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**LOWER NICOLA  
INDIAN BAND**

# Community Profile

October 2015



# Welcome!

- ☒ He'n'-le ! (Greetings!),
- ☒ On behalf of the Lower Nicola Indian Band (LNIB), I welcome you to our LNIB Community Profile. The purpose of the profile is to provide you with some essential information about LNIB. The profile highlights various topics, including an overview of who we are, our history, the programs that we deliver, the businesses that we are engaged with, our ancestral lands and Indian reserves, our administration, and our leadership and governance.
- ☒ LNIB is a vibrant community engaged in improving our lives, solidly grounded on the beliefs, traditions, and aspirations of our members. We are proud of who we are and what we have achieved, and we want to share our story with you.
- ☒ I hope that you will find the reading informative and enjoyable, and I thank you for the for the interest that you showed in learning more about us.

**Kwukwscmx, Humel, (Thank You!)**

**Chief Aaron Sam**

**Lower Nicola Indian Band**



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# Vision Statement

- ☞ We, the people of the Lower Nicola Indian Band, commit ourselves to being a peaceful prosperous and secure community made up of healthy individuals rooted in the Nlaka'pamux culture, respecting ourselves, each other, the environment and all of Creation. We will honour and protect our children, the sacred gifts from the Creator, and our elders, the wisdom keepers.
- ☞ Together as one, we will take responsibility to regain control of our own destiny and rebuild our relationships with other people on a firm footing of respect and justice.
- ☞ We will possess our traditional territories and defend our hereditary and Aboriginal rights as Nlaka'pamux people, and promote the unity and strength of the Nlaka'pamux Nation as a whole.
- ☞ We will be a sovereign community with a government based on traditional values, guided by leaders who know and respect the language, culture, and people.
- ☞ We recognize that injustices have been committed against our people: our lands have been occupied, our culture eroded, and our sovereignty denied. We will not allow this to continue and will ensure that it never happens again.
- ☞ In this, the Lower Nicola Indian Band will be a model community that others look to for direction and inspiration. We will realize true power, fulfill our responsibility to our ancestors, and create peace for future generations.



# Scw'exmx History and Culture - 1

- ☞ We are the Scw'exmx, the people of the creeks. Our language and our customs are of the Nlaka'pamux Nation, one of the Interior Salish Nations that have lived for thousands of years along the Thompson and Nicola rivers in the Southern Interior of British Columbia.
- ☞ Our presence in our ancestral lands dates back thousands of years to sptákwelh, the Creation period when Coyote, Bear, Owl, and the other Transformers inhabited and shaped these lands. When sly Coyote freed the salmon from their trap at the mouth of the Fraser River, he sent them all the way up to the Thompson and its tributaries where we have fished them ever since. In addition to salmon and freshwater fish, we gathered roots, berries and wild plants, and hunted game. We have been a mobile people since long before the encroachment of the railroad and highways, and travelled and traded throughout our traditional territory and beyond.
- ☞ We have traditionally shared this region with our Salish neighbors to the east, the Spaxomin Okanagan. It was their leader Hwistesmetxe'qen, called Nicolas by French fur traders of the early 1800s, from whom the name of the Nicola Valley comes from. A third people, the Athapaskan-speaking Stuwix, were late arrivals to the Nicola Valley, and lived here as a distinct culture until the mid-nineteenth century. Our alliances, exchanges and intermarriages with our neighbors over the centuries have made us a strong and diverse community.
- ☞ European colonization brought about the removal of our people from their traditional settlements. We lived in domed pit houses, called s7istkn, in villages ranging in size from just a few families to several hundred residents. Village and band autonomy was strongly valued, and chiefs were recognized on the basis of achievement or heredity. We actively pursued peaceful means in resolving issues between groups, and placed great weight on qualities of modesty and respect.



