

Lake Babine Nation

22nd Annual General Assembly



Kwa Nis Lhilhwanesdidilh
“Our New Way and A New Path Forward”



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22ND ANNUAL GENERAL ASSEMBLY (VIRTUAL)
TUESDAY NOVEMBER 17, 2020
DAY 1 AGENDA

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

***Due to COVID-19 there will be no resolutions this year.**

22ND ANNUAL GENERAL ASSEMBLY (VIRTUAL)
WEDNESDAY NOVEMBER 18, 2020
DAY 2 AGENDA

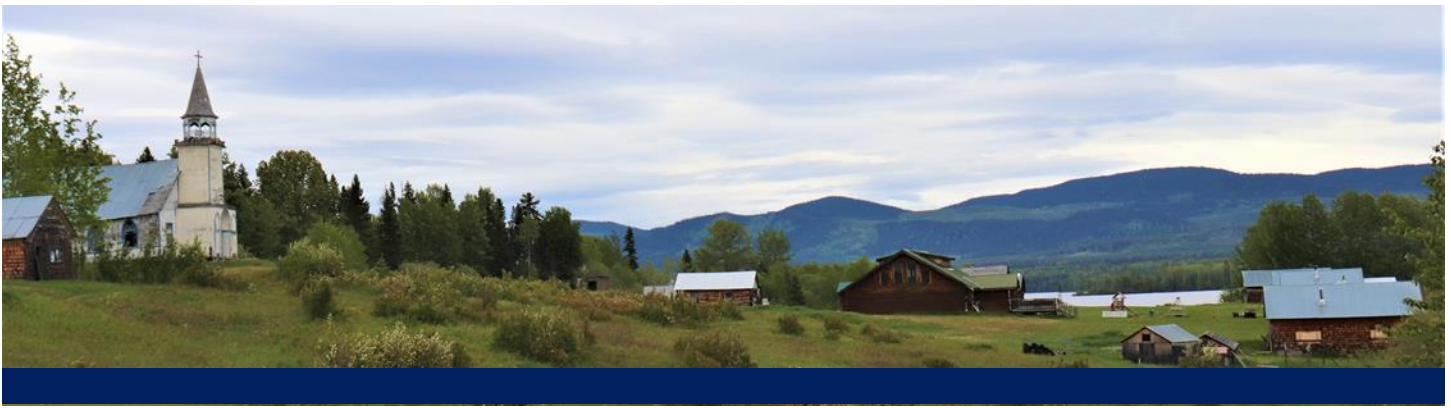
- 8:15 a.m. Opening Prayer
- 8:30 a.m. Admin: Monty Palmantier, Executive Director
- 9:30 a.m. Finance Report & Audit:
Marilyn Joseph-Williams, Interim Finance Director
and John Grace, Finance Director
- 10:30 a.m. Health: Emma Palmantier, Health Director
Child and Family Services, Debbie West, C&F Coordinator
Collette Plasway, LBN/CSFS Coordinator
- 12:00 p.m. LUNCH BREAK
- 1:00 p.m. Health Presentation Continued
Justice Program: Lucy Campbell
Patient Travel, Ray Alec Jr.
Brighter Futures, Marilyn Crouse, Associate Health Director
Gooze Patrol, Phillippe Lacerte Jr
Blade Runners, Murphy Patrick Jr.
- 2:00 p.m. Capital & Infrastructure: Bernard Patrick
- 3:00 p.m. Housing Director: Stefan Willner
- 4:00 p.m. Grant Writing: Priscilla Crouse
- 5:00 p.m. LBN Forestry – Duane Crouse & Mike Beck
- 6:00 p.m. Closing Prayer

***Due to COVID-19 there will be no resolutions this year.**

22ND ANNUAL GENERAL ASSEMBLY (VIRTUAL)
THURSDAY NOVEMBER 19, 2020
DAY 3 AGENDA

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

***Due to COVID-19 there will be no resolutions this year.**



CHIEF'S UPDATE

Gordon Alec

Greetings to the members, elders and youth of the Lake Babine Nation as you join us for the 22nd Annual General Assembly.



It's obvious, this year is definitely different than all the previous years. With the threat of the pandemic and the cancellations of all social gatherings, it has prompted us to go to a virtual presentation of all our programs within the Nation.

In the past few months, we have endured many new ways of dealing with COVID-19 and now with the second wave, we will have to cope with the new norm in our everyday lives. The year 2020 is literally a write off, not only us, but for the world in general. We all must do our part to help stop the Coronavirus by keeping our bubbles small in social gatherings, practice social distancing, washing your hands, and wearing your masks in public.

In the next few days, you will listen to the annual reports from our directors and the finances for the Nation. This we all believe is a way for membership to know of the Nation's direction to keep moving ahead.

Milestones to Ponder:

In dealing with the government, we are very happy to announce that we received a letter from the

Honourable Carolyn Bennett, Minister of Crown-Indigenous Relations.

I am proud to announce the following: "A total of \$12,241,495.00 in comprehensive in land claim negotiation loan debt owed to Canada by Lake Babine Nation has been forgiven and removed from our records, effective March 31, 2020. The debt is no longer an amount owing by the Lake Babine Nation"

Foundation Agreement: BC and the Lake Babine Nation were at an advanced stage in negotiations toward a Foundation Agreement. Canada joined the table in December 2017. Minister Scott Fraser, minister Carolyn Bennett and I signed the Tripartite Memorandum of Understanding to frame the negotiations on Friday, November 30th. Lake Babine Nation and BC's aim was to complete a Foundation Agreement by March 31, 2018.

After many meetings with our negotiation teams, leadership, and communities, we have the final document of the Foundation Agreement. This document that will enhance all the programs and services within Lake Babine Nation.

In closing, I would like to acknowledge families, relatives and friends who have lost their loved ones throughout the year. It has been a difficult time for everyone. My thoughts and prayers are with our citizens during these difficult times. I would like to thank all the LBN staff, leadership and most importantly the membership for their ongoing support during my difficult times.

I would like to extend my gratitude to my team for supporting me throughout my term as Chief. I couldn't have done it without your guidance and support. I appreciate all of your love and prayers for my family.

DEPUTY CHIEF

Derek MacDonald

Good Day to all citizens of Lake Babine Nation. I would like to say Thank you to the membership for keeping the faith and allowing us to put the nation in a better position than we were in a year ago. This year has been a strange and tougher year than expected but still we managed to keep the business going as best as we can even though we are in a COVID-19 pandemic.



At the start of the year it was brought to our attention that COVID-19 has come into this world and because of the deadly virus, the world had gone into lockdown, with nations offices all across the country had to shut down. We had to find new ways to communicate and to make sure that discussions with government went on to ensure what was started in 2016 with the Foundation Agreement was on track and then signing of the Agreement was a great victory for this Nation with the Province of BC and Canada. It was a great day to see that both governments agreed to help Lake Babine Nation and our members into a better place than a year ago and also ensuring that the status quo was no more. We look forward to a more positive future and to start the implementation process on to shape our future. I'm very excited with what is going to happen and look forward to a far better Lake Babine Nation.

Lake Babine have an amazing team in all the departments and I'm very confident that we will move forward and put this very important puzzle together. This year's Annual General Assembly is going to be a lot different; we'll be doing virtual live stream presentations from the Council Chambers for all the departments business from this past year and you will see what changes we have put in place. All the departments will be making their respective reports. So, I ask all members to please pay extra attention as all what has been completed this year will be portrayed in this livestream event.

The Nation is moving forward and we will show what has been done. I thank you all for your patience and remind you that COVID-19 is still alive and well. Please stay vigilant as we are still trying to move ahead in these trying times.

Thank you to all Staff that we have at Lake Babine and I ask that you keep doing what you're doing to make sure this Nation still thrives. There is a bright future on the horizon and I'm happy that I will be a part of it and to make sure our Nation is going to be in a better position for a better future in this new way of doing business. Thank you all again and let's have a great AGA. Mesiy C'o

WOYENNE COUNCIL

Cheyenne Crouse

It has been a busy year, despite all the challenges Lake Babine Nation (LBN) had faced for LBN business to move forward. I am very excited and honoured to be part of the Negotiations of the Foundation Agreement and have a signed copy of the Foundation Agreement from British Columbia and Canada on September 18 2020.



FOUNDATION AGREEMENT

What an exciting concept for Lake Babine Nation Members. The Foundation Agreement will develop and implement a self-governance model that replaces the Indian Act and in return strengthen Lake Babine Nation's traditions, culture, and governance.

The Foundation Agreement includes an initial set of benefits from British Columbia (BC) valued at \$200 million: \$43 million in funding and 20,000 hectares of land valued at approximately \$150 million for a five-year term and benefits from Canada to be determined in December.

SOCIAL CULTURAL WORKING GROUP

I work with the Social Cultural Working Group (SCWG) and have done my best to advocate for all the members needs as discussed and directed by LBN Members in our community and urban information rounds. The SCWG have put LBN Members direction into long term milestones and key steps so to implement LBN Members wants and needs.

The Tri Part Working Group (British Columbia (BC), Canada, and LBN) are working collaboratively to ensure LBN members rights, culture and traditions, including Balhats and Nedut'en language thrive by achieving self-government, laws, programs, services, education, healthy living, wellness. LBN will continue to negotiate funding to support the implementation of the Foundation Agreement.

DINEE ZEH PORTFOLIO

I occupy the Dinee zeh Portfolio. In 2019, we as Dinee zeh, had weekly meetings with all clans in attendance. Thank you to Losa and Jid'em ski'nees for taking lead on arranging meetings. To date, we started having direction/information sharing at Dinee zeh meetings, Gil Lan Tin - Oct 1, Lakh Tsa Mis Yu - Oct 2, - Jilh Ts'ekh Yu - Oct 7, Lakh Ja Bu - Oct 14 and will continue with

reaching out to Dinee zeh for their guidance and wisdom moving forward.

HOUSING PORTFOLIO

I also occupy the portfolio to Housing, Capital & Infrastructure and Maintenance. Please join me in welcoming Stefan Willner, our new Housing Director. Stefan has had a few months to settle in and has shown he has the heart and understanding for the huge responsibility to our members, to provide safe and healthy homes. I would like to thank Bernard Patrick for filling in as interim housing director and helping Stephan during his transition.

I am happy to report LBN will be focusing on Health and Safety Renovations. Chief and Council have approved the use of the Game Funding Revenue of \$500,000 to put towards our wood stove project. We will be replacing and installing new furnaces and wood stoves to those homes in need. LBN is also negotiating to build our infrastructure needs, led by our Infrastructure Director Bernard Patrick. It is exciting to report the build of the new water tower in Tachet and look forward to the completion of many more infrastructure items, thank you Bernard.

Emma Palmantier and Councillor Murphy Abraham have been a huge advocate for homelessness and working along side Lake Babine Nation, Burns Lake Band, Skin Tyee Nation, Cheslatta Carrier Nation, Wet'suwet'en First Nation, Nee-Tahi-Buhn Band and the Village of Burns Lake the Housing Project Burns Lake Motor Inn. This project will house people who are experiencing or at risk of becoming homeless from surrounding communities in Burns Lake. This project will produce 44 one-bedroom units (including 3 accessible units), lounge, dining room, study room, staff office, community room and 24/7 on-site staffing. The residents will also have access to wrap around services such as life skills training, education and health. To build housing stock is needed within community and for urban members and I fully support Murphy and Emma's efforts to help the urban members with housing.

LBN is also applying for more funding for smaller homes to be placed in Tachet and Fort Babine to increase our housing stock and to accommodate the need in both communities to bring our families' home. LBN hasn't forgotten about the Old Fort members whom want to move forward with IR12 and LBN has intention of continuing to pursue the housing needs of Old Fort members.

We as LBN Members are guiding the Foundation Agreement by having representation from Five Communities, Urban, Elder/Knowledge Holder, Dinee

zeh, Youth Urban/Community, Staff/Support workers, Council whom sit on committees. The purpose of the committees is to give the membership, Dinee zeh, and administration the opportunity to work together by giving direction and input on how our nation is to move forward with LBN Business. This approach ensures that Lake Babine Aboriginal title over their lands, governance, land transfers and Aboriginal title, natural resource decision-making, forestry, wildlife, socio-cultural improvements, and economic development also including jurisdiction in these areas are implemented through an LBN lens.

Housing Infrastructure and Maintenance Committee - Fort Babine - Mary Love Michell, Clara Williams, Tachet - Victor Tom, Kenneth Stevenson, Woyenne - Geraldine Michell, Mary West, Lena Williams, Debbie West – LBN Councilors Cheyene Dennis, thank you Melvin Joseph, Murphy Abraham and Emma Palmantier for always advocating for housing in the community and for Urban members – Administration Bonnie Dennis, Angela Nap – Maintenance Jerry Tom, Rodney Patrick, Zac Lowley, Aaron Joseph. We have very limited staff in our housing and maintenance department, as we do not have the capacity to fulfill work orders in a timely manner. Through the Foundation Agreement we are in negotiations with British Columbia and Canada to meet the needs of housing renovations and to build capacity and training for our members to become part of the housing maintenance and administration needs.

Child and Family Committee – Emma Palmantier - Health Director/Child and Family Lead, Debbie West – Child and Family Coordinator, Sara Jack – Child and Family Support Worker, Patricia Abraham – Child and Family Support Worker, Judy Charlie – Health Directors Assistant, Representative LBN Councillors Murphy Abraham, Councillor Cheyene Dennis, Mildred George – Urban, Daisey Charlie – Tachet, Brianna Michell – Youth, Margie Alec – Old Fort, Richard Williams – Woyenne, Ronnie West – Donald's Landing, Clara Williams – Fort Babine, Anthony Tom – Hereditary Chief I am really proud of the work at this table. It is leading the way achieving many of Child & Family milestones and key steps to present in the Foundation Agreement. Our table have set out a very achievable work plan and time line to implement jurisdiction for our children.

