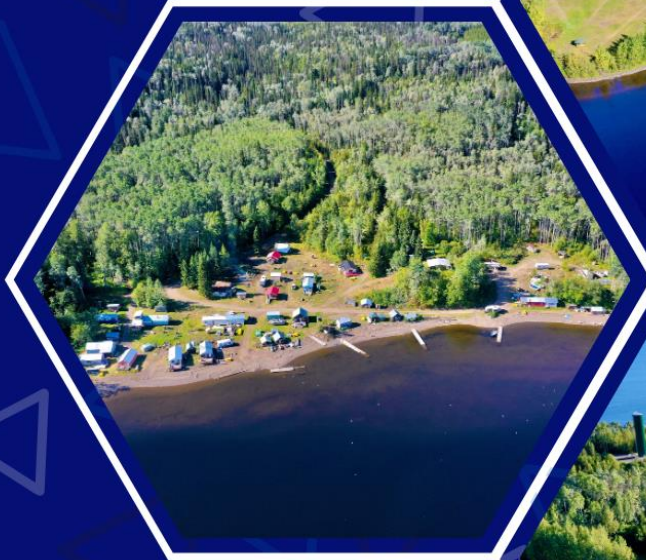




LAKE BABINE NATION

**25TH ANNUAL
GENERAL ASSEMBLY**

2023



25TH ANNUAL GENERAL ASSEMBLY SCHEDULE

Day 1	Group A – Wit’at	Group B – Tachet	Group C – Woyenne
Day 2	Group C – Wit’at	Group A – Tachet	Group B – Woyenne
Day 3	Group B – Wit’at	Group C – Tachet	Group A – Woyenne
Location	<i>Wit’at School Gym</i>	<i>Senior Centre – Granisle</i>	<i>MPMC Hall</i>

Continental Breakfast	Starting 9:00 AM	Light Lunch 12:00 PM
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GROUP A	GROUP B	GROUP C
<ul style="list-style-type: none"> • Chief Operations Officer <i>Bernard Patrick</i> • Chief Finance Officer <i>Misty Paquette</i> • Foundation Agreement <i>Betty Patrick</i> • Governance Report <i>Marilyn Joseph-Williams</i> • LBN Forestry <i>Duane Crouse</i> • Child & Family Director <i>Bernadette Charlie</i> 	<ul style="list-style-type: none"> • Capital & Infrastructure <i>Rick Dobbs</i> • Housing <i>Dan George</i> • Supportive Housing <i>Kristy Bjarnason</i> • Education <i>Beatrice Michell</i> • Employment & Training <i>Geraldine Michell</i> • Language & Culture <i>Dr Louise Lacerte</i> • Early Years <i>Katie Blackwell</i> 	<ul style="list-style-type: none"> • Economic Development <i>Emmanuel Ogwal</i> • Aboriginal Justice <i>Lucy Campbell</i> • Grant Writing <i>Priscilla Crouse</i> • Social Development <i>Karen McLeod</i> • Health <i>Emma Palmantier & Mary Lynn Crouse</i> • Fisheries <i>Leanna Olinyk</i> • Natural Resources

- ❖ Presentation times will vary
- ❖ There will be two (2) breaks; one (1) in the morning, one (1) in the afternoon

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Chief Murphy Abraham

Good day all you strong & vibrant Lake Babine Nation citizens!

First and foremost, prayers of strength, healing, and courage going out to every one of you.

WELCOME to the 25th Annual General Assembly Roadshow! This AGA Roadshow will be the first of its kind in LBN history with Directors doing their reporting in the community of Woyenne, Tachet, and Fort Babine, then extending the roadshow to Prince George and Vancouver.

Lake Babine Nation (LBN) is going into the fourth year of the Foundation Agreement which was signed on September 18th, 2020, since the signing there has been many fruits from our labor collectively at the political & administrative level. Chief & council continue to advocate on your behalf to help shape and smooth the road for generations to come when it pertains to the Foundation Agreement. One of our biggest accomplishments this year is Canada finally bringing to the table the amount of 50 million dollars, and these funds are budgeted towards Fort Babine & Tachet Culture Centre's, capacity building, and governance. LBN met at the tripartite table recently and Canada communicated the funds will be transferred to LBN by December 2023 and/or early January 2024 which then makes its way through the treasury board process. With this great news LBN has proceeded to move forward with the groundbreaking ceremony in Tachet that happened September 7th, 2023, and Fort Babine scheduled for October 2nd, 2023, with a completion date in two years.

A lot of time has gone into the Ministry of energy, mines, and low carbon innovation table this year, advocating for policy & legislation reforms in line with aboriginal title & rights. LBN communicated to the Provincial government and made it known that the days of proponents coming into our territory and staking a claim for mineral exploration without LBN's consent is over. The Provincial government have been very helpful on communicating to the proponents that engagements with LBN is a priority in hopes to run mineral exploration within our territory and a few proponents have gone beyond government policies to do so. For example, American Eagle Gold have agreed and signed a five-year exploration agreement with LBN's perspectives, and this was signed on a tree stump in the heart of LBN territory August 9th, 2023 and was a first of its kind. Relating to this is LBN signed a cooperation agreement with ITL Drilling who are doing exploration drilling for AEG, and LBN receiving payments from this agreement that will go towards capacity building in this sector. This is reconciliation at its best and we encouraged government to learn from ITL & AEG and the steps they have taken to move forward in reconciliation.



This past year former Chiefs Wilf Adam & Gordon Alec joined in attending the AFN in Ottawa in December of 2022, also former Chief and current FA Implementation Director Betty Patrick & current Old Fort Councillor Verna Power attended the AFN in Ottawa in April 2023, and Councillor Wayne Johnson of Tachet & youth representative Lincoln Hallgren have attended the AFN in Halifax in July 2023. The team managed to solidify meetings with Minister of Indigenous Service Canada Patty Hajdu and with then Minister of Crown-Indigenous

Relations and Northern Affairs Canada Marc Miller at the AFN in Ottawa of April 2023. LBN continues to pressure the Ministers that more needs to be done than the 50M that was brought to the table and encouraged them to match what BC (Provincial Government) had brought to the table which accumulated over 200 million dollars of tenure lands, negotiation dollars, capacity fund, forestry & economic funds.



As Chief, it is great to get out there to meet, advocate, and create relationships with federal and provincial governments, municipalities, organizations, industry, and businesses. LBN will continue this work in October when LBN meets with the new Minister of CIRNAC Gary Anandasangaree, Minister Patty Hajdu, DFO Minister Diane LeBouthillier in Ottawa, and BC Provincial Ministers meeting in early November. So far, LBN is doing a great job at these levels, but need to start building capacity within the Nation for us to start taking over jurisdiction on governance-child & family-health and/or shared decision-making power over wildlife-fisheries-justice. LBN truly need to move away from the Indian Act as its creation was to deliberately suppress and “kill the Indian in the child”, to train us to be dependent on the system, and to crush our spirits, but our ancestors & past leaders did not fight for us to be a cripple to their system, they fought so that one day we will be whole again and living a life free from the trauma of colonization.



For the past five years we have faced challenges and losing loved ones to COVID-19 along with suicide, mental illness, drugs & alcohol all stemming from colonization. An elder spoke about these challenges we’re facing here today such forest fires, floods, families fighting against one another, Nations going to war, to name a few. They warned us of these challenges and did their best to prepare our mindset & spirits to be ready to face. The mind is a battlefield and the only way our nation can overcome these obstacles in life is to start training it in a positive way by practicing our language & culture, learning the history & family lineage, learning our true roles & responsibilities, financial literacy, pursuing higher education, and just learning to respect, love, & forgive one another! It’s going to take a lot of work and members need to roll up your sleeves to start paving the way, don’t wait for someone to give a “nudge” or for the band, you will need to start this on your own and the rest will fall into place. It will be challenging, you will hurt and cry, you will feel like giving up, you may even feel like you hit rock bottom, but you can do this because you already know what’s at stake, and you will not fail them!

Thank you all for your time and energy and I pray for unification and strength to keep moving forward so that we can be whole again! We are heading in the right direction and the work being done under the Foundation Agreement will bring more opportunities. This agreement will work through your direction, your voice, and expertise.

Deputy Chief

Derek MacDonald

Good day to you all members of the Lake Babine Nation (LBN). I hope that you're all doing well and in good health. First, I want to send condolences and prayers to the Nation members whom have lost loved ones and to those families who are in the grieving process right now. We have gone through Covid and the forest fire season which is not done but I hope that those whom are protecting us and making sure we are safe from these unknowns and give them a great big Thank you for keeping us safe. Blessings go to them and all those that need it.

This years Annual General Assembly (AGA) is something that I look forward to as this is where we give our members the update that they need on all the business that we have with Lake Babine, Canada and British Columbia not forgetting industry that come knocking at the door to do business with the Nation. I am happy that updates from all of our departments

- Lake Babine Nation Finances
- Education skills and training
- Social Development
- Health and Wellness
- Child and Family
- Housing and Infrastructures
- Natural Resources
- Fisheries
- Our own LBN Forestry limited partnership
- Lake Babine Nation Foundation Agreement

I know we have had an AGA about 6 months ago but that was to update our members on previous year of what business and this year is a rotation type AGA where we will be in all 3 communities on 3 different days. I hope that it all goes very well and to alleviate the pressures of what's going on with LBN business.

I am also looking forward to community updates as well as the advisory groups that are working to make sure the direction, we are heading is the right one. The work is still going on and are still trying to what we can do to make the nation better and better. I also want the Nation members to know that the new Election code committee is working towards upgrading our Election Code hopefully before the next election keeping in mind not any council members are apart of this committee.

I sit on the Governance Advisory group and the upcoming Education Advisory Group and am sorry to say I stepped down from the Wildlife and Fisheries advisory because of the education. With this Governance we are focused on the direction of Lake Babine nation and how we want to govern ourselves as LBN and the committee is now focused on interacting with members in all the Communities as well in Prince George and Vancouver. We look forward to the Nations input for Lake Babine Nation's future government by who and what we will be heading into as the Nations Government. I always look forward to the Annual General Assembly and the updates reported to our membership. We have a lot on this year's agenda so please listen to the directors and staff that work for the nation. I always Appreciate the job that they do and the services that are provided to the nation.

In closing I would like to say thank you all for listening to the updates given by not only the Council and the Administration. Prayers go out to families that need it and condolences to our lost loved ones. God Bless and enjoy the AGA and let's get right back to work.

Tebee Mesiy niwh disnee dee do itan bikuts niz nees dzeel tl'a tseh thlagewh' bilh dziz dat deelh. Itan tebee encha tla tseh bilh dziz det deelh newilh yez delh dik wikah dzineen dzin. K'ay sak' hanisin iten C'izu dzilh tsiy tla wanowelh yez delh dik waka' nisin. Ts'eyewh Lake Babine Nation atsen dzin tl'a anuk niwh ghuna iten dzin delh kiy et ahuk wikah' tsewilh yih. Mesiy dzeeyokh et aweet noh didesneyh



Chief Operation Officer

Bernard Patrick

Hadeeh! I hope everyone had an opportunity to finish their fish for winter and enjoyed your summer as we are coming closer to another winter season. I want to send out sincere condolences to all of our members that have lost loved ones in our communities of Lake Babine Nation (LBN). Also, it has been a difficult season for our communities due to surrounding wildfires and I am so grateful that our communities weren't too effected.

I have been the Chief Operations Officer for almost a year and take my responsibilities very seriously, with a lot of pride & determination to help build our organization to be of great service to our members, both on and off reserve, with a great team of Directors, Managers and support staff. I would like to acknowledge our entire staff for their great effort this year, we will only improve from here. There were only a few difficulties but with time and effort it will improve moving forward with everyone's help and patience.

I would like to acknowledge our long-time colleague, Monty Palmantier, and express what a great leader & colleague he is, Monty held several titles with LBN (Education Director, Executive Director and Chief Executive Officer), and who has sadly has left LBN after many years of great service. It will definitely be hard to fill these shoes but he left many positive outcomes and teachings within LBN. I have been in the trenches with

Monty for many years, so I wish him well and my hands are up to you on your future endeavors.

While we go through the process to fill in the position of Chief Executive Officer (CEO), I will be taking on the role, which is not an easy task but business must continue. I have been working with the Foundation Agreement (FA) team to become familiar with the processes and with Canada and Province representatives that includes areas that are exciting to see with the plans & people in place. The FA are definitely a history in the making for LBN as all of the projects are becoming a reality.

I want to mention what our management team have been working on since April of this year; Our Strategic Planning that connects important information collected through our recent sessions as Directors & Managers. With the Foundation Agreement being our focal point of the Strategic Planning, taking information from the Comprehensive Community Plan, numerous sessions held by the advisory committees, and working groups will be combined into one living document to outline a better view on our services to all LBN members.

There were several projects completed this year, which the Directors will be reporting on as part of their program's updates but I wanted to mention to acknowledge their hard work efforts and accomplishments along with their support staff as their progress will not go unnoticed. It has been very fulfilling and rewarding seeing a lot of the great work from all the programs with more to start happening in the upcoming year.

Chief Finance Officer

Misty Paquette, CAFM

Hadeeh,

My name is Misty Paquette, and I was born and raised in Kamloops, BC, and just recently moved to Burns Lake for the position of Lake Babine Nation's Chief Financial Officer (CFO). I am of Cree ancestry stemming from both sides of my family and originate from Alberta. I hold a CAFM designation and have over 20 years of progressive financial experience working with Indigenous organizations.

Currently, the finance team consists of the following team members:

- Karen Alec: Payroll Clerk / Account Receivables Clerk
- Loretta West: Sr. Accounts Payable Clerk
- Norma Erickson: Accounts Payable Clerk
- Sharon Turner: Accounts Payable Clerk

We are currently building capacity within the finance team and will be hiring more staff before the end of the fiscal year. Since I have started with LBN, I have been familiarizing myself with the following:

- LBN's Financial Administration Law (FAL),
- LBN's Finance Policy
- LBN's Governance Policy
- ISC 10 Year Grant
- FNHA funding and,
- Other agreements

The biggest task that I have been undertaking since starting with LBN is the process of obtaining our FMS certification, which is to be completed by the end of the fiscal year. FMS Certification ensures that the Nation has good governance and sound financial practices in place and ensures that LBN is following their Financial Administration Law (FAL). FAL sets out good governance and finance practices that build a solid foundation for the Nation.

I am looking forward to working on behalf of your community.

Economic Development

Emmanuel Ogwal, Director

Hadeeh! — I started with Lake Babine Nation in early July of this year and I am very thankful and honoured to serve in my role as Director of Economic Development for the Nation. Since I starting, I have had the opportunity to learn the day-to-day business, operations, and continue to learn the ways of business at the Nation. I am thankful and blessed to be able to work with very supportive colleagues, leadership, management, and membership of Lake Babine Nation. Today, I write to provide you with the general update of status of business regarding the Economic Development Department and its associated business entities.

LAKE BABINE NATION ECONOMIC DEVELOPMENT

Economic Development Partnership Negotiations in Process — Under the arm of economic development, Lake Babine Nation through the Economic Development Department works with a substantial number of businesses, industry proponents, governments (local, regional, provincial, and federal), and not for profit organizations to provide economic development opportunities for the Nation and Membership. For instance, the nation is currently in negotiations with at least 3 businesses to enter potential lucrative partnerships in the near future. These potential partnerships include but are not limited to:

- Revenue share agreement,
- Profit share agreement,
- Joint venture, and a
- Limited partnership.

When formed and executed, such potential partnerships will not only generate revenue for Lake Babine Nation but will also create and provide employment opportunities accessible to LBN Band Members. The department will always keep members, leadership, management, and administration informed about any progress in negotiations of such potential partnership agreements. The department will also always keep LBN membership informed of any new potential opportunities arising in the form of:

- Lucrative business partnerships proposals
- Employment and training opportunities for members

Grants Opportunities Available Relating to Economic Development — Besides the pursuit of business and partnership opportunities, the Economic Development department is also currently working closely with the Grant Writing Department to ensure that available grants for economic development opportunities are pursued. Currently, the department is working to evaluate the eligibility for a potential food security grant application through the New Relationship Trust (NRT) grant funding agency.