## Scw'exmx History and Culture - 2

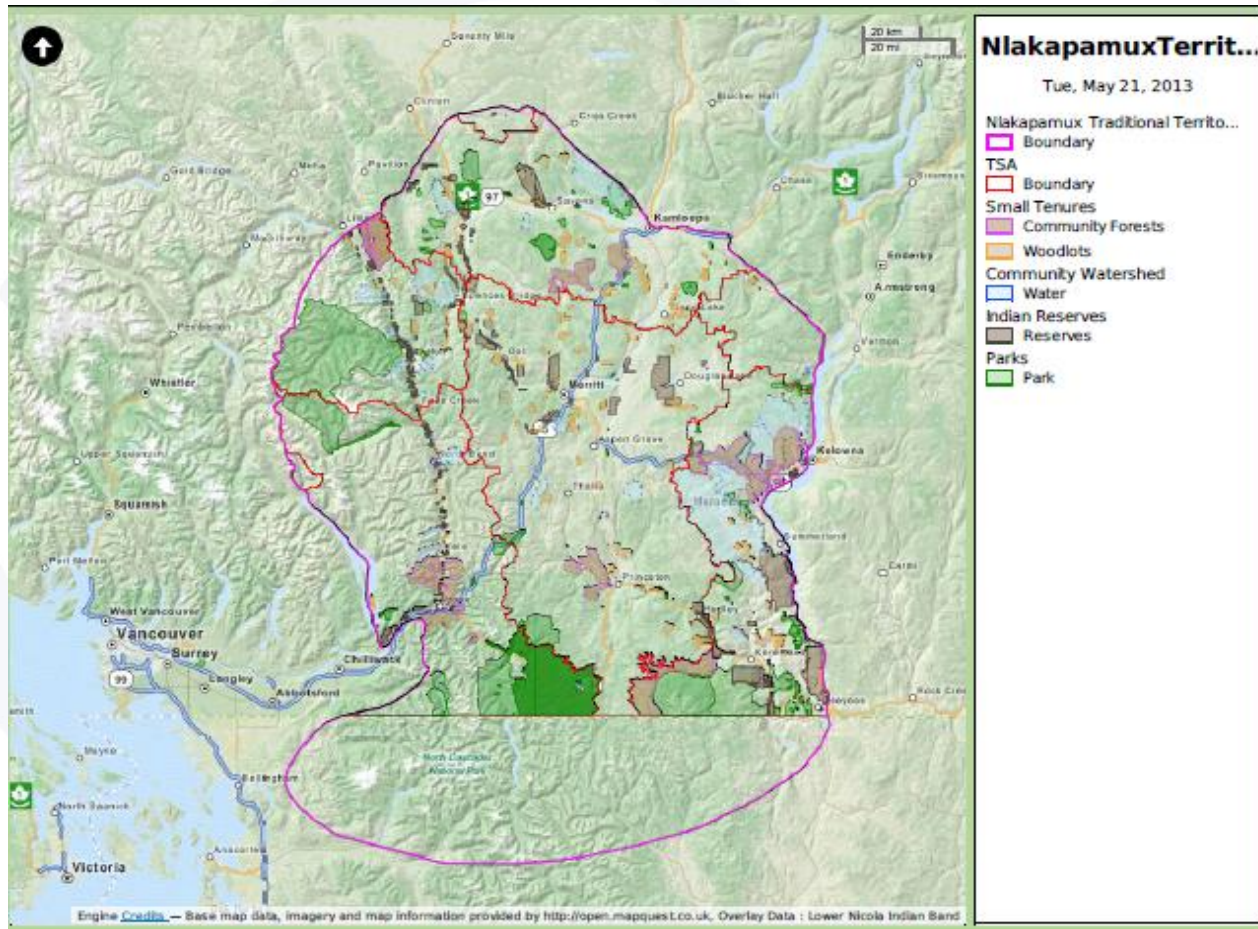
- ☒ Similarly, we were stewards of the lands and waters that nourished us, and treated them with reverence. We took only what was needed, and were experts in the uses of plants and animals. We were also careful and sophisticated managers of our environment, using regular controlled burning to clear brush and produce abundant berries and roots for harvesting.
- ☒ In our language is crystallized the intricate knowledge of our environment, our customs, and our history. While the assimilation policies practiced in Canada until recently prevented several generations of our people from learning their mother tongue, we still have a small but growing number of Nlha7kápmx speakers and are working to revitalize our language.
- ☒ As a result of the Stevens Treaty of 1846 between Britain and the United States, the traditional territory of the Nla'kapamux was divided between the two countries. However, we still interact with our brothers and sisters in the State of Washington.
- ☒ The discovery of gold in our territory in 1858 brought speculators and a sudden interest in our land. A smallpox epidemic in 1862 resulted in the deaths of a great number of our people. During this period of struggle and vulnerability we saw much of the land to which we had traditionally laid claim to pre-empted by settlers and other governments.
- ☒ Without a treaty in place, we became active in the fight for indigenous land rights. We joined the Allied Tribes of BC and were involved in the creation of the Union of BC Indian Chiefs in 1969. With the formation of the Nicola Valley Indian Administration in 1974 , we began to take control of our own affairs. In 1975, the government's unsanctioned appropriation of our land to widen the highway near Shulus resulted in nearly two decades of negotiation and litigation before we arrived at a settlement.