Governance Committee – Victor Tom – Chair/Urban Representative, Evelyn George – vice-chair/Old Fort, Barb Adam-Williams – Governance Researcher, Marvin Williams – Governance Researcher, Darcy Dennis – Governance Researcher, Dorothy Patrick – Community Engagement Coordinator Representative, LBN Councilors: Bessie West – Fort Babine Councillor, Cheyene Dennis – Woyenne Councillor, Wilf Adam – Woyenne - Vanessa Bull-Patrick – Lakh Tsa Mis Yu,

Cindy Lowley-Patrick – Jilh Ts'ekh Yu, Beverly Michell – Elder Advisor, Mildred Alec-George – Urban, Mackenzie Adam – Youth On-Reserve, Fred William – Fort Babine, Heather Joseph – Tachet, Beatrice Michell – Donald's/Pinkut, Ronnie West/Fabian Michell– Gil Lan Tin, Frank Alec – Lakh Ja Bu

While sitting in the Governance Table, you look around and see the past leaders and key employees working together. With the amount of LBN and Hereditary knowledge at this table the ability to work together and build a platform, with the help of LBN members input, to incorporate how our future governance may be.

Wildlife Committee - Peter Alec – Lakh Ja Bu, Eugene Patrick – Jilh Ts'ekh Yu, David Tom – Gil Lan Tin, Aaron Joseph – Lakh Tsa Mis Yu, Jason Charlie – Donald's/Pinkut, Sonny West – Fort Babine, Mathew Alec – Old Fort, Roy West Jr. – Tachet, Ray Abraham – Woyenne, Representative, LBN Councillors: Derek MacDonald – Councillor, Murphy Abraham – Councillor, Verna Power – Councillor, Cheyene Dennis – Councillor

LBN Council have been meeting with the Burns Lake Municipal Mayor and Council with a joint approach in respect of our declining moose population. This is a huge concern for both parties and will continue advocating for our moose population . We are very concerned and will continue to monitor and voice our recommendations to protect our moose from the re-establishing efforts of the caribou population.

Youth Council - Phoebe Dennis President Carrie Crouse vice president, Michelle Tom senior councillor, Jasmine Tom senior Councillor, Cherith Lacerte senior counsellor, Marissa Crouse, Kiara Alec, Tanisha Michelle, Susan Michell, Anthony Tom Jr, Morgan Abraham, Aiyanna Johnson - Representative, LBN Councillors: Murphy Abraham

I love the enthusiasm of the Youth council. The Youth are off to a good start by getting involved with the community. The youth Halloween volunteer preparations are very well coordinated and deserves a huge thank you for making sure our kids enjoy some kind of Halloween trick or treating.

Forestry Boards - Services Directors -Duane Crouse, Anthony Tom, Nick Erickson, LTD (management) directors, Duane Crouse, John Findlay, Jason Charlie, Jim McCormack, Robbie Reid

Economic Development Boards, Ronnie West, Ronnie Alec and Melvin Joseph

I am involved in the **Babine Lake Community Forest Society** (BLCFS) Board - Forest Peter Tweedie (Interim Directors for Lake Babine Nation - Duane Crouse

LBNFLP - Manager co-chair, Shane Modine - Tachet Manager), Director, Arthur Michelle - Tachet Director, Cheyene Dennis - Lake Babine Nation Council Director, Directors for Granisle – Marilyn Berglund - Granisle Director, Tim Smith - Granisle Director, Tom Liversidge - Granisle Director. Granisle will be replacing Dave Nicholas as he had stepped down, and I would like to thank Dave for all his hard work while working with Lake Babine Nation. BLCFS have completed the Wildfire Mitigation Project around the Village of Granisle and will be working on the revitalization of the trails that were affected. BLCFS will continue to work with all three communities to bring employment and training to our members.

The purpose of listing all the Committee Members was to show how many more voices are guiding Chief, Council, and the Foundation team through the planning and implementation process. It also gives the members a resource to have your voices be heard. Please ask questions and be involved with the Foundation Committees. If you are interested in being on any of the Committees, please write a letter of interest to join future posted committees. The purpose of all of the Committees is to have everyone ones input and direction.

The following Committees, Justice, Fisheries, Education and Language, Housing and Infrastructure, Economic Development, Natural Resources, and Health still need representation. I encourage everyone to get involved!

I have been participating to educate myself with the First Nation Woodlot License (FNWL). FNWL are area based for long term forest tenure for LBN's interest in our traditional land and resources. Through LBN Members and Dinee zeh direction and input the LBN Working Table are securing that FNWL recognizes that the corporate control remains with LBN and Dinee zeh involvement. LBN will be asserting our right in land and resources, for the protection of traditional use practices, the harvest and management of non-timber forest products and other benefits.

LBN has met with Yechoochee Elder and Chief, Council and Executive Director concerning the overlap issue. We will continue to reach out to Yechoochee to resolve overlap issue. LBN will also have to reach out to other nations because of overlap and find solutions to come to an understanding that LBN has a traditional land stewardship that has been recognized and followed by our ancestors for all Nations concerned.

I am also working with the **Interagency Group** that was formed to create a safe space to speak honestly, openly, and respectfully about what is happening in communities in the region and find solutions to keep our members safe.

Lake Babine Nation, Wet'suwet'en, Cheslatta Carrier Nation, Northern Health, Lakes District, Coastal GasLink, Pacific Atlantic Pipeline Construction, Indigenous Relations, Regional District of Bulkley-Nechako, RCMP, Victim Services. First Nation Health Authority (FNHA), and Fire Light.

I would like to thank the "GOOZE Patrol" for doing a great job.

I also participate with *Labour Force Study* creating a five-year development plan using the Comprehensive Community Planning (CCP). Building a work plan and budget to obtain training and education for our members to be able to maintain employment and have the life skills to succeed to have a career and family.

I enjoy the *Environmental Assessment Officer* (EAO) team, here we protect the water, air and land. Creating a life-cycle of sustainable natural resources. While managing our own needs today we are laying out protocol to not compromise the ability of future generation to meet their needs. "what ever you take, you replace and don't waste it". Working with Industry, West Fraser, Canfor, Hampton, Coastal Link Gas Line, Noranda Mine, Bell Mine Duke Mine and many more, to ensure that LBN Rights and way of life is protected. Protecting our salmon, moose, plants, forest, lakes, rivers, marshes, and animal habitat.

Being part of the Communication and Media Training with Davis McKenzie has opened up the opportunity to see how the outside world views LBN. I can say I am proud to be LBN.

For the next few months, we as Members, Committees, Dinee zeh, Chief and Council will have to strategize together on how to fill in all the gaps in our existing services and programs. Implementation of the Foundation Agreement will help secure LBN members future.

In conclusion I would like to send my prayers out to all of our LBN members and pray for the healing of our Nation to Make Lake Babine Nation Whole Again.

WOYENNE COUNCIL

Murphy Abraham

First off, I would like to send out positive energy & strength to all the strong & vibrant Lake Babine Nation members! I know 2020 has been full of challenges, but as long as we keep a strong mindset and an open heart of understanding, we can get through any obstacles that come our way.



Child & Family – Health – Urban

CHILD & FAMILY ADVISORY TEAM

I work with the Child & Family advisory team which is comprised of 2 council reps, 5 community reps, 1 hereditary chief, 1 urban member, 1 youth rep, child & family advisors, with Emma Palmantier leading this group. As some of you remember, this advisory team conducted its first round of engagement back in spring of 2019, under milestone 2 where you helped identify existing gaps, deficiencies, strengths & opportunities for short-term enhancements to Child & Family programs & services. From this Emma and her team developed a 1.5 million-dollar workplan & budget, under the prevention fund, which was submitted at the CSFS Board of Directors meeting in December 2019. With everything said and done LBN received 1.4 million dollars going towards capacity building, vehicle purchases, and culture programing etc. This was a great accomplishment and now with the funds in place we can start building our Child & Family capacity, programs, and services especially in the Urban areas.

Our most recent meeting took place in Prince George on October 26 & 27, 2020 with a new addition to the team Allen Cummings. These two days were filled with great information and gave our team a more in-depth perspective on the Child & Family sector. Allen has many years of experience & knowledge in this field and I'm already confident he's giving us the boost we need to continue working towards LBN's very own Child & Family Jurisdiction. Due to Covid-19 we have tentatively set our next engagement dates for Vancouver and Prince George in December 2020

with Smithers and the 5 communities commencing in the New Year. This advisory team is your voice to the government and its your thoughts and ideas that will develop our very own Child & Family Laws, so please I encourage you to get involved in this important work that will solidify our future generation.

TRIPARTITE WORKING GROUP

I also work with the tripartite Child and Family working group with Emma Palmantier and Ronnie West representing LBN alongside the provincial & federal representatives. This group provides a forum for collaborative discussions on how to implement the Child & Family milestones with the advice from Child & Family advisory team. This table meets 4 times a year and from my experience, I believe everyone at this table genuinely wants the best interest for Lake Babine Nation moving forward.

SOCIO-CULTURE WORKING GROUP

Betty Patrick & I participate in the Socio-Culture Working Group, again with Provincial & Federal representatives. This table overlooks the tripartite working groups within the Foundation Agreement and will provide any assistance or advice and to make sure the work stays on track within the agreement.

CHILD & FAMILY OFFICE BUILDING

As you noticed, in the month of October, there has been some land development happening on Tsa street right across from our Child & Family office. This will be the new site and the second temporary Child & Family office building and with acknowledgement to CSFS for transferring this office building to LBN. These temporary office buildings will help staff our growing capacity until a new Child & Family building is constructed in each of our respective communities.

THE YOUTH COUNCIL

I'd like to take this opportunity to acknowledge that LBN now has a youth council. Being somewhat of a young leader myself I thought it be great for LBN to bring back the youth council concept with its own funding allocation. So, with much deliberation the Chief & Council agreed to allocate \$129,000.00, matching the amount giving to the elder's gathering, towards developing a Youth Council. An election was called and the votes were counted and we now have youth council in place. Due to COVID-19, Youth Council meetings have been minimized and logistics are still being figured out, but one of the ideas was to have this council plan and coordinate programs for all ages of youth and children throughout all Lake Babine communities. I'll hope to have more update on this by the new year.

THE URBAN PORTFOLIO

This has been a learning experience holding the Urban portfolio, but at the same time I felt it has created some good ideas moving forward. As we all know LBN only receives funds for the members living on reserve and the friendship Centre's and other agencies receive funds for the members living in the urban areas. With that being said Chief & Council are working towards developing some sort of funding pot from our own source revenue to be directed for the members living in the urban areas. These funds will have a criteria and budget attached to it; the idea is to help out the urban members in need during emergency situations. This is just a start for the urban members, as time passes there will be more opportunities to come.

CSFS BOARD OF DIRECTOR

I was appointed to Carrier Sekani Family Services BOD by Chief & Council at the beginning of my term. My experience has been both challenging & exciting. The challenges are learning the dynamic aspects of Child & Family along with improving the communication & understanding of both organizations. The exciting part is learning that the prevention dollars was released to the BC Child & Family sector after many years of advocacy from our first nations leaders. This means that first nations across BC can now start developing their own workplan & budget and submit under the prevention funding envelop, and with this opportunity they can now start building capacity, increasing programs, and developing quality services. CSFS is delegated to serve LBN Child & Family, so these funds flow through them, and so far, our very own Emma Palmantier and with the help of her staff accumulated 1.8 million dollars in the last 2 years through workplan & budget submission. This is just a start and I believe this budget will increase year after year until LBN takes over Child & Family Jurisdiction.

IN CONCLUSION

I'd like to take this opportunity to thank everyone that has supported me along the way and have been patient with me on learning this complex political system. I acknowledge that there are some of you who disagree with the signing of the Foundation Agreement, but I believe we as Chief & Council made the best decision possible to move our Nation forward and improved our future generations path. We are in a new beginning, a new era, a faster & more complicated world, so my advice to you - if you'll be running in the upcoming 2021 election – get familiar with the Provincial & Federal system, always keep an open & positive mindset, don't take things personally because it's business, do the best you can for your people within your scope and remember to self-care, create & encourage Independence not dependency, learn your language & practice your culture, and last but not least read the Foundation Agreement inside and out because that will be the road map to our Nations Independence.

TACHET COUNCIL

Shane Modine

Good day to all Lake Babine Nation members

Murphy Abraham and I met with Beatrice Michell – Education Director before the students went back to school in August. We discussed the safety procedures that were put in place to insure the safe return to school for all students, parents, teachers, and staff. All safety decisions were taken very seriously amid the COVID-19 pandemic and with the recommendations of the Emergency Operations Centre (EOC) and the precautionary measures suggested by Dr. Bonnie Henry – BC’s Provincial Health Officer.



I have been meeting with Tachet’s Operations Manager – Mark Power. In past meetings, members and Council discussed a need for members to acquire their Driver’s License. Burns Lake Native Development Corporation (BLNDC) offered to fund this project, Thank you BLNDC. Dates for members to achieve this goal are set to take place in Tachet on November 3rd & 4th, 2020. Good luck to everyone!

I sit on the board of directors (BOD) for The Babine Lake Community Forestry Society. The manager Peter Tweedie has employed some members in Tachet for bridge repairs, cutting brush, some small tree removal and maintenance on walking trails in and around Granisle, BC. Mr. Peter Tweedie has indicated that there will be more work to be done in some areas and plans to employ Tachet members again.

I am looking forward to listening to all of the Department updates, from Culture and Language to the new water treatment plant and more Education/training that will become available to members soon.

My sincere condolences to all those who have lost loved ones. We are all living in difficult times, please be kind to one another and be safe.

TACHET COUNCIL

Delores Alec

Hello my beautiful people. Welcome to the 22nd Annual General Assembly. I would like to extend my sincere condolences to all who lost a loved one in the past year. My thoughts and prayers are with you all during these difficult times.



I hope you enjoy listing to the department reports from all of our Managers and Directors, who have been working tirelessly throughout the year, to provide programs and services for our Nation.

