



SPLATSIN ANNUAL REPORT 2017/2018



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WHO WE ARE

We are Splantsinaca (people), members of the Secwepemc Nation, prospering from the wealth of our territories, following in the footsteps of our ancestors for those yet unborn. The Splantsin are the most southern tribe of the Secwepemc (Shuswap) Nation, the largest Interior Salish speaking First Nation in Canada whose aboriginal territory stretches from the BC/Alberta border near the Yellowhead Pass to the plateau west of the Fraser River, southeast to the Arrow Lakes and to the upper reaches of the Columbia River.



Splantsin logo: the 16 eagle feathers represent the other Secwepemc communities and we are the 17th feather making up the Secwepemc Nation. The 5 arrows represent the Council bound together by the 3 eagle feathers representing the 3 reserves (IR#1 Salmon River, IR#2 Enderby and IR#3 Sicamous). The 5 Secwepemctsin place names for different physical parts of our territory near or within the reserve boundaries.

Prior to European contact, 3,000 – 4,000 people lived in our area. In 2012 Splantsin’s population was 389 on reserve and 450 off reserve.

In the 1960’s, the provincial government felt that children on the reserve were not receiving proper care. Many of the children who were not in residential schools were placed in foster care. This is referred to by our community as the “60’s scoop”.

SPLATSIN COUNCIL 2015 - 2017



SPLATSIN COUNCIL 2018 - 2021



MESSAGE FROM KUKPI7 WAYNE CHRISTIAN

Watyk-kp ren Kwsaltens (hello my relatives on behalf of the office of the Kukpi7 and Tk'wamipla7), we present our term report for 2016-2017. We would like to thank Lawrence Williams, Daniel Joe and George Dennis for their service to the community. There have been many accomplishments over the past two years that have shifted the direction of the economic and employment opportunities for our community and members. This term report provides only a highlight summary of the work we collectively worked to accomplish; for full details please check the website for supporting documents. The focus over the past term has been to continue to create organizational stability, promote community growth and build relationships with our Secwepemc relatives and neighboring non-native communities. It's a work in progress; the accomplishments are evident and already are improving the lives in our community.

We continue to have a presence in the Region through MOUs and other agreements to create better working relationships and understanding with local government and others as this furthers the reconciliation between communities. We started and now completed a working relationship with the Columbia Shuswap Regional District and the North Okanagan Regional District on the acquisition of the old CP rail; we are now moving toward how we will operationalize this endeavor. We continue to forge new ground with the major proponents that operate in the territory by creating joint management areas and processes to manage the forest resources. In our dealings with BC we have signed an MOU to deal with operational issues and also creating a table to deal with the Jurisdictional issues for our children with the Secwepemc Nation. In doing this work in the territory we have created opportunities for the Splatsin Development Corp to create employment in:

2015	7 Full time; 23 Seasonal Payroll: \$314,000	5 Seasonal Contracts - \$65,000
2016	7 Full time; 46 Seasonal Payroll: \$676,000	6 Seasonal Contracts - \$84,000
2017	8 Full time; 50 Seasonal Payroll: \$685,000	6 Seasonal Contracts - \$107,000

We will continue to create not only jobs for people but also business opportunities for our people who want to start their own business. We have been working with the Peter B. Gustavson School of Business University of Victoria to offer the Lakes Division Aboriginal Canadian Enterpurnerial program and have offered 3 programs for people wanting to start their own business.

MESSAGE FROM KUKPI7 WAYNE CHRISTIAN

Splatsin had the opportunity to host the 2017 Secwepemc Gathering in the midst of the wildfire season that saw many Secwepemc communities evacuated and without the opportunity to gather food for the winter, as a community we responded by preparing canned goods that we gave away on the last day of the Gathering to the communities affected by the wildfires. The real leaders in our community stepped up and did the work, ordinary people with extraordinary determination to help others and our own in need. I thank each one of you as you did not want public recognition but I believe you deserve the recognition for your selfless dedication to help others in a time of great need, Kukwstamc.

Our Strategic Framework Agreement's "Our Vision we are Splatsinaca (people), members of the Secwepemc Nation, prospering from the wealth of our territories, following in the footprints of our ancestors for those yet unborn." continues to the focal point of all our political activities. The Comprehensive Community Plan "Petinesa n Xataqs – Thinking for the Future" will be revisited and adjusted this year as it will form the foundation of things that need to be done over the next 4 years. One of the key aspects of the CCP is communication how do we involve more of our people regardless of where they live.

The key is communication and we will be creating a different way of communication for our people to engage especially those who do not attend community meetings or live in the community. We are embarking on a new journey as PM Trudeau has made many announcements concerning recognition and Nation-to-Nation renewal. We have been working with other Secwepemc communities and beginning to do seasonal Nation gatherings to identify what do our people see in a renewed Nation to Nation relationship with Canada. How do you engage as an Individual; as a family in this process? Family has always been the core of our governance system it is what Canada attacked purposely with the Residential School and Indian Act. It was our families that governed the territories. It is our families that we must rebuild as our families are our strength as a community and as a Nation.

KEY ACHIEVEMENTS/MILESTONES

*Hosted the 35th Annual
Secwepemc Gathering in August
2017*

*Adopted and implemented
the Splatsin Custom
Election Code in February
2016*

*Community
Centre
completion
2016*

*Chosen to pilot FN
Health Authority's
Medi-tech Access
Project*



*Youth participated
in the 2017 Canoe
Journey*



*Tim Hortons is in
its 3rd year of
operation*



*Community Garden
continues to provide
for community*





Our Strategic Framework is comprised of Our Vision, Our Core Values, Our Mission, Our Political Goals and Member Priorities.

This Annual Report also allows us to share how each department is taking a leadership role in building our community, either through maintenance of our infrastructure, hosting community programs, or supporting our youth.

This Strategic Plan allows us to guide the work we do and how we allocate resources.

We have eight departments, and all departments are responsible to understand and support the outcomes listed below.

ORGANIZATIONAL GOALS & PRIORITIES

To guarantee that Splatsin occupies, utilizes and enjoys their entire traditional territory	To position our members for gainful employment and active participation in the economy	To provide a suite of programs and services that promote health and wellness at the individual, family and community level	To heal and reunite Splatsin families	Develop and implement Communication and Engagement strategies Pursue own source revenue	Define environmental issues and opportunities Develop Water Management Plan Develop Land Use Plan	Update language and culture plan Undertake hunting, fishing and berry picking activities	Develop Economic Development Strategy Undertake feasibility studies
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Administration & Finance

We have been focused on all the processes and policies needed to comply with the First Nations Financial Management Board criteria for best practices certification. This work has included ensuring that we have a Strategic Plan, Risk Management Plan, Multi-Year Financial Plan and many policies for all our departments – all to provide First Nation Financial Management Board as well as ourselves the confidence that we are managing our resources effectively. This will allow us to make informed decisions about allocation of resources.

Elaine Dowling
Finance Director

Summary

The administration department is a support system for all departments and is responsible for the development and implementation of policies as instructed by the Chief and Council. Last year we allocated a significant portion of technical resources to the Custom Election Code, Land Code, various community by-laws and the updating of our Financial Administration Law.