Once a successful grant funding application has been lodged to NRT, and once an approval is granted, LBN and LBN Band Members will be apprised of any projects that will be unveiled as a result of such funding. Similarly, the department of Economic Development will also potentially work closely with the Health Department to pursue an economic development infrastructure grant.

Economic Development Society — LBN has an Economic Development Board which works together with the Director of Economic Development to ensure the smooth day to day operations of the department. The team on the Board of the LBN Economic Development will meet again in the Fall of 2023. Subsequent meetings will be held after then to discuss and adopt more efficient and better ways to bring the department’s objectives, goals, operations and associated business opportunities to efficiency, optimality, and stability.

Existing Structures Under Rehabilitation — Fort Babine Lodge. The Department of Capital Infrastructure and Capital Assets Projects is currently working with an engineering company that is working to rehabilitate the existing structures in Fort Babine Lodge.

The Economic Development Department will ensure to work together with the Capital Infrastructure Department to ensure that this rehabilitation project comes to a successful completion in the future. I would like to thank Rick Dobbs, the LBN Capital Infrastructure Director, and his team for their invaluable contributions to the rehabilitation of the Fort Babine Lodges. Upon completion, it is hoped

that the lodges will be helpful in supporting LBN’s forestry, economic development, and business operations.

BUSINESSES

The 1203001 BC Ltd. (Gas Bars Business) — The Sne C’al Yegh Gas Bar in Burns Lake, Eagles Landing Gas Bar in Tachet, and the Wit’at Gas Bar in Fort Babine continue to operate satisfactorily. However, some challenges do exist and the Economic Development Department and the Gas Bar Board of Directors as well as affiliated personnel are working together to improve the working conditions, bring efficiency, and bring stability to the operations of the 3 gas stations.

In the last quarter of 2023, the Economic Development department and the Board of Directors on the Gas Bars Business are hoping to hire gas bars managers for the Eagles Landing Gas Bar and the Wit’at Gas Bar and to improve the working conditions at the gas stations. Some of the actions that the department and the board are looking to take regarding the 3 gas bars operations include but are not limited to the following:

- Gas bars business organizational restructuring to promote efficiency, consistency, and stability at the Sne C’al Yegh, Eagles Landing, and Wit’at Gas Bars.
- Implement staff and employee attendance monitoring and performance evaluation systems (e.g., punch in and punch out technology, as well as periodic staff and managers’ job performance evaluations) to meet the gas bars staffs and employee work compliance, as well as reduce absenteeism, and tardiness among the gas bar workers.
- Reviewing the existing accessibility and communications technology service provision at the 3 gas stations to ensure the 3 gas bars have well and fully functioning communication technologies (e.g., restoring phone service at the 3 stores, and improving the quality of wireless internet connectivity at the stores).

Housing Department

Dan George, Director

This year it was decided to plan ahead of winter weather and had twenty furnaces replaced with high-efficient ones, so there are no problems with winter weather change. The department also purchased ten electric furnaces for Tachet and Wit'at. The older gas units were only 70% efficient and the new ones are 95%, hopefully this will put more money on rent this year instead of the gas company. Twenty-two roofs were completed this year to catch up with the old ones. It was decided moving forward to put metal roofs in Wit'at due to the isolation and fire hazards. Three roofs were completed in Wit'at this year.

HOUSING MAINTENANCE

The housing maintenance crew completed 1500 work orders this year, there were several work orders with of sewer blockages. One task that needs to be addressed is that members will need to stop putting grease down the drains as this is the main cause for the blockages. A few units took days to unclog and it is unfortunate when this can be prevented by properly disposing grease. There was flooding in some units so, for some the crew had to dig up foundation and replace the drain tile and ensured that there was sufficient drain rock so the drain tile does not plug up. Several units do not have enough drain rock and this causes clay to enter the drain tile and plug it up causing the water to flood the basements.

There are several gas hot water tanks that quit working this year, the maintenance crew have been replacing them as they go. The gas hot water tanks require a certified gas fitter to fix, so my crew is not permitted to work on them. Housing has changed ten so far and planning to buy ten more for the future.

Housing purchased a Roto Brush duct cleaning machine to start on LBN units to improve the air. The housing maintenance crew completed the required training to operate the equipment on September 7. There have been several calls, so it will be starting shortly in all three communities.

Supportive Housing

Kristy Bjarnason, Director

Dzee Inzu Yikh is the supportive housing building in Burns Lake. For those who are not be aware, this is a collective project that has been developed by the combined efforts of Lake Babine Nation, Ts'il Kaz Koh, Skin Tyee, Cheslatta Carrier Nation, Nee Tahí Buhn, and the village of Burns Lake, and is provided for by BC Housing.

At this time the building and grounds are still under construction to complete the renovations so we have 11 people living in the building, and when that is complete, there will be 44 units available to provide supportive housing and programming for those 19 and over who have been homeless or at risk of being homeless.

Things have taken longer than anticipated for a few reasons. Some were due to discovering new work that was needed as the project progressed, some challenges in receiving necessary and quality materials in time, and the largest challenges have been doing this level of demolition and construction while still keeping the building and site safe to live and work in.

Staff are onsite 24/7 and provide a variety of supports and assistance from meals to help with basic life skills. Residents are able to live independently while still being assisted with tasks as needed. Providing programming has been a bit of a challenge during this time, but we look forward to expanding that as the permanent space is completed.

Application forms can be accessed online, or can be emailed or sent by paper mail to those who wish to apply.

Education Department

Beatrice Michell, Director

CURRENT EDUCATION ADMIN STAFF

- Gina Louis, Elementary Secondary Coordinator
- Andrew Lolly, Post Secondary Coordinator
- Gurpreet Kataria, Executive Assistant
- Clarence Williams, Digital Legacy Coordinator

EDUCATION HIGHLIGHTS

Education Jurisdiction: Lake Babine Nation is going working with First Nation Education Steering Committee (FNESC) in working towards Education Jurisdiction as an Interested First Nation (IFN). The Education Department is also working with the LBN Foundation Agreement, to date there has been an Education Advisory Team developed. All stakeholders within LBN will be meeting with FNESC in preparation for Education Jurisdiction.



Shane Coutlee was hired to work with Lake Babine Nation. His Bio is included in this update. Shane will be assisting Education Department in working with School District 91 on policies and with Education Advisory Team on Education Jurisdiction.

Shane is a proud Nlaka'pamux currently living within the territory of Secwepemc. His journey as a certified educator began in 2001 and over the course of the past two decades, he has gained valuable perspectives in his professional capacity with teaching, leading and governing within BC Public K-12 schools, BC Post-Secondary Institutes, First Nations Communities, Indigenous organizations and other industry organizations; leveraging his experience, knowledge, and understanding of education systems.

FIRST NATIONS SCHOOLS ASSOCIATION (FNSA):

All of our FNSA – LBN schools are open for the school year: 2023 – 2024.

Wit'at Fort Babine Elementary, Morris Williams Elementary School, TWMLC, and Kay Skak.

This year TWMLC will complete its FNSA School Assessment process this year. We are developing a workable team to work with the First Nations Education Steering Committee (FNESC) and First Nations Schools Association (FNSA) on the year long assessment and process.

LBN Education dept is also working with School District #91 on renewing the **5-year Local Education Agreement (LEA)**. As the current LEA will be expiring this fall of 2023. Shane Coutlee will be assisting with the LEA renewal process.

ELEMENTARY-SECONDARY UPDATE

Previous staffing of Elementary/Secondary Coordinator positions, special thanks to the following:

- Susie Tress – 2021-2022
- Yvette Guenther – 2022
- Gurpreet Kataria – 2022-2023

Thank you also to Andrew Lolly and Johnathon Patrick for their support of the elementary secondary program.

ANNUAL AWARDS

The Annual Awards of 2023 we recognized approximately 144 students from the following schools, as well from the Babine Elementary Secondary School (BESS) where we had an awards celebration for the 19 students:

- LDSS (Lakes District Secondary School) – 70
- WKE (William Konkin Elementary School) – 67
- DLES (Decker Lake Elementary School) – 4
- FLES (Francois Lake Elementary School) – 3
- BESS (Babine Elementary Secondary School) - 19

We apologize profusely is we missed your child(ren), we find this to happen with the many LBN children and youth names and awards recognitions we receive from the schools they attend. Typically, between ours and the schools lists one or more students will be missed unintentionally and we will try to rectify the situation in the moment.

We wish to thank the following departments of LBN and organizations for their contributions to our important Education Awards events for LDSS, WKE, DLES, FLESS, and BESS.

Thank you/Mesiy to:

- **LBN Forestry** for their donation to the catered meals for both the Awards in Burns Lake and in Tachet community.
- **LBN Emergency Operations Center (EOC)** for their contributions to assisting us with the awards prizes.
- **Hampton Affiliates** for their contributions to our awards.

CONGRATULATIONS to all the students nominated in these categories by the schools they attend.

Excellent Attendance: Attendance is very important in students' achievements, and so we salute the parents and their children for making that effort to not miss too many school days.

WKE had 13 'Excellent Attendance' awards recipients, students with no more than 20 missed days of the school year.

The LDSS had 14 students with 'Excellent Attendance,' students with no more than 20 missed days of the school year.

Special Attendance Award

This year, in hopes to promote more educational success with increased attendance in schools, we had sponsors to help pay for two camps for two students with near Perfect Attendance, this year past year.

- Nicole Adam, WKE, Grade 3
- Rory Levick, WKE Grade 4

Above were recipients of this year's special attendance awards with many thanks to our sponsor, we were able to send the two students to the Village of Burns Lake's Swimming Lessons at the Houston Pool.

We would like to add more awards for children who attend school regularly during the school year, in addition to a logo LBN backpacks the excellent attendance students received.

Chief's Awards

The Chiefs Awards recipients are nominated by the school's students attend, and is based on a team nominated the students at the school level and include the Indigenous Education Workers. The following students need to be recognized for their efforts and academic success through the school year:

- DLES— Shea Woodgate, Grade 4
- FLES Damien Makowski, Grade 6
- WKE — Janine Charlie, Grade 7
- LDSS —Marissa Crouse, Grade 12

Parents of the Year Awards

Parents play an important role in their child(ren)'s education and their support of their children and their academic successes does not go unnoticed, we acknowledged the following 'Parents-of-the-Year,' for theirs' and their child(ren)'s success this past school year:

- DLES— Katrina Woodgate
- FLESS — Rita Makowski, Jessi Jack
- WKE — Joyce Williams
- LDSS — Mary Lynn & Dennis Crouse

We thank the schools for the nomination of the LBN parents/guardians of LBN children.

GRADE 12 GRADUATES 2023-2024

Burns Lake-LDSS

- Jenoa Abraham
- Mildred Alec
- Deegan Bishop
- Emerson Disher
- Bethany Lowley
- Timothy Penner
- Virginia Tom
- Makayla Alec
- Dredon Basil
- Marissa Crouse
- Tiffany England
- Lucas Nicholas
- Dawn Star Pierre
- Jamal Williams

Granisle

- Dakota Tom-Abel

Smithers

- Harley Abraham
- Roland Marlowe

Prince George

- Diamond Daniels
- Harmony Loyie

School District No. 91. BC Graduation Requirements

BC Graduation Requirements have changed to include more indigenous credit courses, but the amount of graduation credits have not changed.

What is the Requirement?

Involves secondary students completing 4 credits of Indigenous-focused course work to graduate. It is an important part of the K-12 sector's mandate to develop the Educated Citizen, which can in turn help to promote diversity, equity, and inclusion in our schools and communities. The new requirement will come into effect for the 2023/24 school year.

How to Meet the Requirement

Successful Completion of 4 credits from:

- One or more of a variety of provincially developed course AND/OR
- A First Nation Language Crouse at the 10-12 level AND/OR
- A locally developed, Indigenous focused course (BAA) that meets specific criteria

STUDENT REPORTING (SCHOOL DISTRICT NO. 91)

The following links relate to changes in the provincial Reporting Policy (report cards, etc.) and are from the Ministry of Education website. The information is now public and schools will be sending information to all parents and caregivers over the next few weeks. We will also be highlighting them on our school district SD91 social media. Mark Gauthier, Director of Instruction, is available for more information.

Written Learning Update Written Learning Updates provide parents and caregivers with responsive and timely information about student learning in relation to the learning standards set out in the B.C. curriculum.

The two written Learning Updates include the following:

For Grades K-9

- Communication of student learning in all areas of learning in which the student is currently studying, in relation to the learning standards or the individualized learning goals outlined in their IEP, using the Provincial Proficiency Scale
- Feedback describing student strengths, areas for future growth, and opportunities for further development
- Information about student attendance
- Student-generated content, including student self-reflection on the Core Competencies and goal setting

For Grades 10-12

- Communication of student learning in all areas of learning in which the student is currently studying, in relation to the learning standards or the individualized learning goals outlined in their IEP, using letter grades and percentages
- Feedback describing student strengths, areas for future growth, and opportunities for further development
- Information about student attendance
- Student-generated content, including student self-reflection on the Core Competencies and goal setting

Summary of Learning

At the end of the school year, students, parents, and caregivers must be provided with a written Summary of Learning. The Summary of Learning is a written report that describes and summarizes student learning and growth across the year in clear and accessible language.

A Summary of Learning must include the following:

For Grades K-9

- A summary of student learning in all areas of learning in which the student has studied during the school year, using the Provincial Proficiency Scale

- Feedback describing student strengths, areas for future growth, and opportunities for further development
- Summary information about student attendance
- Student-generated content, including self-reflection on the Core Competencies and goal setting

For Grades 10-12

- A summary of student learning in all areas of learning in which the student has studied during the school year, using letter grades and percentages
- Feedback describing student strengths, areas for future growth, and opportunities for further development
- Summary information about student attendance
- Student-generated content, including self-reflection on the Core Competencies and goal setting
- A graduation status update indicating student progress in relation to graduation program requirements

The graduation status update

The aim of the graduation status update in Grades 10-12 is to make sure that parents, caregivers, and students have the information they need to ensure that graduation requirements are being met and to make parents and caregivers aware of any areas that require attention. The graduation status update must include:

- The graduation requirements as outlined in the Graduation Requirements Policy
- Indication of a student's progress toward meeting those requirements, including courses that the student cross-enrolled in
- The graduation program the student is in
- The student's completion of any provincial assessments

Graduation status updates will be provided by the school of record for cross-enrolled students. The format of the graduation status update will be decided on by districts and/or schools but must meet the requirements listed above.

Why move to the proficiency scale Provincial Proficiency Scale?

When you were in school and the teacher returned a test or assignment, chances are that everyone in the class rushed to compare their marks. The marks encouraged comparison instead of focusing on what students were learning.

If your child is in Grades K-9, you won't see letter grades on their report card. Instead, you will see information on where your child is on the Provincial Proficiency Scale.

The proficiency scale makes learning the focus rather than the comparison with others.

The proficiency scale lets you know where your child is in their learning, and what they need to work on. Along with the information provided by the proficiency scale, you will receive written comments from your child’s teacher to give you even more information about what your child can work on.

If your child is in Grades 10-12, you will continue to see letter grades and percentages. You will also see written comments because descriptive feedback will now be part of all report cards in Grades K-12.