FOUNDATION AGREEMENT

Chief & Council have been working on this important document for the last 4-5 years. This document is for the betterment of our nation and which will enhance all of the services for all 5 LBN Communities.

With the help of the past and present leadership, this document was brought to life by our Foundations Negotiation Team. I would like to thank every one of those that were involved in making this happen. It is history in the making for Lake Babine Nation and I look forward to what the future brings. Please keep educating yourselves with this document and feel free to contact any of the team if you have any questions.

As winter approaches, please be safe on the roads and avoid travelling if you can. Also a reminder to please be safe and take the proper COVID-19 precautions in public, keep your bubble small and keep washing your hands.



EXECUTIVE DIRECTOR

Monty Palmantier

Greetings all and welcome to the LBN 22nd Annual General Assembly, which is being held as a ‘virtual meeting’ because of the COVID-19 Pandemic. I became the Interim Executive Director on May 2, 2020 and this report summarizes my role and responsibilities since.



The position I hold is essentially the ‘go between’ for Council and administration.

Financial Administration Law: LBN Council signed off its Financial Administration Law (FAL) in September 2019. This was a key requirement from Indigenous Services Canada (ISC) that LBN had to put into place in order to be eligible for the 10-Year Grant funding agreement. Administration and Council are now ensuring that all requirements within the FAL are in place. Some of the requirements include: having a strategic plan, multi-year budget, revisions to policy areas (i.e. Personnel Policies, Finance Policies), other documents such as ensuring there is a Terms of Reference for the Finance and Audit Committee, Roles and Responsibilities of Council and administration including job descriptions.

10 Year Grant: As already mentioned, LBN entered into a 10-Year Funding Grant with Canada/ISC. The ISC comprehensive Funding Agreement-Grant Block which was signed off on February 27 2019. A requirement for the 10-Year Grant was that LBN had to have a FAL in place; therefore, Council signed off on the Finance Bylaw.

Restructure: In order to be in compliance with FAL, Council had to restructure the organizational chart. FAL requires that the Council has two employees that answer directly to Council and this includes: The Chief Executive Officer and the Chief Financial Officer.

In addition to the two aforementioned Council employees, the Executive Director has been split into two positions including: Chief Executive Officer and

Chief Operations Officer. The role of the Chief Operations Officer is to oversee the day-to-day operations of the Nation such as programs and services and all personnel and community issues. With a growing staff of over 160 employees and rapid growth of programs and services the longstanding structure having only the Executive Director as administrative lead has meant challenges for the Executive Director to ensure LBN is moving forward with new initiatives. Thus, the third position, Chief Executive Officer, is to move the Nation forward and ensure time is dedicated for the planning and technical tasks can be addressed.

Personnel: Since I’ve started in this position, key positions have been getting filled. With the resignation of the former Finance Director, a search had been on since early summer. With my move from the Education Director position, two additional directorships were created in the Education Department. The three new Directors (Shauna Alec / Early Childhood Education Director; Beatrice Michell / Education Director, and; Louise Lacerte / Language & Culture Director) began their positions in July 2020. The Economic Development Director position was filled by Victor Tom at the beginning of August 2020. The Housing Director position was recently filled by Stefan Willner. The Finance Director position has filled with the hiring of John Grace. John began his position on November 9, 2020. In addition, the new Natural Resource Director, Steve Wilson has started his position November 16, 2020. The hiring process for the Chief Executive Officer is currently underway.

FA Implementation: The Foundation Agreement was signed by LBN, British Columbia and Canada on September 18, 2020. This agreement lays out LBN’s pathway for the next 20 years. This agreement is essentially LBN’s strategic plan which meets FAL requirements. Now LBN is in the implementation stage of the Foundation Agreement and the outcomes, in an Administrative context, means additional programs and services as well as increased staffing with the Human Resource needs across the board. The Chief Executive Officer will work closely with the Foundation Agreement Team throughout the implementation process.

A key understanding that needs to be kept in mind with the Foundation Agreement is that this is a ‘living document’ and this means that as the Nation moves forward changes may be required based on

continued in-depth community consultation and LBN's evolving relationship with BC and Canada.

Projects and New Initiatives: A lot of my time is taken up with proposal writing that includes technical writing and budgeting. Some of the initiatives that I have been involved with include:

- **Foundation Agreement:** Socio-Cultural Technical Working Group members, helping with submissions of BC and Canada and particularly with the Budgeting

- **Indigenous Skills and Training Development:** assisting primarily with budgeting. This is the third year that LBN has received funding from the province and currently the Indigenous Human Services Program is being delivered in LBN through a partnership with the Nicola Valley Institute of Technology.

- **Labour Market Partnership Strategy Project:** The planning for this began in Spring 2019 and along with Betty Patrick, Foundation Agreement Manager and Priscilla Crouse, now Grant Writing Director (former ISTD Program Coordinator) LBN is now in its third year of program deliveries.

- **Governance Project:** Along with Foundation Agreement team members, assisted with written and budget submission for this project which is currently in its third year.

- **Upcoming Proposal Submissions:**

- **Canada/ISC:** Indigenous Community Support Fund – needs-based application. LBN has received COVID funding from ISC and it is important to understand that the funding that comes from Canada/ISC is targeted only for on-reserve programs and services. Canada has provided funding for urban First Nations and this has primarily been funneled through Friendship Centre's and/or Indigenous organizations in the cities across the province and country.

Key Next Steps:

- Strategic Planning Session with Council and Administration at the end of November 2020. The purpose of this session is for Council and Directors to have a thorough understanding of the FAL and 10-Year Grant Requirement as well as to review the Foundation Agreement as LBN's long-term strategic plan.

- Budgeting for next fiscal year as well as to develop a multi-year budget that will be based upon the Foundation Agreement as well as existing programs and services funding requirements.

CAPTIAL & INFRASTRUCTURE

Bernard Patrick

Hadeeh! Good day Lake Babine Nation, I hope everyone is staying safe and supporting one another during this unusual and difficult time with the global pandemic which has changed the way our lives use to be and it may be like this for quite some time.



CAPITAL

Tachet Reservoir – the construction began on May 13th which is still on schedule despite the shutdown due to COVID-19 back in March. As of this writing, the reservoir has been completed and tested as it is now feeding the community of its water system with the old reservoir being dismantled right now.

Woyenne Drainage – this project is still being worked on for approval by Indigenous Services Canada (ISC) for construction to begin next Spring of 2021 which at this time is looking like it will go through. At this time, it would not be feasible to move forward with the project due to the fact that it takes time to organize a Capital project.

Tachet Wastewater System – at this time, we are working with the engineers and ISC to get this project approved due to the fact that a lot of the individual septic tanks in Tachet are failing or are at their life expectancy. The community collection system will be a major project for Tachet and one that will be very beneficial and we are hoping it will be approved for funding for next year's construction.

Burns Lake Water Treatment Plan – this project has been ongoing since last fall and is moving along very well as the project is 95% complete and still scheduled to be commissioned by the Spring of 2021 which is when the remaining 5% will be completed. The project is a joint venture with the Village of Burns Lake and Burns Lake Band to have a new water treatment plant in to service the entire community.

7th Avenue Lift Station – this project is another joint project with the Village of Burns Lake where ISC is funding an upgrade on sewerage lift station on 7th and Centre Street which services areas around the hospital and the Woyenne community which will be completed this summer.

Fort Babine Biomass Project – the delay in this project is currently being dealt with and anticipated to continue in the Spring of 2021. The biomass system when completed will be heating the clinic, school and water treatment plant in that community and upon the success of that it may start moving to heating homes in the next few years after it start operations.

Burns Lake Sidewalk Project – LBN and the Village of Burns Lake worked together to get funding from the Province through the Ministry of Transportation & Infrastructure sector to get sidewalks built from the corner of 10th Ave & Center Street (near Wellness Centre) to the bottom of Sus Avenue and continue up on Sus to the Administration office. We are hoping to do more in our community in the future to encourage our members to use the sidewalks to walk, run or bike for good health.

Asset Management Project – this project is still ongoing as our Capital Asset Protection Officer Rick Dobbs is working hard at this program to input all of LBN’s asset into the new system with all the information pertaining to assets such as commercial buildings (water treatment plants, clinics, etc.), vehicles (fire trucks, o/m trucks, health vehicles, etc.), roads, bridges, etc. The project was funded by ISC

HOUSING

I am currently still working closely with Housing to have the Housing Policy completed which is proving to be challenging due to scheduling issues with individuals involved and the little issue of the global pandemic. The Housing Policy will need to be brought to the three communities and presented in a community meeting but due to the restrictions we are unable to have the community meetings, so we are working on a different approach at presenting it.

Emergency Operation Centre (EOC) - Our EOC was activated on March 18th and are still continuing to monitoring the COVID-19 pandemic throughout the world, which is very new to everyone. The last time a global pandemic hit was the 1918 Spanish flu. According to an elder that spoke with us at a recent meeting with the hereditary chiefs, the 1918 spanish flu pandemic took a lot of our members, as he recalls that people were dying one after another in the communities, which is very concerning especially since the Coronavirus is affecting us the same way.

It seems people everywhere, and not just in our communities, are not taking this COVID-19 pandemic seriously. As frustrated people that were forced to stay at home for three months want to get back to normal life and as a result, we have people not following the guidelines put forth by the Provincial Health Officer and the

provincial government. It is very understandable that these rules and guidelines are done to help keep everyone protected from this Coronavirus, which can easily be contracted, much like the common cold, but more deadly.

There is not much more to say about the Coronavirus, as I am sure are tired of hearing about it and its effect on people and the economy, but I must continue to encourage people to please be safe, follow the rules of social distancing, staying home if are experiencing the symptoms of COVID-19, limit your travel, try to avoid high risk areas such as Vancouver, Kelowna and out of province areas such as Alberta; wear a mask if possible when going into high risk areas (health officials recommends public use such as shopping, etc.); and sanitize or wash your hands while avoiding touching your face.

LBN has been hit pretty hard with deaths (not by COVID-19) since the Coronavirus situation got worse and when deaths occur, it difficult for everyone, because we cannot honor our traditional practices of funeral mass and potlatches during the pandemic and it has already been difficult for the families of the deceased. The EOC is not there to put any more hardship on already grieving members but need your assistance by following the COVID-19 rules to keep our members safe. Our EOC and security staff have taken a lot of criticism but we will still continue with what we are mandated to do until such time we cannot or don’t need to.

It is also important to know that if and when any of our members test positive with the coronavirus, to please be mindful and supportive of one another because it is already difficult enough for the them to be going through a traumatic event.

There has been changes to how our offices operates and how services are available to the members, which is by appointments after passing a quick screening process of questions asked on the phone. Please be patient, as this is our new way of operations going forward. You will notice signage, “stand here” stickers, and plexi guards in the office to protect you and our staff. Please be safe, support one another and protect yourselves with all the COVID-19 safety measures.

HOUSING DEPARTMENT

Stefan Willner

Lake Babine Nation brought me on board July 20th, 2020. Born and raised in Germany, I only knew about the Indigenous peoples from history books. It wasn't until I lived in the Lakes District over the past 11 years, I was introduced to the rich Indigenous culture that is such an integral part of the Lakes District area.



Bringing my experience from various CEO positions while working in Germany gives me the advantage of having the knowledge needed to deal with the harsh and competitive world of business. My strengths lie in the field of financial evaluation and management. More importantly, it's given me a broad base of understanding the importance of relating to my team as individual people, each with their own strengths, to create a cohesive whole.

After a short evaluation period of the Housing Department's status and creating a new strategy to provide better service to our community members, the following projects have been launched:

- The house in Woyenne that most unfortunately was lost due to the fire in March 2020, is currently in the process of being rebuilt. The building will be ready to be moved into by February 2021.
- The wood stove and furnace project has been launched and will be ongoing over the next few weeks. Fortunately, we were in the position to reserve all necessary supplies for the project prior to the supply shortage taking place. Thank you to Chief and Council for supporting the project and providing necessary funding.
- In cooperation with the Health Department, we were able to secure some funding to renovate three houses (one in each community). The houses will be used for the time being, in case it is necessary, to isolate or provide shelter for community members. Later on, the newly

renovated houses will be accessible for rent to the community. The renovation of the houses is in progress and the project should be finished within the next few weeks.

- One of the next projects we will be working on is to secure funding for ten new houses in Tachet and ten new houses in Fort Babine. As soon as more information becomes available, I will provide the community with an update.
- As has been mentioned in previous newsletters, it is essential that all tenants in all three of our communities are working together with the Housing Department. In order to provide the required services to our communities, the Housing Department depends on the rental income from all houses provided. If we continue to work together in these difficult times, we will be able to create a better and healthier community with the needed housing space provided. Housing Department is extremely interested in public opinion on a new idea – a “Rent-to-Own” program. For this purpose, we have launched a survey to gather necessary information. The cooperation from all community members is vital to this project and greatly appreciated.

It has been a very intense and rewarding three months for me in this new environment. I would like to thank each and every one of you for the warm welcome, that has made my transition less difficult. Over these past few months, I have enjoyed meeting some of you in person and am very much looking forward to building a better relationship between the community and the Housing Department for our future.

FINANCE DEPARTMENT

Marilyn Joseph-Williams

Life aspects this year has been different for us all, with COVID-19, the lockdown, and ensuring we follow the COVID-19 safety regulations. I pray for everyone to keep practicing social distancing, wearing a mask when need to, and wash your hands frequently. Since March 2020, the finance department have been at the office during the lock down and some have been working from home. We have kept ourselves busy with the preparation of the Lake Babine Nation Fiscal Audit, 2019-2020, and the LBN 2020-2021 budgeting process.



LBN FISCAL AUDIT 2019-2020

Starting from March 2020, is when we start preparing for the audit. DMC, LBN's auditor from Prince George, came in the first two weeks of June 2020 to complete AP/PR/AR testing. The audit was completed, signed and delivered via by email to ISC, FNHA, and all the other funding agencies by the deadline date of July 29. You will find the summary of the LBN Fiscal Audit at March 31, 2020 on the Lake Babine Nation's website and on the Indigenous Service Canada website.

