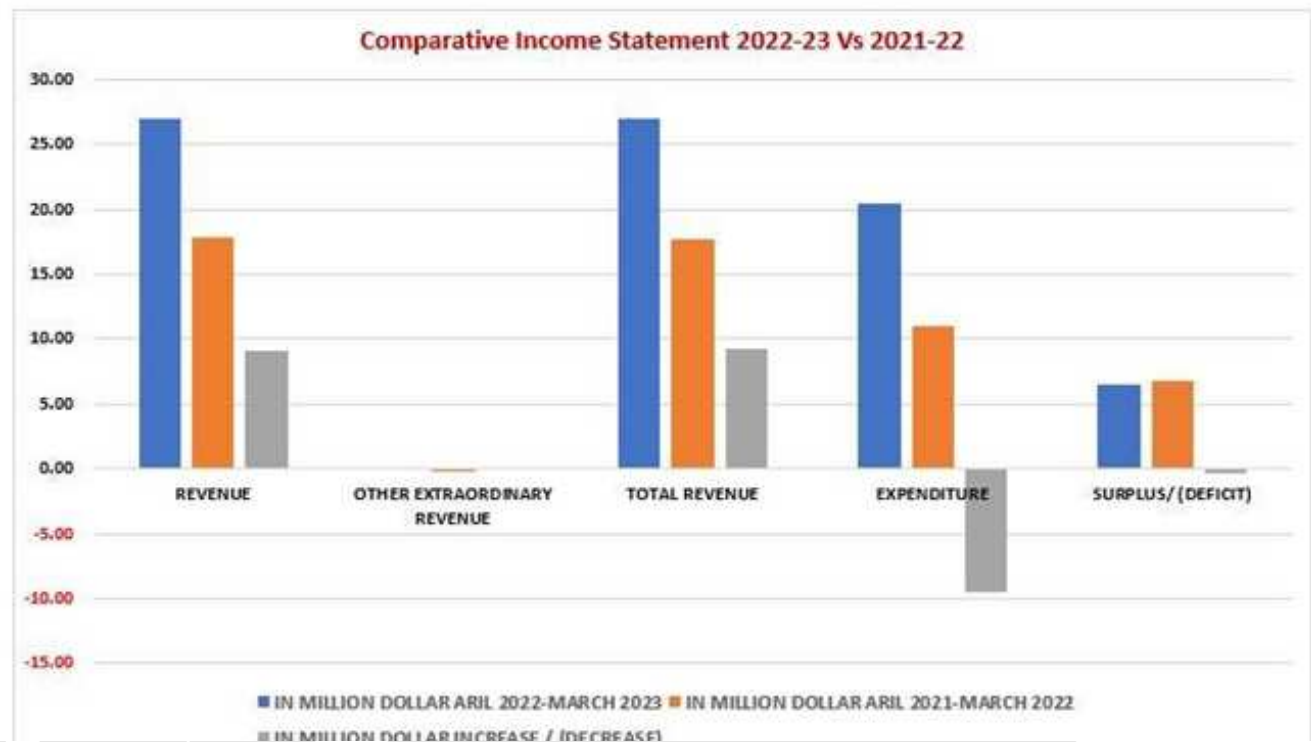
The total expenditure during 2022-2023 was \$20.49 Million Dollar whereas for 2021-22 it was \$10.99 Million Dollar. Mainly the increment in expenditure \$9.50 Million is caused by Enbridge membership distribution \$9.87 Million Dollar.

The Bottom line for the Fiscal Year 2022-2023 represents a surplus of \$6.48 Million Dollar.
Comparing with 2020-2021 a decrement of \$0.30 Million

**LHEIDLI T'ENNEH FIRST NATION
COMPARATIVE INCOME STATEMENT
2022-23 Vs 2021-22**



PARTICULARS	IN MILLION DOLLAR			% OF INCREASE / GROWTH
	ARIL 2022- MARCH 2023	ARIL 2021- MARCH 2022	INCREASE / (DECREASE)	
REVENUE	26.97	17.79	9.18	51.60%
OTHER EXTRAORDINARY REVENUE	0.00	-0.02	0.02	0%
TOTAL REVENUE	26.97	17.77	9.20	51.78%
EXPENDITURE	20.49	10.99	-9.50	-86.42%
SURPLUS/ (DEFICIT)	6.48	6.78	-0.30	-4.39%
ACCUMULATED SURPLUS / DEFICIT	56.53	50.05	6.48	12.95%



Comparison of Financial Position:

As of March 31, 2023, The Band had a Net Financial Asset \$41.39 Million. Comparing to fiscal year 2021-22, an overall increment of \$6.79 Million Dollar, 19.63% increment.

The Accumulated Surplus has increased to \$56.53 from \$50.05 Million during Fiscal Year 2022-23 which is \$6.48 Million, 12.95% increment from Fiscal Year 2021-22.

LHEIDLI T'ENNEH FIRST NATION
COMPARATIVE STATEMENT OF FINANCIAL POSITION
AS OF MARCH 31, 2023 Vs MARCH 31, 2022



PARTICULARS	IN MILLION DOLLAR			% OF INCREASE / GROWTH
	MARCH 31, 2023	MARCH 31, 2022	INCREASE / (DECREASE)	
FINANCIAL ASSET	47.95	39.82	8.13	20.416%
(-) LIABILITIES	6.57	5.23	1.34	25.64%
NET FINANCIAL ASSET	41.39	34.60	6.79	19.63%
TANGIBLE CAPITAL ASSET	15.08	15.36	-0.28	-1.81%
PRIOR PERIOD ADJUSTMENTS	0.00	0.00	0.00	0.00%
PREPAID EXPENDITURE	0.06	0.09	-0.03	-32.80%
ACCUMULATED SURPLUS	56.53	50.05	6.48	12.95%



Current Ratio :

Current Ratio measures the capability of the organization to meet the short-term financial obligation that are due within a year. The ratio considers the weight of the total Current Asset versus the total Current Liabilities.