Key Accomplishments

The Financial Administration Law (FAL) is a regulatory framework on the governance of finances using best practices. When we adopted the FAL on February 21, 2017, the First Nations Financial Management Board granted us a Financial Performance Certification based on our past X audits compared to industry ratios. We are now moving into the next phase which is a Finance Management Systems Certification. This is a coveted title owned by First Nations that demonstrate best practices in the application of their financial controls. In order to qualify for the best practices title, we set out to demonstrate that we deliver all the main sections of our FAL as evidenced below.

Evidence

- Active Finance & Audit Committee
- Risk Management framework completed
- Multi-year Financial Analysis completed
- Audit - available for your perusal on our website
- Annual Report - let us know if there is more content on this report you would like to see
- Policies & Procedures – Human Resource Manual updated
- Developed 30 Financial policies

Reflection

Training and hard work has given us the capacity to work through our Financial Administration Law (FAL) and all activities. We can see how best practices will benefit Splantsin and are looking forward to sharing how through improved transparency. Our biggest hurdle is balancing the needs of the government and the monies available to do it.

Department Strategic Alignment

Administration supports all departments, and thus all strategic priorities. Some strategic priorities are more obvious such as “Economic Sustainability” for our community through effective management of band revenues and management of the budgets.

YOUTH

The Youth Centre’s goal is to provide a safe user-friendly option, in a space that promotes personal development and facilitates new experiences. Our drive is to provide opportunities for the youth to exceed their own expectations for themselves.



PROGRAMS:	EVENTS:
<ul style="list-style-type: none"> ✓ FitNation ✓ Aboriginal Run-Walk Program ✓ Regular Youth Centre Drop in Hours ✓ Driving Program ✓ Canoe Training 	<ul style="list-style-type: none"> ✓ Vancouver Sun Run ✓ Pulling Together Canoe Journey ✓ Group Outings: Paintball, Movies, Laser Tag, Skiing, Tube Town, Swimming

HIGHLIGHTS:

In preparation for the Vancouver Sun Run, Canada’s largest 10k road race, SplatSin youth participated in 13 weeks of the Aboriginal Run-Walk training program. From January – April 2016, youth progressively increased their fitness levels by running and walking on the SplatSin Community Centre track and participating in other training activities led by the Recreation Manager.

The 2016 Pulling Together Canoe Journey, titled “Journey Back to the Future”, started with a send off in Mount Currie and ended with celebrations in Mission. The Journey touched the traditional territories of the Lil’wat, Samahquan, Skatin, Xa’xtsa and Sts’ailes and traveled along Lillooet and Harrison Lakes to the Fraser River. SplatSin staff and volunteers accompanied 12 youth to enjoy the experience and make memories that will last a lifetime.

YOUTH

Successes:

- Fundraising by the youth has been a success and has supported the Canoe Journey and other outings.
- 5 annual Canoe Journeys have been a success, averaging 11 youth participants each year.
- A priority of the community is to provide supports to youth in order to engage in healthy activities, which the youth program has achieved.

Future Opportunities:

As of April 1, 2017, the youth program is in transition. A Youth Manager now provides drop-in and organized activities from the Splatsin Community Centre. Many of the key focus areas are in line with the Comprehensive Community Plan and future activities will seek to engage the community as a whole in recreation activities.





Splatsin Health Services continues to pursue a standard of excellence in delivering health promotion and disease prevention services to the Splatsin community. Our efforts this past year have continued to focus on providing seamless, equitable care for Splatsin clients and include; the Meditech Access Project, an evaluation of six health program areas, and mental health and grief supports.

The Meditech Access project has enabled registered health professionals employed by Splatsin to access the Interior Health Authority's electronic medical record system on behalf of clients who have given consent. The ability to access Meditech allows client health information to be safely shared among health providers who have been identified by the client to be in their circle of care. Splatsin Health Services has advocated and developed a process for this initiative and as a result, is currently one of the very few First Nation Health organizations in Canada where hospital records, with client consent, can be viewed by health professionals employed by the band.

This past year, Splatsin Health Services facilitated an internal evaluation of six core program areas in order to; meet the reporting requirement of the First Nations Health Authority, improve the quality of health services, and update the community health plan. Data was gathered from documents spanning a time period of five years, as well as interviews with program managers and surveys completed by frequent visitors of the Health Centre. The results identified successes, such as increases in services offered and community uptake of services. Gaps and barriers were also identified, such as the need for specific program objectives and measures relevant to community needs.

The last focus area was on mental health and grief supports which were coordinated in response to community need. External resources were accessed, with services from the Indian Residential Survivors Society and the First Nations Health Authority being offered onsite. Supports from both the Westernized and Traditional perspectives were available side by side and accessed as required by individuals, families, and groups.

Splatsin Health Services strives to develop and deliver programs, within the First Nations Health Authority funding compendium, to best meet the needs of the community. We are engaged in continuous quality improvement processes and appreciate the support and collaboration with Splatsin departments and external partners. As always, Splatsin Health Services warmly welcomes visitors and encourages input and constructive feedback on programs from community members and other stakeholders.

SPLATSIN HEALTH SERVICES GOAL: To provide a suite of programs and services that promotes health and wellness at the individual, family and community levels.

PROGRAMS AND SERVICES

Initiatives:

- **TeleHealth:** Equipment and processes have been established to allow staff and clients of the Health Centre to link with service providers and Health Authorities for virtual appointments, education sessions, and webinars.
- **Health Information Systems (HIS) Implementation:** Meditech, Panorama and Telehealth have been implemented at Splatsin Health Centre with the goal of acquiring the technology to provide more robust, collaborative and seamless care.
- **Processes of privacy, security and information audits** have been maintained in order to deliver a high standard of confidential health services to community.

Community Health Programs - New

Splatsin Play in the Park: Safe, supportive gatherings were held at the Enderby Lion's Park and included; face painting, drumming, snacks, free swim passes, sun and water safety. Two sessions were held with 50 people attending each session.

One on One Family Support: Supports provided include; education on growth and development, application of the Ages and Stages Developmental Screening tool, advocacy and referrals to health services, appointment attendance and follow-up, and problem solving.

Baby Food Making: A hands-on class was offered and focused on making delicious and nutritious baby food. Recipe books, food-making tools and instruction were included.

Healing Day: A day of alternative healing therapies and self-care was held at the Community Centre. Practitioners in fields including; kinesiology, traditional healing, massage therapy, spa services provided services to the community; 100 people attended.

Hand Washing Education Program: The Community Health Nurse attended the Daycare to promote infection control evidence-based practices with staff and children; 30 people attended.

Walk for FASD: A walk was organized to raise awareness in collaboration with the Daycare. The walk included drumming and snacks with families and staff; 15 people attended.

Baby Rattle-Making Class: A Knowledge Keeper/Elder led parents with young children in rattle-making for babies; 12 people attended.

Girl Power: Weekly sessions for girls ages 9 - 13 years were facilitated by the Community Health Nurse and Family Support Worker and included topics such as healthy boundaries, self-esteem, goal-setting, sexual health, positive choices, healthy nutrition, bullying, building supportive friendships and relationships, learning about and participating in talking circles and group activities; 7 girls attended.