As per the FAL, members are allowed to view the program schedules when requested at the Lake Babine Nation administration office. The auditors, DMC, will be presenting the 2019-2020 summary of Fiscal Audit on November 17, 2020 via Virtual AGA.

LBN FAL/10 YEAR GRANT:

It was an eligibility requirement. Therefore, the nation had to sign off on a Finance By-Law (FAB) first, in order to be approved for a 10-Year grant from Indigenous Service Canada (ISC).

A Financial Administration Law (FAL) or By-Law (FAB) is;

- *A financial administration law is a set of governance and financial practices that assist a First Nation government in making informed financial decisions*
- *To qualify for the 10-Year Grant, First Nations must have a financial administration law, passed under either the First Nations Fiscal Management Act or the Indian Act, which*

conforms to the standards used by the FMB. First Nations must also demonstrate that core provisions of their financial law are effectively supported by policies and procedures.

September 2019, the nation signed off on a Finance Administration Law (FAL). The difference between an FAL or a FAB, is that the FAB is under the Indigenous Service Canada, and the FAL is legislated under the First Nations Fiscal Management Act. The 10-Year grant is a 10 Year term agreement in the amount of over 10 million to be allocated to the ISC programs. It is flexible and the following programs can budget as per the nation needs.

On this <https://www.sac-isc.gc.ca>, the Government of Canada website, it states the following;

The 10-year grants provide a number of significant benefits, including:

- *a 10-year term (most contribution agreements have shorter terms)*
- *flexibility to design and deliver services*
- *flexibility to allocate, manage and use funding to better accommodate local needs and changing circumstances and priorities*
- *ability to retain unspent funds*
- *annual escalation based on inflation and population growth starting in 2020*
- *reduced administrative and reporting burden*

Therefore, you can see that LBN has been given the authority to budget the following programs as per the community needs;

- Education Elementary Secondary
- Education Post-Secondary
- Post-Secondary Student Support Program (PSSSP)
- Band Support
- Membership
- Social Development-Income Assistance
- Social Development-Assisted Living
- Community Economic Development
- Lands and Environment
- Operations and Maintenance
- Minor Capital

The 10-Year grant makes the first nation leaders accountable to its membership, because it states in the FAL that LBN has to share the strategic plans (long-term vision) and the 5 Year Multi-Year Financial Plan. This year, the program directors will be presenting to the Chief and Council a 5 Year budget for the fiscal 2021-2022.

LBN 2020-2021 PROGRAM BUDGETS

As for the budgeting process, due to COVID-19, the Chief and Council approved of the 2020-2021 budgets on April 2020, and not before March 31 2020. I will go through LBN's program budget during the LBN's virtual AGA finance presentation on November 17, 2020. I will have an updated summary of the programs expenditures as at September 30, 2020 for sure, but will strive for to the end of October 31 2020.

FINANCE AND AUDIT COMMITTEE

LBN in the beginning of the year was working on establishing a finance and audit committee, unfortunately, this did not happen as planned due to various reasons. As per the FAL, the finance and audit committee will be reviewing and recommending to council the annual budget; the multi-year financial plan; the risk management plan; and the capital project budget. The committee will be involved in the nation's audit as they will recommend the selection of auditor to council; auditor engagement letter and audit plan, and the management letter from the auditor when the audit is completed.

The chief and council have a fiduciary duty to act in the best interest of the nation, thereby, the finance and audit committee are expected to act in the same orderly conduct such as the following;

- Act honestly and in good faith;
- Avoid conflicts of interest with the Lake Babine Nation;
- Not abuse their positions for personal benefit;
- Maintain the confidentiality of information they acquire by virtue of their position; and
- Serve the nation selflessly, honestly and loyally.

There was a selection of interested members. If those members are still interested in being a part of the finance and audit committee, please inform the Lake Babine Nation.

This concludes my summary of what the finance department have been doing and we wish everyone well. I thank the finance staff, Karen Alec, Lori West, Loretta Alec, and Nadine Joseph for always doing a good job in keeping the finance department organized and for servicing the programs to the best of your ability. Keep safe, be kind, and be calm. I thank you all for your interest in the finances of the Lake Babine Nation.

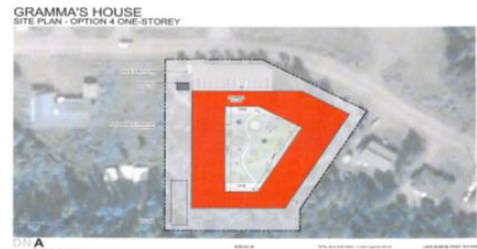
HEALTH DEPARTMENT

Emma Palmantier

Greetings Lake Babine Citizens. This has been quite the year for everyone, learning a new way of life has been overwhelming to say the least. I am proud of our people for coming together and supporting each other, as we were taught by our ancestors.



The Lake Babine Nation Health Department will continue to find resources to help support our Nation anyway we can. The following are the major projects I am leading:



GRAMMAS HOUSE

We have approval from BC Housing to start building Gramma's House, construction to start, spring of 2021 in Woyenne. The proposed facility is a 30-bedroom unit; consisting of 20 two-bedroom and 10 one-bedrooms. Gramma's House will be a safe and healing housing project that will provide Lake Babine members with safe housing including supports to build healthy individuals and families. The project will meet a range of community needs including young mothers and their children and youth who are transitioning out of government care. The central goal of this project is to break the cycle of Lake Babine children and youth being removed from their families and taken out of the community. If the children and youth can be housed in the community, they can be close to their families and their culture which is important to address past trauma. Programs and services provided in Gramma's House include life skills, employment and training, counselling, health & wellness and meals. A self-contained unit is required for the support staff to be in the facility 24/7. We anticipate the need for two full time staff during the day and one to be on site overnight. An administration office is also required for these staff to meet with residents and keep records.



The units will be built in phases, Tachet and Fort Babine are in the planning stages for Gramma's House as there will be a Gramma's House in all our communities to keep our children and families safe. The Gramma's House Society is a non-profit Society that is working to provide safe and affordable housing for Lake Babine Nation members, and people living in and around Burns Lake.



SUPPORTIVE HOUSING

We have approval from BC Housing for a facility for Supportive Housing. This project will house people who are experiencing or at risk of becoming homeless from seven communities: Lake Babine Nation, Burns Lake Band, Skin Tyee Nation, Cheslatta Carrier Nation, Wet'suwet'en First Nation, Nee-Tahi-Buhn Band and the Village of Burns Lake. The building will be operated by Gramma's House Society. Project details include:

- 44 one-bedroom units (including 3 accessible units)
- full kitchens and bathrooms within the units to encourage self-sufficiency
- lounge area, dining room, quiet study room, staff office and a community room
- 24/7 on-site staffing

In addition to getting a home, the residents will also have access to wrap around services such as life skills training, education and health, that will assist them to overcome some of their challenges that have made them homeless or put them at risk of homelessness.

HEALTH PROGRAMS

Traditional Land Based Treatment and Healing - Since April 2019 our Nation received approval from First Nations Health Authority to hire and recruit a Traditional Wellness Coordinator. We have worked hard to incorporate Traditional Activities into our programs and services and most staff do this off the sides of their desks. The communities have set goals and priorities for numerous cultural and traditional activities to run as a part of regular ongoing health and wellness programs. The position was advertised and the successful candidate is, Crystal Hardwood.

Crystal's job has been working with Health programs and staff to incorporate Traditional and Cultural Activities into the programs and services delivered to our members. Crystal has been working with all the communities in Fort Babine, Tachet, Old Fort, Donald's and Woyenne to develop a work plan to be woven into the current community work plans that will include knowledge holders providing traditional wellness methods of delivering services such as drum making, traditional songs & dance teachings, hunting & fishing, gardening, traditional medicine for youth programs, child and family service, and the wellness center.

Crystal and I had focus group meetings with all the elders, knowledge holders, and Hereditary Chiefs in Fort Babine, Tachet, and Woyenne. In December we hosted a gathering of all the knowledge holders, elders, and Hereditary Chiefs to provide recommendations to improve existing programs and traditional activities that will incorporate the land-based healing concept. As a result of the gathering, Crystal developed a work plan and budget, recruited cultural workers for all the communities to work with knowledge holders, elders, and Hereditary Chiefs to share their stories on line for all members. These have been recorded and the plan is to contract professional and experienced video producer to provide cultural videos for our Children in care to gain knowledge of their culture, tradition, and where they originate from.

NURSES, MENTAL HEALTH COUNSELLORS, & PATIENT TRAVEL

It has been difficult since March when our office had been shut down due to COVID-19; all staff were required to work from home. We eventually returned as essential services were required, so a few staff were allowed to work in the office and continue to provide service by phone, zoom meetings with

government, and via email. The nurses still did their best to provide the services but were told be careful and follow COVID-19 policies. Our office is still closed to the public, however, the EOC (Emergency Operations Centre) team review and follow the direction of Dr. Henry and Minister of Health on the safety measures with signage and green light checklists.

We are also very pleased to announce our new Health Department Employees:

- Debbie West, Child & Family Coordinator;
- Dana MacKay, Mental Health Counsellor;
- Norma Wilson, Health Finance Clerk,
- Sheena Joseph, Child & Family Service Planner
- Lyle Michell, Fort Babine Youth Center Coordinator;
- Raesha Johnson, Tachet Patient Travel Clerk;
- Cheryl Tress, BSN, MSN, RN
- Colette Plasway, LBN/CSFS Coordinator
- Fern Abraham, Family Preservation Worker
- Angel Bertacco, Child & Family Youth Support Worker
- Ronnie West, Land Based Worker
- Antoinette Charlie, Land Based Support Worker
- Blaine Abraham, Child & Family Youth Worker
- and the new Community Safety Patrol Program “Team Gooze” who are responsible for patrolling in the evenings and weekends to ensure the youth are safe and coordinate workshops for the youth in partnership with other programs.:
 - Phil Lacerte,
 - Eli Patrick, and
 - Caitlynn Disher

We send our sincere condolences to Mary, Herbert, Darrell Williams, also Kim, Irene, and Daniel Peters as we lost one of our team members Kristen Peters - Child & Family Coordinator. Also, to the family and friends of Howard Vincent - Drug & Alcohol Counsellor of Lake Babine Nation.

FISHERIES DEPARTMENT

Donna Macintyre

Hello everyone! I happy to report that in light of COVID-19 we were able to carry out most of our projects. It was a huge challenge but we managed and most of all we kept everyone safe.



INTRODUCTION FROM LBN FISHERIES

ADMINISTRATION ASSISTANT:

“Hello everyone! I’m Tanis Bjarnason. Some of you may remember me from when I was a summer student at the front desk a few years back. Since then, I’ve been in Kelowna completing my bachelor’s degree in Business Management. I spent my work-life during school running summer camp programs for kids at Okanagan College before taking on the top management position at an artisanal bakery-cafe called The Bread Company once I graduated. I look forward to talking on this new learning opportunity with the fisheries department and working with you all again. See you around! “-Tanis

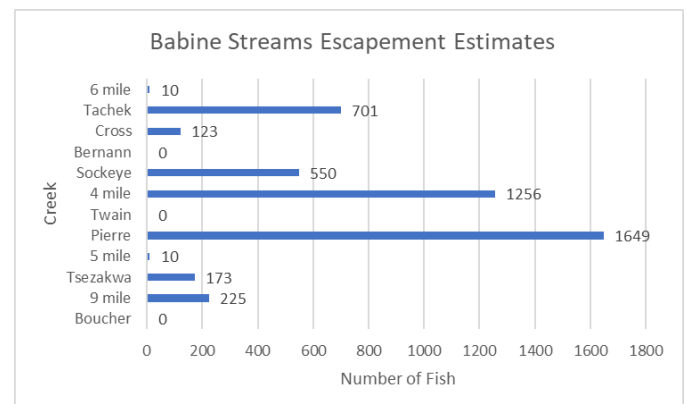
FOOD FISH

LBN’s Food, Social and Ceremonial (FSC) fishery harvested approximately 52,800 sockeye this season. Final numbers will be available by the end of November.

STREAM ENUMERATIONS

Although we counted almost 1.3 million large sockeyes through the Fence only a small fraction of those were observed in the creeks.

Figure 1. Total sockeye counted in Babine Lake streams



SMOLT

LBN Fisheries was successful at obtaining funding for the 2020 season to conduct the smolt program but due to COVID-19 and the lack of accommodations at the fence site, the event was cancelled. LBN Fisheries has submitted a proposal, and thus far we have made it to the second stage (Detailed Proposal and Budget) due the beginning of November.

INVISIBLE MIGRATION EVENT (IME)

Due to COVID-19 this event was also cancelled. LBN Fisheries will be looking into possibly having a virtual IME in 2021.

CEDP

Due to COVID-19 the program's field work was cut back and we focused on salmon education. Presently, have an aquarium with Coho fertilized eggs at Morris William's school and once those eggs are eyed, we will transfer some of them to Fort Babine School for the salmon in the classroom project. We were also able to download our 2019 temperature data from the streams to add to our existing data base.

An exciting project through CEDP we are exploring a Virtual Reality (VR) pilot project. We are hoping that once we start developing the VR project, we can secure more funding and add more components to this exciting project. I am sure students and adults alike will enjoy the virtual experience while gaining knowledge on our salmon.