According to the following table, As of March 31,2023 to meet the current liabilities of \$5.74 Million the Band has Current Asset of \$21.38 Million Dollar. The current Ratio is 3.72% which means for every \$1 of current debt the Band had \$3.72 available to pay the debt.

LHEIDLI T'ENNEH FIRST NATION

Current Ratio



Components	March 31,2023	March 31,2022
Current Asset :		
Cash in Bank	19,057,936.00	12,692,998.00
Restricted Cash	354,155.00	400,363.00
Accounts Receivable	1,120,003.00	1,569,792.00
Prepaid Expenses	61,339.00	91,278.00
Due from Government Agencies	114,781.00	61,773.00
Advance Receivable	675,599.00	771,580.00
Federal Trust Fund	3,407.00	3,337.00
Total Current Debt	21,387,220.00	15,591,121.00
Current Debt :		
Bank Indebtness	-	-
Accounts Payable	2,442,111.00	1,317,090.00
Deferred Revenue	2,947,058.00	2,563,068.00
Replacement Reserve	354,155.00	400,363.00
Total Current Debt	5,743,324.00	4,280,521.00
Liquidity Ratio	3.72%	3.64%



LHEIDLI T'ENNEH BAND
 Treasury Report As of August 15,2023

Name of Item	Band	Tano T'enneh
Total Bank Balance in Operating Bank Accounts	2,962,329.59	1,500,377.06
Bank Balance at Premium Investment Account	2,121,441.37	37,129.06
GIC Investment	11,280,000.00	10,292,754.20
	16,363,770.96	11,830,260.32

Fire Preparedness Workshop





Report from Capital Projects & Asset Management

Zawad Abedin, EIT

I am pleased to present the annual report for the Department of Capital Projects and Asset Management for the fiscal year 2022-2023. This year, our department has shown remarkable progress across multiple areas. We have taken significant strides in enhancing the infrastructure of our community while also achieving meaningful cost recoveries and developing systems to ensure efficient asset management.

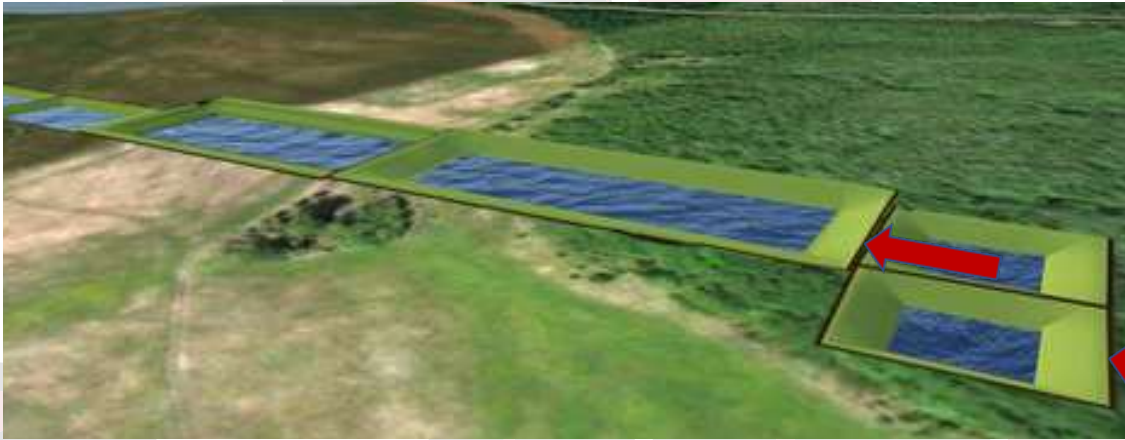
Capital Projects

1. Water Treatment Plant and Fraser River Bridge Crossing: We have successfully completed the feasibility studies for these crucial projects. The class C cost estimate stands at \$2M for the water treatment plant and \$43M for the bridge crossing. Our team is currently diligently preparing a design application and Request for Proposals (RFP) to select the optimal engineering design consultant for the water system upgrade. To ensure the bridge project proceeds, we are actively seeking support from multiple funding sources, facilitated by Council lobbying.

2. Community Wastewater System: The design phase for this project is now complete. We are awaiting the approval of construction funding from Indigenous Services Canada (ISC). Upon receipt of this, we are prepared and eager to commence the construction process. Our target is to begin by Spring 2024.



The lift station collects all wastewater from the community and pumps the wastewater to the lagoons.
- Left picture is a Google Street view of the proposed area where the lift station will be built.
- Right Picture is a rough 3D model of the proposed area.



- Wastewater is pumped from the lift station to the lagoons, where it is treated as it flows from one pond to the next red arrows show the direction of flow
- The treated effluent is then safe to be dispersed into the ground

10 yr Capital Plan



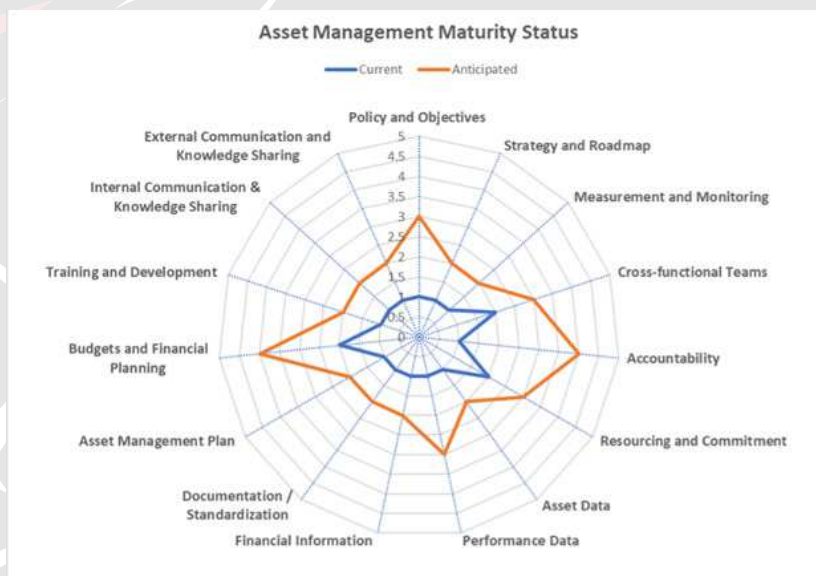
We have received \$25,000 in funding last year to develop a 10-year capital plan.

