



# 23rd Annual General Assembly

[DOCUMENT SUBTITLE]

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**23RD ANNUAL GENERAL ASSEMBLY (VIRTUAL)  
MONDAY OCTOBER 18, 2021  
DAY 1 AGENDA**

**Chair: Darcy Dennis**

**Co-Chair: Julian Brown**

- 8:15 a.m.      Opening Prayer
- 8:30 a.m.      Welcome Address by Chief Murphy Abraham
- 9:30 a.m.      Adoption of Agenda  
Assembly Rules & Guidelines/Announcements
- 10:00 a.m.     Chief Murphy Abraham
- 10:30 a.m.     Foundation Agreement: Betty Patrick, FPA Manager  
and Mr. Doug White, Chief Negotiator
- 12:00 p.m.     LUNCH BREAK
- 1:00 p.m.      FPA Presentation Continued
- 2:00 p.m.      Crown Referrals Officer: Georgina West
- 2:30 p.m.      Native Liaison Program: Murphy Patrick Sr.
- 3:00 p.m.      Governance Research Project: Marilyn Joseph-Williams, Alan  
Hannah, Barbara Adam-Williams, Darcy Dennis, and Marvin  
Williams
- 4:00 p.m.      Evelyn George, Special Projects Manager
- 5:00 p.m.      Skills Training Development Program: Deanna Nolan
- 6:00 p.m.      Closing prayer

**DUE TO COVID-19 THERE WILL BE NO RESOLUTIONS THIS YEAR**

23RD ANNUAL GENERAL ASSEMBLY (VIRTUAL)  
TUESDAY OCTOBER 19, 2021  
DAY 2 AGENDA

**Chair: Darcy Dennis**

**Co-Chair: Julian Brown**

- 8:15 a.m. Opening Prayer
- 8:30 a.m. Administration: Monty Palmantier, Chief Executive Officer
- 9:30 a.m. Operations: Frank Alec, Chief Operations Officer
- 10:30 a.m. Finance Report & Audit: Chief Finance Officer and DMC
- 12:00 p.m. LUNCH BREAK
- 1:00 p.m. Finance Report & Audit Continued
- 1:30 p.m. Health: **Emma Palmantier**, *Health Director*  
**Marylynn Crouse**, *Associate Health Director*  
Child & Family Services,  
Collette Plasway, LBN/CSFS Coordinator  
Justice Program - Lucy Campbell  
Patient Travel - Ray Alec Jr.  
Brighter Futures - Marilyn Crouse, Associate Health Director  
Gooze Patrol, Phillippe Lacerte Jr  
Special Projects Officer, Murphy Patrick Jr.
- 3:00 p.m. Capital & Infrastructure - Bernard Patrick
- 4:00 p.m. Emergency Operations Centre (EOC) – Bernard Patrick
- 5:00 p.m. Door Prizes
- 5:30 p.m. Closing Prayer

**DUE TO COVID-19 THERE WILL BE NO RESOLUTIONS THIS YEAR**

**23<sup>RD</sup> ANNUAL GENERAL ASSEMBLY (VIRTUAL)  
WEDNESDAY OCTOBER 20, 2021  
DAY 3 AGENDA**

**Chair: Darcy Dennis**

**Co-Chair: Julian Brown**

- 8:30 a.m.            Opening Prayer
- 9:00 a.m.            Economic Development: Victor Tom
- 10:00 p.m.          Fisheries: Donna Macintyre
- 11:00 p.m.          Education: Beatrice Michell
- 12:00 p.m.          LUNCH
- 1:00 p.m.            Language & Culture: Louise Lacerte
- 2:00 p.m.            Early Childhood Education: Shauna Alec
- 3:00 p.m.            Social Development: Karen McLeod
- 4:00 p.m.            Main Door Prize Draws
- 5:00 p.m.            Closing Prayer

**DUE TO COVID-19 THERE WILL BE NO RESOLUTIONS THIS YEAR**

23RD ANNUAL GENERAL ASSEMBLY (VIRTUAL)  
THURSDAY OCTOBER 21, 2021  
DAY 4 AGENDA

**Chair: Darcy Dennis**

**Co-Chair: Julian Brown**

- 8:30 a.m.      Opening Prayer
- 9:00 p.m.      Housing Director: Stefan Willner
- 10:00 p.m.     Grant Writing: Priscilla Crouse
- 11:00 p.m.     LBN Forestry – Duane Crouse
- 1:00 p.m.      Closing Remarks by Chief Abraham
- 2:00 p.m.      Main Door Prizes

**ADJOURN**

**DUE TO COVID-19 THERE WILL BE NO RESOLUTIONS THIS YEAR**

# CHIEF'S UPDATE

*Murphy Abraham*

First & foremost, I would like to send my condolences to all that lost loved ones this past year and my prayers of strength & healing are with you all! I know there's been a lot of ups & downs these last few years, but history has shown we are strong & resilient Nation that persevered through all challenges that come our way! So, when you feel down & out, please don't hesitate to reach out to someone that you trust to help you along the way!