HEALTH

Community Events: Free family events that promote healthy gatherings were facilitated for Halloween, Winter Feast (large contributions were made by community), and Easter. Activities included; nutritious food, dance, contests and prizes. Attendees were 200 for Halloween, 300 for the Winter Feast, and 30 for Easter.

Infant Massage Classes: A certified Infant Massage Instructor offered infant massage to families.

Traditional Healer Clinic Day: A Traditional Healer focused on the four areas of health; physical, spiritual, emotional, and mental healing; 10 people attended appointments during the clinic day.

Sexually Transmitted Infections and PAP Test Provision: The Community Health Nurse is certified to deliver screening and testing at the Health Centre.

Diabetes/Chronic Illness Nursing Support: Individual support was offered and included; education, advocacy, linkages and referrals to external agencies, nursing assessments, and clinical case management.

Community Health Programs - Continuing

Immunization Program: Continuous programming following the provincial immunization schedule for infants, school-age children, and adults was delivered. The goal of this program is to keep children up to date on their immunizations; immunizations were provided to 120 clients.

Flu Clinics: Continuous programming with a focus on flu season, providing education and vaccinations according to seasonal flu predictions. The goal of this program is to vaccinate all high-risk populations on reserve who do not receive flu shots by other service providers; 4 Flu Clinics were held with a total 110 total vaccinations given.

TB skin testing: Routine screening requirements as per BC Communicable Disease Control (BCCDC) guidelines and policies. The goal of this program is to prevent and/or treat TB; screening provided to 60 community and staff as per BCCDC guidelines

Women's Wellness Day: This once per year event provides screening and education pertaining to women's health which includes mobile mammogram and cervical cancer screening (PAP Tests), and is additional to the ongoing screening and sexually transmitted infection (STI) testing. The goal of this program is to provide and encourage support for women's health closer to home; 30 women attended the one day event

Head Lice Clinic Workshop: Held once per year, the day included education to staff as well as home visits; 20 staff from the health department, daycare, and Shihiyia School attended.

HEALTH

Community Health Programs - Continuing

Family Night: Monthly dinner, education and crafts for parents and children so they could gather and socialize and receive education at the same time. The goal of the program was to provide education on healthy child development while families gathered together for a meal; 4 sessions were held with 25 – 30 people attending each session.

Prenatal Visits/Education: Prenatal education was provided during home and Health Centre visits; 8 – 10 visits per month with a total of 100 prenatal visits per year.

Sewing and Craft Classes/Traditional Parenting: Baby quilts were made over a period of four weeks. Supplies, sewing machines and expert, culturally safe instruction was provided. Sessions included informal conversations on traditional parenting; 52 people participated over the course of the program.

Harm Reduction: In response to the increase in Fentanyl overdose deaths this program was developed to train health staff and educate community members on the use of Harm Reduction kits. Naloxone kits are then distributed to eligible community members along with education. The goal of this program is to ultimately decrease opioid overdose within our community, however ideally this program allows the opportunity for education and discussion around harm reduction services; 120 harm reduction kits and 75 naloxone kits were dispersed.

Seabird Mobile Diabetes: The mobile education and screening clinic is held once per year at Splatsin Health Centre. The goal of this program is to provide culturally safe testing and education close to home; screening was provided to 6 people with individually booked appointments, with 15 people attending the education session.

Home and Community Care Programs (HCCP) - New

Primary Health Care Services: Onsite Doctor visits were supported by the Clinical team. Supports provided include; greeting patients, snack and lunches, appointment attendance and follow-up as requested by the client, and medical patient transportation. Doctors made 26 onsite visits and saw approximately 29 patients per day for a total of 750 appointments.

Friday Rounds: The Registered Care Aide and Home and Community Care Nurse check-in and visit with clients and Elders each Friday morning.

HEALTH

Home & Community Care Programs - Continuing

Elders Check-ins: The morning telephone check in program supported daily conversations with Elders accessing the Home Care program. The goal of this program is to check in to see if home visits are required, medication adherence and general telephone assessments; 5 clients were phoned daily for a total of 260 calls.

Next Gen hearing: Quarterly visits were provided by Next Gen, and offered hearing testing and problem solving for hearing aid issues. The goal of the program is to bring services closer to home; 4 sessions were held with a total of 36 people attending.

Foot Care Clinics: The once per month program was offered to treat low risk diabetics. The goal of this program was to provide foot care services at the Splatsin Health Center to prevent ulcers and infections; 10 people attended each month for a total of 120.

Tips and Tales (formerly Elder's Chat): Monthly sessions were held during this reporting period. The goal of this program was to gather Elders at the Health Center for a light lunch and education. Elders determined the monthly topics which included; influenza, sleep apnea, sun safety, TB, restless leg syndrome, heart and stroke education, dementia, and more; an average of 17 people attended each session, for total of 204.

Pharmacy: Relationships with the local pharmacy were established to increase access for community members to have medication reconciliation as needed and provide education to ensure safe medication administration. The pharmacy team visited the Health Center during the physician visits to provide pharmacy services to community and collaborated with the physician and nursing staff to ensure a high standard of care.

Medical Patient Travel (MPT): Medical Patient Travel provides transportation to and from physicians, specialists, dentist and other allied health appointments. The goal of this program is to ensure there are transportation services for those attending health care appointments on and off reserve; MPT responded to 1103 requests.

Wills and Estates: Twice per year, education sessions supported the completion of wills and an opportunity to plan for funerals. The goal of this program is to encourage conversations on this topic; 2 sessions were held with a total of 25 people attending.

HEALTH

Mental Wellness

This past year, the mental wellness team delivered services to 153 active clients with 664 office visits, 127 home visits, and 330 direct counselling hours. The Clinical Counsellor also provided 75 hours of clinical supervision for Health Staff.

Initiatives:

- Host to the Child and Youth Mental Health Nation-Based Project (Secwepemc Lakes CYMH Project serving 4 First Nation communities)
The Family Support Worker was hired in July 2016. She established relationships with families of clients accessing the Child and Youth Mental Health Clinician and coordinated three family cultural retreats at the Eagle Bay Camp for the four communities.
- Provided representation on the Splatsin Housing Committee.
- Provided representation on the First Nations Health Authority Advisory Committee for the NNADAP review.
- Partnered with *Footprints to Employment* to provide referrals for community members living with disabilities.
- Coordinated the delivery of additional crisis supports and counselling from both Traditional and Western perspectives in the months of November, December and January.

Initiatives - New

Reclaiming Circles of Wellness Conference: A weekend of workshops were provided for Elders, men, women, and youth focusing on spirituality, traditional roles, and lifestyle. A workshop was provided for band staff by the Ending Violence Association. A closing ceremony, dinner and dance ended the conference; 80 people attended.

Collaboration with Vernon Psychiatry: Wellness staff met with the Vernon Psychiatry six times to discuss needs and the direction the of services.

Practicum Student: Hosted a practicum student within the Human Service Worker Program.

Vernon Jubilee Hospital: Represented Splatsin Health Services at the Hospital Skills Fair.

Social Work Mixer: Invited social workers from external organizations to a gathering to encourage peer support and collaboration; 25 people attended.

HEALTH

Initiatives – Continuing

Community Care Boxes: Families living on reserve, who have been identified through an assessment process, received a care box with food and household items once per month; 600 Care Boxes were delivered.