Instead of getting this done by an engineering consultant, we developed this internally, as I have the expertise and also the authority according to Professional Governance Act.

Multiplex/Learning Facility (2000 sq.m.) Est. \$10.1M	Subdivision Development (Zoning is required)
Assisted Living Facility (6500 sq.m.) Est. \$5.6M	Fire Hall & Public Works Facility (1343 sq.m.) Est. \$15M
Restoration of the Church Est. \$1.35M	EV Station (Level 3) Est. \$0.3M

Asset Management

We are proud to announce the development of an asset management system aimed at improving the management of the nation's infrastructure. In due course, the on-reserve community members will be provided with an access to an asset management portal. This portal will allow the creation of service requests, such as driveway repair/cleaning and park maintenance, directly associated with infrastructure. We have a draft level of services awaiting Council approval. This will ensure equal services, within our capacity, are provided to every corner of the community.





Other Activities & Contribution Snapshot

In my department, I usually tend to perform a lot of writing, in form of policy & procedure, plans, and grant applications.

I prioritized a specific set of efforts to reimburse the band for the cost incurred in two projects in the past.

Here is a snapshot of work done, on the side of my desk in FY 2022/23.

The confirmed recovery and successful grant funding for other departments in FY 2022/23 are equivalent to more than **6 years** of my department's salary cost!

Recovery of \$210,000, spent from OSR in Subdivision project

Recovery in the progress of \$789,421 spent from OSR on Road Project (ISC confirmation)

For upcoming Housing Unit, confirmation of O&M funding from BC Housing for 20 yrs

Successful Submission for/with HR, Health, Capacity Development, NR (P&ID, wellbeing fund, Op Dev funding, Workforce connector etc, approx. \$275,000)

Salary coverage (75%) through ISC contribution, and ongoing strategic negotiation to increase salary contribution

Recovered \$600,000 spent from OSR on Road Project

Cost Recovery

Through proactive management, we have been able to reclaim approximately \$1.4M overspent on Road and Subdivision projects in previous years. We have already received nearly half of this amount, with the

Public Works

In an effort to increase efficiency and cohesiveness, Public Works now working under this department. We understand that we are not perfect and are committed to learning from our mistakes to continually improve. We encourage all community members to reach out directly to the department manager with suggestions for improvement. You may have already started noticing that Public works crew are working maintaining a schedule for lawn care, ditch maintenance, garbage removals etc.

Solid Waste Management

We have started working on preparing a draft solid waste management plan for the community. As a result of that effort, we have placed two SOS bins which are more user friendly and bear smart. We have also secured funds from ISC to purchase a new truck and dumptrailer for more efficient solid waste management. We will soon launch the recycle program and possibly composting, within the community, towards our effort of climate resilience.

IT Infrastructure

Our department is also responsible for the management of the IT infrastructure. Over the last year, we have made significant progress in this area, notably reducing costs by eliminating third-party involvement and managing our own IT environment.

Some of the major projects that have been completed or are currently underway are:

- Virtual Server Infrastructure Upgrade
- Building Access Control Systems
- Building Camera Security Systems
- Fleet Management and Tracking Systems
- End User Computer Upgrade Planning and Installing
- Microsoft Office 365/On Premises Hybrid Setup

18 The focus of IT this year has been to Assess and Document current infrastructure, then Plan and Upgrade existing systems. This supports the expectation of changes in applications used by other departments, notably Xyntax financial & administration software, and PSD Citywide Asset Management Software.

Assessment and Documentation of IT infrastructure phase has been one of the top priorities to ensure we are utilizing the infrastructure we currently have to the best of its ability, with internal communications guiding the expected results of the technology. Only after the assessment is complete are recommendations for upgrades or replacements for projects using existing technology presented if the current infrastructure is not capable of the expected result. Some notable parts of this section are documentation of all LTFN owned computers (200+ Devices), phones (40+ Devices), networks (20+ Devices), and servers (7+ Devices).

Once the assessment and documentation of our systems has been completed, we move into the Planning and Upgrading phase. This ensures we are not creating more projects than necessary. The Plan and Upgrade phase uses the previous phases to create a solid data foundation and business case for projects implemented under this phase. Some notable projects under this phase are end user computer upgrades and virtual server upgrades.

We have also started reviewing all third-party IT service and support contracts, including internet, phone, IT support, and other services like website hosting. We have been able to reduce the costs to the nation by ensuring up to date information of services, consolidation of contracts, and eliminating outdated services.

Community Engagement and Empowerment

We are eager to work closely with our community, especially the younger generation. We extend an invitation to young people to work in our department, offering paid summer, part-time, casual work, or even voluntary participation. We are primarily a technical department, so this is a unique opportunity to learn valuable skills early in a career. We firmly believe in empowering our youth through these opportunities, as it not only supports their personal growth but also contributes to the overall betterment of our community.

We extend our sincere thanks to the Council and community members for their ongoing support and contributions throughout the year. Our commitment to transparency, efficiency, and community involvement will continue to guide our efforts in the coming years.

We want to listen to you how we can do better. Please feel free to drop by, email, phone or text, whichever is most convenient to you.