I'd like to take this opportunity to thank you all for putting your trust in me in voting me in as your Lake Babine Nation Chief. I will do my utmost best to voice my advocacy at every level of government, at every meeting, and at every opportunity that will benefit our Nations people of Lake Babine. I will also find time to meet and visit each community throughout Lake Babine and the Urban area to hear your issues and concerns so that it will better help our team at the negotiating tables.

One of our first task at hand was the Chief & Council orientation week which was from July 12-16 in Vancouver. This was a very productive week that gave council an update & insight on the current ISC programs, Economic Development, Forestry, Finances, and the Foundation Agreement. One of the highlights I thought stuck out that week was the team building exercise, which gave me a more in-depth look at each council and their priorities for their respected community.

After the orientation week it felt like there was challenges from every angle coming at us. The amount meetings that we had to push back and postponed due to these challenges had really put LBN at a stand-still. Some of these challenges affected me on a personal level and brought me to my knees but with help from wife, family, and colleagues I persevered and continue to keep moving forward. The challenges also included the vast amount of Covid-19 outbreak within the Lake Babine Nation communities and including the Urban. Our EOC team have been working double overtime especially in the last few months so please do your part and stay in your bubble, keep your distance, wash your hands, wear your mask, and stay home if you feel any of the covid-19 symptoms.

While I write this report, we the Chief & Council are nearing the end of our 5-day strategic planning session. It's been a great week so far and the second round of team building has given us a renewed strength and focus on the work ahead us. The work consists of our ISC programs to our Foundation Agreement and everything in-between. Our goal is to improve our Nation's Economic opportunities, our governance structure, culture & language, home improvements, and capacity building to name a few. All this will interconnect with our Foundation Agreement and furthermore strengthen work for the betterment of our Nation. You will have the opportunity to review the strategic plan on our Lake Babine Nation website before or after the AGA.

I'd like to thank you for giving your time and energy to review and suggest any improvements to the work our great team has been doing this past year. We need your expertise, experiences, and dedication so please get involved so that you can improve the future for Lake Babine Nation, no matter where they reside.

# CHIEF OPERATIONS OFFICER

*Frank Alec*

Hadeh Dineezeh, TseghKheyzeh, Skuyzeh

My time back here at Lake Babine Nation has been without a doubt the most challenging with the pandemic leaving its toll with the Membership. My sincere condolences to the families who have lost loved ones during these times. Before I get into the business at hand, a formal appreciation to Chief Gordon Alec and his nine Council (2018-2021) members for taking on the role of Leadership of LBN even through the toughest of times but Chief Alec still came back to finish his role, anyone in the Leadership role deserves our respect for being there for the people. Congratulations to the new Council, Chief Murphy Abraham, and his Nine Council (2021-2024). This Council is comprised of a good mixture of young and eager Councilors to the most experienced and seasoned Councilors. This mixture is good so that steady movement can occur in the decision making and support to all LBN developments.

In my line of work I always look to the most logical starting points then work from that point on to have all the moving parts work toward a common goal. I have reviewed the situations and suggested a plan to our Leadership to work with what has already been implemented to date to where we can go as unit to complete all the necessary work associated with the LBN Administration.

This report will give you a bird's eye view of what has transpired to what will happen in the following areas of interests:

1. Administration Review and Structure ~ 10 Year Grant Regime
2. Budget Processes and Procedures
3. Leadership Strategic Planning Session
4. Succession Plans 2021

## **ADMINISTRATION REVIEW AND STRUCTURE**

For many years the LBN Administration has always been a funnel like structure where all programs and services end up at one point of the Nation and one location, Woyenne Administration. For all to know, we have outgrown the 'band office' mentality and it is best to grow with the times, so we refer to all of the offices as Administration offices. The re-structure has been simplified by last Council whereas there are now three key positions: Chief Executive Officer who is Monty Palmantier and his main duties are to oversee all of the operatives and ensure consistent developments. Chief Financial Officer who is John Grace who oversees the finances of the Nation, he ensures that the expenditure patterns are within policies and work plans. And there is the Chief Operations Officer who is Frank Alec who will oversee all Indigenous Services Canada, First Nations Health Authority, and PGNAETA programs. This structure sets up our opportunity to have a good start in developing our communities of Fort Babine, Old Fort, Donald's Landing, and Tachet. We have recently added to the structure, the Fort Babine Community Director position and have Mr. Jerry Madam placed in this position. Mr. Madam is an actual Fort Babine member and is happy to be home, full time. Plans are in the make for the other communities to have the same arrangement. When all positions are in place there is much work to take place: training, central filing system development, decentralization work, and good governance.