# Our Ancestral Lands

- ☞ Nlaka'pamux oral history tells us that we have occupied our traditional territory since time immemorial. Through this experience our people have accumulated vast knowledge of the land and resources that have supported us for millennia.
- ☞ As such, the Lower Nicola Indian Band takes great pride and responsibility in the management of our lands that support our community and economy. As stewards of the land, we are committed to preserving a sustainable balance between nature and the economy.
- ☞ Located closely to Nicola Lake and at the confluence of the Nicola and Coldwater rivers, in an open and bright valley, the Nicola Valley has been, for millennia, a gathering place for peoples that came and left, but in which many stayed for good and called it home for thousands of years. Heirs of this unique heritage, we, the people of Lower Nicola, are committed to proudly preserve it and carry it for the enjoyment of generations of the next millennia.





## Nlaka'pamux Traditional Territory



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# Scw'exmx Ancestral Economy

- ☞ Before the arrival of Europeans to Scw'exmx ancestral territory, hunting, trapping, gathering, and fishing formed the base of our economy. Most production of our own use, but a small surplus was accumulated so we could also engage in trading with our neighbours.
- ☞ Salmon constituted the main component in a complex local/regional economy, and people traveled great distances at certain times of the year to reach salmon grounds along the Fraser, Thompson, and Nicola rivers.
- ☞ The wealth generated from salmon fishing – including having salmon to trade and to give away at feasts, ceremonies, and gatherings – was central to our social, political, and cultural life of our ancestral communities, and how we related to each other in friendship and kinship.
- ☞ Communities based further inland relied more on hunting and gathering than fishing for their subsistence.



# Aboriginal Rights & Title

- ☞ **Section 35 of the Constitution Act (1982)** provides constitutional protection to the aboriginal and treaty rights of Aboriginal peoples of Canada. The section does not define the term "aboriginal rights" or provide a list of them. Examples of Aboriginal rights protected by Section 35 include hunting, fishing, logging, gathering of traditional plants and food, and the right to land and the right to enforcement of treaties.
- ☞ **Aboriginal Rights** – are rights that Aboriginal peoples of Canada hold as a result of their ancestors long-standing use and occupancy of land. Examples of aboriginal rights include the right to hunt, fish or trap on ancestral lands. Aboriginal rights vary from Nation to Nation, depending on the customs, practices, traditions, treaties or agreements that have formed part of their distinct cultures.
- ☞ **Aboriginal Title** – is the recognition of aboriginal interest on the land. It is also based on the long-standing use and occupancy of land by today's First Nations as descendants of the original inhabitants of Canada.
- ☞ **Comprehensive Claim** – also designated as Treaty - is based on the recognition that there may be continuing aboriginal rights and title to lands and resources by descendants of original peoples. Comprehensive claims arise in those parts of Canada, like in most of British Columbia, where aboriginal title has not been dealt with, and it may include title over lands, hunting, fishing and trapping rights, financial compensation, self-government, and other economic and social benefits.
- ☞ **Specific Claims** – deal with specific grievances that FNs have regarding the non-fulfillment of treaties or other lawful obligations, or from the alleged improper administration of lands and other FNs assets under the Indian Act or other formal agreements. **Land Treaty Entitlements** – are specific claims involving lands under existing treaties.