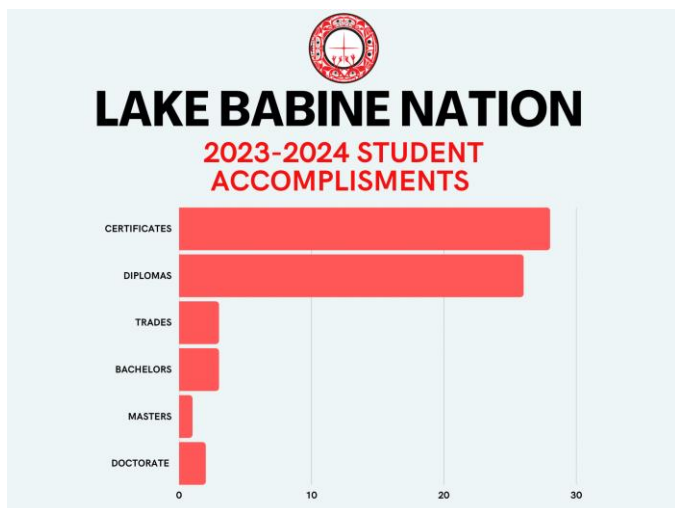
Allowances

Allowances are still available to students in high school from grades 8 to 12, and those students need to be on our Nominal Roll. Students that are on the Nominal Roll normally reside on LBN reserve lands. Allowances are based upon funding formula set out by Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC).

Fees

The Elementary/Secondary program also pays for school related fees for students on our funding lists. However, we do not fund sports and recreation fees, only those that are course related.

POST-SECONDARY UPDATE



2022-2023 POST-SECONDARY GRADUATES

- Braden Puglas, Red Seal Electrical Journeyman
- Brendan Alec, Red Seal Millwright
- Tristan Puglas, Construction Electrician
- Colin Williams, Bachelors of Social Work
- Ayesha Elliot, Bachelors of Social Work
- Julian Lowley, Bachelors of Social Work
- Joyce Prince, Life Coach Counselling Diploma
- Logan Groves, Computer Systems Tech Diploma
- Michelle Tom, Indigenous Human Services Diploma
- Sara Larsen, Indigenous Human Services Diploma
- Dennis Crouse, Carpentry Certificate
- Tannysha Michell, Carpentry Certificate
- Joshua Patrick, Electrician Foundations Certificate
- Phoebe Dennis, Aboriginal Early Childhood Education Certificate

NADUTEN LANGUAGE PROFICIENCY CERTIFICATE GRADUATES

- | | |
|------------------------|----------------------|
| • Clarence Williams Jr | • Nicholas Erickson |
| • Ashanti West | • Beatrice MacDonald |
| • Blake Julian | • Carmen Williams |
| • Lyle Michell | • Kelsey Abraham |
| • Cherith Lacerte | • Crailynn Bull |
| • Chereen Patrick | • Whitney Laffin |
| • Nicole MacDonald | • Leona Prince |
| • Megan Dominic | • Wilf Plasway Jr |
| • Heather Tom | • Heather Holland |
| • Jean Matheson | • Jessica Brown |
| • Lucy Campbell | • Bernie Charlie |
| • Kerry West | • Patricia West |
| • Marianne MacDonald | • Tanya Brown |
| • Shannon Alec | |

NADUTEN LANGUAGE PROCIENCY DIPLOMA GRADUATES

- | | |
|-------------------|------------------------|
| • Bruce Alec | • Vanessa Bull-Patrick |
| • Vanessa West | • Helene Bull |
| • Cheryl Abraham | • Nathan Alec |
| • Teresa Williams | • Denise Williams |
| • Marion Charlie | • Erin Alec |
| • Hannah Lacerte | • Phoebe Dennis |
| • Fiona West | • Jordan Williams |
| • Dorothy Wiliams | • Gina Louis |
| • Darcy Dennis | • Clara Orr |
| • Rita West | • Bonnie Dennis |

THE IMPORTANCE OF FILLING OUT APPLICATIONS PROPERLY AND ADHERING TO DEADLINES

1 Complete, On Time

Making sure your application is submitted before the fall (February February 15) and Winter (November 30) complete application handed in on time allow us to draw up the budget accurately, thus allowing for more fund to be available to students

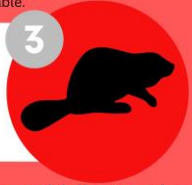


2 Complete Applications

Completed applications with all the proper documentation means that we will be able to accurately project our budget ensure that we utilize our funding for the most amount of applications as possible.

3 Proper Communication

Maintaining proper communication with the Education Department is crucial to our ability to assist students with their funding and education plan, please make sure to continue proper communication.



4 Understanding and following the Policy

Reading over the policy agreement and understanding it completely will help you as student what your funding covers and its limits

5 Requirements to maintain funding

Full funding requires a course load of a minimum of 3 classes and 9 credit hours per semester and no less. also a minimum GPA of 2.3 is required to be kept for each semester to maintain funding.



LBN Education Committee appointed by Chief & Council:

- Lyle Michell
- Dorothy Patrick
- Megan Rosso
- Rhoda Hallgren
- Larissa Montgomery

NEDUT'EN FIRST VOICES. AUGUST 2023

Hadeeh! Siy Clarence Williams Jr sadnee. 🙌 I am the Language Technology Legacy Coordinator and have been brought on to help with the Lake Babine Nation Language Technology Project. (LTP)

I would like to start by acknowledging all the previous work that has been put into this project, Mesiy C'o! We would not be where we currently are without all your contributions to the Nedut'en webpage. Since the Nedut'en webpage launched in February, there has been 1,300 visits (June 2023).

The program is in partnership with First Peoples' Cultural council and the focus is to preserve our culture and language through digitization. All this work will be safely stored in the FPCC database and can be accessed by all members through the First Voices webpage! Best said by the Mission statement from First Peoples Cultural Council:

"We are an online space for Indigenous communities to share and promote language, oral culture and linguistic history. Language teams work with elders to curate and upload audio recordings, dictionaries, songs and stories. This content is shared with community members or the broader public."

We are currently working on gathering more content for the First Voices webpage, this includes language translations, pictures, stories and songs. As we collect and create this content, we ensure that everything follows cultural protocol so you may not see things like clan songs published on the website. We are currently working with UNBC to begin digitizing content held within their archives such as VHS/8mm tapes, audio cassettes and negative images.

The First Voices webpage has recently been updated to utilize modern technologies. With these upgrades we are hoping to get our very own Language app for both Android and iOS devices soon. Keep an eye on the First Voices webpage for new "widgets", this is a feature on the new First Voices webpage that allows us to add more customization. The URL will also be changed to a shorter, more user-friendly address.

If you have any questions, concerns or suggestions feel free to email the team at any time.

- Education Director: beatrice.michell@lakebabine.com
- Technology Legacy Coordinator: clarence.williams@lakebabine.com



Early Years

Katie Blackwell, Director

Hadeeh Lake Babine Nation!

Siy Katherine (Katie) Blackwell sadnee. I have worked directly and indirectly with Lake Babine Nation for 15 years. For the past three years I was working directly with Lake Babine Nation as an Outreach worker which has led me to my new position as the new ECE Director for Lake Babine Nation. I am grateful to be a part of Lake Babine Nations Early Years team and am eager to continue on the amazing work that Shauna Alec built from the ground up! Shauna Alec has moved on to new employment and we wish her all the best and will miss her daily!

Before moving forward, I would like to take the opportunity to send my condolences to all the families in the Nation that have continued to lose loved ones over the past year. My hands go up to you all! The challenges of losing loved one's cuts deeply and hurts the entire community.

Although there has been staffing changes, our commitment remains the same. We plan on continuing to provide qualified educators developing educational programs for children aged 0-6 throughout Lake Babine Nations communities including outlying territories. All children from Lake Babine Nation should have equal opportunity to access services and childcare programs that are safe, healthy, and are inclusive. It is crucial in our programming to include Nadut'en traditional knowledge and teachings of who we are and where we come from. We continue to bring in traditional knowledge holders to teach and implement these principles in our programs.

I am eager to share information about the programs we offer and what Lake Babine Nation members can look forward to throughout the year!

WOYENNE ABORIGINAL HEAD START

We have completed our first year as an Aboriginal Head Start and are thriving. There have been many challenges faced by the Head Start team but they have risen to the challenge and have overcome the obstacles to keep our doors open without decreasing our desire to teach and share. Parents are invited to the centre for an opportunity to engage in cultural activities and create a network of support with other parents. When we can show empathy, and build each other up great things can happen. We witnessed this as many of the parents took the time in the evening group to create educational regalia for their children to wear at the Head Start grad luncheon! Well done, Parents/Families!

Our 32-seat licensed facility is free of charge for all Lake Babine Nation children. Our programming at the Head Start includes six components: culture and language, education, health promotion, nutrition, social support, and parent and family involvement. Our goal is to encourage and support learning experiences both in the centre and on the land. More information about FNHA- Aboriginal Head Start can be found at <https://www.fnha.ca>



ABORIGINAL SERVICE INNOVATIONS – EARLY YEARS – EST 2014

The Aboriginal Service Innovations (Lake Babine Nation Early Years Outreach) has been supporting the outlying communities since 2014. Both centres in Tachet and Wit'at are facilities for children 0-6 and are absolutely free. Although we are not an Aboriginal Head Start our centres in the outlying communities follow the same six components: culture and language, education, health, promotion, nutrition, social support, and parent/family involvement. We do our best to support each community based on the needs of the community recognizing that not all communities within Lake Babine Nation are the same.



REGALIA MAKING IN ALL THREE LAKE BABINE NATION COMMUNITIES

In September 2022, our program hired a Language and Culture advisor. Her name is Erin Alec, and she is a proud member of the Lake Babine Nation. Erin recently completed her Nedut'en Language Fluency Diploma with the Nicola Valley Institute of Technology in December of 2022. We are very fortunate to have her on our team. Her day-to-day duties include her incorporating and indigenizing as much language and culture as she can into the daycares, teaching our co-workers, our children, and their families. She is also responsible for developing Nedut'en curricula for our children aged 0-6.

In January and February of 2023, the Lake Babine Nation Education Early Years team hosted regalia making sessions in three communities of Lake Babine Nation. Our team had tremendous help to make this project a success. We had collaborations with Leona Abraham (Prince) who helped prep the materials and shared her skills with the sewing machines and design of each blanket. We also had Nicole Ogen documenting the process from start to finish through videorecording and photography.

In each community of Tachet, Wit'at and Woyenne we had knowledge holders and grandmothers attend. These important members of Lake Babine Nation provided opportunity for families to learn through gentle guidance and what it means to the Babine people. It offered a chance for parents/families to learn about their past and learn about the traditional regalia held by the Hereditary Chiefs and Elders. These sessions also taught our Lake Babine Nation families what clan they belong to, what their lineage is and what crests they were able to use.

More information about the programs we offer can be found on the LBN Early Years Facebook Page and the Woyenne Aboriginal Head Start Facebook page!

OTHER PROGRAMS THE LAKE BABINE NATION OUTREACH TEAM MAY PROVIDE

Ineh' Begoolth Bayez (translates a mother's love)- supports our new and expectant mothers and their families. We provide a nutritious lunch while mothers gather to share experiences creating a circle of support.

Food Security Project: We provide bagged fresh produce to families in outlying communities who live too far to access a grocery store

Welcome Wagon: provide a bag full of essentials for the new Lake Babine Nation babies. It is a perfect opportunity to build a respectful relationship and share news about available programs and services

Roots of Empathy – this amazing program is offered at the Woyenne Kindergarten and teaches children how to understand how others feel. It is facilitated from October – June

Car Seat Safety – We have qualified staff that are able to assist families with their car seat to ensure their children are travelling the safest way possible.

Breast Feeding support – with the lack of prenatal care in our community our staff have been trained to assist and support nursing moms.





Language & Culture

Dr Louise Lacerte, Director

The Language Department and Language Classes are two different initiatives.

The Language Department is where Elders are recorded and the information is transcribed by Barry MacDonald, who has been hired for a term position. The Language department also goes out on the territory to take photos and recordings of traditional activities such as: fishing, hunting, and berry picking. I am currently looking for funding to make small picture books of those activities and to use those resources for a history book.

All activities and initiatives done in the Language Department are all based on proposals. We do provide honorariums to the Elders and knowledge holders but the amount is based on the approved proposals; we try to stretch the funding as far as possible to include both on and off reserve members.

The Language Classes are funded by IAHLA (Indigenous Adult Higher Learning Association). We, LBN, were selected for a pilot program for the Language classes.

There were five (5) communities selected across the Province of BC, so we were lucky to be selected.

Our success in this pilot program has been proven at the NVIT graduation on June 10/23. There were fifty-nine (59) graduates who completed the requirements who received their Language Certificates and/or Diploma. As the result of this Language Program credentials

thirty-seven (37) students are continuing on with those credentials to become teachers. They are doing the NITEP program right in Burns Lake! That is so much to be proud of!

There were three (3) of us who are instructing the program; it is lead by myself, Beatrice Michell and Rosalie MacDonald. We all have the credentials to teach the program. I have my PhD and both Beatrice and Rosalie have their Med.

The course outlines have been developed by myself and it was written according to the requirements of NVIT course guidelines. There is a lot of red tape to get by to have courses accepted by their Education Council.

The classes were from 5 pm to 8 pm Tuesday and Thursday and some Saturdays. We did not have many face-to-face classes as we wanted to due to COVID. However, there was assignments given to make up time for hours required for each course.

We were unable to do many teachings like singing, seasonal activities in person due to the pandemic restrictions. Most of the classes were done over zoom and much of the course contents had to be adjusted to enable us to teach what we could. It was challenging at times but the students were very understanding and helpful as the courses went along. LBN has very smart, talented people who do not give up.

We are hoping to start a new class in January as we have a huge waiting list.

Please contact me if you have any inquiries of suggestions of what we can do in your community.

Governance

Marilyn Joseph-Williams, Director

Hadih! I pray all is well with you all! I would like to thank you all for your patience and understanding in all the work that we are accomplishing in Governance since it started. The Governance Report has been completed and I would like to acknowledge the following.

The Lake Babine Nation would like to thank all the Lake Babine Nation people who participated and contributed to the Governance Report. The Lake Babine Nation recognizes the governance staff members, Darcy Dennis, Barbara Adam Williams, and Marvin Williams for their tireless dedication and commitment to the governance research and resulting Governance Report. The Lake Babine Nation appreciates and acknowledges the efforts and commitment of UVic Law Professor Alan Hanna for guiding the researchers and for writing the first draft of the Governance Report, and to Kelly Lindsay for writing the completed Governance Report. We also thank the Governance Advisory Team for guiding and advising the governance staff members and the Foundation Agreement working group for their efforts and commitment to setting out the course for the Governance work.

The Lake Babine Nation would like to honor all our people who came before and contributed time and energy to the ongoing work of governance over the years, and to those who participated in the current governance research and who were taken from us too soon.

Governance Staff Members:

- Marilyn Joseph-Williams, Governance Director
- Darcy Dennis, Governance Coordinator
- Barbara Adam-Williams, Governance Researcher
- Marvin Williams, Governance Researcher

Lead Researcher:

- UVIC Law Professor, Alan Hanna

Governance Advisory Team:

It has been challenging to add an interested member to the Governance Advisory Team. We had to follow a process for selections. For instance, if we were to add a clan representative, the decision would be coming from the clans themselves. The same for the communities, it would be up to the community members of a community. We almost have a full advisory team, but we are missing a Likh Ja Bu (Bear) clan member.

The Lake Babine Nation Governance Advisory Team (GAT) is made up of representation from Hereditary Chiefs, Its Communities, Urban Members, key staff, and its elected Council.

The Governance Advisory Team provides advice to help develop the following.

- A suitable two-tiered governance model with independent governments in each of the five LBN communities as well as a National LBN government.
- Governance rules; and
- a plan for LBN ratification of the proposed governance model.