## **10 YEAR GRANT REGIME**

This is a new approach that LBN has signed into with Indian Affairs, whereas now, we are able to utilize all of the grant monies received under this new funding agreement within policies. The flexibility comes into play when Council approves policies that are reasonably within a program that the funds will be transferred to another program. This gives LBN communities an opportunity yet again to gear our intentions toward the Citizens of LBN. With the support and partnership with Council, we can move through our developments to make it more viable and workable to our situations in the Babine Lake areas as in housing, economic ventures, business developments, and/or capital infrastructures. This is where proper paperwork and planning comes into play.

## **BUDGET PROCESSES AND PROCEDURES**

Last year, when Council did their annual budget reviews, we did an approach that saves time and energy. We consolidated the program budgets into a process that when it comes to the Council table there is a summary of revenues and expenditures. The details are left with the Executive level to review, and they recommend what can go to Council or what needs more work in areas of policy backing.

The process and procedures have been simplified and now a norm: program directors develop their budget and a work plan, this is reviewed by the Chief Operations Officer along with Program Director to ensure that all areas of responsibilities are covered, the 3 Executives review all program budgets and work plans, prepare recommendations to be tabled with Council with the budget in summary form.

This process does not stop at this point, it will be completed this year to include a schedule that dovetails into the audited financial statement preparations. This process will lead this administration into a better organized and coordinated approach. Leadership has accepted this process to become a norm as well as good planning.

## **LEADERSHIP STRATEGIC PLANNING SESSION**

This fiscal year, the new Council undertook a strategic planning session from September 27, 2021 – October 01, 2021. The session took place in Vancouver BC, Chief Abraham and 6 Councillors were present, the other 3 Councilors joined through zoom. Facilitator was Frank J Alec, Chief Operations Officer. In the first few days of the session, Council was given information designed to get them to understand the logistics and how this process will come together. Then on the third day, the business planning document was developed based on their input from day one exacting their expectations and then their mentions in the Strengths, Weaknesses, Opportunities, and Threats. The business planning document outlines what they said that they will do.

The second day Council went through the operations planning document and this template guides them to carry out who is going to do what and by when. The operations planning document is a process that gets the Council to realize and focus on logical starting points of all the good planning they mentioned. Also, the tasks mentioned in the operations planning document are sequential, meaning that each task is needed for the next task to work, so essentially the Council is Nation Building. With the completion of both documents, Council is prepared to take on an organized and coordinated approach to all of the developments at hand. A big congrats to this Council for taking on this process.

## **SUCCESSION PLAN**

Everyone knows that some of us here in the Administration have been around since the first fax machine came to LBN and then came the tubed computer desktops with the green fonts. This is over 38 years ago. Some of us cannot hold on to this knowledge and experience so we must have our young ones properly trained to take over. There are a few areas that young people can look at when they are getting ready to join the Administration and they can start free of costs. The areas are a good attitude, commitment, self-worth, confidence, and being proud of who you are. These are the main ingredients for the young ones to know and live by anywhere at any time.

So, what to look out for is one or two will be selected to be in these positions for training in a step-up

process. Other pointer to take in is, there are people in the administration that are ready to take on the role of Executive and Director work, so we will be looking at movements in these areas.

## **TAKE AWAY COMMENT**

We all know each other, our parents knew each other, our grandparents know each other. Now comes the time that we are in the driver seat to show and tell our young people who we really are and where our true roots are in terms of culture, language, and identity. Our traditional system is strong and yet fragile at any given moment by attitudes of people who are not interested in our true and traditional ways. We all know that our ancestors had ways to preserve our ways, our laws, our culture, and our language. How did they do that?

They did it through the words of our past, they did it through the planning by the Elders, they did it through respecting what is to happen and know why it has happened. They did it through understanding the long-term impacts, which means they planted messages into people who carry the ancient messages. They did it through planned traditional marriages and inter-tribal relations to keep the sacredness of identity. What does this all do with this work? A lot in terms of revitalizing your identity and self-worth. It applies to all. These are the starting points of understanding why things did not move as quick and why there appears to be stand stills. We've been saying this all along, stop hurting one another instead create an understanding. Stop call each other down, instead start respecting yourself, your parents, your grandparents and ancestors, the rest will fall into place.

Council in their strategic work are focused on the Citizen's wellbeing and supporting the Citizens to be literally part of the developments that one may like to take part in. Council will focus in practical areas of establishing good governance, help and support revitalizing culture and language, and moving forward in creating a strong economy. These important areas cannot be without the other: Citizens, Governance, Language/Culture, and Economy.