Snachaliya,

Zawad Abedin, EIT, ProfCertAM
MSc. in Mechanical Engg, MSc. in Environmental Science
Senior Manager
zabedin@lheidli.ca
672-983-1083

Teammates:

Adam Ethier
IT & Asset Mgt Officer

Ronald Jason Pierrero
Maintenance Tech

Duncan Seymour
Community Maintenance Tech

Theodore Davis
Public Works & Maintenance Tech
Casual Workers



Report from Health Manager

Tamara Seymour

Hadih Lheidli T'enneh community,

We are excited to provide an annual update on all health-related initiatives completed through the health centre. For those who I have yet to meet, I am the Health Manager, Tamara Seymour. I have been in this role since March 2020 and work alongside three additional staff. We have a full-time Community Nurse Jennifer Coleman, our Health Assistant Phyllis Seymour, and the Medical Office Assistant Kyle Whyte. Together we work closely with the Family Development department to host many events and programs that involve community members from elders to youth.

Health Center

Through my report I will provide some updates and highlights that occurred over the annual fiscal year of 2022 to 2023. Starting with the grand opening of newly constructed health centre in which we held the exciting event in the beginning of November 2022. We celebrated the grand opening with the Lheidli T'enneh leadership, administration, health staff, partners within the Prince George community and local delegates from the City of Prince George.

During the month of October, the team worked on moving from the temporary health centre to the new building. We spent this time organizing and setting up the medical offices to begin programming and offering medical services to our community.

The opening of the brand-new health centre signifies a very exciting time for the Lheidli T'enneh Nation by offering primary care right in community and strengthening the connection to the demands required within the health field in a culturally safe space.

Department Programs and Services

Over the past year, the health department focuses on the following sectors through funding from First Nation Health Authority which are:

- Health Child Development
- Mental Wellness
- Healthy Living
- Communicable Disease Control and Management
- Environmental Health
- Cultural and traditional knowledge and activities
- Clinical Client Care and Community Care

The Health department works towards providing medical services and offering programs that are open to the Lheidli T'enneh community.

With each year, we try to advance the services and programs to reflect the demands of the Nation. Programs and services are developed to aid community members in learning about health, wellness and topics that are prominent in community. To highlight programs and services that have been delivered over the past year are:

- Community water testing/ Drinking water safety program
- Flu and COVID-19 Vaccine Clinics
- Diabetic Clinic and Shingles Clinic
- TB Testing
- Medical Appointments and Prescription drop off with Nurse Jenn
- Counselling Referral support
- Treatment Plan and Referral Support
- Monthly Newsletter delivered on reserve and posted onto social media outlets
- Supported the Lheidli T'enneh Administration in the planning and hosting of the Annual General Assembly which brought home all members living afar and within the Prince George area to celebrate our Nation and gather after the isolation years from the pandemic
- Held the first Annual Moccasin Walk in the Lheidli T'enneh Northside community
- Weekly medical clinics with Doctor Todd Alec and Doctor Terri Aldred
- Mobile Support Counselling through Northern Health with a Counsellor coming into community for two weeks out of the month
- Physio outreach in community through partnership with Central Interior Native Health Society, where a doctor comes to community once a month to offer Physio

Programming:

- Elders BINGO
- Grieve and Support Night with Jim and Jennifer
- Community Kitchen in Prince George and on-reserve
- Earth Day BBQ and community clean up
- Monthly Blanket Raffle
- Beading Nights
- Language meetings and open houses
- Fire Awareness Day with the Shell Glen Fire Department
- Soup and Bannock Luncheons
- Drum Making with the hides that were scraped in prior months
- Monthly Elders Meetings and Elder tea's

Partnership and Agreements

- Annual Agreement with the YMCA of Northern BC in support of Truth and Reconciliation to allow Lheidli T'enneh members access YMCA facilities and programs including child care.
- Participation in Primary Care Network Committee meetings as Lheidli T'enneh became an Indigenous that marginalized people face within the system, and how to move forward in a positive direction to improve the system itself. Within the PCN (Primary Care Network) there is a developing contract in the works to aid Lheidli T'enneh with two Doctors, Doctor Todd Alec and Doctor Terri Aldridge to come into the Lheidli community for half a day during the week.

Mobile Support Team

A growing partnership developed between Lheidli T'enneh and Northern Health lead to accessing the Mobile Support Team (MST) who can come into community to provide direct counselling services to all community members within Prince George, on or off reserve. This new support system has benefited many members due to easy access and that the team is mobile. As mental health is essential and very important, we look forward to continuing to access this service and the MST team.

Health and Wellness Plan

Lheidli T'enneh Health department received funding from First Nation Health Authority to develop a Health and Wellness Plan. This plan will be created by the Health Director with inclusion of health staff, administration, leadership and most importantly community. Input from all audiences is essential to the plan as it will be developed based on the vision of the Lheidli T'enneh members and historical planning that took place with community. The plan is coming into draft form after collecting input from members over any community engagement events where we were able to gain input from all ages of our membership.

We look forward to a new year of seeing the Lheidli T'enneh community to support with any medical needs or inquiries and to promote health in all areas to balance our emotional, spiritual, mental, and physical wellness. We can heal, learn and build a health community together!

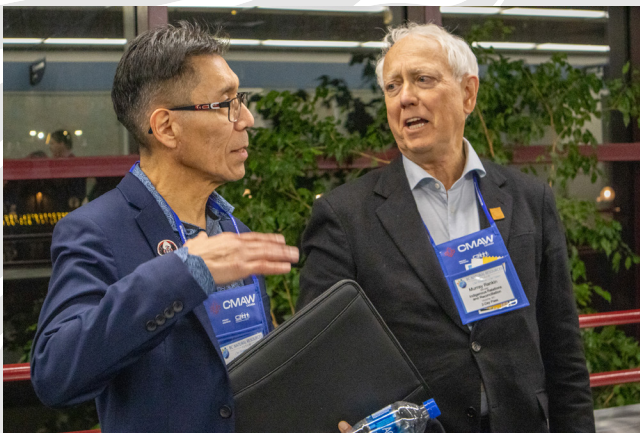
Respectfully,

Tamara Seymour

Health Manager



Visit with Premier Eby - Jan 17, 2023





Report from Economic Development Manager

Allan Stroet

LTN Economic Development Achievements

Business Achievements

Entered into advanced discussions with Fortescue Future Industries around a partnership agreement.

Received payments from Arbios Biotech as they move their project through construction and towards production.