BABINE FENCE:

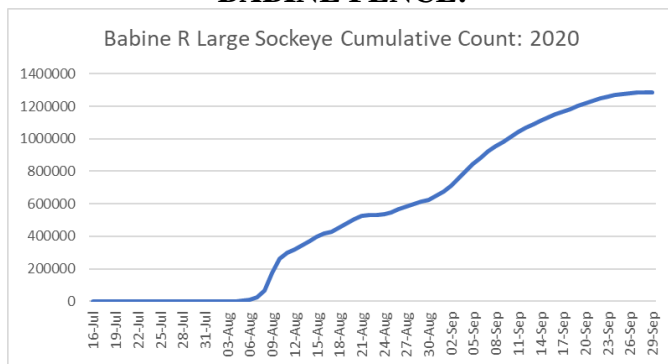


Figure 1. Total Large Sockeye counted through the Babine Fence

Thanks to all of the LBNF crew for their hard work and dedication to the program this year: through many rainy and cold days, high water events, atypical fish migration timing and during a time of COVID-19. We would also like to thank Brenda Donas for her outstanding dedication to LBNF. Brenda will be retiring from LBNF October 30th, 2020. We wish Brenda well!

ECONOMIC DEVELOPMENT DEPARTMENT

Victor Tom

I have started working with LBN on August 4th, 2020 and I am honored for the opportunity to work for my Nation.



Over the past three months I have been reviewing the businesses of the Nation. I did review all except LBN Forestry, Talok Fisheries and Tzah Tez Tlee Development Corporation.

Lake Babine Nation (LBN) has approximately 25 incorporated companies, with majority of the entities sitting stagnant. A majority of the companies have the attitude that they are separate from LBN. This is an inaccurate assumption, because all the companies are owned by LBN and are created for the benefit of the Nation. The Economic Development department is supposed to be supporting LBN, unfortunately, currently LBN is supporting majority of the LBN Businesses and the Economic Development Department.

We shall be creating an Economic Development Team to develop a plan and policies that would guide the direction and the types of businesses to utilize for membership employment opportunities. One of the goals is to start a strong economy within the Nation. With regards to the current businesses;

Ookpik Lodge was purchased a few years ago and was left sitting for a few years. Is now infested with rats and needs to be cleaned, sanitized and has to have the Health Inspector's approval before restarting the business.

Lake Babine Nation Economic Development shall be starting a construction company and hiring qualified LBN members to finish renovating the Ft Babine Lodge and Ookpik Lodge. Thereafter, will be seeking opportunities to grow the construction company, Ookpik Lodge and Ft. Babine Lodge.

Sne C'al Yegh, Eagles Landing and Wit'at GasBar have not been a benefit for Lake Babine Nation. Sne C'al Yegh over a 7-year period had revenues of approximately \$20,166,000.00, Unfortunately, it had a deficit of -\$5401.00 (copy of audited statements over 7 years)

Eagles Landing (Formerly Trappers) had approximately \$3,000,000.00 in revenues with a deficit of approximately \$3,000,000.00
A Certified Professional Accountant had to be hired to bring the finances up to date and she had to be rebuilt from April 1, 2019.

We are talking to a band member who is taking the CPA training to help with the finances with the businesses.

The LBN Economic Development Department has started to develop strategies to reverse the dependency on the Nation.

Lake Babine Nation Economic Development will be getting a significant amount of Economic Development money through the Foundation Agreement. We shall be creating an Economic Development Team that will be creating a strategic plan for the next 20 years.

Advertising for qualified people shall be done very soon. We are also, looking at restructuring the companies in a way the LBN has more control yet are still arms-length from the Nation.

The biggest goal for the Economic Development Department is to increase the own-source revenues to a point that the Nation stops supporting the Economic Development and the Economic Development ventures start supporting Lake Babine Nation. We are also researching other business opportunities that will benefit the Nation by creating more jobs for the membership.

EARLY CHILDHOOD EDUCATION

Shauna Alec

Hadeeh to all the Lake Babine Nation Citizens!



As of July 1, 2020, I have accepted the position as the Early Childhood Director for Lake Babine Nation and very honored to be representing all children and families age 0-6 years old. This position gives me an opportunity to work collaboratively with all organizations to increase quality care, affordable services and making sure all programs are accessible to all Lake Babine Nation members. I would like to give you an insight of all the services we provide under the Lake Babine Nation- Early Years Services.

WOYENNE DAYCARE

Located at the Lake Babine Nation Main office. The Woyenne Daycare (Skakhatsin Lee Bay Yigh) is a licensed Infant/Toddler (0-3) to Preschool (3-5) facility that is dedicated to enhancing the lives of children, families and the community by providing quality care, supportive and vital early years program. Each day is fully structured to support all areas including physically, language development, social and emotional development, cooperative play, literacy and numeracy, kindergarten readiness skills, and have access to any Early Intervention service needed. If you are interested in registering your child into the program, we have registration forms that are readily available for pick up at the Woyenne Daycare or you can call Cecilia Godfrey at 250-692-4763 email us at mary.williams@lakebabine.com.

STAFF

- **Mary Williams**, Certified Early Childhood Educator with Infant/Toddler and Special Needs Degree - Program Manager.
 - **Cecilia Godfrey**, Certified Early Childhood Educator - Preschool Supervisor
 - **Fiona West**, Certified Early Childhood Educator with Infant/Toddler and Special Needs Degree - Infant/Toddler Supervisor
 - **Nancy Piette**, Licensed Early Childhood Educator with Infant Toddler Certification
 - **Delilah Michelle**, Certified Early Childhood Assistant.
 - **Phoebe Dennis**, Certified Early Childhood Assistant.
 - **Shawnee Gairdner Williams**, LBN/CSFS Supported Childcare Worker.
 - **Mike Nolan**, CSFS Supported Childcare Worker
- Total amount of children: 9 infant/toddlers and 16 preschool children.

ABORIGINAL SERVICE INNOVATIONS- EARLY YEARS OUTREACH SERVICES

- LBN families have the knowledge, resources and support they need to help their children develop to their full potential.
- Children experience positive early childhood in all domains of their development- intellectual, physical, emotional, and social.
- Aboriginal children and families have an enhanced sense of cultural belonging and connection; as well as access to a wide range of community and social supports.
- All children and families- including those in remote communities- have equal opportunity to access services and childcare programs.
- To have safe and healthy facilities for families and their children to learn and grow together with acceptance and inclusion

WELCOME WAGON PROGRAM

We provide a diaper bag full of main essential to the newest Lake Babine Nation Members along with pamphlets of other services in and around the Lakes District that members can access for free! If you know of an expectant mother and is a Lake Babine Nation member please feel free to call or email us and we will be happy to provide them with a welcome bag!

Total of Bags distributed to new families this year: 32

FORT BABINE CHILDCARE PROGRAM

This program is for all Lake Babine Nation members residing in the Wit'at territory which runs throughout the year for ages 0-6 years old. We have licensed Early Childhood Educators that facilitate the program once per week (Bi-Weekly during the winter months). We facilitate a fun-filled emergent curriculum where the children learn through play! We are truly lucky to have Catherine Mary Love Michelle that is teaching the children and us the traditional language, stories and songs!

Total Families: 5 families

TACHET CHILD CARE CENTRE

This program is for all Lake Babine Nation members residing in Tachet and Granisle which runs throughout the years for ages 0-6 years old. We have licensed Early Childhood Educators that facilitate an emergent curriculum-based program once per week.

Total Families: 10 Families

WOYENNE TINY TOTS PROGRAM

This program will be running every Monday starting in September for expectant and new mothers in the community of Woyenne ages 0-2 years old. We collaborate with the Lake Babine Nation Health Department once per month for the Canadian Prenatal Nutrition Program where they are able to interact with

new parents and families at the Muriel Mould Neighborhood Learning Centre where our Early Years office is located.

Total Families :15 families

FUN CLUB

The Fun Club was created to introduce our Carrier culture into the community. We have our foot in every daycare in town, providing all children and Early Childhood Educators a culturally enriched circle time that includes Carrier words, songs, animals, and dances. We use ****MOE THE MOUSE to introduce speech sounds and include Carrier language in everything we teach.

<https://www.acc-society.bc.ca/resource-centre/curriculum-boxes/moe-the-mouse-speech-and-language-development-program/>Total Children serviced: 109

SPEECH AND LANGUAGE ASSISTANCE

Because of a growing need for speech and language support in our nation, we provide:

- Individual and small group sessions on articulation and vocabulary
- ****Story Champs program for kindergarten and grade one. Children learn to tell stories, and explain themselves coherently.

<https://www.languagedynamicsgroup.com/products/story-champs/>

Total amount of Children Serviced: 35

COVID-19

During the Pandemic we still utilized the funds to build 160 Busy Box kits to distribute out to the children and families of Lake Babine Nation (Woyenne, Tachet, Fort Babine and out of town LBN members). Each kit had scissors, paper, glue, stickers, gems, beads, laminated Carrier word and numbers to learn at home. Also, some kindergarten readiness activities and toothbrushes and toothpaste.

Carrier Sekani Family Services contributed “Yinka Dene Literacy and cultural camp kits” for the month of August. Each week had was themed with Plant Identification/ berries, animals/bugs, clans, gathering/harvesting and food. I registered 83 children that side on Lake Babine Nation territory for the kits and we distributed them out each week.

Also, throughout the pandemic we had Katie Blackwell who joined our team from the Carrier Sekani Family Services- Best Beginnings Outreach Program. She collaborated with the Lakes Food Bank service and started delivering food out the community of Fort Babine. servicing 22 households and the elder's community luncheon program benefited from this service. Now that we are up and running our programs and services, we currently gave this program to CSFS family preservation to continue these services because it is considered a high need.

Total Families:22

Total Children: 243

**EDUCATION
DEPARTMENT**
Beatrice Michell



Budget Summary

Revenue:

Elementary/Secondary	4,081,797
E/S Interim Block Growth	55,079
Post-Secondary	1,002,356
PSE Interim Block Growth	13,525
PSE Enhanced Funding	138,365
PSE PY Surplus	6,800
Reciprocal Tuition	500,000
FNESC SPED & LC	342,462
Total	6,140,384

Expenses:

Dept		
200	Education Administration	903,822
205	Ted Williams Learning Center	8,250
206	Woyenne Secondary	29,650
208	Morris Williams Elementary	1,681,628
210	Fort Babine Elementary	338,004
215	Non-Federal Elem/Sec	1,752,476
230	Post-Secondary	1,161,046
	Total	5,874,876

Contingency \$265,508

LBN SCHOOLS: HIGHLIGHTS

Morris Williams Elementary is K-7 school located at Woyenne. This school year we have 74 students registered and all but one of our classes is operating at full capacity (15 students). We have noticed an increase in attendance this month, as more families now feel comfortable sending their children to school. Our core programs are all up and running, with students receiving Carrier language instruction every day. Our school provides learning programs targeted to each child’s level with a great deal of small group and one-on-one support. All staff are required to abide by our COVID Reopening Plan,

and while this has caused my adjustments, our staff is proving very adaptable and putting the safety of our school community first.

Our school is also working on numerous projects this year to increase Carrier language use and to infuse Lake Babine Nation knowledge and pedagogies into our educational program. We have been working with Dr. Dustin Louie from the University of Calgary over the first term, and our staff has enjoyed this process immensely.

This year, three of LBN’s schools are undergoing a school assessment. This process provides us an opportunity to build a school growth plan with input throughout our school community. By completing the School Assessment and continuing our standing as an FNESA Certified school, we ensure that we are able to access Reciprocal Tuition from the Provincial government – which is funding from BC for students attending our school who live off-reserve.

Morris Williams Elementary School Staff:
(please see website for complete list of LBN School Staff - <https://www.lakebabine.com/programs-services/education/schools/>)

PUBLIC SCHOOLS

- LBN hosted a meeting with Canada (ISC), BC (Ministry of Education), First Nations Education Steering Committee (FNESC), School District #91 (Nechako Lakes) and neighbouring Block Funded First Nation on the ISC BC First Nations Block Funded BC Tripartite Education Agreement transportation options. At the end of the day, LBN got what we wanted / needed which is our block funding agreement will NOT be touched in ISC/BC’s new transportation options for on-reserve students who attend public schools!
- Education Virtual Awards held on Wednesday, July 8, 2020 – this is for the students who attend public schools in Burns Lake – Decker Lake Elementary, William Konkin Elementary, Lakes District Secondary. Due to the covid-19 pandemic we celebrated that annual awards online.
- Babine Elementary Secondary School year end celebration on July 9th. Due to the covid-19 pandemic we celebrated the students’ awards online.

- LBN, in partnership with Carrier Sekani Family Services and Frontier College offered a Reading and Recreation summer program. Staff were hired by Frontier College. This was cancelled due to covid-19 however, kits were provided to some children in all three communities.

Local Education Agreement: initial meeting with School District #91 signing by Acting Chief Derek Macdonald, and Leona Prince, SD 91 Aboriginal Education Principal.



Councillor Murphy Abraham, Acting Chief Derek Macdonald, Leona Prince, SD 91; Monty Palmantier, Education Director; Shane Modine, Tachet Councillor.

2020 LAKE BABINE NATION HIGH SCHOOL GRADUATES

We apologize if we have missed any Lake Babine Nation graduates, as we will not know our graduates from across the province/country, unless they contact us directly.

(Please see 2020 Summer Nedut'en Distlis on website for complete list of Graduates)

HONORING MONTGOMERY CHARLES PALMANTIER
Former Education Director of LBN. Monty started working for LBN in 1992 and has been working in different capacities within education. Monty's journey with LBN started as he was hired to teach and co-principal at our Fort Babine Elementary school. Monty stayed in Burns Lake and began working as director of TWMLC where he taught many courses and supervised a staff of four. He moved on to being the director of Education and also managed other positions within LBN. Monty is the fore-father of Education for LBN, a great strong pillar of delivering good quality education for the citizens of LBN. Through Monty's hard work and

dedication to education, many programs arose to benefit all students. These are a few projects that were created with the guidance from Monty:

- Ted William's Memorial Learning Center
- Kay Skak
- Blade Runners
- Developmental Standard Term Certificate (DSTC) tripartite agreement with UNBC and CNC.
- Morris Williams Elementary School
- New school for Fort Babine Elementary in (year)
- New buses for MWE
- Sat on FNESEC, FNSEA, Indian studies Support Programs Committee, IAHLA, FNEC, and worked with many educational institutions to advocate for LBN Education. Also, with the School District 91 and School District 54 Aboriginal Education Council.