Food Pantry: Families living on reserve, who have been identified through an assessment process, accessed a bag of groceries in times of need; 100 bags of food were disbursed.

Second Harvest: Transportation was provided every second Friday to the food bank in Salmon Arm; transportation was provided to a total of 120 people.

Transportation supports: Those who have been identified through an assessment process accessed supports for transportation; a total of 150 bus tickets were provided.

Case Consultations and Education/Workshops: Case consultations and workshops were available as required; 48 hours of services were delivered.

The Gift of Self-Esteem Program: A learning system that supports decision-making to succeed and shows how to achieve whatever kind of success each individual defines; 20 hours of programming was provided for 10 people.

Winter Wellness Day: A day of snow shoeing in Larch Hills was provided through a grant from the First Nations Health Authority; 4 people participated.

National Addictions Awareness Week: The week included the workshops *Gathering our Strengths* and *Community is the Medicine* facilitated by Darien Thira, as well as a talent show and community dinner; 50 people attended.

Wellbriety: A sobriety and recovery program especially for Native Americans, written by Native Americans, following the teachings of the Native American Medicine Wheel and 12 Step Traditions; 52 meetings were facilitated with a total of 260 people attending.

Court Supports: Support for clients accessing the justice system; 15 clients.

Kamloops Native Court supports: Support for clients accessing the justice system in Kamloops; 2 clients.

HEALTH



Adult and Child & Youth Health and Wellness Funding Program

Health Services administered applications for the Health and Wellness program, which provides limited funding through Band Sourced Revenue to registered status Splantsin members. This past year, funding up to \$300 per child or youth under the age of 19 was available for recreation activities. Funding up to \$200 per adult age 19 and over was available for extended medical fees not covered by other resources; 40 child & youth applications and 79 adult applications were processed.

Environmental Health

Weekly water testing is performed at six locations on the Splantsin reserve and submitted to the FNHA Environmental Health Officer. The program goal of the First Nations Health Authority is to prevent water-borne disease, while the program goal of the community is to monitor, test, and inform members as per the Environmental Health Officer's directive; 208 water samples were drawn and tested.

The FNHA Environmental Health Officer also performs inspections of eligible houses on reserve to determine if either mold remediation or RAP is required. The inspections are external from the Splantsin Health department. The Environmental Health Officer works with the Housing, Operations and Maintenance department on these issues.

Children's Oral Health Initiative (COHI)

COHI Services include annual screening, referrals, education, fluoride varnish applications, sealants and temporary fillings. This past year, COHI delivered dental screening and services to 70 children ages 0 – 7 years, as well as education to expectant mothers. Staff also travelled to deliver services to children attending schools and the daycare, and made home visits. All services are delivered only after prior parent/guardian consent has been received.

HEALTH



SPLATSIN HEALTH SERVICES ANNUAL REFLECTION

Challenges:

Culturally safe care: A significant amount of time and resources have been required to advocate for positive health care experiences and seamless care pathways for clients within the health system. Currently, gaps exist within the local health authorities and external organizations in regard to seamless culturally safe and trauma-informed client-centered care.

Health Transfer: The transfer of First Nation Inuit Branch funding to British Columbia's First Nations Health Authority is ongoing. Program level challenges, such as equitable resources and tools to manage additional changes to frontline workers are ongoing. Non-Insured Health Benefits and Medical Patient Transportation are currently being transitioned to FNHA which will allow transformative changes to occur.

Future Opportunities:

Update of the Community Health Plan: Splatsin Health Services continues to pursue a standard of excellence in the delivery of health promotion and disease prevention services. The process of updating the Community Health Plan will begin this upcoming year. The purpose of the Health Plan is to align health programs and services with community needs and Splatsin strategic plans and create performance measures to track progress over time. Following the completion of the Health Plan, Health Services will prepare for the accreditation process, with the goal of maintaining an accredited health facility status.

SPLATSIN STSMAMLT SERVICES

STRENGTHENING CHILDREN, FAMILIES AND COMMUNITY

The Splatsin Stsmamlt Services program is an independent and completely autonomous child welfare agency operated by the Splatsin First Nation of Enderby, BC. The legislation (law) that Splatsin Stsmamlt Services follows is the “By-law for the Care of Our Indian Children”, that was passed as law in 1980.

The By-law was initiated, written and lobbied for by Chief Wayne Christian, who is incidentally the current chief, and the community members. The community created a caravan and traveled to Victoria to present the By-Law at legislature.

The By-law, written and passed in 1980 uses watershed language, such as ‘in the best interests of the child’, language that previously had not been included in any kind of North American laws to protect children. The By-law also creates a very clear matrix to follow when bringing children into the care of the Band that is marked primarily by an interest in their cultural safety. The By-law clearly outlines what is meant by ‘the best interest’ of Splatsin children. The best interests of Splatsin children include as much direct connection with their culture and family as possible, outlining that placements for children in care include family members, and preferably those who live in the community of Enderby.

There are many advantages to having the By-law to direct child welfare practice; of most importance is the self-determination of the Splatsin Band to care for their own children. The By-law supports creative and innovative practice, such as shared parenting arrangements, and support services agreements that help to keep families together. Splatsin Stsmamlt Services has jurisdiction over the welfare of Splatsin child Band members, regardless of their place of residence.

In addition to supporting Splatsin children in care and ongoing family support services 2017-2018 brought with it opportunities for the program to begin the development of an innovative parenting program that we hope will be able to offer parents practical information and strategies to enhance their parenting skills and improve overall family functioning.

Work continues updating the cultural tool kit for Splatsin children in care. A concerted effort has been made to create opportunities for extended families of children in care to become connected with each other. This is done by promoting and arranging extended family get-togethers on a regular basis.

The past year brought forth some challenges but also many highlights. The change in the Federal government has provided a more equitable arrangement for the program which will result in increased prevention services for families that require it. In addition to the parenting program, Splatsin Stsmamlt Services has implemented a new and comprehensive data management system. Splatsin Stsmamlt Services also hosted a cultural event for children and families in January. The event was well attended and enjoyed by all. Splatsin Stsmamlt will work toward offering annual events for families to come together.

Public Works

Splatsin Public works continues the maximum amount of service delivery possible with our current resources, throughout the reserve. This consists mainly of our works on roads, garbage, water provision, landscaping and building maintenance. The Public Works Team has worked even harder this last season as they have assisted with the Housing program team as required. The goals for Splatsin Public works have been to increase the capacity of the department, bring in more people, better service delivery, and public awareness. The plans for increased service delivery are being supported through requests to INAC for better equipment and resources to train band members to join the team. The road areas for grading, dust control and snow management have been increased this last year, to encompass more delivery areas, and improve the standards of expectations for Splatsin. The department currently has one full time Manager and one full time support staff. There is a portion of another position in administration provided to public works as well.



CAPITAL INFRASTRUCTURE

The new water treatment plant has been in construction and is nearly complete. The Public Works Manager has worked closely with all of the contractors on the job, and as a result, the service and planning have never been better for our community. This project has been completed before expected and was able to incorporate a number of services to homes that would otherwise not be funded. The work included repairing deficient water connections to Splatsin homes all largely due to the diligent hard work of the Public Works Manager, and the contractors on the job. This new water system completes the intention of providing better, cleaner water to Splatsin homes and is a core part of the CCP which speaks to improving health and fire protection.