Advisory Team

- **5 Community Reps (1 from each community)**
 - Old Fort Representative-Carmen Charlie
 - Donald's Landing-Beatrice Michell
 - Wit'at- Jerry Madam
 - Tachet- Daisy Charlie
 - Woyenne-Dianne Matthews
- **4 Hereditary Chiefs (1 representative from each of the 4 clans)**
 - Vanessa Bull-Patrick, Likh Tsa Miss Yu (Grouse/Beaver)
 - Vacant, Likh Ja Bu (Bear)
 - Lena Williams, Jilh Tse Yu (Frog)
 - Ron West-Gilantin (Caribou)
- **1 Knowledge keeper**
 - Alex Michell
- **2 Youth**
 - Urban Youth, Mackenzie Adam
 - Aiyanna Johnson, Iana Charlie-Tachet
- **2 Urban members**
 - Cassie Siebert
 - Barb Lowley
- **Elected council members**
 - Derek Macdonald
 - Melvin Joseph
 - Bessie West

Workplan and Budget 2022-2023 Fiscal Year:

The Governance work plan and budget proposal submission to Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) was based on the Foundation Agreement, section on, Governance, Milestones, and the Key Steps. CIRNAC approved of \$368,288 in June of 2022. From the proposal the activities were the following.

1. To support the development of a Governance Model at the nation-level.
2. Consultation with Lake Babine Communities to develop a Governance Model.

In May of 2023, a report was due to CIRNAC regarding the activities above, I finally submitted it in June of 2023, because I was helping with completing the LBN 2022-2023 Audit. I am very happy to say that the audit made it on July 27, 2023. We would like to share the governance report with you all for transparency and accountability.

NATION REBUILDING PROGRAM REPORT 2022-2023

LBN is comprised of five communities, Fort Babine, Tachet, Woyenne, Old Fort and Pinkut/Donalds Landing. On September 2020, the Lake Babine Nation signed a foundation agreement with BC and Canada to help transform the Lake Babine Nation's inherent right of Self-Government. The old Federal System's way of governance is not working for the Lake Babine Nation. The new governance system will be developed by and for the Lake Babine Nation Citizens.

The traditional governance is founded on the Lake Babine Nation's Indigenous Laws, customs, and practices that empowers the Lake Babine Nation and its communities to meet their political, social, economical needs and aspirations. In the Foundation Agreement, which is signed off by the leadership, is a clear mandate on Governance, one of the visions and milestones with key steps of the Lake Babine Nation. The Foundation Agreement is seen as a roadmap or a work plan that will be adhered to by the Lake Babine Nation. This work plan will help to complete the process for a new structured governance model that will be satisfactory to the Lake Babine Nation's needs.

The Nation has conducted governance surveys on membership and studies for years regarding the kind of Governance Model to be approved by the members. This year, there was continuous effort to conduct more interviews, that have been transcribed by the researchers and codified into the different elements of governance, and community engagements.

In 2022-2023, the following activities were to be completed.

GOVERNANCE MILESTONE, KEY STEPS

5. Governance Report-Draft & Community Engage with all LBN Communities and Urban Members; The Governance Research Team worked closely with the Governance Advisory Team and consults with all the communities and Lake Babine Nation's Urban Members to ensure a complete a draft Governance Report.

(e) prepares a draft Governance based on all above research that provides advice to Lake Babine Nation about potential two-tiered models, key considerations, and factors that Lake Babine Nation should consider in developing its model.

A Draft Governance Report was based on 35 Lake Babine Nation Members who have been interviewed. In this draft report it included the following contents.

- Introduction
- Methodology
- Prevailing Governance Standards
- Two-Tiered Models
- Constitution
- Community Engagement
- Results of the interviews
- Potential Governance Model
- Recommendations.

The Draft Governance Report was completed at the end of June of 2022 by Alan Hanna, UVIC Law Professor, who led the researchers by guiding, and helping get the interviews completed, then the researchers transcribed and codified into the different elements of governance. Alan presented the report to the Governance Advisory Team (GAT), then was recommended as per the Governance Terms of Reference to be shared and presented to the Chief and Council on September 13, 2022. The Draft Governance Report was approved to be shared with the Lake Babine Nation members.

When the Lake Babine Nation Chief and Council approved the Draft Governance Report in principle, they had expressed the hopes of more members to be interviewed; however, they understood that in the past few years, the pandemic limited the one-on-one interviews and community engagements due to the pandemic restrictions. The researchers had to creatively reach out to Lake Babine Nation citizenship by arranging virtual interviews and presentations on Governance. There have been over 100 losses within Lake Babine Nation due to the pandemic and other causes over the past three years.

The community engagement sessions had to be cancelled due to deaths in the communities, as the Governance Advisory and the staff members were to follow what is called, the Lake Babine Nation Death Protocol. This "Death Protocol" is a traditional law the Babine members adhered to in the past, which is a natural law, a value that ensures the community is calm and quite for the spirit of the loved one to cross over to the other side in peace. This natural law is being brought back and is being adhered to by the Governance Team to be the models.

Chief and Council recommendations;

- Bring the elders out to the lake and interview them.
- Check out the UNBC storage and find a lot of past elder interviews (the agreement between LBN and UNBC had expired)
- Elder Advisory should be established.

- Governance presentation should be put on Video using our Nadut'en language.
- To have our own elders gathering in Vancouver
- For the communities to have its own governance and funding
- Do not agree with the Grand Council Concept, research other governing model.
- Communicate the selected dates to the LBN members, door to door information update, take our people back into their lands to discuss, ensure the dates are solidified and that the leadership who sit on this portfolio attend all times.

After the meeting and discussion with the Chief and Council, they approved of the Draft Governance Report to be distributed to all the nation's citizenship for their review. And for the GAT and the Governance staff members to hold community engagement sessions to elicit more feedback. The Draft Governance Report included a letter from the Chief stating that the leadership supports the work being done, to review the Draft Governance Report and an invitation for all to share their thoughts on a new Governance Model. This report included an executive summary of the report, for those that did not want to read the whole report

6. The Governance Research Team delivers the Governance Report to Lake Babine Nation, and Lake Babine Nation delivers the Governance Research Report to the Province, Canada, and the Governance Working Group. Will be providing the report to the government on September 11, 2023.

7. The Governance Research Team engages with Members, including Urban Members, elected leadership, and Hereditary Chiefs on the Governance Report to elicit their feedback. Timeframe: July to December 2022.

There were about 346 hand-delivered in person within the houses in the communities of Fort Babine, Tachet, and Woyenne Reserves, and to member houses in Vancouver, Prince George, Smithers, Houston, and Vanderhoof by the Governance Team. The remaining 80 Draft Governance Reports were mailed out and only a few came back as return to sender.

9. The Governance Research Team, with direction from Lake Babine Nation, in close collaboration with the Governance Advisory Team and in consultation with members and including urban members:

(a) carries out any additional critical research or information gathering to support decision-making on new Governance Model;

COMMUNITY ENGAGEMENTS AND INTERVIEWS:

The governance staff have gone out to the following communities, Tachet, Fort Babine, Woyenne, Pinkut/Donalds, and Smithers to conduct community engagements on governance and the community recommendations.

Sessions:

Fort Babine Community July 27, 2022:

There were limited number of participants in Fort Babine. We passed out governance and membership pamphlets for educational awareness and presented a power point.

The Fort Babine community recommended to the governance team the following.

- To explain the meaning of UNDRIP
- One individual requested for a unification meeting, where they are not told what to do, but have a meaningful reconciliation in Fort Babine.
- For each LBN community to have its own Chief and Council.
- To recognize the Hereditary Chief roles, and learning the LBN traditions, protocols, and cultural practices. The community likes the potlach system because there are no hidden agendas, as everyone knows the processes and business conducted in a transparent way.
- The elders to teach the LBN culture and traditions to the LBN youth.

Woyenne Community-July 28, 2022 (Day Session):

Discussions included: the creation of an LBN constitution, an organization chart (there is one already), and the Hereditary Chiefs being the stewards of the LBN traditional territory. Other LBN histories were brought up, such as the Barricade Treaty, etc.

Recommend:

- To review the constitution of Teslin Tlingit, review others as well, take out what they have and add or delete. The work should be done by the LBN members, not other folks external to Lake Babine Nation.
- All LBN members should be supported, not just on-reserve.

Pinkut/Donald's Community-July 28, 2023 (Evening Session):

Discussion included: a governance model. The community have made the following recommendations.

Recommended:

- Have a focus group meeting to elicit feedback.
- Plan a roadshow, share the funding with other departments to go around and present. Hereditary Chiefs should be part of the governance, namely the

knowledge holders from each clan. To start teaching the young our traditions, customs, and practices. To have a workshop on citizenship in plain language.

Smithers August 3, 2022 (Day Session)

Discussion included: how to get out of the Indian Act. When this was questioned, it was evident that the Governance Staff all need to educate on the Indian Act, so such questions can be responded to accurately.

Recommendations.

- Fort Babine should have a planning session on visioning, so preventative programs can be created for the youths.
- When you gather information, use the clan system by getting some information off the hereditary chiefs.
- The Hereditary Chiefs should work hand in hand with the elected leaders.
- When it comes to decision making, everyone should be involved as each communities have their own priorities.

Follow Up:

Community education and awareness on the Indian Act was on the proposal this year for 2023-2024, to ensure we are more familiar with the Indian Act, and then to conduct a workshop on the Indian Act.

Tachet Community-August 4, 2022 (Day Session)

Discussion included: Land Stewardship, Fuel Management, Conservation Officer, and Park Rangers.

Recommendation:

- To post the organizational chart at the main office
- To have a chief in each of the communities, so there will be no fighting.

The Governance staff and the Governance Advisory Team started going out again to elicit more feedback on the completed Draft Governance Report, and the following were the dates of the Governance Engagement Sessions. and some of our findings.

Smithers-February 23, 2023

The Governance staff members and the GAT team presented a governance power point for more understanding of, "What is Governance?" The governance director explained the contents of the report. We explained also that we were there to elicit more feedback. Four governance scenarios were presented and discussed, and all feedback was recorded.

Vancouver-March 19, 2023

The governance director explained the contents of the draft governance report with the members in attendance. It was mentioned to them that the

Governance staff and GAT were there to elicit more feedback. Four governance scenarios were presented for feedback, it was noticed that some did not provide any feedback, therefore, it was suggested that the governance staff do a focus group session the next time around. But all around, there was some good feedback.

Wit'at-Fort Babine-March 22, 2023

Increased participants this time around. The governance director went through the contents of the draft governance report. It was explained to the members that we were there to elicit more feedback. The members raised concerns about always having to have decisions made for them by the main administration office in Burns Lake, B.C. Any decisions should include them. They requested that the governance staff members go door to door for any surveys, etc. to those that do not attend any meetings.

The recommendations they made is as follows.

- To do away with the quorum of five, when decision making happens. They requested that all decisions be made by all Chief and Council
- Fort Babine director to conduct a Fort Babine membership drive as a lot of members wanted to move back to Fort Babine from the city or the other LBN community.
- For each community to govern on their own
- Fort Babine to do a land use plan on the reserve, so community buildings can be built where properly zoned, they would like the reserved zoned for industrial, residential, or recreational.
- strike a Fort Babine committee, this committee will be the committee to meet when in Fort Babine to discuss any activities or work that is needed to be done, so at least this committee will feel included and will report to the Fort Babine members.
- to create our own operating budget.

One member stated that they liked the potlatch governing system where issues or concerns are resolved in the feast, where values and principles such as honesty is used to conduct businesses.

Tachet-March 23, 2023

We had more participants this time around. The governance director explained the contents of the draft governance report. It was mentioned to them that the Governance staff and the governance

advisory team were there to elicit more feedback. An elder spoke and recommended that we speak in our language and shared a memory of how he uses to drive our chief around to the houses or communities to visit and ask what their needs were. Again, the Tachet community echoed the same concern as Fort Babine. To be included in any decisions regarding their communities.

Recommendations made by the community.

- Speak your language, its more powerful.
- change the quorum to 10 in the policy, the 5 quorums do not help the outlying communities.
- Better communication for all
- start an online traditional teaching, for one, the LBN language.
- Capacity building for the outlying communities either by mentoring or training.
- do more research, what is LBN getting into and walking away from, meaning, do not rush this model.
- A change in one community, should be the same change for all.
- Draft a simpler Governance Report and read it to the elders one on one.

All in all, they would like equality, consistency, honesty, assurance, sincerity, trust, and unity. Bring back the hereditary chiefs and involve them. These were some recommendations that is listed, but there was more.

Woyenne/Pinkut/Donalds-May 8, 2023.

The governance director explained the draft governance report to the members. It was mentioned to them that the Governance staff and the governance advisory team were there to elicit more feedback if anyone had read the report. Below are the recommendations made.

Recommendations:

- Ensure there is proper communications when inviting members to any sessions such as door to door.
- Ensure the final draft governance report is shared and approved by the members before it is shared with the government.
- Traditional government should be aside from the political government.
- Hereditary Chiefs should be at the table for any decision making.
- Ensure there is proper research done on the citizenship code.
- When selecting a working group, they should be selected by the community.

- Have a community translator, should give back ownership back to the Elders and the Hereditary Chiefs.

All in all, this meeting with the participants was a success as the participants were mostly Elders and HCs and they had all participated in a focus group discussion. Most importantly, they provided input in what is the, Role of an Elder, Role of a Matriarchs, and the Role of a Hereditary Chief. We had some urban members attending; therefore, they participated in the questions for, what can the leadership do for the LBN urban members.

We have yet to meet with the Old Fort community.

TRADITIONAL GOVERNANCE

To explain to all the LBNs traditional governing system, “The Balhats (Potlatch) ingrained a structure of good governance by the chiefs. It allowed the chiefs the authority to explain customary law and resolve disputes (Fiske, 2000).” One of the sources of indigenous law is customary law (oral and written traditions and practices), “Customary law can be defined as those practices developed through repetitive patterns of social interaction that are accepted as binding on those who participate in them.” (Borrows, 2010). The Babine people inhabited the shores of Babine Lake in the Northwest central of B.C. It is on these shores, the Babine people relied on their traditional governing system, the Balhats since time immemorial.

The Balhats, a customary governing system of an organizational structure that identifies a group of the four clans, Likh’jibu (Black Bear & Gizzly Bear), Jilh’tsehyu (Frog & Martin), Gilantin (Caribou & Mountain), and Likh’tsemisyu, (Beaver & Grouse). The Babine people’s social order is Matrilineal. The hereditary chiefs oversaw the economic and social order of its clan members. When Indian Act governance was imposed upon Lake Babine Nation, the band elected chiefs became in charge of all the economic and social order of its members registered under Section 17, Indian Act. The amendment became a divide between the hereditary chiefs and the political leaders. The political leaders became in charge of the lands and resources. This divide has been a struggle for all for many years and, to this day, this has not been resolved. The political business does not interfere with the Balhats business. At every meeting, there would be echoes from the Hereditary Chiefs to be involved in any decision making regarding the lands and resources in the LBN traditional territory.

The Governance Staff and the Governance Advisory Team are engaging with the four clans. Out of the four clans, there were meetings with the following and the dates.
Beaver Clan Meeting-February 22, 2023.

The governance staff and the GAT team invited the Beaver clan members to a luncheon meeting at the Panhandle in the evening. The discussions included: traplines, the lack of hereditary chiefs' involvement in business, and one Hereditary Chief shared a memory of his childhood upbringing, and the ancestral teachings.

Recommendations:

- When conducting research on traplines, the Hereditary Chiefs should be involved.
- When negotiating regarding lands, the Hereditary Chiefs should be included, find out who the land holders are for each clan and include them in meetings especially when an industry is interested in working on a specific land within Lake Babine Nation territory.
- Hereditary Chiefs and elders are missing from the governing system, as there were concerns of, who is going to teach the youths.
- It was suggested to regroup again to make the system better, to plan, and if not working then regroup again.
- Conduct a SWOT analysis on all LBN communities.
- Conduct an environmental assessment on LBN territory.
- Be kind, listen, plan, and work together to conduct business done in our governing system.