Uwgh' lee'

# CHIEF FINANCE OFFICER

*John Grace*

Good day Lake Babine Nation Members!!

When the Annual General Assembly was taking place last year, I was in my second week as Chief Finance Officer of the Lake Babine Nation. Although I attended the AGA, I didn't really take part, as I was not yet familiar with the process. In the eleven months since, the Finance Department has faced many challenges, including the COVID pandemic which has affected us very directly and significantly. We have continued to have a presence at the office even during lockdowns, and have spent some time working from home when we couldn't all be in the office, but we have continued to do our best and are making sure the bills are being paid!

When I began work for the Lake Babine Nation, I did not realize that LBN ran so many programs from its Administration Office (the audited financial statements include approximately 230 different schedules, each for a different program!). At the start, I found that much of my time was spent learning what I call the 3 "P's", or "People, Programs and Processes", and although I know them much better now than I did then, I still have a lot to learn! It's definitely challenging, but always interesting.

The programs are consolidated under several different headings in our accounting records, including:

- a) LBN General (including Community budgets, Band Support, Administration, Operations & Maintenance, and Capital Projects);
- b) Social Assistance;
- c) Health;
- d) Child & Family;
- e) Education;
- f) Housing;
- g) Economic Development;
- h) Natural Resources/Foundation Agreement;
- i) Fisheries.

In March of 2021, the Directors prepared consolidated "big picture" 1- and 5-year budgets for their April 1, 2021 to March 31, 2022 programs, and Senior Administration presented them to Chief and Council for approval. All of the budgets were approved at that time, and Senior Administration,

Directors and staff have been working hard to facilitate the programs and manage the budgets ever since.

Also, Lake Babine Nation continues to work towards certification with the First Nations Financial Management Board (FNFMB, or just FMB for short). Certification by the FMB indicates that LBN has adopted and is successfully following responsible, transparent financial management policies. This is an essential requirement of continuing to qualify for the ISC 10 Year Grant, and although LBN doesn't yet meet ALL of the FMB requirements for certification, we are very close, and are in regular communication with FMB and ISC while pursuing the certification. I expect we will be certified by the end of the current fiscal year!

In closing, I would like to thank the Finance Department staff (Karen Alec, Loretta West, Nadine Joseph who will rejoin us after maternity leave, and new addition Delores Prince) for constantly striving to keep Lake Babine Nation's finances flowing smoothly. They have done a great job under not-always-ideal circumstances. We all look forward to another challenging but successful year in the Finance Department!

# LANGUAGE & CULTURE

*Louise Lacerte*

I hope this report finds everyone safe and in good health. The Language & Culture department is not very big at all and does not come with very much funding; most of the funding is generated by proposals. Rosalie MacDonald, Language Curriculum Teacher assists with writing the proposals for the funding. We do not take care of all the Language/Culture of the Nation; we only concentrate on certification of future Language Teachers. Since the development of this position last July 2020; we do not work with the school language program. I miss working with the children and watching them grow in the Language.

As mentioned, we certify Language teachers. We currently have sixteen (16) students who will be finished their requirements for certification and will be graduating in December 2021. They will be continuing on to obtain their Diploma in January

which will take another year, then they can continue on to get a degree in any field they choose. Most are planning to get their Education Degree to become teachers, which is great, as we do need more teachers.

It is very challenging to be teaching our Language with this pandemic as all of our classes are done through zoom. We have guest speakers who share their knowledge with the students and this way of teaching is very difficult for the Elders, but they try their best and talk about their experiences. It is always nice to listen to the Elders and to take their advice and direction.

This is a short update and I wish you all well. Please do not hesitate to contact myself or Rosalie if you have any questions about this program. Call the office phone number and they will direct your call to us.

## HOUSING DEPARTMENT

*Stefan Willner*

Good day to the members of Lake Babine Nation.

Another year went by and it is my pleasure to give the community an update of the great progress the Housing Department was able to complete thanks to the good teamwork of our employees.