The CCP identified a great need for parking as the community service delivery core on reserve includes a Health Centre, Band Office and Community Centre. This completion allows for better use of the spaces that are in place to serve the community.

Splatsin is gearing up for a new School which has been in the planning stages for a long time. This will be an exciting time to involve the community in these beginning stages as we step through bringing to life this long-term goal for Splatsin.

HOUSING

Splatsin Housing has worked via INAC funding to provide a new Housing Policy as a platform for many upcoming changes. This new policy was brought to the Splatsin Community for review. As we look to transition homes from rental locations to privately owned units, build more units, and plan for future growth, this policy will set the outline for those next steps. A transition policy is in the works with the Housing department to bring Splatsin closer to the goals of home ownership. The Housing team has had the opportunity to receive training from CMHC programs, including converting housing tenure, as well as working on improving service delivery programs.

The Splatsin Housing Team managed over \$240,000.00 worth of renovations via various CMHC programs which included septic replacements, bathrooms, roofs and doors. The Dunwoodie Elders lodge received the most visible improvements which included upgrading the insulation on the exterior of the building, new siding, windows, roof and re-framing of the structure to preserve the building and make it ready for future planning.

Future subdivision planning, new home builds as well as private home buildings are now in the planning stages. These are a priority for the Housing department. Going into 2018-2020, there will be an even greater need to discuss community growth and development with the Splatsin Band membership. Splatsin will be reviewing a Housing Authority and looking to design this based on the desires of the community. The intention of the plan will be to set up the Housing department to provide service delivery, clear lines of communication between community and service providers, and a clear path of communication between the community and Board of Directors and Council. This plan is in development stages and soon to be coming to Council and community for review and input.



The Splatsin rental department has seen great changes in staffing after a long period with no Manager in place. We are happy to have been able to continue to receive and fund additional positions through the CMHC youth internship program. The Housing team works closely with both Public Works and Facilities, and with employing more Band members, we are able to see dramatic improvements in our service delivery. Splatsin Housing worked side by side with Social Development to have our Band members actively working on repairing and maintaining our Splatsin rental housing fleet. Currently outside of the directorate there is one full time Band member employed as well as a part time Band member who shares her job position between departments.



TITLE & RIGHTS

EVENTS

- Cooke Creek Fish Camp was held at the end of August.
- Splitsin/Splitsin Development Corporation Cultural event and Golf Tournament was held in June. This year we started off with cultural and historical education at Otter Lake then moved on to the Spallumcheen Golf Course where Staff, Chief, and council paired up with representatives from industry and government to play a round of best ball. Part of the proceeds from registrations went to Splitsin Tsm7aksaltn Society language program
- The department is now holding monthly update meetings for community members on the first Monday of every month.



The 2017-2018 fiscal year has been productive in the Title and Rights department. Outlined below are some of the agreements and projects we have been working on.

Agreements:

- Splitsin and 10 other Secwepemc Bands signed a Relationship Protocol Agreement with BC Hydro.
- Signed Letter of Intent and Cooperative Working Protocol with TOLKO Industries
- MOU with Ministry of Transportation and Infrastructure regarding Section 35
- Silverstar Mountain Resort Memorandum of Understanding
- Memorandum of Understanding with the Ministry of Environment and Climate Change Strategy regarding the Hullcar Aquifer
- Memorandum of Understanding with Save Hullcar Aquifer Team (SHAT)

Major projects:

- Revelstoke 6 (Revelstoke Dam) – EAO process has been extended beyond the 180-day review period.
- Replacement of the Bruhn Bridge (Sicamous) – Splitsin has expressed concern with the design options offered. MOTI is going back to the drawing board on design options to potentially avoid the cultural/archeological sites in the immediate area.
- Wilsey Water License Agreement (Shuswap Falls)
- Hullcar Aquifer-Splitsin is engaged in discussion with the Province in regards to rectifying the water quality issue in the Hullcar Valley

SPLATSIN ANNUAL REPORT 2016/2017

EMERGENCY PLANNING

Splatsin experienced a flood season which nearly destroyed roads on Splatsin IR#1. Thanks to the quick work of the team, including a cohort of band members, work was done totaling \$100,000.00, to save our roads and prepare for future floods.

This department is going to see rapid growth as emergencies for Splatsin now include long periods of power outages, flooding, fire concerns and drought. Each of these concerns are being planned for in our infrastructure, fire management planning, and community program plans in this department.

The previous program lead brought in Emergency Training, which 13 band members attended and completed, and an update of the Splatsin emergency plan was delivered. Goals of creating awareness, evacuation plans, and future strategy for Splatsin have been completed. The team is set to expand and grow and build upon the good works that have been provided to the community from past program managers.

FACILITIES

Splatsin has the Health Centre, Band Office, Community Center, Shihiya School, Ball Park, Concession, and multiple locations of cultural infrastructure including arbors, kekuli's and other buildings. The plan for the facilities in general has been to increase the capacity of the community through jobs around our facilities, increase the management of the facilities through proper plans and asset management, and create a goal for managing the locations that provide the core services to Splatsin. All of these goals are being achieved! The team consists of 8 band and community members, some full time and others part time, as well as a strong connection between the Housing Team and Public Works team.

The renovation of the community room in the Splatsin community center was completed and a beautiful space is now available to the Elders, youth program, the community as needed. This room is free of charge and includes a kitchen area for use.

There has been a huge increase in the use of our community center and the team is working hard to provide the gym space for the Shihiya school, recreation program, meeting spaces for all of the Splatsin departments, activities of celebration and bringing in local business to help build the financial earnings of the community center. A fantastic increase in all areas of this specific building.

EDUCATION



The Splat-sin Education Department is responsible for administering the education funding received from INAC and other outside agencies.

The funding from INAC is categorized as k-12 funding, Post-Secondary and supplementary funding.

K-12

The k-12 funding allows us to provide services and programming for on-reserve students who are currently enrolled in k-12 programs. As a community Splat-sin has given direction that the Splat-sin Education Department is to provide service to ALL Splat-sin members whether they are on or off-reserve. This past year our department has provided services to approximately 60 on-reserve and 50 off-reserve k-12 students.

We provide the following services to all members:

School supply money (annually)

School allowance for grades 8-12 (twice a year)

Student Appreciation Dinner (annually)

Community Waterslide Day (annually)

For on-reserve students we have the following agreements with the local school district that allows us to provide advocacy and liaison services for on-reserve students within the local school district.

Local Education Agreement

This agreement was renewed in 2017 and provides a clear outline of the working relationship to be established and respected between Splat-sin and School District #83. This agreement is available on the Splat-sin website.

For all Aboriginal Students School District #83 has the Aboriginal Enhancement Agreement. This Agreement is up for renewal this year.

Aboriginal Enhancement Agreement

This agreement has been developed and managed by School District #83. Through this agreement the First Nation Education Council, which each of the local bands has a voting member, makes decisions on behalf of ALL Aboriginal students in our district.