Frog Clan Meeting-April 25, 2023

The governance draft report was explained in carrier. The Hereditary Chiefs shared stories and legends. It was stated if the leaders do not include the Hereditary Chiefs for their input, then the Government will take advantage of LBN. They stated Hereditary Chiefs' voices are powerful; therefore, the Hereditary Chiefs and the political leaders should walk forward together from now on.

Recommendations:

- The Hereditary Chiefs and the political leaders should walk forward together for the sake of the future generation.
- LBN language and culture is so important, the elders should be included to teach the children in school.
- Teach survival skills to the youths.
- Woman (Matriarchs) use to speak in meetings, we need to allow them to talk again.

Caribou Clan Meeting-May 18, 2023

The governance draft report was explained in carrier. The Hereditary Chiefs shared stories. It was stated that we should renegotiate the Indian Act, as well as Hereditary Chiefs should be included in any input of any work done by the elected leadership.

Recommendations:

- Think first before any decisions are being made or when negotiations are being done, such as, renegotiate the Indian Act

We have yet to meet with the Bear Clan members.

Interviews conducted:

To date, the governance researchers have conducted 92 interviews, a total of 107 interviewees/Members. All interviewees information has been transcribed and codified and shared with external academic expert UVIC Law Professor, Alan Hannah, who helped lead this survey, interviewing and wrote the draft governance report.

8. The Governance Working Group reviews the Governance Report, discusses issues for clarification and identifies key considerations for effective implementation of the Governance Model. Yet to be completed.

Citizenship Code-Draft & Community Engage with all LBN Communities and Urban Members;

11. Lake Babine Nation develops Citizenship Rules in consultation with Members, on eligibility for Lake Babine Nation citizenship.

A draft citizenship rules has not been developed at this time. There were membership presentations made by the Governance Director at some engagement sessions, and feedback was recorded. Most of the members brought up issues of not being able to register their grandkids under the Indigenous Service Canada membership registrar due to the rules of establishing Indian status with Indigenous Service Canada. This outrages the membership, therefore, they recommended to go back to traditional LBN membership practices and protocols, which is, the Matrilineal Society, where Babine people identified themselves by families and clan, which means you fall under your mother's clan when you are born.

Back then, First Nation's were referred to as "Indian". This was for who was Indian and for residency off reserve. By 1969, the Government gained control of this authority, and to date, ISC still has control of who can be registered using the section 11 of the Indian Act. **Section 11** means band membership lists are maintained by the Indian Registrar by the Department of Indian Affairs.

LBN is now exploring Section 10 of the membership rules under the *Indian Act*, this means, that First Nations can take control of their membership if they have entered into a modern treaty or self-government agreement with Canada. This option was made available in 1995 through the *Federal Policy on Aboriginal Self-Government*.

Section 10 grants the opportunity for First Nations to take control of their band membership. By developing membership rules and codes to be approved by the Minister of Crown-Indigenous Relations.

We are going to be going around again this fiscal year to discuss more on membership or citizenship.

12. Lake Babine Nation shares its proposed Citizenship Rules with the Governance Working Group for discussion to help support effective implementation, including discussion on key considerations and recommendations for the transition to the Governance Model. Timeframe: January 2023 to March 2023. Will be in progress.

Lhilhyets'olhdc Series-Governance.

Every now and then, the foundation team hosts a virtual talking series on zoom. Members are invited to join and participate in any Foundation Agreement series. Governance was on several times. The latest was on July 24, 2023, from 1:30 to 4:00 pm with a special guest speaker, Dr. Stephen Cornell, who is the Faculty Chair of the Native Nations Institute at the University of Arizona. In 1987, Professor Cornell co-founded the Harvard Project on American Indian Economic Development at Harvard University. He worked with Indigenous Nations and other countries on Governance.

His presentation is what LBN members needed to hear and understand more on Governance and how other First Nations developed their governing model, using its traditional governing system and were successful. The approach he mentioned were the following.

1. Practical Self-Rule- the nation must be in the driver seat. Decision maker should face the consequences of their decision, run the show.
2. Strategic Orientation and Clarity-don't just respond to the immediate crisis, explore long-term priorities such as strategic plans.
3. Capable Government-you better have good tools. Nations back up authority with competence.
4. Cultural match-Governance institutions match community beliefs about how authority or responsibility should be organized and exercised.
5. Public-spirited leadership-instead of politics as a boxing ring where factions or families fight to control the goodies.

He talked about how the *Indian Act* was a mechanism of control on first nations. About how the *Indian Act* tells you how to govern, and for years, this style of governing became normal. Which is true, it seems we are afraid to let go. We are registered Indians under Section 17 of the *Indian Act*, so that means, we are wards of ISC with benefits, therefore, if we go beyond the *Indian Act*, we are afraid to lose the benefits.

The questions Dr. Cornell says to consider about Self-Government.

Why? The purpose of governing, why do you want self-government? What are the long-term goals of your nation? What do you want to be?

What? The reach of governing, what do you want to govern, to control, to be responsible for? What jurisdiction, laws, lands and waters, economy, education, etc.-do you need to achieve your goals?

How? The technology of governing, how will you govern, make decisions, resolve disputes, get things done? Do you have the tools you need to achieve your purpose?

In the virtual session, we had about 63 members participating. There was a question-and-answer period. One question was, how do we include members living in other provinces? We have so many LBN members who live out of province and out of the country. We thought, it was best to keep communication with them as much as possible, if we have their ways of communication information. I thank you the participants, I hope this was an eye opener and more of an understanding on Governance.

This completes the report to the government and to the LBN members on our work activities on Governance for the fiscal year, 2022-2023.

We thank you all for your patience and understanding throughout the years, especially during the pandemic and our losses of members in our communities. We are happy to continue with our next phase of governance work.

Nation Rebuilding Program Activities for 2023-2024:
The Governance Report has been completed. The report will be distributed to the LBN members, and it will be provided to BC and Canada on September 11, 2023. This report is merely a report that states to the government that LBN is working on creating a new model of governing, therefore, no decisions are needed to be made by Canada. Remember the only time LBN's governing model will change is when we get to the ratification process, this means that all LBN members will vote for the new governing model to be implemented.

Proposal to CIRNAC for 2023-2024.
We have submitted a proposal on January 13, 2023, and it is yet to be approved by CIRNAC. They emailed and said they are finalizing the proposals and will send an email once they are done. The work activities listed in our work plan and budget for fiscal 2023-2024 which is approved in principle by the leadership for this proposal are as follows below;

- | | |
|--------------------|-----------------------|
| 1. Constitution | 2. Election Code |
| 3. Membership Code | 4. Community Charters |

Our budget was well over 1.2 million. Usually, the amount of the proposal requested for does not get approved, but we are hoping they will approve that amount as we have a lot of exciting work to accomplish.

Update:

On August 24, 2023, LBN received an email from CIRNAC with a Letter of Offer, stating that they approved of \$547,251 for Fiscal Year, 2023-2024. That is half of what LBN has asked for, therefore, I will have to resubmit a budget to the Chief and Council reflects the approved budget by CIRNAC, that means we must delete some activities.

The work activities CIRNAC approved of is the following.

- Community Engagement Sessions
- Conduct Research on Membership Code and Constitution
- Governance Staff Travel
- Governance GAT Travel
- Professional Fees
- Haida Gwaii Visit
- Governance Forum

Governance Community Engagement and Citizens Forum:

The governance team will go out to engage with the community on the completed Governance Report. The reason why we are engaging is because we need our Lake Babine Nation members to fully understand what LBN's is trying to accomplish on Governance, and get more feedback on a new governance structure, share the research findings on membership code, and the constitution.

The Governance Team will be providing a 2-day, 3 phased engagement session on Governance. The Centre for First Nations Governance, Herb George (Satsan), and Pawa Haiyupis, are both Governance experts, will facilitate. Herb was a professor at Uvic teaching about Governance, in the school of Public Administration. Herb is a Wet'suwet'en Hereditary Chief of the Frog Clan. Both Herb and Pawa, have worked with over 200 First Nations delivering self-governance services. This is exciting and I think with these sessions, there will be an understanding of what is Governance, and what the nation is trying to accomplish.

The community engagements sessions and the forum are set as follows.

- September 17 – Smithers
- September 18- Wit'at (Ft Babine)
- September 19 – Tachet
- September 20- Woyenne
- October 14- Vancouver
- October 21- Hopefully Kamloops (right now is PG)
- October 28 – Hopefully PG (right now Kamloops)

CFNG- Herb George

- October 10 & 11- Leadership (GAT & Chief and Council)
- October 23- (half day) Prep meeting with leadership team
- October 24 and 25- LBN members
- November 6 & 7 – LBN members
- November 28 & 29 – LBN Members
- November 30 – (half day) debrief with Leadership team.

Tripartite Working Group:

We have yet to establish a tripartite Governance working group, as per the foundation agreement, which is composed of representatives from the Lake Babine Nation, the Province and Canada to work collaboratively with the Governance Advisory Team to support the development of the governance model including consideration of the following core elements of governance, such as the structure, decision making, selection of leadership, conflict of interest, review and appeal of decisions, and financial administration. The Governance Advisory Team selected 2 Governance Advisory Team representatives to sit on with the Tripartite Working Group, one Hereditary Chief, Beatrice Michell and one Non-HC, Dianne Matthews. Our meetings with the Province and Canada after the submission of the completed Governance Report.

We thank you all for taking your time to read the Governance Report and we welcome any feedback that you may have for us, and to help us create a new governance model to ensure that there is equality, fairness, respect, and unity for ALL OF LBN.

Capital & Infrastructure

Rick Dobbs, Director

Hadeeh! Good day, Lake Babine Nation. I am pleased to report that capital projects on all three reserves have moved forward and many have been completed. Many trusted partners, on and off reserve, were integral in these projects that enhance our communities.

TACHET

Waste Water System – Many of the individual septic tanks in Tachet are failing or are at their life expectancy. Currently we are working with the engineers and ISC to garner approval to install a community collection system, with hopes of construction next year. This will be a major project for Tachet and one that will be very beneficial.

O&M (Operations and Maintenance) Workshop (COMPLETED) – This summer, a new O&M workshop was constructed to house and protect equipment (large and small) and to do minor maintenance. This winter, the plow truck and sander will be thawed and at the ready to sand the community roads.

Contaminated Soil Remediation (COMPLETED) – Last summer, two areas were identified as having contaminated soil; the old sawmill location and the old Trappers Gas Bar location. Clean up has been completed.

Abandoned Houses & Derelict Vehicles (COMPLETED) – Seven abandoned homes were demolished, making seven serviced lots available to construct new housing. Twenty-six derelict vehicles were removed, not only beautifying our community, but also protecting the environment from leaking oil and coolant. This also removes a natural harbour for pests such as mice and rats, reducing vermin population. This is an ongoing project that will return next summer. If you would like to have old vehicles removed, we offer to remove for free and will even give you \$100 per vehicle.

Water Treatment Plant – FNESS has approved the funding to install a backup generator and automatic transfer switch for the WTP. This will keep the WTP operating during a power outage, providing clean water to the community and, if needed, water to fight fire. Work with the engineers and ISC is ongoing in seeking funding approval for much needed structural repairs and component upgrades. The PLC (Programmable Logic Controller) system will also be upgraded.

Fire Hall (COMPLETED) – Working with FNESS, new turnout gear for the fire brigade was secured. This included new jackets, coveralls, helmets, full face respirators with oxygen tank, boots and gloves.

Cultural Centre – Thank you to the many people and their years of hard work in bringing a Cultural Centre to Tachet. The official ground breaking ceremony on September 7th was a celebration. The civil and preload work is being done now. Construction of the building will begin in the spring of 2024 with a completion date in 2025.

WIT'AT

O&M Workshop (Operations and Maintenance) Workshop (COMPLETED) – This summer a new O&M workshop was constructed to house and protect equipment (large and small) and to do minor maintenance. This winter, the plow truck and sander will be thawed and at the ready to sand the community roads.

Contaminated Soil Remediation (COMPLETED) – Three areas were identified with contaminated soil; the old sawmill location, the old gas bar/school location and the old hatchery power generator building. These areas have all been cleaned up.

Abandoned Houses & Derelict Vehicles (COMPLETED) – Twelve houses including all of the Hudson Bay buildings were demolished making serviced lots available to construct new housing. Fourteen derelict vehicles were removed, not only beautifying our community, but also protecting the environment from leaking oil and coolant. This also removes a natural harbour for pests such as mice and rats. This is an ongoing project that will return next summer. If you would like to have old vehicles removed, we offer to remove for free and will even give you \$100 per vehicle.

Helipad – At the request of the Health Department, I managed the temporary helipad infrastructure development landing site. The helipad site has been completed and is ready for the registration number to allow the helicopter to land. Next spring there are plans to install a permanent concrete landing pad with strobe laser lights.

Telus Wireless Tower – We have been working with Telus to install a wireless internet tower at the corner of Main Street and Church Way. Steps completed so far include: Public Notification, Public Comment Period, Public Open House (we hosted Telus reps with a community lunch), Preliminary Drawing approved. Tower construction to commence this spring. The new tower will provide better cell service to the community.

Water Treatment Plant – The WTP is in dire need of structural repairs along with component, pump and valve replacement. Also, FNESS has approved funding to install a backup generator and the automatic transfer switch. This will keep the WTP operating during a power outage to be able to continue to deliver clean water to the

community including the fire hydrants. The PLC (Programmable Logic Controller) system will also be upgraded.

Solid Waste Transfer Station We are working with Associated Engineering to do a servicing condition assessment and environmental investigation to setup the solid waste transfer station. This will allow for weekly collection by public works to put the community garbage into the dumpsters and removed by a third-party waste management company in Smithers.

Fire Hall (COMPLETED) – Working with FNESS, new turnout gear was provided to the fire brigade. This included new jackets, coveralls, helmets, full face respirators with oxygen tank, boots and gloves.

Cultural Centre – Thanks to the hard work and dedication of many people, a new Cultural Centre will be constructed in Fort Babine. On October 2nd, there will be a ground breaking ceremony and celebration on the Cultural Centre site. The civil and preload work is being done now. Construction begins spring of 2024 with a completion date in 2025.

Fort Babine Lodge Resort – Working with Economic Development Department, Associated Engineering we have completed a Servicing Condition Assessment and Environmental Investigation to decide on the best scope of work that needs to be done to have the lodge open for business.

WOYENNE

Contaminated Soil Remediation (COMPLETED) – We identified three areas with contaminated soil; MPMC, old HC building and maintenance shop. These areas have all been cleaned up.

Abandoned Houses & Derelict Vehicles (COMPLETED) – One house was demolished making a lot available for new construction. 10 derelict vehicles were removed, not only beautifying our community, but also protecting the environment from leaking oil and coolant. This also removes a natural harbour for pests such as mice and rats. This is an ongoing project that will return next summer. If you would like to have old vehicles removed, we offer to remove for free and will even give you \$100 per vehicle.

Sidewalk and Multipurpose Pathway (COMPLETED) – Lake Babine Nation partnered with The Village of Burns Lake and Federal Active Transportation to install more sidewalks along 9th Avenue between Centre Street and Carroll Street up to William Konkin Elementary (WKE) School. A multipurpose pathway with lighting between WKE and Sus Avenue has been installed. There is still

funding available to extend the sidewalk from the Band Office along Sus Avenue, connecting with the multipurpose pathway. This work will take place in the spring of 2024.

Booster C Station – FNESS has approved the funding to install a backup generator and automatic transfer switch at the Booster C Station. This will keep the water pumps operating during a power outage to provide water to the reservoir so that the community will continue to have water available to them and keep the fire hydrants available during an emergency.

Elevator – After 25 years, the service elevator in the Administration Office finally gave up. Quote to install a new elevator has been received from Venture Elevator. This work will be completed in the next few months.

Dzi Inzu Yikh – Construction is moving along with some delays. They are replacing the roofing at this time and working daily on renovating the rooms.