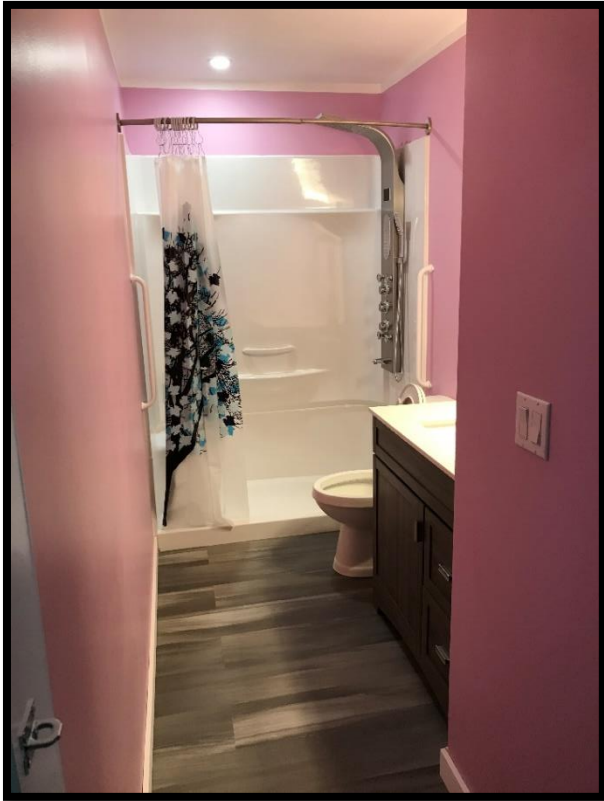
I am very proud to announce that LBN has now, after a long and intensive process, the Housing Policy in place. The Policy was adopted by Chief and Council on May 20<sup>th</sup>, 2021. The response from our community members showed that there were no adjustments necessary to the final draft of the policy. As mentioned in the last report, the Housing Policy is a very important document and essential for an efficiently functioning Housing Department as well as necessary for future government fundings and grants.

### UPDATE ON PROJECTS

➤ Since last year we were able to replace 86 appliances such as washer, dryer, fridge, and cook stove in all three communities. As mentioned in the last newsletter this was necessary because many of them were nonfunctional or irreparable.

- The wood stove and furnace project is still ongoing and there are more replacements scheduled for the coming months in addition to those already replaced in 2020 and 2021.
- One of the two renovated houses in Fort Babine has a new tenant. The second house is in the final renovation stages and is expected to be finished in the coming weeks.
- In Woyenne, two houses were scheduled for renovation. Both projects are finished and the tenants already moved in. One unit was done from our maintenance crew after normal work hours and on weekends. The other one was completed by a contractor at the end of September.





- In Tachet two houses were scheduled for renovation. One was finished in Spring 2021 and has a new tenant. The second one is in the final stages of renovation and with help from the new tenant and CSFS it will be finished in the coming weeks.

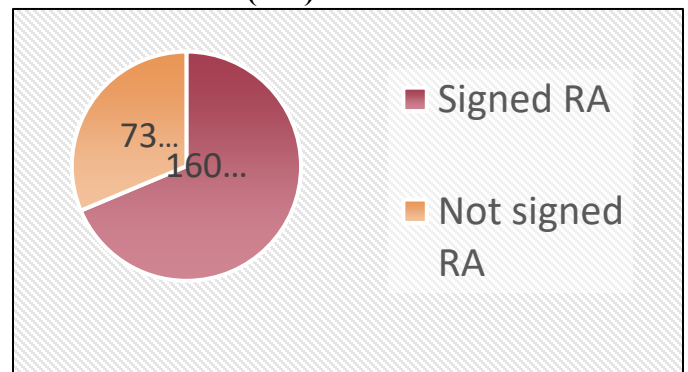
- An assessment of the roofing condition was done in all three communities. Many of the roofs were in poor conditions and in need of replacement. The Housing Department initiated a replacement program in early spring 2021. As of today, ten roofs were repaired including shingles replacement. There are ten more roofs scheduled in the communities. Depending on the weather conditions we might be able to do at least four more before winter.

I am convinced that our community members have recognized the changes in the Housing Department and appreciate the work we are doing. The rising numbers of Tenancy Agreements are showing that we are on the right track.

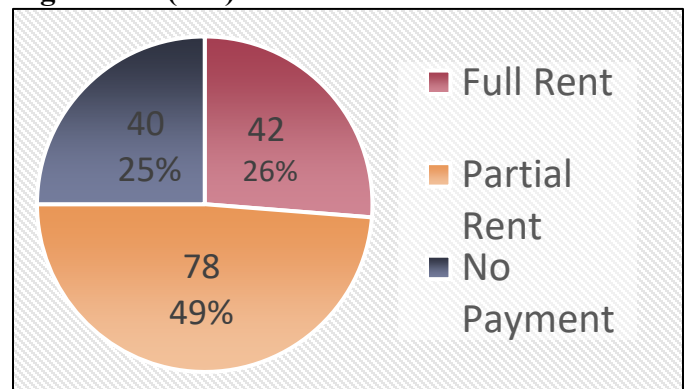
To maintain a good and trustworthy relationship between members and administration is an essential step to create a safe and healthy community.

In the following charts I will give the members a short overview of the current rental situation in all three communities.