Monty worked with Louise Lacerte and Youlanda Spent to build the program TWMLC, and Woyenne Daycare. Monty has also taught on many levels of education with different educational institutions for LBN students.

We will miss Monty in the Education Department and wish him all the best in his new endeavors with LBN. Mesiy



SOCIAL DEVELOPMENT DEPARTMENT

Karen McLeod

Well another year has passed and it has been a very challenging and difficult year as we navigate through the unprecedented times of the global COVID-19 pandemic. It has challenged us in so many different ways, including program delivery and the ever changing and evolving Government funding, programs, criteria, policies, rules and regulations. It has consumed so much of our year, trying to keep up with all the ongoing changes in Government programs, services and funding, as well as changing and delivering our program and services abiding by COVID-19 Protocols and Guidelines that were put in place to keep everyone safe. On top of navigating through all of this, the Social Development Department has continued to provide essential services as well as regular ongoing programs and services with little or no interruption. This new normal way of delivering programs and services takes more time, work and dedication. We ask for your understanding, be kind, be calm and be patient, we are all in this together. I would like to thank and commend all the Social Development team, they are extremely dedicated staff and have worked so hard alongside me to ensure everyone is supported to the best of our ability, within our program policies and guidelines.



INCOME ASSISTANCE PROGRAM

Lake Babine Nation Social Development Department has received three streams of COVID-19 Income Assistance support funding from ISC. All of this funding has strict policies, rules and guidelines on who is eligible and how funds are used and distributed.

COVID-19 Income Assistance Crisis Supplement (Special Needs) – This Crisis Supplement is in alignment with the province of BC. This supplement is only for Eligible Adult IA clients on-reserve. \$300.00 per Adult per month effective May 2020 through to January 2021, can only receive it during

the months they are eligible. All IA clients who are eligible have been receiving this extra crisis supplement added to their regular monthly IA payment since May 2020.

COVID-19 Income Assistance Benefit (Basic Needs) – This benefit, the Government of Canada committed to supplement the Income Assistance Program. This benefit is separate from the COVID-19 Crisis Supplement. This benefit is only for Eligible IA client family units on-reserve. \$300.00 for three months for each eligible family unit, can only receive it during the months they are eligible. This benefit will be issued for the months of November 2020, December 2020 and January 2021, in the form of a gift card.

COVID-19 Emergency Benefit (Special Needs) – Has rigorous approval process, falls under the Special Needs Policy and Regulations. If client receives the \$300.00 Emergency Benefit, they will not receive the COVID-19 Crisis Supplement.

The Income Assistance Policy Rules and Regulations is an extremely large document. In many past reports, I have clarified and summarized areas that support staff have continued to have problems and difficulties with clients understanding the policy rules and regulations.

The Income Assistance Program is a Provincial Welfare Program. Lake Babine Nation is the Administrating Authority, which means LBN is an organization that is authorized by way of a funding agreement with Canada to administer the Income Assistance Program within Policy guidelines on reserve.

The IA program provides benefits for eligible individuals and family units living on reserve in financial need. The purpose of the Income Assistance program is to provide monthly benefits for basic needs such as food, clothing and shelter. It is a program built and intended to help support a transition to employment. You must look for and use all other sources of income and assets before applying for Income Assistance. IA assistance is a last means, last resort assistance, meaning you have no other resources.

This means before you apply of Income Assistance, you must:

- Apply for EI (if not eligible for EI, bring in your document of proof that you are not eligible).
- Apply for and use all other sources of assistance and resources.

IA PROGRAM – ELIGIBILITY

Some of the documents that are required to determine eligibility are:

- Two pieces of ID – One Primary ID, must be photo ID and One Secondary ID
- Check Stubs – Income Verification
- Banks Statements – Income Verification
- Record of Employment (ROE) – Income Verification
- Letter/Document from EI – confirming not eligible of EI
- Verification Client is not collecting EI
- Verification Client is not collecting IA (off-reserve)
- Shelter Documentation
- Rights and Responsibilities of Applicants and Recipients

There are requirements such as bank statements and other financial documents to be on file. For verification purposes and to be able to determine eligibility, **applicants and clients must provide documentation proving this financial need.** It is part of the client and applicant responsibility to disclose and provide any information and documentation required to determine eligibility for IA.

FOUNDATION AGREEMENT

Betty Patrick

Hadih, it's been a little over a month since Lake Babine Nation, the BC government and government of Canada signed the Lake Babine Nation Foundation Agreement.



The Agreement signing came together quickly and we have heard from some members that you felt left out of the process. This did happen fast and we didn't mean for our members to feel left out of this important day. We'd like to explain what happened and offer full transparency to members.

Starting four (4) years ago, under former Chief Wilf Adam, the Foundation Agreement has been a work in progress. The Agreement is not a treaty but is a new type of agreement never before seen in BC.

It arose because Lake Babine Nation was frustrated with the modern treaty process. A process that saw First Nations in BC having to give too much away in return for limited land bases and governing powers, and having to borrow money to negotiate our inherent rights.

Lake Babine Nation decided to go in another direction. To begin implementing our existing rights and title and to secure immediate lands, economic opportunities, and funding to improve programs and services. We discussed this with BC and they agreed to give it a try. They agreed to work toward an agreement that would preserve LBN rights and title and not affect our ability to pursue legal action, treaty or other processes available. Canada joined the negotiations in December 2017.

Since LBN started working on this agreement in 2016, we met with members 7 times to work through parts of the agreement and get input from our five communities and also in Smithers, Prince George and Vancouver, the main city Centre's where Lake Babine Nation members live. The Agreement that we signed with BC and Canada was the same

agreement members reviewed at our December 2019 meetings.

Canada had agreed to sign the Agreement in September 2019 (just before the last federal election) and Council unanimously voted in favour of it in February 2020. BC's approval process slowed down when the Covid-19 pandemic hit.

When we heard a snap provincial election was being called, we worked to ensure that BC would commit to our Agreement beforehand. BC Minister Scott Fraser called Chief Alec on Wednesday September 16 to confirm that BC was ready to sign the Agreement on Friday September 18. This was the last day before BC called the election.

This was not an ideal situation from a member's perspective and Chief and Council recognize this. It's also not our way. Pandemic restrictions have limited our ability to come together face to face in the ways that we are used to as Lake Babine Nation. Weddings, funerals, welcoming new babies, our very way of life has changed with Covid-19 and we are struggling to adapt to these changes.

We want to acknowledge our members who didn't feel included in this decision and the celebration. It's not our way. As soon as it is safe to do so we will gather and discuss what happened and celebrate this Agreement.

The message we'd like to leave members with, is that the real work with the Foundation Agreement has just begun.

Over 150 Lake Babine Nation members are needed to form Advisory Teams. Child and Family, Governance and Wildlife teams are already up and running. Justice and Fisheries teams are seeking members now, and Housing and Infrastructure, Education, Health, and Economic Development will be advertising soon. Every single member of this Nation can help shape our future by sharing their ideas, concerns and their dreams for how to move forward.

As a result of this Agreement, last week Lake Babine Nation posted 15 new jobs in the child and family sector, and is currently seeking a Governance Director. This is a signal of the types of opportunities that will be available to members as we resume our

rightful place in our territories and managing our own affairs.

At a recent session with youth, Julian Brown described it best, "In a nutshell it seems like the Foundation Agreement is LBN putting all of the chips on the table. The leadership has started the work, now it's up to the membership and future generations to help get it done."



Left to right (front row): Frank Alec, Hereditary Chief: Dunen (Bear Clan); Ronnie West, Hereditary Chief: JeDimSkaNes (Caribou Clan); Eugene Patrick, Hereditary Chief: Losah (Frog Clan); Herbert William, Hereditary Chief: DewSimTsuk (Beaver Clan)

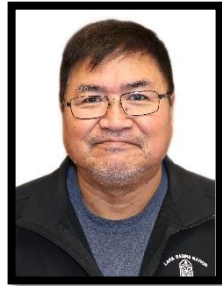
Caption: On September 18, 2020 Lake Babine Nation, Canada and BC signed the 20-year Foundation Agreement which includes initial land parcels, forestry tenures, and Nation-building funds valued at 200 million. The Agreement provides a foundation and resources to develop and enact LBN laws, customs and practices to meet LBN political, social and economic needs and aspirations. Pictured here at the signing: Left to right (back row): Monty Palmantier, Executive Director; Betty Patrick, FPA Manager; Chief Gordon Alec; Emma Palmantier, Health Director; Cheyene Dennis, Councillor; Verna Power, Councillor; Delores Alec, Councillor; Melvin Joseph, Councillor; Murphy Abraham, Councillor; Deputy Chief Derek MacDonald, Shane Modine, Councillor.

DIGITAL LEGACY TEAM

Marvin Williams

DIGITIZATION CAPACITY PROJECT

The Digitization Capacity Project is running with funding secured from Indigenous Services Canada as a result of a proposal submitted by Evelyn George. I have been working on the Digitization Capacity Project, getting all of the documents that are in physical form and scanning them into digitized format. And we are also digitizing tapes of all formats like, VHS, 8mm video, as well as cassette tapes, CD's and DVD's and some have been digitized, there are some that have yet to be digitized and will be dealt with after the pandemic is over. The project has been extended to March 2022. Deliverables for the year 2019-2020, In August 2018, Lake Babine Nation moved away from the BC Treaty Commission process.



I, along with Carrie Crouse were hired in August 2019. One of the main deliverables was to establish advisory committee. This is yet to be done because of COVID-19. Our job is to file all the documents that the Lake Babine Nation Treaty Department had compiled. These documents that have been locked away by the Lake Babine Nation, and we are currently scanning and digitizing them.

DIGITIZATION OF AUDIO AND VIDEO TAPES

We are also organizing the audio and video that have been accumulated by the Lake Babine Nation on Hard Drives which contain the following topic areas:

- Potlatch
- Youths Conference
- Elders Interviews
- Hereditary Chiefs Planning Session
- Treaty Updates and meeting/Community Engagement
- AGA Meetings/Assemblies
- Lake Babine Nation Planning Session
- Land Clams Meetings
- Recordings of Funerals and Funeral Expense Feast
- Lake Trips on Babine Lake, Lake Babine Nation Elders
- Trap line Meetings
- Place Names of Lake Babine Nation territories

TRAINING AND WORKSHOPS

We, the Digital Legacy Team, were hosting a two-day workshop at the University of Northern British Columbia in March 2020; however, with COVID-19 this training had to be postponed.

The focus of the training includes:

- Proper Care & handling of archival materials;
- Environmental & security considerations for the proper storage of archival material;
- An overview of LBN student work at the NORTHERN BC ARCHIVES, on LBN MOU materials;
- An overview of the inventory of LBN archival materials currently housed under MOU at the Northern BC Archives;
- An overview of data management, including the important work of translation and keyword identification;
- Identifying and using the right equipment for the jobs at hand; and
- An overview of file management and the importance of being able to access the information LBN already has;
- Offering the Lake Babine Nation Directors and the digitization staff a tour of the Archives' vault and work spaces.
- Get feedback from the Lake Babine Nation Directors on what kind of programs that they may need in the future. The Lake Babine Nation have the main office building that is located in Burns Lake, and there are Lake Babine Nation office in the communities that are in the Babine Lake area, Tachet Reserve have offices, and there are also offices in Fort Babine, which is located at the north end of Babine Lake. We feel it is important to have and these offices connected, always connected with the data that LBN has in their data base.
- Farid Rahemtulla will be presenting the following;
- Archaeological dig at the Babine Fence, where they found a long house;
- Archaeological dig at the Smokehouse Island, the amazing thing about Smokehouse Island is a man-made Island.
- How the archaeological dig artifact is taken back to the lab, analyzed them, then ask the elders questions about what these artifacts are for, or used for.
- Offering the Director's and the digitization staff with a tour of the archaeology labs, including, viewing the artifacts of the Lake Babine Nation, that are house in the UNBC under the MOU, at the Northern BC Archaeological labs.

Digital legacy is a way of the story telling, the legacy of the Babine people and their traditional territory. And Digital Legacy is telling that story in digitized form.

BC CAPACITY PROJECT INITIATIVE

Carrie Crouse

WHAT IT IS WE DO AND WHY

The digital legacy team is in charge of taking paper documents, maps, videos, tapes and more, turning them into a computer file format. Majority of the items being digitized are very old and are at risk of decay or obsolescence if they are not dealt with in the near future. So far what I have come across isn't too damaged but some dates were illegible. Lake Babine Nation is paper based and is very customer service oriented (band members). Being able to access all data via computer would make LBN more versatile. This process is important because it increases efficiency by giving direct access globally, or only to certain people, whichever you prefer. Also, it would reduce time and human resources dealing with these files once they have all been properly formatted digitally. Of course, there is also the environmental aspect, as a first nations community we have always been connected with our land and less paper is less waste while proficiently providing the services required.



YEAR ONE MAIN GOALS

Hiring of one (2) research staff and one (1) project manager

- Only 1 research staff (Myself) and a part time project manager were hired (Marvin Williams). **(Partially Complete)**

Reconnaissance of existing materials / Identification of Priority Materials

- Final deliverable is a spreadsheet of all materials at LBN departments, prioritized by relevance for negotiations and resource management. Spread sheet has not been completed, only partially because there are mass amounts files in need of digitization. **(On-going)**

Communication with LBN Departments

- So far not all data and files of all the departments has been accessed because we are focused on older documents. Email and other correspondence documenting communication; access to data shared with all departments as appropriate at end of project. **(On-going)**

Digitization and Data Management Workplan

- A detailed workplan identifying measures of success and deliverables. With high-priority materials for digitization recognized, standards of data management being documented thoroughly. **(Year one and two Complete)**
- Year three submission date has yet to arrive.

Basic Training for all new staff

- All LBN departments who want, will be given training in accessing, querying, and fair use of the complete dataset. Training materials and presentation prep. **(Complete)**
- UNBC Provided a day workshop to introduce digitization and what it was, multiple staff members were present including myself.