Emergency Operations Centre (EOC) – Our EOC was activated on June 29, 2023. We had three forest fires burning close to our communities – Fort Babine, Pinkut, Donalds Landing including Tintagel/Woyenne/Burns Lake. Which are still burning.

The forest fires near Fort Babine were at the 18km and 48km on the four thousand FSR.

We evacuated the elders first to Houston BC as the smoke was getting very thick in the community.

Between the EMCR (Emergency Management & Climate Readiness), RDBN and EOC it was decided to evacuate the whole community on July 13, 2023 to Houston BC. As the fire on the four thousand road 18km was burning to close to the road. EMCR setup fire suppression sprinklers and hoses throughout the community, after two weeks everyone was able to go back home.

Looking forward to an exciting 2024 with many projects to grow and improve life within the Nation.

Child & Family Services

Bernadette Charlie, Director

Hadeeh Tseyewh ~ Greetings everyone!

I am pleased to present an update from the Child and Family Services Team within Lake Babine Nation.

ADMINISTRATION

There are nine full time employees on the child and family services team. We will be hiring additional workers. I spent a few months learning the work culture at LBN and getting a sense of the layout of the programs and administration. The first couple of months was spent searching for agreements, and reconciling budgets “to from” in our prevention services. Every day there is a request for family support. I support two teams under Child and Family; the Prevention Services Team and the Jurisdiction Team. Each are extremely busy meeting the needs of the membership in providing services to all nation members. The jurisdiction team are busy staying on task in engaging members to seek their guidance on developing the framework of practise and defining how the structure will deliver child and services under the Balhats laws.

TRAINING

- March 31,2023 had a team day, brought in Justin Young to guide us through debriefing and team building. We will be planning a more in-depth team building session over the course of the year.
- Completed Indigenous Focused Oriented Therapy “IFOT” in April 2023. It was all done via Zoom. I have one staff enrolled in IFOT and I would like to send more community members that are interested in this community-based trauma informed training that will be very useful when it comes to dealing with crisis response. I sent two staff to “Break Free Seminars” and I am open to other personal development programs of their choice. Staff are experiencing burn out; compassion fatigue and vicarious trauma.
- Budget, HR, brought Lateral Violence Training to our Child and Family Advisory Team and then supported Wildlife and Governance Advisory Team to complete this training using our “Governance Enhancement Mechanisms “Gems” funding that was secured by Crystal H. We are open and willing to support the other advisory teams because the need to address lateral violence is important.

Events

- Presented update to the AGA Roadshow in March 2023
- Co-sponsored the BCHL Roadshow in February, a model family event that will be used provincially
- Co-sponsored the “Team Gooze workshop on Violence – survivors with Brave Education and Beatrice Love.
- Co – sponsored the Youth Workshop in March.
- Co-sponsored honoring Mother’s Day in three communities with catering and door prizes.

- Co-sponsored acknowledging Father’s Day with EOC Roadshow. But Woyenne was cancelled due to funeral.
- July 9-23,2023 “Reclaiming our Identity” Workshop Tour. We visited seven communities to deliver the following one-day workshop; the history of colonization, history of LBN ~ “Nadut’en”, why it’s important to know who we are and where we come from, a basic genealogy lesson, an introduction to the Balhats, clans and subclans, and which clan they belong to. Singing and dancing if permitted. We are currently working on the second part of this workshop.

PROGRAMMING

- Got feedback at Mother’s Day luncheons on what communities want to see. Still need to review that.
- Have 400 surveys completed from National Indigenous Peoples’ Day; major event in the community.
- Have workshop evaluation to review from the “Reclaiming our Identity Tour”
- “Band of Brother’s” Support group, started out for men, however, couples are attending. Going to look at hiring a facilitator for women.
- Co-sponsored a “Youth Wellness Trip” for 18 youth and 4 adult chaperones to do an educational, life skills and cross-cultural awareness to Tofino early July.
- Ran three fish camps in July for our children in care and for single parent families that wanted to learn fish harvesting and protocols, these were all based out of Ft Babine. They were well attended and the products of these camps will be distributed to children in care.

CSFS

- Currently, as of September 12th we have reinitiated a verbal commitment to resume actively working together and honour the current service agreement and to work on a protocol agreement which identifies they roles and responsibilities of each party and how we will deliver the services to the LBN members.

MCFD

- Currently as of May 31, 2023 there are 112 children in care. This may be construed as a provincial state of emergency for our Nation. All hands are on deck and we do our best to service the needs of our children and their families.

REGULAR MEETINGS/TABLES

- Weekly check- in / debriefing with my staff on Wednesday mornings.
- Directors’ monthly meetings. 1st Tuesday of each month.
- Tripartite Table – Feds, province and CSFS Designates and myself
- Child and Family Capital Infrastructure – CHRT 41
- Cultural Centre Steering committee
- Child and Family Advisory Team
- CSFS – bi monthly update meetings for the CIC within BL and area.

Fisheries Department

Leanne Olinyk, Acting Director

INTRODUCTION

This field season is still ongoing so the information within this report is only preliminary as we are still collecting data. It has been a challenging year for a few reasons: the abnormal heat and dry this summer has greatly impacted the river, the lake and all the tributaries and we have had a real challenge staffing the positions to fulfill our project goals.

We have slimmed the program down this season to reflect the lack of staff and have taken on the following programs: Smolt program, CEDP program, the AFS program (which includes Fisheries Management, Stream Enumerations and the FSC fishery) and the Fence program. In addition, the Fisheries Director Donna Macintyre has been involved in the Foundation Agreement and various other files to do with Natural Resources that are fisheries related. We are also involved in technical meetings that take place on fisheries issues within the Skeena watershed.

BABINE SOCKEYE SMOLT ENUMERATION PROGRAM

Each year during May and June, the sockeye smolts that are making their journey to the ocean are counted at the smolt trap. The smolt trap is located at the outlet of Nilkitkwa Lake and catches between 1 and 2% of the smolts that are swimming downstream towards the Skeena River and then into the ocean. Each year's smolt count is compared to previous years counts to determine if the number of smolts is decreasing, increasing or staying about the same.

In the spring of 2023, the preliminary sockeye smolt estimate was 85 million sockeye smolts. This is slightly above the average smolt production of 69 million sockeye smolts (1950 – 2017).

The smolt program depends on grant funding each year so it is not yet known if the program will be funded in 2024.

The project employs about 8 people.

The AFS (Aboriginal Fisheries Strategy) Program:

Program Management — Fisheries Director Donna Macintyre has been involved in many discussions with all levels of government to do with the Fisheries Resource in the Babine Lake watershed. She has been to meetings in Vancouver and Ottawa discussing Lake Babine Nation's vision and management of the Fisheries resource and the habitat that resource depends on. Climate change will become a very important issue in the coming years as this year can attest to and the Nation need to prepare and manage for a changing climate. This will mean coming up with drought management plans and heat plans. The Fisheries program has already presented DFO with a drought management plan for the Fence and Babine River but DFO has not yet acted upon it.

This summer the Lake Baine Nation went ahead and closed the section of the Babine River from the Fence downstream to the forestry bridge in an effort to protect salmon. The water in the river has been quite high all summer long (most days it was over 18c in the afternoon which is detrimental to fish) and the water level has been going down since the Fence opened). At present it is about 28 cm deep it is usually much deeper.

DFO did not close the river so there were still some sports fishermen there but their numbers were not what they usually are. We also hired a firm to hand out informational booklets as to why LBN closed the river and put-up large billboard signs going up to the Fence. We also had signage at the forestry bridge.



Stream Enumeration — Stream counts started at the end of July and went into September. Many of the creeks had very low water and as of the beginning of September some were dry and others never did get fish. Estimates on the creeks that did have fish will be available in November. The fisheries program monitored 11 creeks this season with 2 crews; one based at the Babine Fence and the other based in Burns Lake. This program employed 5 stream crew and a supervisor this season.



Sockeye Creek with a gravel sill at the mouth preventing fish passage

FSC Fishery — The Fisheries program was unable to recruit workers for the Fence food fish program so Talok fisheries was contracted to dip food fish at the Fence this season. The program ran from August 1 to September 15. This report was written in early September and at that time 19,544 sockeye had been harvested at the Fence for food for LBN members is this down from previous years. Part of the reason is that the fish were not moving through the Fence very well this year so LBNF was not able to do trades with other Nations. Old Fort who maintains the old way of setting net had a good year and harvested over 3000 salmon!

With community monitors and the Talok crew five (5) community members were employed this season.

Community Economic Development Program (CEDP)

The CEDP program includes:

- Salmon education program in LBN schools – includes classroom aquariums where the students incubate salmon eggs and then take

care of the fry. The students learn about salmon biology, salmon life cycle and salmon habitat.

- Public education and awareness events such as BC Rivers day – where we teach people all about salmon in the Babine watershed.
- Habitat monitoring – temperature loggers at 13 locations and drone flights to survey stream conditions

Monitoring water temperature in the Babine watershed is a priority. Water temperatures are often warmer than is safe for the salmon and this is partly due to climate change and partly due to the way the land around the streams is being used. The project is funded by DFO and employs 2 people, part-time.

Babine River Fish Counting Fence — The Babine R fish counting fence program operated from July 20th to end of September, 2023. Sockeye, pink, coho and chinook salmon are counted at the fence each year. The sockeye count is of high importance as sockeye are a high priority food source for Lake Babine Nation members. In 2023, just over 30,000 sockeye salmon (large + jacks) were commercially sold and around 24,000 large sockeye went to LBN members for food.

At time of this report (mid September 2023), 1.1 million sockeye had been counted through the fence along with 393,000 pink salmon, 600 chinook salmon and 3,400 coho. The Babine R fish fence is funded by DFO through a contract with LBN. We are contracted to run the Fence which includes counting the fish through and bio sampling once a week. This year the samples will go for genetic work in hopes that we can eventually tell wild stock from the spawning channel fish. The project employs about 10 people.



LBN and DFO staff bio sampling

Grant Writing

Priscilla Crouse, Director

First, I want to send out my sincerest condolences to all who have lost loved ones in this past year, with continued strength, love and support we can heal together and build up our families, communities and Nation from the losses we've all experienced. I also send my love and congratulations to the families who have welcomed new baby girls and boys to their homes.

It has been two years since I started as the Grant Writing Director and I continue to focus my time on writing grants for the Nation as well as taking on additional administrative responsibilities alongside our management team. The management team has been making various changes at improving how we work as a team and its very encouraging to see the growth and teamwork we have built over this past year.

GRANT WRITING SUMMARY

GOAL:

Increase Funding for Lake Babine Nation

- Provide funding opportunities to LBN Programs & Services
- Enhance existing proposals/grant submissions with direct support
- Access new funding opportunities available and/or funding not previously accessed by LBN

Grant Writing Director facilitates the research, development, review, and editing of proposals for funding and support that will benefit Lake Babine Nation; conducts basic research for potential funding sources; and

maintains databases while supporting administration in developing proposals

- 83 proposals/grants completed;
- \$4.2 million of funding brought into Lake Babine Nation
- Funders: Indigenous Services Canada/Government of Canada, Province of BC, First Nations Health Authority/Health Canada, Vancouver Foundation, New Relationship Trust, PGNAETA, First Peoples Cultural Council, and various local/regional funding agencies;
- Programs/Projects: Education & Training, Food Sovereignty, Health, Policy Development & Capacity Building, Community programming, Recreation

Short & Long-term benefits to Lake Babine Nation

- Increased or sustained employment
- Education & Training opportunities for staff & community members
- Governance and administration capacity building
- Crime prevention and community safety programming
- Covid-19 protection and prevention measures
- Supports for children-in-care
- Youth programming (culture and recreation)
- Participation in Indigenous Day activities
- Childcare programming enhancement
- Community enhancement and infrastructure safety

As more funding opportunities come in this upcoming year, I will continue to work with our management team on meeting the needs of our Nation. Priority will also be on collaborating with different programs on community engagement. In closing, I look forward to what this coming year will bring for Lake Babine Nation. Take care and stay safe.

Environmental Stewardship Initiative Department

Evelyn George, Manager

Good day to all the members,

A proposal was made again for another Indigenous Stewardship Project for 100,000 and a Shared point dollars for travel and wages for the project in the amount of 50,000 for the year. The ISP will be to study our moose within our territory again. We are collaborating with the Lake Babine Nation (LBN) Wildlife group on Moose and sharing information.

The study is the same as last year which include; **Moose Health Pilot** The moose mortality and monitoring program is part of a larger initiative to have the community monitoring land use activities (e.g., hunting), moose use, and moose health in priority areas of the traditional territory. All research and monitoring as part of the field program will be completed near sites selected by the LBN community and/or the Wildlife Advisory Team. The Organization will aim to collect a minimum of 20 Moose Health.

Samples and associated data. These samples will be collected through outreach with community members, mortality observations associated with road, rail, or predation events, other harvests detected by Guardians/technicians/biologists and if possible, resident hunters. The Organization will follow the protocol and methods developed by the SSAF to contribute to current condition understanding of moose health in the collective territories. Sample analysis and moose health specific reporting is not included in this budget. This work aims to mitigate threats to human health and moose population stability associated with disease, viruses,

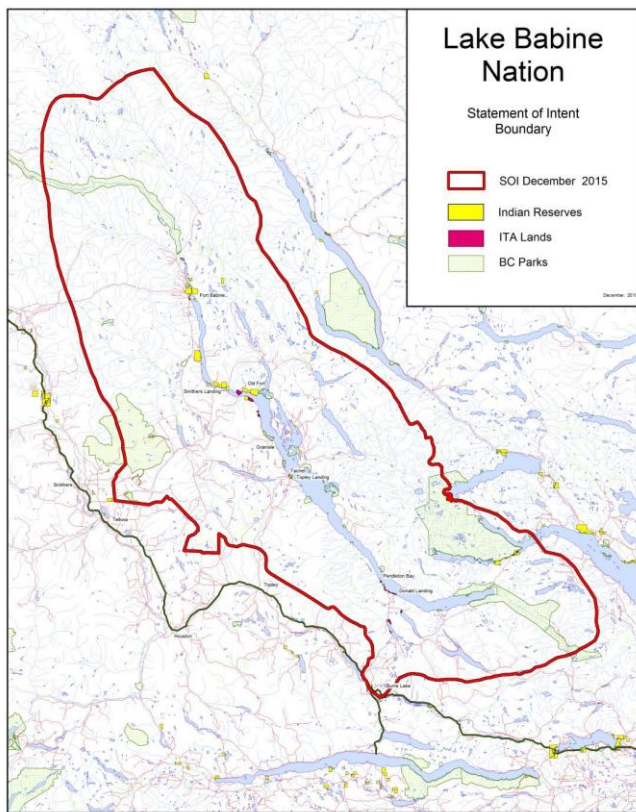
stress, or reproductive health. This work will inform moose health data gaps within the SSAF study area, which is currently a critical knowledge gap and monitoring priority identified by SSAF participating Nations and B.C. provincial biologists. **Moose Mortality Monitoring.**

The Moose Stewardship Engagement aims to increase Moose IGP awareness and citizen moose stewardship participation to support SSAF-ESI initiatives by improving health sample size, acquiring community support, and obtaining invaluable feedback on moose health, mortality, and stewardship. Moose engagement activities will also aim to support relationship-building and Wildlife Advisory Team initiatives. As part of the Moose Stewardship Engagement Program, LBN will:

- Revise, expand, and implement the 2021-2022 Engagement Plan. The revised engagement plan will identify engagement goals and objectives, strategies/planned actions, roles and responsibilities, and engagement challenges and mitigation strategies to improve engagement outcomes.
- Engage with at least two (2) external partners (e.g., Conservation Officers, Road Maintenance Crews, and other potential wildlife organizations) on the Moose IGP to improve health sample size, Project support, and relationship-building.
- Conduct one (1) community meeting to inform LBN citizens about the Project and solicit information on moose health, moose mortality, and wildlife stewardship based on identified Project and community needs and interests.
- Track and summarize all engagement activities and include in the Final IGP Report, excluding personal and or sensitive information.