# The Weight of History

- ☒ Smallpox epidemics
- ☒ The 49<sup>th</sup> Parallel (Canada-US Border)
- ☒ The Royal Canadian Mounted Police
- ☒ Indian Act
- ☒ Indian Reserves
- ☒ Prohibition of Potlatch
- ☒ Treaties
- ☒ The Indian Question
- ☒ The Land Question
- ☒ The vicious circle of poverty and dependency
- ☒ Indian Residential Schools
- ☒ The Indian Agent
- ☒ Addictions and violence
- ☒ Indian Act Band Councils
- ☒ Enfranchisement
- ☒ Women and the Indian Act
- ☒ The Department of Indian Affairs
- ☒ Wards of the Crown
- ☒ The 60's Scoop (child welfare)
- ☒ The White Paper
- ☒ The Brain Drain
- ☒ The Royal Proclamation of 1763
- ☒ The Allied Tribes of BC, 1916
- ☒ Full Citizenship, 1951
- ☒ Calder and Aboriginal Title, 1973
- ☒ Section 35.1 of the Constitution Act, 1982
- ☒ Bill C-31, 1985
- ☒ Victories in Supreme Court Decisions 1990s through 2014
- ☒ Royal Commission on Aboriginal Peoples, 1996
- ☒ Modern Day Treaties
- ☒ The Indian Residential Schools Truth and Reconciliation Commission, 2006
- ☒ Consultation, Consent, & Accommodation
- ☒ SCC Tsilhqot'in Decision, 2014
- ☒ ... We know that we still have to walk a long journey.



# The Nicola Bands

- ☞ The Lower Nicola Band shares its roots and the beautiful Nicola Valley with the four other First Nation communities :
  - ☞ The **Upper Nicola Indian Band** is a community of about 800 members, living in the two main neighbourhoods of Spaxomin (Douglas Lake) and Quilchena, located 45 km east of Merritt. Upper Nicola's eight reserve lands comprise approximately 30,848 acres along Highway 5A and the Douglas Lake Road.
  - ☞ The **Coldwater Indian Band** is a community of approximately 830 members, of which approximately 345 live in three main reserves (Coldwater, Pauls Basin, and Gwen Lake) located between 13 km and 22 km west of Merritt. The total area of the Coldwater reserves is approximately 6,250 acres, near the Coquihalla Highway.
  - ☞ The **Shackan Indian Band** is a community of approximately 120 members, living in three reserves located approximately 40 km west of Merritt and 20 km east of Spences Bridge, on Highway 8, along the Nicola River. The three Shackan reserves (Papsilqua, Skuhun, and Soldaquo) total 9,572 acres.
  - ☞ The **Nooaitch Indian Band** is a community of approximately 220 members and resident population of approximately 140, living in two main reserves, located approximately 30 km west of Merritt, and 18 km east of Spences Bridge, along Highway 8.
- ☞ The name "**Nicola**" derives from the name Nicholas given by French-Canadian fur-traders of the Hudson's Bay Company and the Northwest Company to the great leader Hsistesmetxe'qen, Walking Grizzly Bear, chief of the Okanagan and Nicola Valley peoples, in third quarter of the 19<sup>th</sup> century.



# The Nlaka’pamux Nation

- ☞ The Nlaka’pamux Nation (pronounced Ng-khla-kap-muhx) is one of the Interior Salish first peoples in the Southern interior of British Columbia, along with the Sexwepmc (Shuswap), Lillooet, and Okanagan. The word “Nlaka’pamux” means “People of the Canyon”.
- ☞ The Nlaka’pamux traditionally use clothing, face painting and jewelry to express the surrounding landscape, their dreams, and their experiences. The basketry of the Nlaka’pamux is known worldwide as a refined form of artisanship. The Nlaka’pamux Tribal Council (NNTC) was established in the early 1980’s to protect and promote the title and rights of the Nlaka’pamux Nation, and defend and advance interests in jurisdiction and economic rights including access to the fishery and forest sources.
- ☞ Most of the sixteen Nlaka’pamux communities are located along the streams draining into the Fraser, Thompson, and Nicola rivers, and Nicola Lake, in settlements varying in size between one hundred and two thousand members. They include Boothroyd, Boston Bar, Oregon jack, Ashcroft, Spuzzum, Kanaka Bar, Skuppah, Siska, Cook’s Ferry, Nicomen, Lytton, Nooaitch, Shackan, Lower Nicola, Coldwater, and Upper Nicola.