Began talks with BC Hydro around co-ownership of a new 500 kV transmission line running from Prince

George to Terrace. Ownership would be shared with other Nations along the route. Began talks with Enbridge around co-ownership of the existing BC gas transmission infrastructure running from Dawson Creek to Abbotsford. Several Nations would be part of the consortia of project. This project would see immediate financial returns.

Increased the rate of return from the LTN ownership stake in LTN Environmental by now including capacity funding, increasing the number of members working for LTNE and having a higher rate of return on each hour worked by members.

Began marketing MSS to area proponents and institutions. Revenue shares should start coming to the Nation in the coming quarter.

Began the process of developing five new revenue sharing agreements with local companies.

Tourism

Continued working on finding an organization to build the boardwalks for the Ancient Forest Enhancement Project. The scope of organizations has now grown to include non-profit organizations and skilled trades training centres.

In the planning stages of "Lheidli-izing" the Prince George Airport. There have been three site visits to work on what is possible and what cultural aspects should be conveyed to visitors to the airport. Joshua Seymour is working with us on this project due to his substantial expertise on the subject matter.

Grants

Secured the following grants:

\$27,545 from Prince George Tourism

\$55,000 from Northern Development Initiative Trust

\$5,000 from Coastal GasLink for sponsorship of NIPD and Moccasin Walk

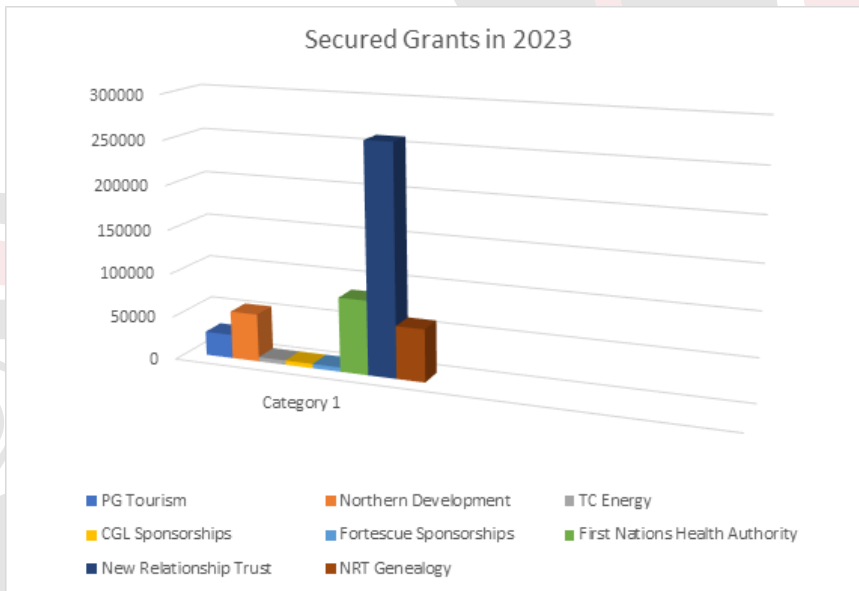
\$5,000 from Fortescue for the Moccasin Walk

\$85,000 from the First Nations Health Authority

\$60,000 from the New Relationship Trust for a genealogy study

24 \$260,000 from the New Relationship Trust for Government to Government Negotiations

Total: \$502,545 in secured grant funding



Pending Grant Applications:

\$50,000 from the First Nations Guardians Initiative for a land use study in Shelley.

\$500,000 from Indigenous Community Corrections Initiative

\$300,000 from Destination BC for destination development of the House of Ancestors

Looking Ahead

Goals for the rest of the fiscal year:

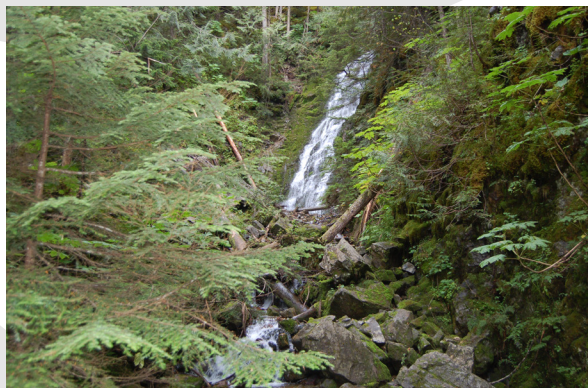
Securing further revenue share agreements with companies.

Securing equity stakes in existing infrastructure.

Increasing the number of members working for businesses that we have agreements for.

Investigating low risk investment opportunities which would pay dividends to the Nation.

Secure over \$250,000 in grants for LTN projects.



Respectful Acknowledgement from PG Public Library Announcement





Report from Natural Resources

Gbenga Ayansola

The Natural Resources Department has continued to work assiduously to ensure the stewardship of the land vis-à-vis how Lheidli T'enneh vast natural resources are utilized and managed to ensure sustenance for future generations. We seek to uphold the assertion of Lheidli aboriginal rights and title in the management of resources. Here are a summary of our activities in the fiscal year 2022-2023.

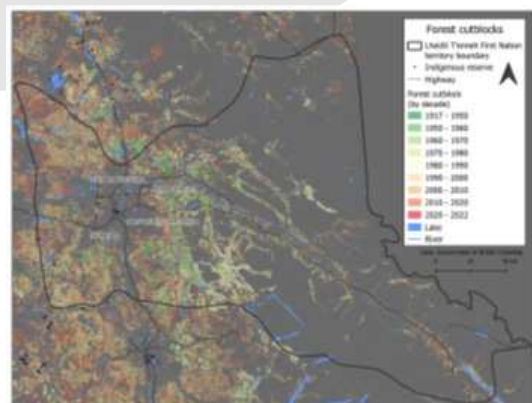
Cumulative Effects Studies

As stated by Terry Pratchett, "If you do not know where you come from, then you don't know where you are, and if you don't know where you are, then you don't know where you're going. And if you don't know where you're going, you're probably going wrong". As part of our effort to understand the changes that has happened on Lheidli T'enneh landbase overtime and the cumulative impact of the various developments on the land especially in resources extraction, we decided to conduct a cumulative effect study to provide a baseline understanding of cumulative effects, contribute to awareness of key issues of concern for the community and support Lheidli participation in relevant policy dialogues with stakeholders. This study was conducted between April 2022 and March 2023.