**Total LBN Units (233)**



**Signed RA (160)**



As you can see, there is still a lot of work to be done to convince the community to cooperate with the Housing Department.

Only if we work together pursuing the same goals, we can create a safer and healthier community in which members can thrive and offer the future generation a good foundation to build on.

It was a pleasure to see how members stepped up and took action in doing renovations and improvements by themselves. The Housing Department will always find a way to support such efforts because it is a huge relief to the short-staffed housing crew.

To be able to provide more and better service to the community, we have to focus on building up the necessary capacity. We have more projects and maintenance work as the staff is able to handle. This is our biggest challenge at the moment. If there are any members in the community who are interested in joining the Housing Maintenance Crew, please contact the Housing Department.

The Housing Department is also seeking for six community members to join the Housing Committee (no LBN employee, two out of each community). To apply, please submit your letter of interest to Bernadette Dennis, Housing Assistant ([Bernadette.dennis@lakebabine.com](mailto:Bernadette.dennis@lakebabine.com)).

## HUMAN RESOURCES

*Beatrice MacDonald*

### Current Job Opportunities:

- *Community Workforce Accommodation Advisor Program*
- *Wellness Counsellor Supervisor*
- *Mental Health & Addictions Clinician (“MHA Clinician”)*
- *Woyenne Daycare Cook*
- *Early Childhood Outreach Worker*
- *Fort Babine Receptionist*
- *Lake Babine Nation needs an updated on-call list (Contact Human Resource Assistant to apply)*

### Hiring process for Lake Babine Nation Administration, Health, Housing, Fisheries, and Economic Development:

#### **Management position**

Selection committee consists of: Councillor Portfolio, Executive Director, and Human Resources

#### **Support staff (Field Workers /Labourers)**

Selection committee consists of: Human Resources, Program Manager and/or Immediate Supervisor

#### **Entry Level Positions**

Selection committee consists of: Human Resources and Immediate Supervisor

When there is a **CONFLICT OF INTEREST** (Example: Mother, Father, Sister, Brother, In-laws, Step parent, Immediate Household and some cases, best friends) the employee **cannot** be part of SELECTION PROCESS.

There are set questions designed for the positions and in accordance to Human Rights.

For further employment information, please contact:

#### **Philine West**

*Human Resources Assistant*

PO Box 879 Burns Lake, BC V0J 1E0

[Philine.West@lakebabine.com](mailto:Philine.West@lakebabine.com)

Phone: 250-692-4700 | Toll Free: 1-888-692-3214

## INDIAN REGISTRY

*Kerry West*

Hadeeh Lake Babine Nation Members, it's been 2 years since I've completed the Indian Registration Administrator (IRA) Training and started assisting LBN members. Since I've been in the Indian Registration Administrator position, I've assisted 577 applicants (44 Non-Lake Babine Nation) in applying for the Secured Certificate of Indian Status (SCIS), complete Birth Registrations, providing Confirmation of Registration letters and recorded other life events within Woyenne, Fort Babine, Tachet, Smithers and Prince George.

- Membership is available **by appointment** (once the screening process is completed) for SCIS applications, Birth Registrations, Confirmation