## Our Neighbours in the Nicola Valley

- ☒ With a population of about 9,000, the city of Merritt functions as regional centre for the Nicola Valley's population of 11,000, and our own community's main service centre. Merritt is only a short drive away (about 7 km West) from Lower Nicola. Some of our members live in Merritt and most of our children attend high school there. Many of our members also work there.
- ☒ Merritt is in the crossroads of the major highways connecting the Southern Interior to the Lower Mainland of British Columbia, just less than 1 hour from Kamloops (Highway 5 North), and a little over 1¼ hours from Kelowna (Highway 97C Coquihalla Connector), and also only a 2½ hours drive to downtown Vancouver (Highway 5 South).
- ☒ Kamloops, the closest larger city in the region, is where many of us travel to obtain goods and services not available in Merritt.



# Stakeholders

- ☒ In its day-to-day business, the Lower Nicola Band works with a multitude of stakeholders with diverse interests, including the following:
  - ☒ LNIB Community Members – Families, infants, children, youth, adults, elders, and neighbourhoods
  - ☒ LNIB Chief & Council
  - ☒ Band Entrepreneurs
  - ☒ Nicola Bands
  - ☒ Nicola Valley Institute of Technology
  - ☒ First Nations Organizations
  - ☒ Local businesses
  - ☒ Interior Health
  - ☒ Neighbouring Municipalities
  - ☒ School District #58
  - ☒ Thompson-Nicola Regional District
  - ☒ Most ministries of BC Government, and
  - ☒ Some departments of the Government of Canada

- ☒ **Good Neighbour Relationships** - The Lower Nicola has excellent relationships with a wide variety of stakeholders and regional institutions, including the Five Nicola Bands and the Nlaka'pamux Nation, the Nicola Valley Institute of Technology, the Regional Metis Association, the City of Merritt, the Thompson-Nicola Regional District, School District #58, Thompson Rivers University, Interior Health, RCMP Community Policing, All Nations Trust, Community Futures Development Corporation of the Central Interior First Nations, and Chambers of Commerce, regional chapters of business, labour, & tourism associations.



# LNIB Brief Demographic Profile - 1

- ☒ The Lower Nicola Indian Band is one of the region's largest bands. Currently, we have 1,198 members of whom approximately 660 living in three main neighbourhoods on reserve. The majority of our off-reserve members live in Merritt, Kamloops and Vancouver, with smaller numbers spread throughout BC and beyond.
- ☒ As of December 2011, we had 534 members living on reserve, 449 living on other reserves (not LNIB), and 566 living off-reserve.
- ☒ In accordance with the National Aboriginal Household Survey of 2010, conducted by Statistics Canada, the total number of persons living on reserve was 660, of whom 345 members were male and 315 were female. 95% of persons on reserve identified themselves as North American Indian.
- ☒ In terms of age, 28% were 15 years or younger (175 persons), 62.2% were between 15 and 64 (390 persons), and 9.8% were 65 or older (60 persons).
- ☒ There were 225 dwellings, mostly (160) built between 1980 and 2011. Of the 225 dwellings, 25 were classified not suitable. 47% of the dwellings were more than 30 years old, and 24% of them were in need of major repair. Most houses had one or two bedrooms (71.%).
- ☒ In terms of marital status, 210 people were married or lived in a common-law relationship, 195 were single and 40 were separated, divorced or widowed.
- ☒ Two thirds of the households had only one maintainer (income from one person only; not both spouses).
- ☒ The participation rate (percentage of those in the job market – working or looking for work, and unemployed) was 53%. The percentage of those working was 38.9%, and the unemployment rate was 25% (31.1% for male and 16.7% for females).