EDUCATION

Splatsin Education Department –Community Events

Aboriginal Day – June 21, 2017

This Year Aboriginal Day was held in our traditional territory of Sicamous. We partnered with the City of Sicamous and had a fantastic event. To accommodate our band membership that did not have transportation we had the Shihiya bus to shuttle to Sicamous and back. Included in the day was: Information booths, Collage Art Project, Splatsin Artisans, Free Bannock, Pow Wow, Lahal, Traditional Territory Hike, Canoe Rides & many other activities. The day was fabulous and well received by community members and the City of Sicamous.

Student Appreciation Dinner – June 27, 2017

Every year we celebrated the success of our students and families by hosting this annual event. This event takes a lot of time and preparation not only by this department but also Shihiya School staff and many community volunteers.

This year we celebrated the following grade 12 graduates:

ALF	SASS	Off-Reserve
Brayden Cook	Miguel Thomas	Dion Celesta
Brett Haskett	Tasia Thomas	Brandon Hobson
Ashley Simpson		Stephanie Strong

Post-secondary graduates:

Adina McKay, Bachelor of Arts, St. Thomas University

Jeena Pasecreeta, Certified Dental Assistant, Okanagan College

Maia Derrick-Tremblay, Indigenous Independent Digital Filmmaking Certificate, Capilano University



EDUCATION

Splatsin Community Waterslide Day sponsored by Shihiya School-July 2017

We celebrated the end of our school year with our annual family waterslide event. It was another successful outing for families. It is a great time for community to come together and visit and celebrate. Another year of making 200+ lunches and snacks for all participants, great job done by all!

Post-Secondary

Each fiscal year Splatsin receives an allocation from INAC to provide funding for band members to attend Post-Secondary. Splatsin must follow INAC's policy regarding the disbursement of these funds, along with the INAC policy Splatsin is required to have a local operating policy. The Splatsin Post-Secondary Policy is available in office or on our website.

As a community it is important to note that we continually face challenges with the Post-Secondary Program. The first is inadequate funding from INAC to support our band members to further their education. As the cost of educating our band membership goes up the funding we receive from INAC remains the same...the result is we are unable to fund all students. Another challenge is that INAC's policies and guidelines that we must follow do not allow us to meet the educational needs of our band membership. As the FNEESC Board Member, Darrell Jones attends all meetings to keep updated on the provincial and national political issues.

Along with the many challenges we face with this program it is important to always remember and celebrate the success of our community members. Of the six high school graduates we have three attending post-secondary full time! Good luck to all of them!

If you have any questions or comments please do not hesitate to contact the Splatsin Education Department via phone, email or stop by in our offices for a chat.

SHIHIYA SCHOOL



SHIHIYA SCHOOL K4 – Grade 7

Shihiya School follows the same curriculum as mandated by the BC Ministry of Education. Funding is determined by the Nominal Roll:

- ♦ Nominal roll funding is for ON RESERVE students only.
- ♦ In 2010 there was an agreement made with the Provincial Government to fund tuition dollars for OFF RESERVE students.
- ♦ Nominal Roll reports and Reciprocal Tuition submissions are due October 15th.
- ♦ In the 2017-2018 school year we have 48 students enrolled at Shihiya School.
- ♦ 14 students in the K4-K5 Class, 14 students in the Grade 1-2 Class and 20 students in the Grade 3-7 class.

SHIHIYA SCHOOL

TERRY FOX RUN SEPTEMBER 2017



SHIHIYA SCHOOL

TEFA

Tripartite Education Framework Agreement January 2012 - January 2017

- ◆ Currently extended and continues to be negotiated by FNEESC.
- ◆ After extensive negotiations, FNEESC, the Government of Canada, and the Province of BC signed a Tripartite Education Framework Agreement (TEFA) in January 2012. This new agreement provides the foundation for an innovative arrangement to provide funding to First Nations schools that is more flexible and based upon the Operating Grants Manual of the BC Ministry of Education, with specific adaptations. The agreement also provides more comprehensive and flexible funding for the provision of core and second level services for First Nations education, building upon and supporting the research-based and unique First Nations school system that has been created in this province.
- ◆ (More detailed information in FNEESC/FNSA Annual Report in your Binder) or visit the website at www.FNEESC.ca and look under the tab “about”).
- ◆ TEFA is an important platform for core and second level service delivery and collective support for First Nations education, and TEFA funding is used to sponsor a number of key collective programs and services intended to help schools build their capacity and ensure high levels of learning for all students. Those services are based upon an established framework of standards and models developed by and for First Nations schools in BC.

This includes standards for:

- ◆ Teachers in BC First Nations Schools;
- ◆ Principals in BC First Nations Schools;
- ◆ First Nations School Governing Agencies;
- ◆ First Nations Schools Curriculum; and
- ◆ A First Nations Graduation Certificate.

SHIHIYA SCHOOL

SCHOOL ASSESSMENT AND GROWTH PLAN

The FNSA First Nations Schools Assessment and Certification Process is a five-year cycle of review and follow-up that was created by and for First Nations schools well over a decade ago and is now recognized as a key component of TEFA, Reciprocal Tuition, and other key agreements related to First Nations education in BC. Last School Assessment was completed during the 2014-2015 school year. Shihya School is now certified up to and including 2020.

“Certification” by the FNSA, involves meeting a set of collectively established standards. Specifically, Certification by the FNSA is based on the external review team’s determination that:

- ♦ the Internal School Assessment Report has been adequately completed;
- ♦ the school environment observed by the External Assessment Team is consistent with the content of the Internal School Assessment Report;
- ♦ there is clear evidence that the school is meeting expectations in core programs: Language Arts, Math, Social Studies, Science, and the First Nations Language and Culture Program; and
- ♦ the School Growth Plan is appropriate and feasible;
- ♦ The validity of the assessment process and accompanying certification component has been recognized by a variety of education stakeholders, and the process has continually evolved over time to ensure that it adequately reflects emerging issues and priorities.

The collectively managed, community-based First Nations Schools Assessment and Certification Process involves a review of school programming in order to develop a Growth Plan, with the schools ultimately visited by an External Review Team. Almost all First Nations schools in BC have participated in the project at least once and have indicated that the process helped them to identify strengths and challenges, plan for growth, and maintain accountability. 60 schools have been certified by the FNSA.



SHIHIYA SCHOOL

Skating – November & December 2017

SHIHIYA SCHOOL

First Nations Schools Association (FNSA)

Currently Brian Matthews is our representative for the Secwepemc/St'at'imc/Nlaka'pamux Region

The First Nations Schools Association (FNSA) was formally established in 1996. The FNSA represents and works on behalf of First Nations controlled schools in BC, and has a mandate to support those schools in creating effective, nurturing, and appropriate educational environments that provide students with a positive foundation in all curricular areas, including language and culture. The FNSA reports to its members at its Annual General Meeting (AGM) and its Board of Directors includes 10 individuals selected by its members at each AGM.

SHIHIYA SCHOOL

FNESC Special Education Funding

- ◆ The Special Education Program works to support First Nations schools to provide students high-quality, inclusive education services. FNESC and the FNSA are also active in research and in policy discussions with the federal government to continue special education support to First Nations schools.
- ◆ First Nations schools can request services from the FNESC/FNSA Special Education Team.
- ◆ Special Education Specialist Support
- ◆ Speech Language Services
- ◆ Psycho-Educational Assessments
- ◆ Assistive Technology
- ◆ Occupational Therapy
- ◆ Physiotherapy
- ◆ Suggestions for Professional Development, resources, assessment tools, and more.