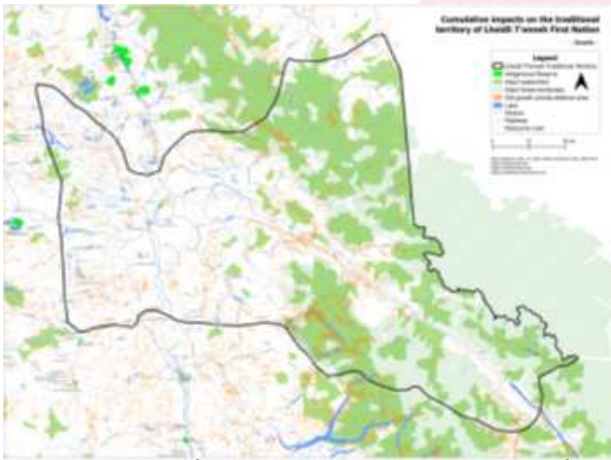
The Natural Resources department together with our consultants reached out to Lheidli Elders (before the Elders Society was formed) for guidance. We brought together a group of Lheidli Elders comprising of Clifford Claw, Veronika Seymour, Robert and Susan Bird, Lenora White, Albert Chingee, Leslie and Jen Baker and Ron Pierrero to frame the scope of issues and identify Lheidli values while considering the changes that have been observed over several years within the territory. Facilitated by the Natural resources department and our consultants, the group of Elders met regularly to discuss, scope, and determine a framework for the study. A public call about our intentions was put out during the 2022 AGA to all members who attended. We also sent Information via emails and across all Lheidli social media platforms on the opportunity to participate in the interviews and information gathering sessions which were spread over several weeks. The successful study came out with a comprehensive Report. For the lack of space, I would like to encourage all community members to download the public facing version from our website. The full version will be made available upon request only to community members. Ray Desjarlais, Lheidli community member did the graphics of the report.



Four Lheidli T'enneh Values



Forest cutblocks by decade across Lheidli T'enneh First Nation traditional territory



Intact Forest Landscape (2020), Intact watersheds (2021) and Old growth priority deferral areas (2021)

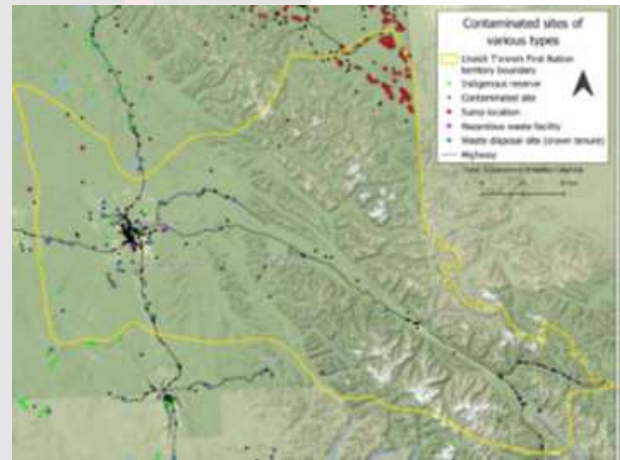


Fig various types of contaminated sites located throughout the Lheidli T'enneh territory

Lheidli Signage Installation

The Natural Resources department in conjunction with Recreation Sites and Trail BC, embarked on a project to install signage on some Lheidli historic and important sites. We also reached out to BC Parks and Nature Trust BC. The signs which were designed by the department was approved by the Chief and Council and are now installed at the following sites in Lheidli T'enneh Territory; Purden Lake Provincial Park, St. Marie Lake (East and West), Francis Lake, Willow River Recreation Sites, Stony Lake (North and East), Pitony Lake, Narrow Lake, Eaglet lake and Ferguson Lake.



Signage at Purden Provincial Park



Aquatic Restoration

As you may be aware, two of the most important watersheds in Lheidli T'enneh are the Willow and Bowron watersheds. These watersheds hold important fish species primarily Chinook and Sockeye salmon which have seen declines over the years due to industrial, agricultural and recreational development, forestry and mining and spawning sites. These species are important to the Nation for food, social and ceremonial purposes. Consequently, we submitted a proposal and have now received approval for the restoration of aquatic habitat for these two watershed. As a first step towards restoration efforts on these watershed, we identified areas of high-risk geophysical hazards associated with streamflow and sediment generation using the available Watershed Health Project Omineca Region (WHPOR) data. Based on Lheidli's values, risk assessment scores were determined. The restoration work will be executed by LTN Environmental over a period of two years (until March 2025).

Terrestrial Cumulative effects Management Tool

We submitted a proposal for a project to establish a terrestrial cumulative effect management tool. The terrestrial Cumulative Management Tool Project is a customized tool which will provide a data-rich 3D mapping of Lheidli T'enneh. This tool will aid in understanding the cumulative effects of terrestrial projects, new or existing resource extraction project as well as any developmental proposals. The tool will use an accelerated real-time 3D rendering, virtual reality and Augmented reality to enable an immersive, high contrast and high-fidelity experience that is very easy to understand in relation to other values of the environment that are a priority to the Band. As this tool will be designed specifically for Lheidli T'enneh, community members and the Elders will be able to explore and experience a build-up of projects within the landscape, how specific decisions can affect or trigger changes in the landscape and potential ripple effects of proponent led projects. This will ultimately make information available to members which will help in making useful decisions during consultation. When this system becomes operational, forest inventory, roads and infrastructures, the environment, wildlife and habitat, watershed security and cultural values can be visually assessed for impact over time. We anticipate the system to

Forest Stewardship

It is no longer news that Lheidli T'enneh now has the largest indigenous owned First Nation Woodland License in BC. A major component of the licence is the land stewardship. A stewardship committee has been set up with Canfor to ensure that the forest and land values that are important to Lheidli T'enneh are clearly outlined and managed for a healthy ecosystem.