## LNIB Brief Demographic Profile - 2

- ☒ The average income per household was \$38,046, and \$20,757 per person. About 2/3 of residents had an annual income of less than \$15,000. Most of income was derived from employment (74.2%), pension income (12.4%), child benefits (8.1%), and social assistance (6.1%).
- ☒ In terms of employment, 73% were employed and 27% were unemployed. The participation rate in the labour force was 53.3%. 215 people were not in the labour force (less than age of 15 and older than 64). 6.3% were self-employed. Of those employed, only 27% worked the whole year, with an average per person of 34.3 weeks per year. 12.5 % did not work at all during the year.
- ☒ About one third of those employed had steady employment (48 or more weeks per year), but 40% worked for less than 26 weeks (6 months), with an overall average of 34.3 weeks.
- ☒ In terms of education attainment, about 1/3 of people did not complete High School, 18% had completed university or college, and about 10% had a trade certificate or diploma.
- ☒ In terms of language characteristics, 110 resident members (16.8%) knew how to speak, but only 1.6% spoke it most often at home.
- ☒ About 1/6 of residents (105) professed traditional Aboriginal spirituality, 43.3% considered themselves Christian, and 40% did not have religious affiliation.
- ☒ In terms of mobility (change of residence to/from another community), 40% lived in one of LNIB's neighbourhoods for more than 5 years; however, about 1/6 of the residents had moved within the last year.
- ☒ We estimate that our resident population will **double roughly every twenty years**, if recent trend in population growth rates hold.



# LNIB Demographic Profile – 1

## Resident Population by Age & Gender

Age Group	Male	Female	Total
0 to 14	95	80	175
15 to 34	80	80	160
35 to 44	40	45	85
45 to 54	40	35	75
55 to 64	35	35	70
65 to 74	25	20	45
75 +	5	10	15
<b>Total</b>	<b>320</b>	<b>305</b>	<b>625</b>

Source: Data Interpolated from Statistics Canada, National Household Survey, Aboriginal Population Profile, as of May 2011.  
Total numbers may not add up exactly because of rounding.