SHIHIYA SCHOOL

Pit Cook Project October 2017



SHIHIYA SCHOOL

Language instruction is twice a week for 30 mins. in K-2 classrooms and 45 mins. in Grade 3-7 classroom

Kekuli site is maintained by John Jones to be used by Shihiya as an outdoor education class.

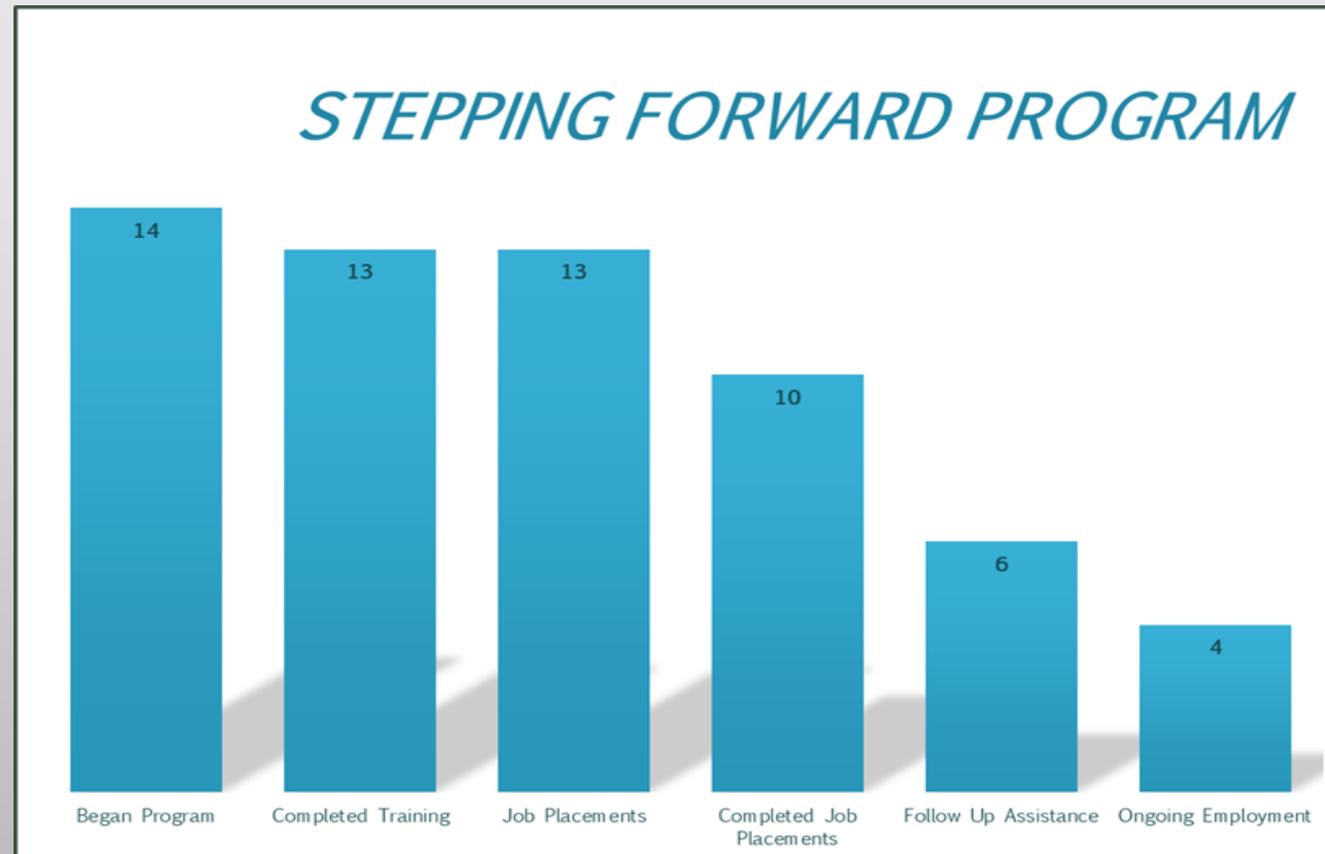
John provides classroom instruction to students twice a week. Students have done Pit Cooking project, Lahal, and story telling to date.

Language & Culture Program



EMPLOYMENT SERVICES

Stepping Forward Program provided by Okanagan College - met with fourteen individual participants for career assessment and job placement planning; located eight-week job placement sites for thirteen of these participants; mentored, advocated and monitored the work experience placements; followed up with individual participants with a goal of continued employment.



EMPLOYMENT SERVICES

Organized and facilitated the Splatsin Job Fair in collaboration with Splatsin Development Corporation held on April 19, 2017; twelve employers and agencies participated in the job fair and it is estimated that 50 – 60 community members attended the event.



SPLATSIN
SPLATSIN DEVELOPMENT CORPORATION

Splatsin Development Corporation &
Splatsin Employment Services

JOB FAIR

Wednesday, April 19, 2017 / 1:00pm—5:00pm

CANOE brand
Canoe Forest Products

GORMAN
The Finest Boards

DOWNIE
TIMBER LTD.

NORTH ENDERBY TIMBER LTD.
Quality Cedar Products

TOLKO
INDUSTRIES LTD.

BC hydro

nexUS BC
Community Resource Centre

Landmark

SPLATSIN
YUCWMENLUCWU (CARETAKERS OF THE LAND) LLP

AND MORE!!

QUILAKWA INVESTMENTS

To Register Contact: Peggy Joe or Stacy Schreiner @ (250) 838-0775 / MJ Berezan @ (250) 838-6496, ext 214
EVERYONE WELCOME! Splatsin Community Centre | 5775 Old Vernon Road | Enderby, BC

EMPLOYMENT SERVICES

Developed and delivered a Summer Youth Employment Program for eight community youth in July/August 2017; coordinated a field trip for the group to Revelstoke Dam in collaboration with BC Hydro; seven youth completed the program.



Organized, promoted and facilitated training to prepare clients to take their 'L' Driver's License test in collaboration with ASETS; six community members participated in this training program.

Collaborated with the Social Development Coordinator in an initiative to have social assistance clients meet the employment counsellor, take a survey of the training, life skills and employment needs of the clients, and use this information and connection to assist individuals with their career goals, offer in-house workshops on relevant topics, and work to access appropriate training and job opportunities for these community members.

EMPLOYMENT SERVICES



Wrote, completed and submitted a Rural Development grant application proposal for employment services funding over the next two years; that application was successful in bringing a significant amount of money into the community for employment services.

Successfully applied for training funds through ASETS and arranged for Okanagan College to provide two courses in the new year – Basic Chainsaw Safety (one day) and ENFORM Chainsaw/Falling Certification (three days); there were seven successful students in each of these courses; most of the 14 students were social assistance clients.

Prepared and submitted a ‘Getting to Work’ Employment Transportation Proposal to address the ongoing barriers and challenges of a lack of viable transportation for training and employment opportunities for a large percentage of community members (October 2017).

EMPLOYMENT SERVICES

Services to Community Members

Approximately 120 community members have had contact with and/or utilized employment services in the past year through phone calls, e-mails, walk-ins, events, and appointments.