LBN will hire biologist for this project. This project will continue as previous years and has 3 technicians working. Fred Williams - Fort Babine, Matthew Alec Old Fort/Tachet and Vacant- Woyenne. We will pay to take samples of moose shot in our territory to study.

We will also pay if a moose is found dead, and you can call our technician to collect samples. The moose can only be dead for a certain amount of time. All samples have to be within our territory. Lake Babine Territory Map. The location has to be GPS by our technicians.



Along with the moose project I sit on several committees that deals with other ISP/IGP. The committees are ESI Project Committee, Teir1 First Nations Only, ESI Forest Working Group, ESI Science and Technical Committee (STC), I also sit on LBN/BC WWG along with another provincial staff for SSAF.

We are planning Lax'Yip Yintah All Nations Gathering on October 25 and 26 possible in Hazelton. I am trying to make my rounds to the

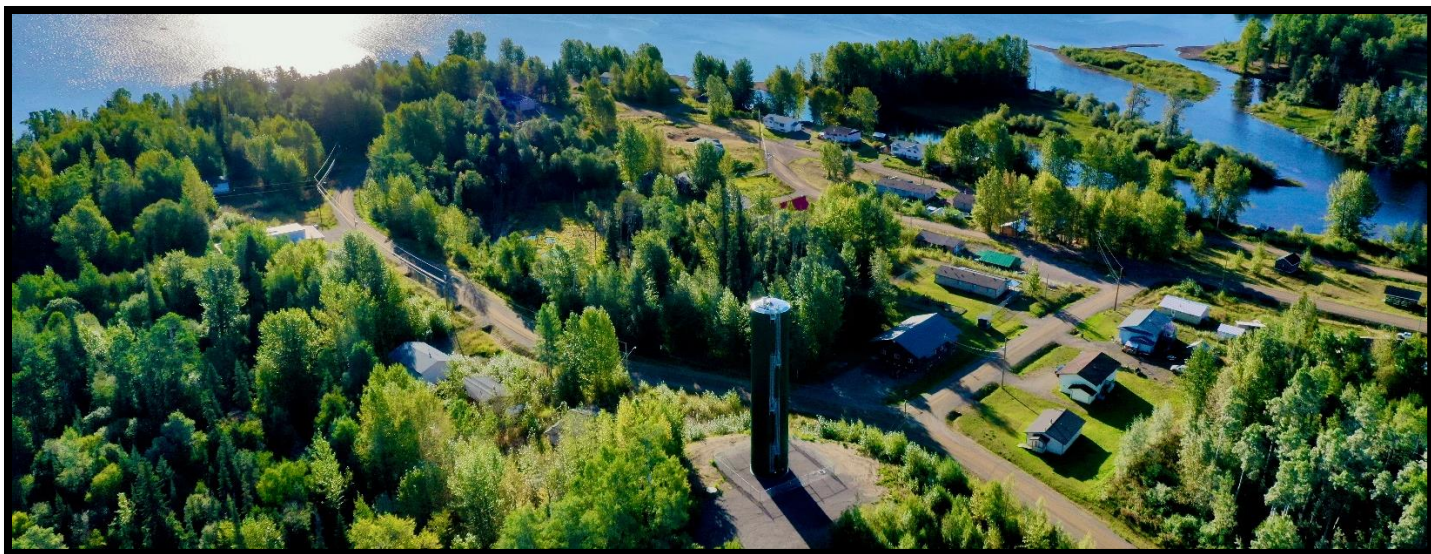
5 communities for the community Engagement part of my job. I have done Tachet and Old Fort. I have Fort Babine, Donald Landing and Woyenne left to go.

I had worked on Labour Market Analysis and Human Resources Strategy Study with Firelight group. The study is to Identifying labour and skills gaps; This provides a “snapshot” of LBN labour and employment baselines and trends.

The project steering committee was: Clara Williams, Fort Babine, Margie Alec – Old Fort, Mildred Alec-George – Tachet, Priscilla Crouse – Donald Landing, Cheyenne Dennis – Woyenne, Beatrice Michell – Education Director, Victor Tom – Economic, Lincoln Hallgren Young Rep. The committee approved the work in the workplan. The project funding is provided through a grant from the Employment Labour Market Service division within the BC Minister of Social Development and Poverty Reduction.

A progress report has been submitted by the Firelight group. The second phase of this was in the works and hopefully it will continue. This project will give us a better picture of our Nation’s true picture. There was to be a proposal made to continue this work but I have not heard yet.

I continue to work on the LBN timeline. It is a living document that I add to when I find out information. If you have dates of occasion that LBN participated please share with me and I will put on the timeline.



Tachet Community

Daisy Charlie, Community Director

Tachet has had a few noticeable changes over the last year. Further lifting of covid restrictions made it possible to re-open our offices to the public and start offering services and gatherings that were not previously possible. Our staff have all worked diligently towards keeping the community functioning throughout the year.

In the fall of 2022, Mark Power left the position of Tachet Operations Supervisor to take on the role of Old Fort Director. Tachet appreciates all the work Mark completed for us during his time at Tachet Administration. Although Mark now focuses his efforts on his community work, he remains available to assist us with various tasks as necessary and we are very thankful to still have his expertise to rely on. Spring of 2023, we saw work start in community to remove derelict vehicles and remove abandoned houses. We also saw construction begin on the new Operations & Maintenance building.

The construction crew completed the building in July. We needed a heated space for the sand truck to be stored in through winter so our community roads can be sanded more frequently. In previous years, the sander was difficult to use due to the sand freezing in the sander and clogging the sand spreader. We used to have to wait for sanding companies to be available to come sand our roads. This year, we will be able to manage our own roads as needed.



Summer seemed to have come and gone in the blink of an eye. We were able to bring in one summer student this year, Cameran Power. Cameran was a pleasure to have in the office and he proved to be a hard worker out in the community. Cameran assisted with various tasks and experienced a few different roles our staff fill in Tachet. We will miss your enthusiasm and welcoming smile in the office, and we hope to see you back again next year. The summer also had our volunteer fire fighters busy. One house in community was saved due to community and fire fighter efforts to put the fire out before anyone was injured. A short while after that event, a fire was started across the bay at Topley Landing. Our volunteers sprang into action and was able to assist the BC Wildfire Service with their efforts and they successfully put the fire out with no injuries or structures lost. The volunteers are also integral to the health of the community garden! Volunteers fill the water reservoir every week during the growing season. This helps both the volunteers and the garden! Weekly water changes in the fire truck,

refreshers on how to operate the controls, refreshers on how to operate the fire hydrants, in addition to contributing to having fresh produce available. We are always in need of additional volunteers. If you are interested in joining the crew, please show up for practice held every Sunday beginning at 5pm at the Fire Hall.

The Water Treatment Plant also experienced some changes. A few repairs and replacements were completed in the building and Rick Dobbs continues to work towards securing funds to address more necessary repairs. Our Water Treatment Plant is becoming outdated and is in need of new equipment and infrastructure. We greatly appreciate staff efforts to continue to provide our community with good quality water, despite the difficulties they encounter with dated equipment. Unfortunately, Robert West is no longer working at the Water Treatment Plant. We wish you success in your future endeavours.

The community garden had quite a challenging year. With a hot and dry growing season, smoky skies, and soil health issues, there was not the normal amount of produce produced. The garden supplied some of the ingredients for the BBQ held for the community cleanup and Marianne is processing some for use throughout the winter for community events. The community garden would like to sponsor a hunt for meat to use for community events as well. If you are interested in assisting in any way, please contact Daisy Charlie at the Administration Office or Marianne McElree at the Health Clinic. The end of the growing season came much sooner this year. We harvested early and moved as much of the garden structures as possible to be out of the way for contractors who will begin working on the Culture Centre.

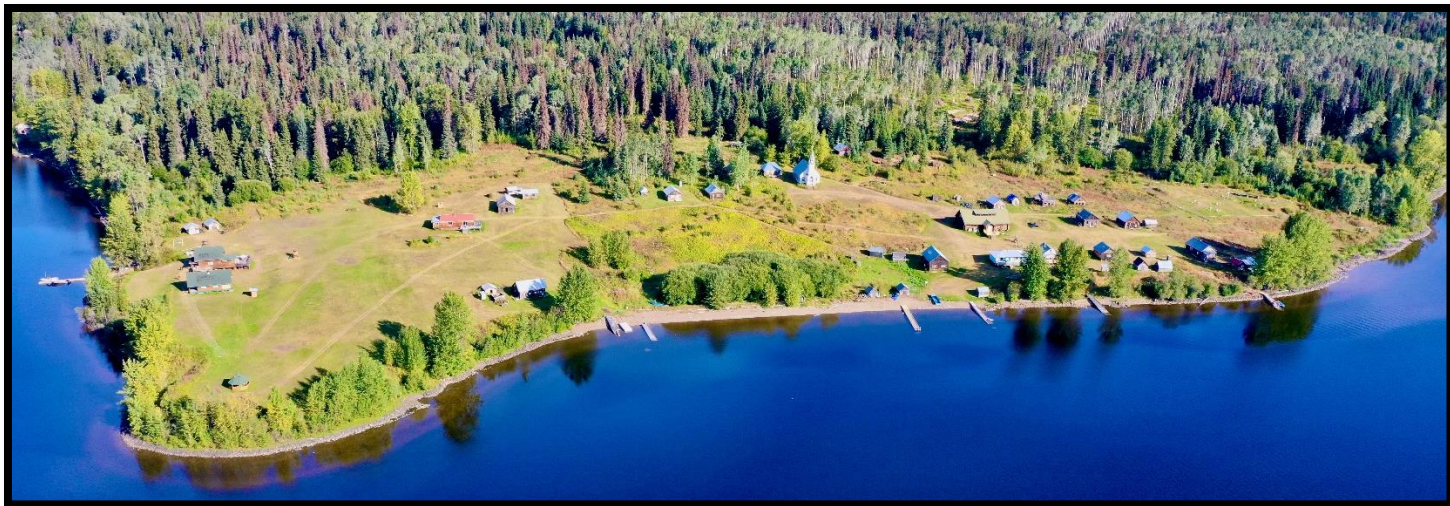
The community cleanup BBQ was well attended although we hope to increase participation in the cleanup portion for future years. The small group of people who participated did an amazing job cleaning up the ditches and public spaces in community. We noticed that there continues to be broken alcohol bottles in the playground. Please be responsible with your alcohol bottles. Our community children play in the playground and can be seriously injured with the broken pieces and risk serious infection. We cannot thank those that assisted with the cleanup effort enough!

The community van also has had some challenges this summer. The van has carried our residents over multiple kilometers and has been spending a lot of time undergoing repairs. We apologize for the disruption in van service, the repairs are necessary to ensure all passengers have a safe mode of transportation. If you would like to sign up to go into Burns Lake or Houston, please call the Tachet Health Clinic at least one business day ahead of your travel date. The van leaves Tachet by 9am daily and begins the trip back to community by 2:30pm. There are rules in place to ensure that the van remains a safe and free option for transportation to nearby towns; please follow the rules so that all passengers feel safe and comfortable to ride in the van.

The Youth Centre is back to school hours and is open Monday to Friday after school until 7pm for youth 18 years and under. Parents/guardians, please ensure that you have completed a registration form for your child(ren). These forms ensure that staff are aware of any specific needs your child(ren) have and that they have contact information on hand to reach you if necessary.

Many of our residents have participated in the engagement sessions regarding the Community Culture Centre. Thank you to all those who have joined in and provided your feedback. The Culture Centre will be a place we can gather for events as well as provide a space to share your knowledge around food gathering, harvesting, processing and preserving traditional foods. The Centre will be located next to the Community Garden and the produce from the garden can also be processed, preserved, and distributed from the Culture Centre. We will have a groundbreaking ceremony to kick off groundwork for the Culture Centre this fall.

We are excited to continue to work towards strengthening our community and obtaining our common goals. We hear from our members what their vision is for our community and their suggestions on how to improve. We appreciate the feedback and although we cannot always implement immediate change, we keep your suggestions as priority and work towards implementing suggestions where possible. Our community has always been great at pulling together to get through whatever comes our way. Let's continue to work together to continue strengthening our community!



Old Fort Community

Mark Power, Community Director

Good day, Lake Babine Nation members. I would like to send my sincere condolences to the families that have lost loved ones throughout this past year. It's been a very difficult year and has affected us all, but we are a strong and resilient people and will overcome these times as we and our ancestors have done in the past and will continue to do.

Throughout the summer in Old Fort there were several projects that took place using the Community Comprehensive Plan (CCP) as a guide, which was member driven and competing several goals and milestones, while employing LBN members to complete most of these jobs including summer students and I would like to thank them all for the hard work that they completed this year as it's not easy to live and work in Old Fort for months at a time and I appreciate all that they accomplished this year.

COMMUNITY SUPPORT

This year was the first year in a long time that the community gathered for a memorial celebration to acknowledge and pay respect to the members that we have lost over the years and heal through community support, it was a great turnout with many stories shared and it was awesome to see the members supporting each other through these trying times. I would like to thank the many departments that came together to make this event possible and support our members in this healing journey.

The annual Old Fort Days took place on the August long weekend, and it was another opportunity to

celebrate together as a community with the annual fishing derby, kid's activities, drumming and singing, and awesome food. It's a good time for members to come out and enjoy the community and we look forward to inviting everyone to next year's event.

While reviewing the CCP document one thing that was needed to support completing most goals was a piece of equipment. Over the years our older equipment would only last a couple seasons then break down, and most of the time we could not find parts because the machines were older and specialty parts were not being built or couldn't be sourced at all. Currently we are awaiting delivery this month of a new tracked skid steer loader with all necessary attachments to carry out a large verity of projects. This will include a trainer coming over in the spring to train crew members in the safe operation of this machine. The attachments would include a tiller to reestablish some of the old garden beds, backhoe attachment for trenching and digging large holes, large brush cutting head to assist in creating a fire guard and expanding visibility farther up the hill to spot wildlife entering the community. It will be used to help the sawmill, supplying it with raw logs and stacking cut lumber just to name a few duties.

We had an ATV instructor come to Old Fort to train the employees and summer students on the safe use and operation of the community quads. The training went well, and the kids had a chance to ask questions and learn more about the proper use of ATV's.

COMMUNITY HALL RENOVATIONS

This year we were able to do much needed renovations to the community hall. The foundation was stabilized, and the main floor leveled out. Support beams were added from the ground up to the

roof to take on more of the snow load as the main ridge beam was showing signs of stress. Stain was applied to the exterior of the logs and stairs were built on the outside of the building to access the second floor. Roof repairs were done, and ice jams installed to stop further damage to the tin roof. Now that the exterior of the building is completed, we can move onto finishing the interior.

FIRST AID BUILDING AND SUPPLIES

A first aid building was constructed this year in Old Fort and is located next to the community hall. This project was requested by members for many years to support the community's needs and house all necessary first aid equipment in the event of medical emergencies. The first aid building was built through Old Fort's own funding, while being stocked with medical supplies through the Heath department. The building turned out great and is now a clean and safe place for members to get minor wound and injury treatment. This year we also hired a first aid attendant to be in the community to respond to medical emergencies and be compliant with WCB standards for our workers. Thank you to Dennis Crouse and his crew for coming across to complete this build from start to finish and using your talents to support all our communities.

CEMETERY RESTORATION

The cemetery restorations project has been a work in progress for a number of years and is getting easier to maintain as work progresses. This year we worked on exposing old plots that have been overgrown by willows and tall grass, right to the fence borders. There were many plots uncovered during this work that have been overgrown for many years and show the old history of the cemetery. The next steps will be to look into expanding the footprint of the cemetery once consulting with community leaders, elders, and hereditary chiefs to see if that is even possible in that location.