# LNIB Demographic Profile – 2

## Resident Population by Neighbourhood

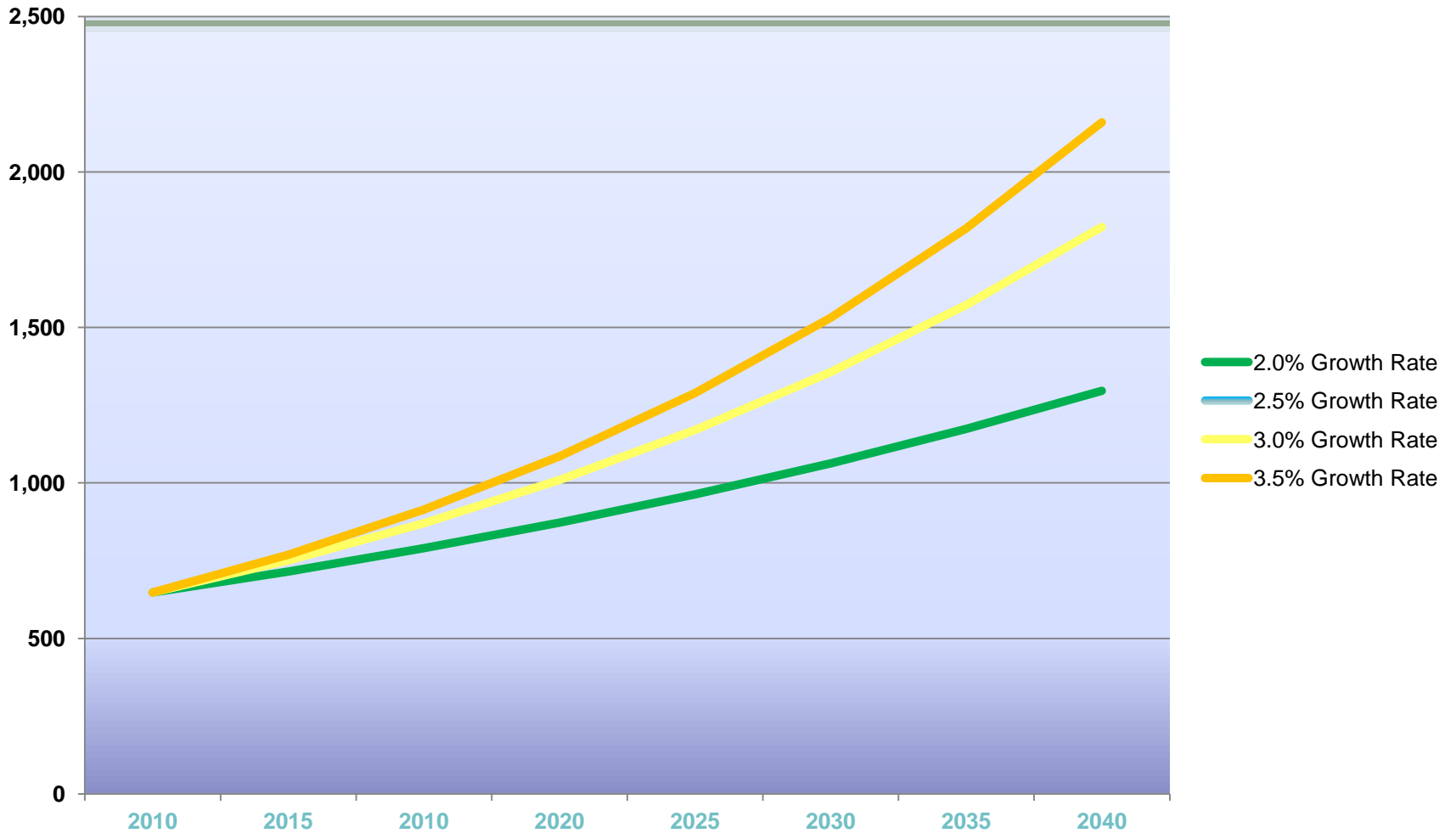
- ☒ The current resident population of Lower Nicola Indian Band is estimated at approximately 700 residents, as of July 2014, and the membership of the Band is estimated at approximately 1,200 members. The population estimates for each neighbourhood is as follows:

Neighbourhood	Resident Population
Shulus Subdivision	126
Springs Subdivision	182
Rocky Pines	273
Joyeaska (IR#2)	42
Zoht (IR#4)	35
Hamilton (IR#7)	42
<b>Total</b>	<b>700</b>

- ☒ Shulus Subdivision, Springs Subdivision, and Rocky Pines are all located in Mameet IR#1, located about 7 km west of Merritt, where most of the LNIB programs, services and facilities are located.



## LNIB Resident Population Growth



# The Economy of LNIB Today

- ☒ The economy of the Lower Nicola Band reflects the larger surrounding regional economy. For many years, the Nicola Valley was home to forestry, mining and ranching activities. Among them ranching achieved notorious recognition, resulting in making Merritt (and the Nicola Valley) the cowboy hub of the Southern Interior of the Province. Attracted by these basic economic activities, the people of Lower Nicola engaged in this economy. With the countryside fenced everywhere by the newcomers, the nomadic movement of people became a thing of the past, and new and more permanent settlements were born. This was the case of Shulus (at LNIB's Mameet Indian Reserve #1) and Joyeaska IR#2, at opposite ends of Merritt.
- ☒ The days of railroading and mining, where many members of our community worked, have come and gone; however, ranching has stayed, in addition to new activities such as retail and services, and especially government services, that have made Merritt the hub of the Nicola Valley.
- ☒ Today, our members engage in a wide variety of occupations, including self-employment and government services to our own community, but we still have an unemployment rate so high that bars us from breaking the bonds of poverty.
- ☒ To overcome this tide, the Lower Nicola Band has engaged directly in business, over the years in many economic initiatives. Important economic activities and resources include an irrigation system, cattle ranching, logging/forest products, and small businesses. LNIB offers a full range of programs and services to our membership, which is major source of employment to our members.