The Natural Resources Office continues to attend to referrals from various proponents, support community members with Trapline and Cabin needs, as well as job and business opportunities. We also continue to support other department// in our quest for proper oversight of available resources in the territory.



Report from Fisheries Manager

Dominic Frederick

My name is Dominic Frederick (Domo). I am of Carrier decent, and I am of the Big Frog Clan- cilths'eghyu. I was born in Prince George B.C. old Simon Fraser Hospital and lived and learned everything I know of hunting and trapping and living off the land on the Clezbawnichek reserve which is also located on the Kayoh of the Frederick Family, I am one of the last survivors of the Frederick Family, also Carl Frederick is next in line for the Kayoh. I am a Residential School Survivor.

My fisheries background is extensive. I started by training as a fisheries technician for 8 weeks, sponsored by CSTC, in Lheidli T'enneh learning about the whole life cycle of our precious resource and the way of life of Salmon and all the rest of our freshwater resources and resident fish. I have worked on numerous fisheries projects, reconnaissance, and walking streams; not only in Lheidli territory but in other territories such as, Takla, Tlazten, Nakazdli, Skeena River inland fisheries, Alcan Upper Nechako Restoration Project, Upper Willow River Restoration Project. I learned about the Hatchery at the Penny Hatchery which was ran by Clarence Boudreau. In Dome Creek, I did EGG retention for Penny Hatchery.

I started working for the Lheidli T'enneh Band last year in 2022. The support for fisheries had diminished in the past years and most of the work that is required by DFO was done by consultants. During the past few years, capacity building for members of the Band was not a priority. The Band gets \$165,810 per year for 5 years, so during the fisheries season the Band is obligated to do some fisheries work to keep tabs on the ongoing fishing by members which is catch Monitoring, cultural camps, Bowron sockeye recovery, Chinook stream walks, Robson Valley, Bowron enumeration, endangered species (such as Sturgeon) to name a few.

We also did a trial basin project last year called the Sonar enumeration Program for Upper Fraser Chinook. If it was successful, then it could be an annual project sponsored by the Pacific Salmon Commission. It was a success, the DFO has purchased 3 Sonars for Lheidli to continue the study on the Upper Fraser River. The Sonars are worth about 2-4 hundred thousand dollars and Lheidli T'enneh owns them for the future. We had a great crew with Carl Frederick, Bryan Seymour, Eric Paul, and Michael Frederick with their supervisor Jeffery Beardsall. We were also included with the Chilako Restoration Project through the UFFCA and consultants: Chelton, Peter and Jana as supervisors, they had an awesome crew consisting of Georgina Joseph, Corinna Joseph, Emily Joseph, Simone Joseph, Merle Seymour, Enock Auger, Willie John, Michael Frederick, Jordan Buzas, Curtis Seymour, and Victoria Joseph.

The Chilako Project and its supervisors are building capacity with the members by having the members help put in reports together for the Chilako Project. So, part of my job is to help build capacity in the fisheries department, through these projects and hopefully in the future the Nation can run our own fisheries programs and projects. Our partners can help by sponsoring a complete fisheries life cycle program and, also a hatchery program course. The hatchery is a full-time employment if our Nation could receive the proper training and learn more about our valuable resource (the Salmon) and the (life cycle).

Community Fishing

We also had the community fisheries for the members, conducted down by Red Rock/Stoner catching by Gill net and doing some processing at the river by cleaning and gutting the Salmon and putting them on ice. We had a crew of Victoria Joseph, Merle Seymour, Matthew Frederick, Rolland Frederick Jr, Bradley Frederick, Emily Joseph, and Konrad Frederick. The Salmon was transported to the fisheries compound and was available for pick up for community members. What was left over we cleaned and vacuum sealed and put in the freezer.

*There will be no fishing this year due to the low cycle.

*The compound is not properly equipped with the basic necessities:

* No Water yet

*No Bathroom yet

*Heat- In progress

*Security- In progress already done

*Fish Totes-Still Looking into it.

*Ice Machine- ready for hook up

Policies/incentives for mental health problems, in progress

Furthermore , this year we received a large amount of funding from the fisheries agency for the Chilako Restoration Project, enough funding to keep the project running for at least 3 years. Thanks to Chelton, Joe Gosnell and Gbenga for their input to the proposal.

Me and Brian Toth our technical support have been given the go ahead to negotiate with DFO for the Fisheries Hatchery which will be located in the Prince George area and to be co-managed with DFO and scheduled to be built in the next 3 to 4 years.

Community Fishing is suspended for this year because of the poor and low cycle of returns of Salmons.

We will be bringing in fish for the community members from the west coast area.





Report from Housing

Wendy Jael

Advancing New Housing Initiatives: Lheidli T'enneh Housing Department's Strategic Vision

July 2023

The Lheidli T'enneh Housing Department has embarked on a transformative journey aimed at revitalizing housing initiatives, ushering in a new era of innovation and unity. In July 2023, a significant milestone was achieved with the appointment of Derek Bolen as the new Housing Manager. This strategic move comes at a crucial juncture when the community's housing needs demand bold and progressive actions, and Mr. Bolen's leadership promises to catalyze substantial advancements in meeting these challenges.

Leadership for Progress:

Derek Bolen, a seasoned expert in business management and commerce, brings a wealth of experience to his role as Housing Manager. With a strong educational foundation, including a Bachelor of Commerce degree from Royal Roads University, he possesses a deep understanding of optimizing processes, resource management, and operational efficiency. These proficiencies are directly applicable to housing development, where streamlined operations can significantly enhance the effectiveness of housing solutions.