The types of services requested by clients included career assessment, job search, resumes/cover letters, training/education, funding, local project information, referrals and other inquiries.

Assisted clients to access a wide variety of training programs and courses through various institutions.

Assisted clients in applying for jobs and successfully gaining employment.

Updated and maintained a Database of community members seeking employment and their details.

FUTURE FORECASTS

There is a growing and continuing demand for a skilled, job-ready Indigenous labour pool in British Columbia and the Interior as it is poised to become a region of major job creation and growth. Numerous studies warn Canada is facing a massive shortage of skilled workers over the next few decades as millions of baby boomers hit retirement age and exit the workforce. As these workers exit on mass, the number of available working-age Canadians is expected to grow by only eight per cent!

Recognizing the looming labour shortage, the BC government has embarked on a mission to deal with the problem. And like the BC government, Splantsin, here in their own community, need to start planning for this event as well!

Opportunity exists for increased participation and employment of youth in both education and training and, ultimately, lasting employment. Given the right skills, new entrants to the labour force could satisfy some of the labour requirements of the major projects in the works. An investment in education and training for our youth will help to ensure a supply of skilled labour for the future and facilitate an increase in Aboriginal contributions to our local, provincial, and national economy.



Financials

**Independent Auditors Report March 31,
2018 – Daley & Company LLP, Chartered
Professional Accountants**

Summary Statement of Financial Position

Summary Statement of Members Equity

Summary Statement of Operations

Summary Statement of Cash Flows

Notes to Summary Financial Statements



Summary

For a full copy of the audited financials and schedule of remuneration for Chief and Council, please see our website www.splatsin.ca

The Financial Summaries listed to the left can be found at the end of this report.



Development Corporation

The 2017-2018 fiscal year has been productive for Splatsin Development Corporation and affiliated companies.

HIGHLIGHTS

- Yucwmenlucwu added more staff – almost doubling in size to over 10 full-time staff and increasing revenues. At the same time, Splatsin benefitted from having professional expertise doing resource management in the territory and assistance on securing accommodation for title and rights projects. The company secured large contracts with BC Hydro, Ministry of Transportation and performed wildlife and resource management studies for government.
- In 2017 SDC employed 8 full-time and 50 seasonal first nation persons with wages that totaled \$685,000.
- Splatsin Construction Services worked on the roundabout in Sicamous which was a high profile project in a strategic area. There were also a few direct awards from BC Hydro. Overall it was not a banner year but prospects look better for 2018.
- Monashee Community Forest saw another great year. Log prices are at all-time highs and a dividend of \$370K was distributed to Yucwmenlucwu. A health and wellness fund was established Splatsin in the amount of \$80k which can be used towards projects in the community.
- Quilakwa RV Park saw profits of nearly \$10k and the site is continuing to improve its image and reputation. Processes and maintenance are receiving more attention and the 2018 season should be a good one with a new host in place who worked the 2017 season.
- Yucwmenlucwu Forestry has a license in the Arrow lakes and have been harvesting and marketing timber around Nakusp in year 2 of a 5 year term. The company is in the 6th year of a 10 year license close to IR#2 and Trinity Valley. A letter of intent was signed with Tolko officials outlining a strategy for Splatsin to partner on construction, logging and co-management of the territory. A new Forestry supervisor was hired and the department has good growth prospects.
- Quilakwa service station is currently building a car wash should increase after capital costs profits by \$80-\$100k per year. There has been a new manager in place for the past year and processes are improving. More emphasis on service and marketing will be explored in 2018.
- SDC continues to explore new venture development on a number of possibilities in the territory and some on reserve and is working with Council and the Board of Directors on those.
- Annual Golf Tournament raised \$12k for the Splatsin Tsm7aksaltn (Splatsin Teaching Centre) Society.

SPLATSIN DEVELOPMENT CORPORATION



Development Corporation

STRUCTURE

Splatsin Development Corporation, established in 2007, is the economic development and business operations agency of Splatsin. The Corporation has a Board of Directors (5) appointed by Band Council for 1-year terms. The Band Council is a partner in all business operations and sets the mandate for the Corporation.

MISSION

The Mission of Splatsin Development Corporation is to provide wealth to Splatsin through creating and operating profitable businesses, enhancing skills and capacity development, facilitating business development, and generating income and job opportunities.

BUSINESSES

Splatsin Development Corporation oversees or is partnered with successful businesses and other entities including municipalities and forest companies in various enterprises both on reserve and within Splatsin traditional territory. The Corporation is actively seeking opportunities in various sectors within the traditional territory including Mining, Agriculture, Independent Power Production, Energy, Forestry, Environmental Services, Construction and Tourism. Current enterprises include:

- Yucwmenlúcwu (Caretakers of the Land) LLP – a forestry and environmental services company with a focus on forest management, archeology and environment;
- Quilakwa Investments Ltd - Esso Gas Station and Convenience Store and RV Park;
- Splatsin Construction Services LLP in partnership with Landmark Solutions Ltd;
- Partner in the Monashee Community Forest with the Village of Lumby.



Report on Risk Management

Summary

This past year we allocated some of our technical resources to risk management.

Risk management is a key component to the financial health of a First Nation. It is a high level register of possible risks that may impede our ability to provide programs and services. Our risk register includes information about the known risks and uncertainties that may affect our financial position.

By reviewing this document annually, we are prepared to shift resources to mitigate risks that have a high likelihood and high impact to our operations.

Risk Statement as an impact to our strategic priorities	Risk Theme	Treatment plan
If we do not properly monitor and manage our lands, waters and associated resources through physically patrolling and collecting data we will not be aware of trends in species including declining numbers.	Environmental Protection	Develop a plan to monitor, track and inventory the land & marine species to determine any fluctuations that may be related to external communities over-harvesting, or man made hazards such as increased port traffic/over-logging or global climate change.
If we do not support our Enterprise Resource Plan (Information Technology Plan) with financial resources to upgrade our network, we are at risk of compromised and/or lost electronic data.	Infrastructure	Network analysis and server/connectivity upgrade is near completion. The upgrade includes; new data server, exchange mail server, firewalls, Wi-fi, more robust security levels for file sharing, automatic backup system, automatic deployment of software upgrades, and staff training.
Erosion of the land and the shores is impacting the proximity of the cultural infrastructure integrity (cemetery, history, archaeology)	Infrastructure	Engage engineering firm to qualify the risk. We have applied to INAC and are now placed in a waiting list for any new infrastructure dollars in the federal budget.
Over-reliance on subsidies from our General Fund & unrestricted Own Source Revenues places us at risk of overspending and unsustainable growth. (In the event our Economic Entities are unable to revenue share due to unforeseen circumstances.)	Governance	Monitor growth and re-align 2017-2018 budget within sustainable funding levels whilst considering strategic priorities.
If we do not revitalize our traditional knowledge, document our houses or practice our language, we are at risk of losing the importance of our roots, which keeps our identity and sense of belonging. Eventually this will impact our understanding of the traditional territory and the value of our history.	Culture & Identity	The Title & Rights department has hired a “Cultural Coordinator” and a “Researcher. Shihya School has added the Shuswap language to its curriculum.