Digitization

- Digital database of linked data, cloud hosted and backed up on local server. **(On-going)**
- Done on an everyday basis constantly updating the digital inventory.
- Multiple Backups (Main server currently being used by Education for document retrieval).

YEAR TWO MAIN GOALS

Hiring of one (1) Research staff

- Job ads, job descriptions, hiring minutes, contracts. **(Incomplete)**
- Postponed due to COVID

Training for New and Current Staff

- All LBN departments who want, will be given training in digitizing, accessing, querying, and fair use of the complete dataset. Training of new researcher is main priority. **(Incomplete)**
- Postponed Due to COVID

Establishment of Elders Advisory Committee

- A committee of people to provide any data to fill the gaps in what we currently have.
- Multiple Meetings to be held over life of project; miscellaneous advice delivered to project leaders; Intellectual property sharing of document; digital permissions applied to data at end of project. **(Incomplete)**
- Postponed due to COVID

Interviews with Valued Members of Communities

- Interview knowledgeable members for proper evaluation and announcement of files. Possibly gain some new files to fill any data gaps. **(Incomplete)**
- Postponed due to COVID

Photocopying of Gathered Community files/photos

- Gathering of all willing members with known documentation for digitization and categorizing. Allowing access to data shared with all departments as appropriate at end of project. **(Incomplete)**
- Postponed due to COVID

FILES THAT HAVE BEEN DIGITIZED

Treaty files have been prioritized due to age of files and lack of knowledge. Paper documentation, photos and maps have been the main area of focus because of my lack of training in the digitization of audio and video recordings. A class was set to happen to train me in this area but due to COVID it has been postponed. Also because of the physical decay of aging paper and our lack of a proper temperature-controlled storage environment.

Currently I am digitizing marine and fisheries, Babine portage and Indian registration, both current and non-current data (new and old). It has been very time consuming but I try to split my days so I can get both portfolios done so the knowledge can be utilized for current events happening.

FINAL DELIVERABLE

Create a Digital Document Sharing Database

- Allows communities to manage, share, narrate, and exchange their knowledge in culturally relevant and ethically-minded ways; limited access to shared files depending department(s) discussion. **(Incomplete)**
- Currently looking into the best systems available. Preferably one where every member can get a code that will give them access to certain data and allow them to send in their own to fill any data gaps.

GOVERNANCE RESEARCH

Darcy Dennis

In 2019 the Lake Babine Nation (LBN) launched a research project into different models for LBN self-government. The purpose of the project is to advance LBN's inherent right of self-determination.



The research being performed uncovers information that will help the membership decide what a truly LBN government should look like. Since the last AGA in October 2019, the research project has seen the formation of the Governance Advisory Team (GAT) to guide and direct the research.

The researchers have completed the research into models of "two-tiered governments", a literature review and a governance Survey.

Currently the researchers along with GAT are developing more specific questions that are important to community members regarding governance.

Moving forward, the researchers will be planning interviews with any members who wish to participate beyond the Survey, and who are willing to share thoughts, dreams and ideas about LBN's governance for the people.

FORESTRY OPERATIONS

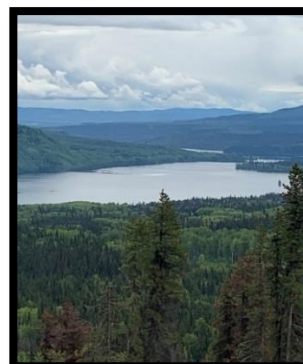
Duane Crouse

On behalf of the Board of directors, I am pleased to report the 2019-2020 operations of Lake Babine Nation Forestry Limited Partnership (LBNFLP). Although the forest industry has been challenged with high stumpage, low log prices and Covid-19, LBNFLP did well in managing through these difficult times.



LBNFLP HARVEST OPERATIONS

Even with the struggles with high stumpage and low log prices, LBNFLP harvested and generated sales from 130,000 m3 from First Nation Woodland Licence N2I (FNWL N2I) and the BC Timber Sales (BCTS)/LBN Forestry Ltd. Reduced Volume Condition (RVC) agreement. Babine Forest Products completed the harvesting on the FNWL N2I, which produced several key benefits to Lake Babine Nation (LBN): training and employment opportunities for its members, revenue sharing of \$1,422,491.00 from LBNFLP 2018 harvest activities and stumpage payments on FNWL N2I. Additionally, the BCTS/LBN Forestry Revenue sharing agreement provided LBNFLP a profit of \$921,473.00 from a Timber license sale which was distributed directly to LBN.

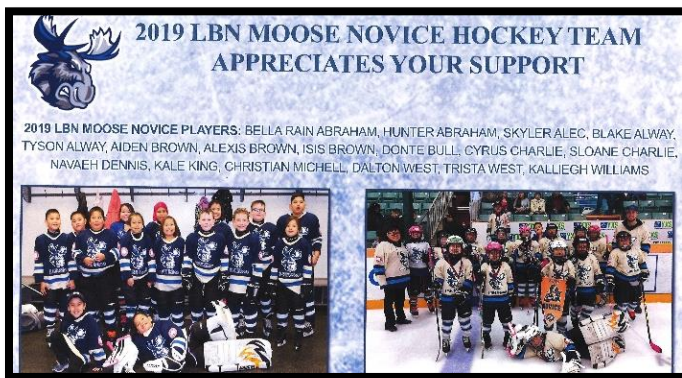


COMMUNITY & OTHER FORESTRY-RELATED PROJECTS

Spruce bark beetle (SBB) is becoming a bigger problem and we are focusing our harvesting operations on it to address it. Other special projects LBN Forestry completed were Fire remediation around Lake Babine Nation communities (Old Fort, Fort Babine, and Woyenne), as well as the proposed lakeshore Landing area across Old Fort, which will improve access and safety for crossing Babine Lake. We have worked with the local mills and major licensees to provide firewood to Tachet, Woyenne, and Fort Babine as well as, encouraging them or their contractors to hire local LBN members in their forestry operations. Unfortunately, the progress of these projects is being impacted Covid-19.

DONATION COMMITTEE

Community support is important to LBNFLP and in 2020 donated \$12,239.24 to various activities including youth and community-based groups for Christmas, Community Gatherings and Youth Sports Teams. All donations were approved with the criteria of ensuring support for Lake Babine and its members.



FUTURE LBN FORESTRY LTD. PROJECTS

- Block engineer +35,000m³ FNWL N2M licence (Ft Babine).
- Block engineer +70,000m³ FNWL N2I license (Smithers Landing/Tachet/Augier Lake)
- Block engineering 50,000m³ NRFL A95975 (Fort Babine)
- Block engineering 37,500m³ NRFL A95178 BCTS RVC agreement (unencumbered)
- LBN Woodlot 1764 transfer and harvesting approx. 6500 m³ for forest health issues;
- All together our crews expect to Develop approx. +175,000 m³ in 2021 targeting the spruce beetle and dead stands.
- Logging operations will continue with approved Cutting Permits when markets and stumpage are favorable to meet LBN Forestry's profit thresholds as well as, ensure logging operation activities will contribute to stumpage revenues to LBN under the Forest Tenure Opportunity Agreements.

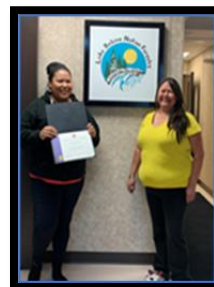
ENGINEERING AND STAFFING

LBNFLP is partnered with Capacity Forest Management (CapFor) to assist in managing LBN Forestry Ltd licenses and our crews which developed and engineered nearly 100,000 m³ of timber volume within FNWL N2I in 2020. CapFor continues to provide forestry training to LBNFLP crew with not only block and road layout but also, road surveying, GPS data collection, site plan and field data collection and timber cruising.

Monica West has completed the Office Preparation Program with College of New Caledonia and the crew all completed their industry certificate courses, including First Aid, S-100, Spill Response which are required for continued employment.

There has been big growth in forestry operations that includes: Brushing, Burning and Block Layout contracts awarded from Babine Forest Products and Canfor. Our staff include the following:

- Duane Crouse, Operations Manager
- Jeanette Williams, Admin assistant /bookkeeper
- Monica West, Front Desk receptionist
- Art Michell, Engineering Assistant (5 Years)
- Wilf Charlie, Engineering Assistant
- Clint Patrick, Engineering Assistant
- Garry Williams, Silviculture worker
- Jeremy Charlie Tom, Silviculture worker
- Harley George, Silviculture worker



LBNFLP has 9 LBN members working in our organization and will be hiring in Ft Babine in 2021. Please submit your resumes to our office as we review them regularly. Additionally, LBNFLP is looking for LBN members that are considering post-secondary forestry education to obtain their professional designation Registered Professional Forester and Registered Forest Technician (RPF/RFT) to manage and practice forestry on LBN forestry tenures.

Thank you for your attention to my report and please feel free to contact me with any questions.

HUMAN RESOURCES

Beatrice
MacDonald



Current Job Opportunities:

- Band Designated Representative
- Fisheries Biologist
- Chiefs Operations Officer
- Governance Director
- Governance Coordinator
- Program Liaison Officer
- Special Needs Coordinator
- Supported Child Development Worker
- Lake Babine Nation needs an updated on-call list (Contact Human Resource Assistant to apply)

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

Management position

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

Support staff (Field Workers /Labourers)

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

Entry Level Positions

Selection committee consists of: Human Resources and Immediate Supervisor

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

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

For further employment information, please contact:

Philine West

Human Resources Assistant

PO Box 879 Burns Lake, BC V0J 1E0

Philine.West@lakebabine.com

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

INDIAN REGISTRY

Kerry Alec



Hadeeh Lake Babine Nation Members, it's been a year since I've completed the Indian Registration Administrator (IRA) Training and started assisting LBN members. Since I've been in the Indian Registration Administrator position, I've assisted 200 applicants in applying for the Secured Certificate of Indian Status (SCIS) card (Government issued printed card), 22 Certificate of Indian Status cards (CIS *Paper Laminate), 46 Birth Registrations, and recorded other life events within Woyenne, Fort Babine, Tachet, and Prince George.

- IRA is available **by appointment** (once the screening process is completed) for SCIS applications, Birth Registrations, Confirmation of Registration letter requests, and for recording any life events (Marriage/Divorce, Change of Name, Death, and Band Transfer)
- ***In the event that you've lost all your personal Identification, you will need start off by visiting a Service BC to order your Birth Certificate. Once you obtain your Birth Certificate you can continue to regain your other ID's using your Birth Certificate.***
- **IRA does not accept Third Party requests.** Members must contact IRA themselves, unless it is for a minor (Age 15 & under), then a parent/legal guardian can request their child(ren)'s information after answering security questions and in some cases, providing proof of guardianship (court documents). The IRA **cannot** discuss any registration information of another member with anyone as it is their confidential information and I do not have written permission, even if immediate family contacts IRA, **NO EXCEPTIONS.**
- Administration Fee for non-LBN members: \$20



Secured Certificate of Indian Status

- Requires application, guarantor declaration, photocopied government issued photo ID (front and back in color), and two (2) passport photos **or** photo taken with SCIS photo app.
- Processing time: 2-4 months after Indigenous Services Canada receives completed application but due to COVID-19, it is 5-6 months.
- Expiration: Adult ages 16+ (10 years), Child(ren) Ages 15 & under (5 years)

Certificate of Indian Status (CIS)

- CIS (Paper Laminate) cards are not available at this time, sorry for the inconvenience.

Birth Registration Required Documents

- **Original Application for Registration**
- **Original Birth Certificate with parental information**
- **Original Guarantor Declaration**
- **Copy of Applicant/Applying parent/legal guardian's Valid Photo ID** *Must be certified by the Guarantor
- **Copy of any Name Linking documents (i.e. Marriage Certificate, Legal name change Certificate, Court Order, etc.)** *Only required if the applicant's name or applying parent's name is different from their supporting ID
- **Original Statutory Declarations** *Only required for the purpose of unstated parentage
- **Copy of Legal Custody Documents** *Only required where a court order or agreement exists referring to custody of a child/dependent adult
- **Original two (2) Passport style photos** *Only required when requested and must be certified by the guarantor

Marriage Event Required Documents

- **Original Marriage Certificate** (e.g. issued by Vital Statistics) *Note: Marriage registrations and church registrations are no longer acceptable
- **Original Declaration of surname on marriage or written statement**

Divorce Event Required Documents

- **Copy of Certificate of Divorce or Decree Absolute**
- **Original Request to record Divorce**

Death Event Required Documents

- **Copy of Death Document**
- *Acceptable documentation: Vital Statistics Death Record or Extract; Church Death Certificate; Coroner's Report; or Burial permit/Internment Certificate

Band Transfer Required Documents

- **Original letter of reason for transfer to Chief and Council for IRA to have presented**
- **Original Accepting BCR for ISC**
- **Original Consent to Transfer for ISC**
- **Copy of Legal custody documents** *Only Required where a court order or agreement exists referring to custody of child/dependent adult

Website: <https://www.lakebabine.com/programs-services/indian-registry/>



Best Practices Surrounding Status Cards During COVID-19

In response to questions received from First Nations members, citizens, and stakeholders, Indigenous Services Canada (ISC) is proactively sharing information to ensure that registered persons with a status card can access programs, services, rights and benefits during the COVID-19 pandemic.

All ISC offices for Indian status and secure status card applications are closed until further notice. Processing times, including return of original documents, are delayed.

In light of these circumstances, ISC is recommending to service providers that they should accept status cards or Temporary Confirmation of Registration Documents (TCRDs) past the renewal date with a second piece of identification. ISC will be reaffirming to businesses and service providers that Indian status does not expire, and that the registration number provided on these documents remains the same and is what is required to confirm eligibility for programs and services.

It is recommended to share this notice with your members, so that they have a copy accessible to them to show services providers in the event there are difficulties.