EMERGENCY MANAGEMENT

With wildfires on the rise within our area, the need to be prepared and ready to respond to natural disasters has never been more evident. The LBN EOC and Chief & Council have been supporting Old Fort in the development of our emergency capacity. The EOC has purchased firefighting equipment for the community, such as a water pump, water hoses, and large sprinklers. We are grateful to have this equipment on hand, because we already put this

equipment to good use fighting a fire on August 26, 2023, 3 km west of the community on the lake shore, suspected to be human caused. An LBNF crew spotted the fire while working across the lake and reported the fire to members in Old Fort and the Wildfire service. Due to the quick response from LBNF, community members and the wildfire service the fire was completely extinguished within a couple of days. I appreciate everyone's efforts in making sure this fire was stopped right away but shows the need to continue building capacity through training and inventory.

The EOC is also supporting the development of an emergency plan specific to Old Fort. This plan will be included in the already developed Lake Babine Nation Emergency Plan, so we are all working together and consistent in the event of an emergency. The plan will include quick reference sheets for each house on what to do in the event of an emergency, including contact information, location, and procedures to follow. Old Fort has purchased fire extinguishers for all occupied houses and gas sheds this year due to hearing members concerns of not having them for many years.

NEW FORT FEASIBILITY STUDY

The new fort feasibility study is being worked on by Associated Engineering. The original location of IR-12 was deemed not suitable for community development due to the marsh lands along the lake shore and a large ravine that cuts through the center of the proposed area. So, there was not going to be enough buildable land to provide any kind of infrastructure or housing to satisfy the needs of a whole community. The engineers have been investigating other potential areas next to IR-12, to the west, straight across from Old Fort. The latest news on these locations is that a light detection and ranging system (LIDAR) would be used to scan the land from a helicopter to get a very accurate map of the topography to pinpoint a suitable area to develop. This work has taken place and we are awaiting results from the consultants, once we receive these updates it will be shared with the membership.

Foundation Agreement

Betty Patrick, Director

2021-2022 Foundation Agreement Successes

- In April 2023, Canada committed to deliver \$50 million in early implementation funding for the Foundation Agreement pursuant to s. 2.3.
- Lake Babine's first Governance Report is complete and will be the focus of community discussions over the Fall of 2023.
- Lake Babine has hired its first Child and Family Director to help lead implementation of the Child and Family Milestones.
- Signing of the Lake Babine-BC Land Transfer Agreement last winter, a key step in completing the 20,000 hectares of Initial Land Transfers.
- BC Completed land survey for Initial Land Transfer Area A, and BC should be returning this land to Lake Babine by January. BC's survey for Area D is underway
- Fort Babine Lodge parcel transferred to Lake Babine.
- Ground-breaking ceremony for the Tachet Cultural Gathering Centre took place on September 7, 2023 and the ground breaking ceremony for Wit'at's centre takes place on October 2, 2023
- LBN Forestry continues to grow its operations. As of September 2023, it employed 26 Lake Babine members, and in October 2022, it transferred over \$4 million to Lake Babine.
- Lake Babine entered into mineral exploration agreements with proponents who are committing to securing Lake Babine's consent at every stage of their exploration and development activities, setting this expectation for all mineral exploration and mining proponents in Lake Babine Territory.

There have also been challenges over the last year of Foundation Agreement implementation:

- Lake Babine Nation does not have enough staff to effectively implement the Foundation Agreement. Monty Palmantier, who was instrumental in negotiating and implementing the Foundation Agreement, retired from his position as Chief Executive Officer at the end of July. Lake Babine is working on filling this position.
- Lake Babine also lacks much-needed directors for Natural Resources and Lands. The Natural Resources Department, Fisheries Department, and Child and Family Department are all significantly understaffed, and Lake Babine still only has 1 Justice worker.

- Although Covid deaths decreased significantly over the last year, Lake Babine continues to experience a distressingly high death rate due to many premature deaths (including chronic health issues, suicide, overdoses). Lake Babine families are continuously grieving and experiencing trauma from losing loved ones and few supports are available to help them with these - and other - hardships. This in turn limits the energy and availability of staff and members to do the nation-building work under the Foundation Agreement.
- Lake Babine had to devote significant human resources to monitoring wildfires during the intense 2023 wildfire season and evacuating Fort Babine and Donald's Landing/Pinkut in July.
- As of September 2023, Lake Babine still had not received federal negotiation support funding for 2023-2024. In August, Canada responded to Lake Babine's funding application by requesting significantly more detailed information than in previous years. Lake Babine has complied with the information requests, but they are extremely time-consuming, and funding for this fiscal year is now several months late.
- Although Lake Babine and Canada co-developed a Term Sheet for an Incremental Fisheries agreement in February 2022, work towards that agreement remains on hold pending Cabinet's review of and decision on that Term Sheet.
- After years of lobbying by Lake Babine for Canada to deliver Immediate Benefits under the Foundation Agreement, Canada has committed to delivering \$50 million. Lake Babine urged Canada to deliver those funds by the 3rd anniversary of the Foundation Agreement, but due to Canada's administrative process for flowing money, the earliest they will come is December 2023.
- Even once Lake Babine receives the \$50 million, we will need to keep pushing Canada to deliver more Immediate Benefits. BC committed nearly \$200 million in lands and cash upon signing the Foundation Agreement, a much larger contribution than what Canada has offered so far. Moreover, Lake Babine needs significantly more funding to make real headway in two priority areas: healing from the legacy of colonialism and growing Lake Babine's internal governance capacity. Lake Babine has retained a lobbying company in Ottawa to advocate for Canada to invest significantly more in the Foundation Agreement.

Updates on Foundation Agreement work related to Lake Babine's Yintah (Lands and Natural Resources)

LANDS

Land Transfers

- Surveys of the Initial Land Transfers (20,000 hectares) involve a survey company walking the perimeter of the land to set all the boundaries. The surveys are advancing slowly but BC is working on them as fast as possible given its budget constraints:
 - Completed Initial Land Transfer surveys: Area A
 - Initiated Initial Land Transfer surveys: Area D
 - Completed Incremental Treaty Agreement land surveys: Fort Babine Parcel (which has now transferred to Lake Babine), Michell Pierre, Donald's Landing B, Pinkut North
 - Initiated Incremental Treaty Agreement land surveys: Topley Landing, Tachet
- After surveys, BC must complete additional administrative steps before returning the lands to Lake Babine. BC expects to complete the first Initial Land Transfer – Area A – by January, with Area D to come after that in 2024.
- BC will find a way to exempt all these land returns from the BC property taxes that it is supposed to collect under its laws. BC's Ministry of Finance agrees with Lake Babine that Lake Babine should not have to pay property tax on lands that are returned to the Nation.

FORESTS

- LBN Forestry continues to grow its operations. Please see their AGA report for details.
- Council has approved an LBN Forestry Business Plan to use \$14 million of the Forest Activity Fund provided by BC under s. 7.8 of the Foundation Agreement. LBN Forestry will invest these funds to acquire more forestry tenure, train employees, and grow the business, which will in turn generate more revenues for Lake Babine. Please see LBN Forestry's AGA report for more details.
- LBN staff and professional foresters and moose biologist are developing draft Forestry Best Management Practices (BMPs). They will set standards for forestry that will better protect environmental and cultural values on the yintah, while still supporting a profitable forestry business that creates employment and generates wealth for our Nation. LBN Forestry will follow the BMPs, and the other licensees operating in LBN Territory have confirmed they will too. Community meetings will happen soon to review the draft BMPs and hear member feedback on them.
- Lake Babine representatives participated in BC-led expert workshops to inform BC's development of its new policy on forestry revenue-sharing. Our team emphasized that BC should not be collecting

stumpage from LBN Forestry's (growing) logging activities in LBN Territory. Those revenues should stay with Lake Babine. If BC's new provincial policy does not follow this approach, Lake Babine will be negotiating for a Lake Babine specific solution under s. 7.10 of the Foundation Agreement.

- Lake Babine continues to participate in the Lakes Timber Supply Area Resiliency Plan process and has provided BC with detailed feedback on how that process has unfolded and how it could improve for future Forest Landscape Plans (FLPs).
- Lake Babine is participating in pre-planning for the Morice and Bulkley FLPs with BC and other nations whose territories overlap significantly with those Timber Supply Areas.

NATURAL RESOURCES SHARED DECISION-MAKING

- Lake Babine has completed the first phase of its Traditional Foods Study, which assesses the gap between members' current consumption of traditional foods and what they actually need. The study has confirmed that one of the barriers to traditional food consumption is fear of contamination. Therefore, Lake Babine is seeking funding for the second phase of the Traditional Foods Study to test our traditional foods to see if there are any contamination concerns.
- Lake Babine and BC conducted a water quality study between 2021 and 2022 for the waters near Bell and Granisle Mines as well as at Morrison Lake. The report on these findings came out last spring, and Lake Babine delivered a summary update to members on May 3, 2023: Update on Joint Lake Babine – BC Monitoring of Babine and Morrison Lakes. As stated in that update, some of the water samples had a few metals that were slightly above background concentrations, but under BC's water quality guidelines, the water is considered safe for the environment and for humans. The metal levels are low enough to drink the water, though the water may need to be treated for bacteria first.
- Although these water quality results are encouraging, Lake Babine has developed a proposal to expand the scope of the aquatics monitoring study (including by monitoring more waters in the yintah) and to monitor over the long term so that we can see if any changes happen over time. BC is reviewing Lake Babine's proposal to expand the monitoring and is figuring out which aspects it can fund.

MINERAL EXPLORATION AND MINING

- Lake Babine devoted significant time to reviewing mineral exploration program applications by companies wanting to explore mineral tenures in LBN Territory. The Foundation Agreement team also put a lot of energy into advocating provincial law reform in this area, because mining and exploration laws are outdated and they completely ignore Aboriginal title and rights.
- Lake Babine renewed exploration agreements with two proponents who will not expand their exploration programs or pursue mines without first getting Lake Babine's written consent: American Eagle Gold and Amarc. Lake Babine expects all companies looking to operate in LBN Territory to secure Lake Babine's consent from now on.
- Lake Babine opposed the Sparrowhawk exploration program which was proposed near Nedo'ats. Lake Babine knowledge keepers and land users shared their concerns with Energy and Mines through land use statements. Lake Babine also met with Energy and Mines to explain how this project would harm Lake Babine's yintah, culture, and rights. Energy and Mines almost always approves exploration programs, but it listened to Lake Babine and rejected the Sparrowhawk program in September 2023.
- Lake Babine and BC continue to collaboratively review the Dome Mine Restart application, and Lake Babine is in advanced, without prejudice negotiations with Gavin Mines towards a project agreement.
- Lake Babine did a community tour in Wit'at, Tachet and Woyenne to share information about how mineral exploration works and what Lake Babine is doing to strengthen its review of proposed exploration programs, build relationship with proponents, and get BC and companies to respect Lake Babine decisions for or against exploration programs.
- Lake Babine has retained Firelight to work with staff and members to map the Mineral Exploration and Mining No Go Zones in LBN Territory. This project will complete this winter. The No Go Zones map will help discourage proponents from pursuing projects in No Go Zones by making it clear that Lake Babine will oppose exploration in those areas. Lake Babine will also use the No Go Zones map to advocate for BC to respect Lake Babine's decision-making role on mineral exploration and mining on the Territory, and they will form the start of our work towards a comprehensive Land Use Plan for the yintah.

WILDLIFE

- The Wildlife Working Group developed a Communication Memorandum of Understanding (MOU) that Lake Babine and BC's Conservation Officer Services signed on March 15, 2023. It will promote better and more culturally respectful

communication, especially when it comes to compliance and enforcement involving Lake Babine members. This is the first step to improve the working relationship and reduce conflict between Lake Babine harvesters and conservation officers. The Wildlife Advisory Team is also available to help members file complaints about any bad interactions with conservation officers, and Lake Babine will follow up on such complaints.

- The Fisheries and Wildlife Advisory Teams offered cultural training to conservation officers, including officers who operate in LBN Territory. One session was delivered to 10 officers on March 15, and another was for two more officers in Nedo'ats this summer.
- Fourteen (14) Lake Babine members completed a three-day guardian training program led by Conservation Officer Service, and they are keen to become guardians for the yintah.
- Lake Babine's moose biologist, Mateen Hessami, has been working intensively with the Wildlife Advisory Team to record LBN moose-related Indigenous Knowledge. He is also developing proposed moose study proposals related to access management (roads), ground-based predator management, and habitat enhancement activities (e.g., controlled burning). The LBN-BC Wildlife Working Group will discuss these proposals this fall and look for funds to undertake them.

FISHERIES

- Lake Babine and DFO co-developed a Term Sheet and budget for an Incremental Fisheries Agreement (IFA) in February. The IFA would significantly boost the capacity of the LBN Fisheries Department and confirm areas of research and negotiation with DFO to further expand Lake Babine's role in collaborative fisheries management and research. Unfortunately, the federal Cabinet needs to approve the Terms Sheet before DFO staff can negotiate the agreement, and this has not happened yet. The lobbying company that Lake Babine hired is working in Ottawa to encourage federal officials to bring the Term Sheet to Cabinet as soon as possible.
- On August 1, Lake Babine closed the recreational fishery below the Tse Tesli (Babine) Counting Fence to help protect the Talok. This was to help protect the Talok who were already under stress from unusually warm waters. Lake Babine was very disappointed that DFO did not partner with Lake Babine in this closure, despite having had 2 years to review and discuss Lake Babine's threshold for closing the recreational fishery. DFO's inaction confirms how urgent it is for Lake Babine to grow its involvement in fisheries and re-establish its role as the main steward of the Talok in LBN Territory.

Employment & Training

Geraldine Michell, Employment Advisor

First, I would like to wish Mr. Johnathon Patrick the best of luck in his new career as his last day with Lake Babine Nation was on September 28th, 2023. I can't wait to see what else this young man can achieve; he will surely show them they made the right decision in hiring him. Johnathon started out as E&T Administrative Assistant in April of 2022, then he was promoted to E&T Coordinator in May of 2023. He was a great asset to Lake Babine Nation and I always knew he was destined to do great things. Best of Luck Johnathon!!

Here is the ISETS stats of the following interventions: (April 2023-date)

Individual Course Purchase	9
Mobility	43
Work Gear	50
Training	55

Employment & Training conducted surveys earlier this year.

SURVEY SNAPSHOT

- 80 Survey's completed
- 20 Participants reported to be on IA
- Most common barrier to employment is "Lack of transportation"
- Most common request for E&T is host a job-fair/workshop, and host courses.
- 35 Participants reported no license.
- 26 Participants reported to be employed.

We will be hosting workshops and training upon client survey requests. We are hoping to find a place for LBN Employment & Training to host training and workshop in the near future.

Also, stay tune for the Blades Runner Program to start in the Fall. Blade Runners provides life skills, job readiness skills, work experience/on-the-job training, job coaching and ongoing supports to unemployed or precariously employed young adults at risk. The Blade Runners programs delivered throughout B.C. provide a variety of skills training options. The target group are young adults between 15 and 30 years old who face multiple barriers to employment and that are not currently in school. Lake Babine Nation is funded by PGNAETA for both ISETS and Blade Runners.

Lake Babine Nation Employment & Training provide employment related services and programs to Lake Babine Members living within the geographic service area on-reserve covering the surrounding communities; Woyenne, Fort Babine, Old Fort, Tachet and Pinkut/Donald's Landing. (Eligibility requirements: You must be unemployed, on income assistant, EI recipient or parttime precarious employment.)

Human Resources

Beatrice MacDonald, Human Resources Manager

CURRENT EMPLOYMENT OPPORTUNITIES

- *Natural Resource Director*
- *Daycare Worker*
- *Accounts Payable Clerk*
- *Social Development Intake Worker*
- *Employment & Training Assistant*

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.



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