# LAKE BABINE NATION

## Chief, Council, Directors & Staff



**Murphy Abraham**  
*Chief*



**Derek MacDonald**  
*Deputy Chief*



**Debbie West**  
*Woyenne Council*



**Melvin Joseph**  
*Woyenne Council*



**Jason Charlie**  
*Woyenne Council*



**Wayne Johnson**  
*Tachet Council*



**Mildred Alec-George**  
*Tachet Council*



**Robbie Reid**  
*Fort Babine Council*



**Bessie West**  
*Fort Babine Council*



**Verna Power**  
*Old Fort Council*



**Petra Bayes**  
*Chief Executive Officer*



**Monty Palmantier**  
*Chief Finance Officer*



**John Grace**  
*Human Resource Manager*



**Beatrice MacDonald**  
*Governance Director*



*Chief & Council Assistant*



**Marilyn Joseph-Williams**  
*Governance Director*



**Bernard Patrick**  
*Capital / Infrastructure Director  
Emergency Operations Center Director*



**Emma Palmantier**  
*Health Director*



**Marylynn Crouse**  
*Health Associate Director*



**Karen McLeod**  
*Social Development Director*



**Stefan Willner**  
*Housing Director*



**Betty Patrick**  
*Foundations Agreement Manager*



**Victor Tom**  
*Economic Development Director*



**Shauna Alec**  
*Early Childhood Director*



**Beatrice Michell**  
*Education Director*



**Priscilla Crouse**  
*Grant Writing Director*



**Louise Lacerte**  
*Language & Culture Director*



**Philine West**  
*Human Resource Assistant*



**Loretta West**  
*Accounts Payable (Vendors)*



**Nadine Joseph**  
*Accounts Payable Clerk*



**Karen Alec**  
*Payroll Clerk*



**Kerry West**  
*Comm. Media Coordinator  
Indian Registration Administrator*



**Channele Charlie**  
*Main Receptionist*



**Rick Dobbs**  
*Capital Asset Protection Officer*



**Rose Johnny**  
*Executive Assistant*



**June Williams**  
*Tachet Main Operator*



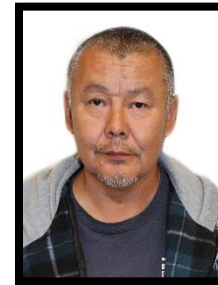
**Robert West**  
*Tachet Back-Up Operator*



**Luma Dumont**  
*Ft. Babine Main Operator*



**Bruce Charlie**  
*Ft. Babine Back-Up Operator*



**Ivan Leon**  
*Tachet/Ft Babine Operations  
& Maintenance Worker*



**Raymond Jr Alec**  
*Patient Travel Coordinator*



**Patricia West**  
*Patient Travel Clerk*



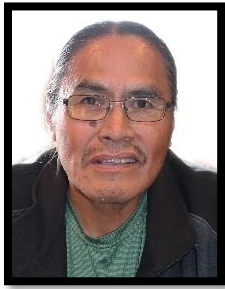
**Crailynn Bull**  
*Patient Travel Clerk*



**Judy Charlie**  
*Health Director Assistant*



**Crystal Harwood**  
*Traditional Wellness Coordinator*



**Ronnie West**  
*Traditional Land Based Worker*



**Cindy Lowley**  
*Cultural Worker*



**Beverly Abraham**  
*Cultural Worker*



**Anthony Tom**  
*Cultural Worker*

**Roger Patrick**  
*Cultural Worker*



**Norma Erickson**  
*Child & Family Finance Clerk*



**Marion Smith**  
*Maternal Child Health Worker*



**Elizabeth West**  
*Child & Family Admin Assistant*



**Sheena Joseph**  
*Child & Family Service Planner*



**Angel Bertacco**  
*Child & Family Prevention*



**Yvette Pierre**  
*Child & Family Prevention*



**Fern Abraham**  
*Child & Family Preservation*



**Colette Plasway**  
*LBN/CSFS Coordinator*



**Cordell Lowley**  
*Youth Worker*



**Darlene Lowley**  
*Youth Worker*



**Bernadette Lacerte**  
*Gooze Patrol Manager*



**Steven Bayes**  
*Gooze Patrol*



**Elvira Patrick**  
*Gooze Patrol*



**Phillippe Lacerte Jr**  
*Community Preparedness Coord*



**Elijah Patrick**  
*Reconnections Youth Coord.*



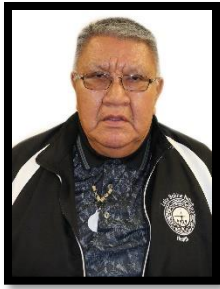
**Irene Williams**  
*Community Health Coordinator*