For more information, please visit [Coronavirus \(COVID-19\)](#) and Indigenous communities or email the [Public Enquiries Contact Centre](#).

GRANT WRITING

Priscilla Crouse

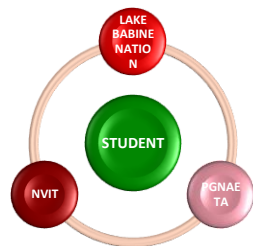
Good day citizens of Lake Babine Nation, it is my pleasure to report my activities for the 2019-2020 fiscal year. Although 2020 has brought new challenges, it has also brought resilience, strength, and new opportunities for our communities and I am hopeful it will set the foundation needed for the upcoming year and for the future.



Up until the end of June 2020 I held the position of Program Coordinator for LBN's Indigenous Skills Training Development Program which included 4 years of Post-Secondary Programming for Lake Babine Nation. The first two years we delivered the Business Administration Diploma and the Environmental Resource Technician Certificate, these last two years we delivered the Human Services Certificate/Diploma. In partnership with the Nicola Valley Institute of Technology (NVIT) and Prince George Nechako Aboriginal Employment & Training Association (PGNAETA) and with the support of LBN Programs & Services we delivered programming that was community-based, student-centred, and culturally inclusive.

This year 20 LBN members enrolled in the Human Services Certificate Program which included 10 courses (30 credits) delivered by NVIT, various workshops and guest speakers primarily from LBN that enhanced students learning. The program delivery was student centred with a focus on wrap-around supports, see below.

- Nutrition
- Transportation
- Counselling
- Tutoring
- Culture & Language
- Financial Support



Details of the 2019-2020 program will be provided by Deanna Nolan, the new Program Coordinator whom I have the utmost confidence that she will do a great job overseeing the continued success of the program. I continue to support the program by providing ongoing administrative guidance and support. It has been an honour to be the lead of such a great program and I am so thankful to the leadership and the Foundation Agreement team for making this program a reality, it truly is a custom Lake Babine Nation Post-Secondary Program and it is exciting to see the growth and success of our past and current students. I have seen many continue on with schooling and others pursue employment opportunities within LBN, which was one of the goals of the program – to educate and employ our own members.

As of July 1, 2020, I took on the role as Grant Writing Director for Lake Babine Nation. This is a new program to LBN and I am excited to take the lead on this new initiative. LBN is a large Nation with over 2500 members both on and off reserve, the leaders and administration identified the need for additional funding but with the limited staff and resources, several funding opportunities were missed. In my previous position I was successful with several proposals for the LBN Indigenous Skills Training Program as well as writing proposals for health and education.

My background includes:

- 20+ years of proposal & grant writing experience;
- Over ten million dollars in grant funding successfully obtained for various employers & non-profit organizations;
- 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;

Job responsibilities include facilitating the research, development, review, and editing of proposals to benefit Lake Babine Nation; conducting basic research for potential funding sources; and maintaining databases while supporting administration in proposal development. My primary focus for proposal development includes Economic Development, Health, Capital & Infrastructure, Administration, and Education. Other areas will be identified based on need.

PROGRAM GOAL: Increase Funding for Lake Babine Nation

- Provide equal funding opportunities to LBN Programs & Services;
- Enhance existing proposals/grant submissions with direct support;
- Access new funding opportunities available;

Six-step Strategy for Proposal Development

- Determine Organizational Priorities (Meetings, Review LBN documents, profile development)
- Develop Draft Proposals (Gather information, design a plan, consult with relevant staff)
- Prioritize Proposals (LBN priorities, readiness)
- Identify Funding Sources (Federal, Provincial, Regional, Municipal & Local)
- Proposal Development and submission (Follow-up with funder, information sharing)
- Proposal Committee Review

To date, I have completed 14 proposals for different departments including health, education, natural resources, capital & infrastructure. I am currently completing research for funding sources that will address the issues regarding Covid and its impacts to our Nation. It is exciting to be a part of a team that is focusing on working together and supporting each other for the benefit of LBN and all the members. That concludes my report, take care and I hope that all our members have a good year and my ongoing thoughts and prayers for those that have passed on as well as their family & friends who are grieving at this time.

LAKE BABINE NATION

Chief, Council, Director's & Staff



Gordon Alec
Chief



Derek MacDonald
Deputy Chief



Cheyenne Dennis
Woyenne Council



Murphy Abraham
Woyenne Council



Melvin Joseph
Woyenne Council



Delores Alec
Tachet Council



Shane Modine
Tachet Council



John West Jr
Fort Babine Council



Bessie West
Fort Babine Council



Verna Power
Old Fort Council



Petra Bayes
Executive Assistant



Monty Palmantier
Executive Director



Beatrice MacDonald
Human Resource Manager



Marilyn Joseph-Williams
Interim Finance Director



John Grace
Finance Director



Bernard Patrick
Capital / Infrastructure Director



Emma Palmantier
Health Director



Marylynn Crouse
Health Associate Director



Karen McLeod
Social Development Director



Stefan Willner
Housing Director



Betty Patrick
Foundations Agreement Manager



Victor Tom
Economic Development



Shauna Alec
Early Childhood Director



Beatrice Michell
Education Director



Priscilla Crouse
Grant Writing Director



Louise Lacerte
Language & Culture Director



Philine West
Human Resource Assistant



Kerry Alec
Comm. Media Coord./ Membership



Rose Johnny
Executive Director Assistant



Nadine Joseph
Accounts Payable Clerk



Lori West
Accounts Payable Clerk



Karen Alec
Payroll Clerk



Loretta Alec
Accounts Payable (Vendors)



Stella Williams
Main Receptionist



Rick Dobbs
Capital Asset Protection Officer



Robin Lagimodiere
C&I Admin. Assistant



June Williams
Tachet Main Operator



Robert West
Tachet Back-Up Operator



Luma Dumont
Ft. Babine Main Operator



Bruce Charlie
Ft. Babine Back-Up Operator



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



Raymond Jr Alec
Patient Travel Coordinator



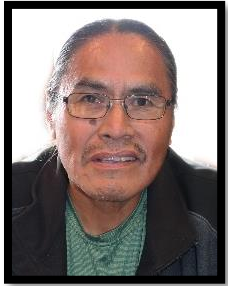
Patricia West
Patient Travel Clerk



Judy Charlie
Health Director Assistant



Crystal Harwood
Traditional Wellness Coordinator



Ronnie West
Traditional Land Based Worker



Antoinette Charlie
Land Based Support Worker



Debbie West
Child & Family Coordinator



Sara Jack
Child & Family Worker



Patricia Abraham
Child & Family Prevention Worker



Norma Erickson
Child & Family Finance Clerk



Sheena Joseph
Child & Family Service Planner



Norma Wilson
Health Clerk



Angel Bertacco
Child & Family Support Worker



Fern Abraham
Child & Family Preservation Worker



Colette Plasway
LBN/CSFS Coordinator



Blaine Abraham
Child & Family Youth Worker



Cordell Lowley
Youth Worker



Darlene Lowley
Youth Worker



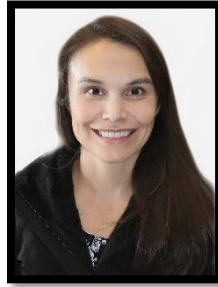
Philippe Lacerte
Community Preparedness Coordinator



Caitlynn Disher
Community Preparedness



Elijah Patrick
Community Preparedness



Cheryl Tress
Community Health Nurse



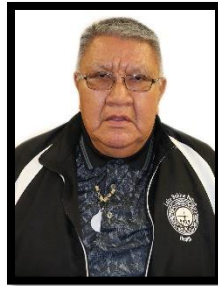
Irene Williams
Community Health Coordinator



Lisa Mercer
Home Support Worker



Violet Findlay
Home Support Worker



Herbert Williams
Drug & Alcohol Counsellor



Nicole Rushton
Mental Health Addictions Nurse



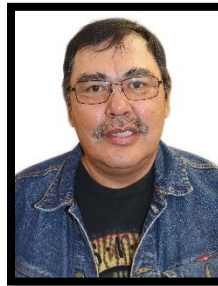
Dana Mackay
Mental Health Clinician



Sherri Martin
Mental Health Counsellor



Marion Charlie
Wellness Reception



Kevin Tom
Security



Lucy Campbell
Aboriginal Justice Worker



Murphy Patrick Jr
Accreditation Coordinator



Tim Sheehan
Licensed Practical Nurse



Daisy Charlie
Tachet Health Coordinator



Raesha Johnson
Tachet Health Reception



Monique William
Drug & Alcohol Counsellor



Clara Williams
Fort Babine Receptionist



Lyle Michell
Youth Centre Coordinator



Leslie Russell
Licensed Practical Nurse



Crailynn Bull
Soc. Dev. Receptionist



Joyce Benson
Homemaker Supervisor



Corinna Tom
Intake Clerk



Sabrina Tom
Intake Clerk



Janet Whitford
Event Assistant/Soc. Dev. Clerk



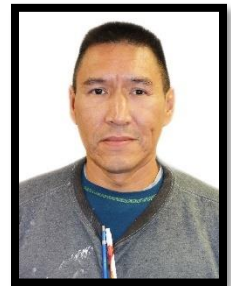
Bruce Alec
Security



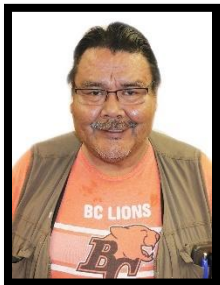
Angela Nap
Housing Clerk



Bernadette Dennis
Accounts Payable/Housing Clerk



Rodney Patrick
Housing Maintenance



Jerry Tom
Housing Maintenance



Aaron Joseph
Housing Maintenance



Zach Lowley
Housing Maintenance



Lana MacDonald
ECE Outreach Worker



Rita Thompson
ECE Outreach Worker



April Tom
ECE Outreach Worker



Mary Williams
Program Manager



Cecelia Godfrey
Preschool Supervisor



Nancy Piette
ECE-Infant/Toddler



Fiona West
ECE-Infant/Toddler



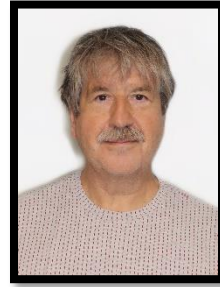
Delilah Michell
ECE Assistant



Phoebe Dennis
ECE Assistant



Shawnee Gairdner
Supported Childcare Worker



Garry Klugie
LBN School Principal



Jesse Fairley
LBN School Vice Principal



Barbara Abraham
LBN School Secretary



Melinda Paulson
Special Ed. Teacher



Elvira Patrick
Safety / EA



Tania Cunningham
Tech Student Support Services OTPT



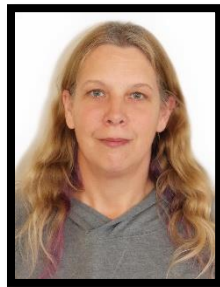
Youlanda Spenst
Teacher



Marion Smith
Education Assistant



Gina Penner
Education Assistant



Bernie Wall
Personal Assistant



Cherise Wiljeto
Teacher



Susan Russell
Teacher



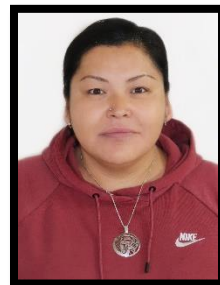
Vanessa West
Education Assistant



Cheryl Abraham
Education Assistant



Ariane Silk
Personal Attendant



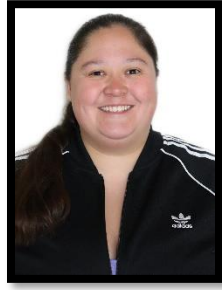
Erin Alec
Personal Attendant



Jackie Williams
Teacher



Helene Bull
Education Assistant



Teresa Williams
Education Assistant



Georgina Erickson
Teacher



Marsha Erickson
Education Assistant



Hannah Lacerte
Education Assistant



Bernadette Lacerte
Teacher



Denise Williams
Education Assistant



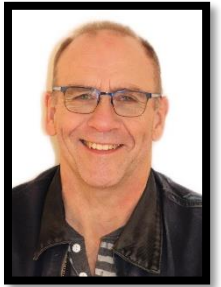
Cassandra Hall
Supervision/EAOC/PAOC



Nathan Alec
Bus Driver/Maintenance



Cindy Sims
Bus Driver



Robert Vandermeer
Bus Driver



William C. Palmer
Education Cook



Sheila Cavanagh
Intermediate Teacher



Winnie Smith
Primary Teacher



Dorothy Williams
Language Teacher/EA



Peter Williams Jr
Custodian



Deanna Brown
Program Coordinator



Jessica Brown
Student Support Worker



Brenda Michell
Post-Sec. Coordinator



Gina Patrick-Louis
Elem./Sec. Coordinator



Katrina Woodgate
Education Admin. Assistant



Julian Brown
Lanugage Preservation Tech



Rosalie MacDonald
Language Curriculum Teacher



Barb Patrick
Language Teacher



Geraldine Michell
Employment & Training



Joyce Williams
Ec. Dev. Assistant



Roxane Alec
Foundation Agreement Assistant



Dorothy Patrick
Community Engagement Coordinator



Georgina West
NR Referral Officer



Murphy Patrick Sr
NR Sector Liaison



Barbara Adam-Williams
Governance Researcher



Darcy Dennis
Governance Researcher



Marvin Williams
Governance Researcher



Tanis Bjarnason
Fisheries Admin. Clerk



Vickie West
Ft Babine Operations Supervisor



Mark Power
Tachet Operations Supervisor



Debbie George
Tachet Admin Receptionist



Grant West
Pinkut/Donald's Project Coord.

Not Available for photo: Frank Michell Jr, Sadie Daniels, Peter Alec, Jessica Peters, Chandelle Abraham , Jeanette Williams, Monica West



Lake Babine Nation

Website: www.lakebabine.com

Phone/Fax: (250) 692-4700 | Toll Free: 1 (888) 692-3214

PO Box 879 Burns Lake BC V0J 1E0