A Unified Approach:

Our approach places a strong emphasis on cultivating collaboration among different agencies, reflecting our commitment to seamless integration. This philosophy perfectly aligns with our strategic vision, which revolves around combining a variety of resources and expertise to create comprehensive and sustainable housing solutions. By forming partnerships with affiliated organizations, we are ready to expand our horizons and offer tailored housing options that cater to the diverse needs of our community.

Meeting Challenges Head-On:

Amidst the urgent and complex housing challenges we face, the housing department has taken a proactive approach by actively collaborating with multiple agencies. This strategic engagement involves initiating meaningful dialogues and fostering cooperative efforts that are laying a robust foundation for transformative outcomes. This proactive stance is paving the way for the creation of housing solutions that transcend the limitations of conventional approaches. These innovative solutions are driven by a determination to not only fulfill but surpass the evolving needs of our community.

By embracing innovation and breaking free from traditional norms, we are committed to not just meeting housing demands, but also exceeding expectations and enriching the lives of our community members.

A Promising Path Forward:

The path forged by our Housing Department illuminates a promising journey toward the future of housing initiatives. Guided by a comprehensive and visionary strategy, our department stands shoulder-to-shoulder with BC Housing, Luma Housing Development, and The Aboriginal Housing Society of Prince George, collectively shaping a transformative trajectory in housing development. This collaboration embraces the expertise of diverse agencies, creating a synergy that propels us toward substantial advancements.

Drawing upon a rich blend of business management acumen, process optimization finesse, and strategic networking proficiency, we are laying a solid foundation for substantial steps forward in providing top-tier housing options that cater to the distinctive needs of our community. In unison with our partners, we are not only dedicated to meeting housing demands but exceeding them.

A Dedication to Community Progress:

In closing, the emphasis on new housing opportunities within the Lheidli T'enneh Housing Department reflects a resolute commitment to the welfare and advancement of its community members. Guided by Derek Bolen's vision, the department is embracing innovation and unity as vital catalysts for addressing housing challenges. As partnerships are cultivated and operations streamlined, the stage is set for a future where the Lheidli T'enneh people enjoy access to housing solutions that align with their aspirations and honor their cultural heritage



Before



After



Report from Capacity Development Officer

Barbara Allan

Case Manager: Barbara Allan
10/1/2022 - 12/31/2022



Quarter 1: $22/35=63\%$ Employed

Casefile Manager: Barbara Allan
4/1/2022-6/30/2022



Quarter 2

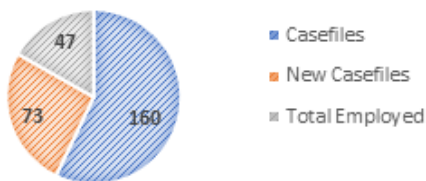
Case Manager: Barbara Allan
7/1/2022-9/30/2022



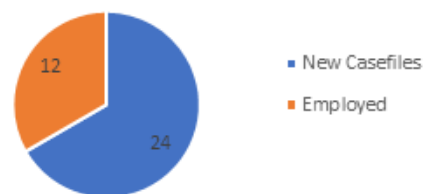
Quarter 3: $3/3=100\%$ Employed

Quarter 4: $24/12=50\%$ Employed

CASEFILE SUMMARY
4/1/2022-3/31/2023



Case Manager: Barbara Allan
1/1/2023 - 3/31/2023



*199 Interventions, 160 Casefiles, 73 New Casefiles, 47 Employed, 7 Unemployed

Training Initiatives

- Chainsaw Safety Training in Collaboration with CONNECTIVE- 31 participants/30 certified.
- Environmental Technician -1
- Class 1 Driver Training - 2
- Pipeline Inspector - 1
- Trades Apprenticeships - Welding-2 / Millwright - 2
- FNESS Fire Extinguisher Training
- PG Driving For Life - Driver License training

Budget Portfolios

1. First Nation Service Agreement (FNSEA) PGNAETA
2. TC Energy
3. The Province of BC Workforce Connector

Future Employment & Training Initiatives

- PAL

Brief Summary on the Elder's Society

AGM Aug 19th

Good day to all, I'd like to formally introduce myself as The New Elder Coordinator, Kimberly White. During my brief time as the new Elder's Society Coordinator, The Elders Society partake in the 2nd annual MOC Walk on June 3rd 2023, that took place on the north side of Shelly Reserve, where they had a tent set up to sell Elder's clothing to raise funds to continue to boost the elder's society as we are a non-profit organization. I would like to also report that it's been a busy year for the Elder's society Following the MOC walk we took part in the National Indigenous People's Day at Lheidli T'enneh Park which was a 2-day event for all.

Our Departments Achievement recently was accepting a grant from Iris Energy as well as the UNBC Timberwolves. This will help carry us in to a prosperous year as we build on new relationship while establishing old ones.

A Year in the Life Lheidli T'enneh Video: Spring & Summer,

It is to my knowledge that the Elders Society recorded their first part of this Spring Video with Elder Robert & Sue Bird with conjunction with Kevin Brown and Andrew Johnson. The Second part of the Elders Summer video is set for August 9th an 10th also with Robert & Sue Bird, alongside Elder's Les Baker, Elder Barry Seymour, and Elder Violet Seymour to conclude the summary of "A Year in the Life Lheidli T'enneh.

As the days move quickly, we are gearing up to host our AGM on August 19th and 20th on the North side of Shelly Reserve, during this time we are seeking any interested Lheidli T'enneh Elders to sign up and have a say with the hope of them providing us with their knowledge and years of wisdom with in our Society.

As we move through this year the Elders have been attending welcoming's an opening with in our community. These requests come from all over PG and will hopefully continue to bring guidance and history from our Elders to our Community in the years ahead.

Mussi Cho, From, Kimberly White



Drum Making Workshop



Annual General Assembly 2022



Annual General Assembly 2022



An aerial photograph of a campsite or event area. In the foreground, there are several white peaked tents set up on a grassy area. To the left, there are several long, low buildings, possibly trailers or temporary structures. A paved road runs through the site. In the background, a large river flows through a forested landscape under a clear sky.

Contact us:

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