**Violet Findlay**  
*Home Support Worker*



**David Michell**  
*Home Support Worker*



**Herbert Williams**  
*Drug & Alcohol Counsellor*



**Nicole Rushton**  
*Mental Health Addictions Nurse*



**Patricia Abraham**  
*Special Needs Coordinator*



**Lisa Mercer**  
*Land Based Support Worker*



**Eugene Patrick**  
*Elders Coordinator*



**Marion Charlie**  
*Wellness Reception*



**Kevin Tom**  
*Security*



**Lucy Campbell**  
*Aboriginal Justice Worker*



**Murphy Patrick Jr**  
*Accreditation Coordinator*



**Daisy Charlie**  
*Tachet Health Coordinator*



**Raesha Johnson**  
*Patient Travel Clerk/Custodian*



**Monique William**  
*Drug & Alcohol Counsellor*



**Clara Williams**  
*Clinic Clerk*



**Lyle Michell**  
*Youth Centre Coordinator*



**Leslie Russell**  
*Licensed Practical Nurse*



**Joyce Benson**  
*Homemaker Supervisor*



**Corinna Tom**  
*Intake Clerk*



**Sabrina Tom**  
*Intake Clerk*



**April Tom**  
*Event Assistant/Soc. Dev. Clerk*



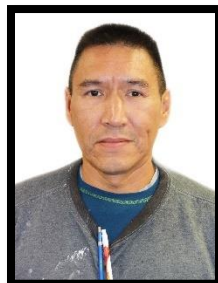
**Bruce Alec**  
*Security*



**Bernadette Dennis**  
*Housing Assistant*



**Norma Wilson**  
*Housing Admin Clerk*



**Rodney Patrick**  
*Housing Maintenance*



**Aaron Joseph**  
*Housing Maintenance*



**Zach Lowley**  
*Housing Maintenance*



**Rita Thompson**  
*ECE Outreach Worker*



**Mary Williams**  
*Program Manager*



**Cecelia Godfrey**  
*Infant/Toddler*



**Nancy Piette**  
*Preschool Supervisor*



**Fiona West**  
*ECE- ECE-Infant/Toddler*



**Delilah Michell**  
*ECE Assistant*



**Phoebe Dennis**  
*ECE Assistant*



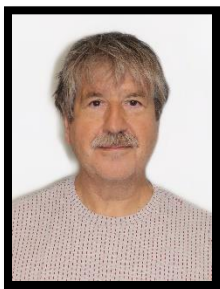
**Shawnee Gairdner**  
*Early Childhood Worker*



**Chahel West**  
*Early Childhood Worker*



**Vanessa Jack**  
*Education Assistant MWMP*



**Garry Klugie**  
*LBN School Principal*



**Jesse Fairley**  
*LBN School Vice Principal*



**Barbara Abraham**  
*LBN School Secretary*



**Teanne Klugie**  
*TWMLC/WSS/ Nutrition*



**Melinda Paulson**  
*Special Ed. Teacher*



**Tania Cunningham**  
*Tech Student Support Services OTPT*



**Youlanda Spenst**  
*Teacher*



**Gina Penner**  
*Education Assistant*



**Bernadette Wall**  
*Personal Assistant*



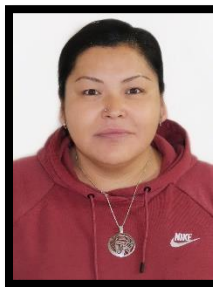
**Susan Russell**  
*Teacher*



**Vanessa West**  
*Education Assistant*



**Cheryl Abraham**  
*Education Assistant*



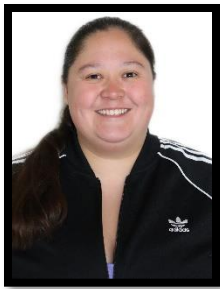
**Erin Alec**  
*Personal Attendant*



**Jackie Williams**  
*Teacher*



**Helene Bull**  
*Education Assistant*



**Teresa Williams**  
*Education Assistant*



**Georgina Erickson**  
*Teacher*



**Marsha Erickson**  
*Education Assistant*



**Hannah Lacerte**  
*Education Assistant*



**Denise Williams**  
*Education Assistant*



**Cherise Wilejto**  
*Teacher*



**Nathan Alec**  
*Bus Driver/Maintenance*



**William C. Palmer**  
*Education Cook*



**Winnie Smith**  
*Primary Teacher*



**Dorothy Williams**  
*Language Teacher/EA*



**Tim Sheehan**  
*Teacher/Mentoring Principal*



**Antoinette Charlie**  
*FTB School Assistant*



**Deanna Brown**  
*Program Coordinator*



**Jessica Brown**  
*Student Support Worker*



**Gina Louis**  
*Elem./Sec. Coordinator*



**Katrina Woodgate**  
*Education Admin. Assistant*



**Gurpreet Kataria**  
*Term Education Admin*



**Rosalie MacDonald**  
*Language Curriculum Teacher*



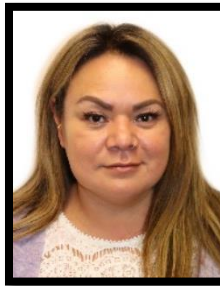
**Barb Patrick**  
*Language Teacher*



**Geraldine Michell**  
*Employment & Training*



**Caitlyn Disher**  
*Youth Centre Supervisor*



**Joyce Williams**  
*Administrative Coordinator*



**Roxane Alec**  
*Foundation Agreement Assistant*



**Dorothy Patrick**  
*Community Engagement Coordinator*



**Georgina West**  
*NR Sector Liaison*



**Murphy Patrick Sr**  
*NR Referral Officer*



**Barbara Adam-Williams**  
*Governance Researcher*



**Darcy Dennis**  
*Governance Researcher*



**Marvin Williams**  
*Governance Researcher*



**Whitney Laffin**  
*Program Liaison Officer*



**Blake Julian**  
*Program Liaison Officer*



**Rita West**  
*Program Liaison Officer*



**Tanis Bjarnason**  
*Fisheries Admin. Clerk*



**Geoff Dickison**  
*Digital Legacy Lead*



**Vickie West**  
*Ft Babine Operations Supervisor*



**Mark Power**  
*Tachet Operations Supervisor*



**Debbie George**  
*Tachet Admin Receptionist*

**Not Available for photo:**



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