# Relevance of LNIB in the Regional Economy

- ☒ We estimate that the direct contribution of the Lower Nicola Indian Band, and its programs and services and businesses, to the regional GDP is about \$30 million annually. If we take into account its multiplier effect of this direct contribution into the regional economy, this estimate grows to approximately \$50 million per year, which may be responsible for the income maintenance of about 300 households in the local/regional economy.
- ☒ LNIB's contribution to the regional economy is primarily characterized by the injection of funds (in the form of government transfers, business investment, local spending of visitors and non-resident consultants and contractors providing services to LNIB) into the regional economy of funds coming from elsewhere in the provincial and national economies, and by direct local purchases that LNIB makes from local businesses. The amount of purchases that LNIB makes in the form of procurement of goods & services from local/regional businesses is very substantial.
- ☒ LNIB's payroll spending and local employment are also a key component of the regional economy, as the many employees of LNIB spend most of their income locally.
- ☒ In addition to its key role in the business and government sectors, LNIB plays an important role in the local social economy. This is realized through the operation of many community driven non-profit (and non-government) initiatives championed and operated by local LNIB members, that provide much needed services that wouldn't otherwise be provided by the local business community and local and regional governments.
- ☒ Although relatively smaller in terms of scope and volume, the investments that LNIB makes in the local economy are still important, as they attract significant business opportunities in contracting opportunities, purchase of technical and professional services, and direct construction employment.



# A Glimpse of the Economy of the Nicola Valley - 1

- ☞ **Economic region** - The Nicola Valley trading area includes the city of Merritt and the east-west hinterland of Douglas Lake and the eight First Nations communities located along the Nicola River (the Five Nicola Bands, Siska, Cook's Ferry, and Nicomen), Logan Lake to the north, and to the south the communities of Aspen Grove and Princeton. The total population of the catchment area is approximately 20,000 people.
- ☞ **Ranching and agriculture** - The Nicola Valley is mainly know as a cattle ranching area, and agritourism (guest-houses, trail riding and rodeo events) is an expanding activity.
- ☞ **Mining** - Although Highland Valley Copper's primary supply market is Kamloops, many businesses based in Merritt supply a wide range of goods and services to HVC. In addition, many employees also live in Merritt (and around Merritt) and commute daily (45 minutes ride) to the mine site in Logan Lake.
- ☞ **Forestry** -The Cascade Forest District covers a wide area (more than 2.5 million acres) comprising Merritt, Princeton, Tulameen, Lytton, Lillooet, and Pavilion. The major players in the region are Weyerhaeuser, Tolko, and Aspen Planer. About 20% of the labour force of the Merritt area work in forest related activities.
- ☞ **Transportation** – Merritt is a major node in the transportation infrastructure of the Southern Interior region of British Columbia, connecting the Lower Mainland to the Okanagan and Thompson regions. Much business activity takes place in Merritt to provide goods and services not only to travelers who pass through the area, but also highway maintenance services. Kinder Morgan's TransMountain Pipeline also crosses the region in a NE-SW direction, which generates some business activity for pipeline maintenance. The Merritt airport is only used for unscheduled flights, emergency medical evacuation, and air base for fire suppression crews.



# The Grasslands of the Nicola Valley



**LOWER NICOLA  
INDIAN BAND**

## A Glimpse of the Economy of the Nicola Valley - 2

- ☞ **Tourism & recreation** – Many people visit the Merritt area for its own beauty and sunshine, or just by passing by on their way to the Coast or the interior (Okanagan or Thompson). The BC Tourism Information Centre at Exit 286 of Highway 5 is one of the most visited in the province. Many motels, restaurants, and other tourism services cater to this growing market of visitors and travelers.
- ☞ **Retail and services**, including wholesale, retail, accommodation, food services, health (hospital, medical clinics, dentists, and other medical services), education (school district, schools, and day-care centres), professional services (such as legal, accounting, and real estate), and other government services is still the main economic activity in the Nicola Valley, in terms of employment and local expenditure. Most large retailers have local stores in Merritt – Copper’s, Canadian Tire, Extra Foods, and Walmart – who are gradually replacing the downtown independent small businesses, who for up to recently were one of the pillars of the economy of the Nicola Valley.
- ☞ Most provincial **government services** have a presence in the region, including the hospital, court house, BC Hydro, Forest Service, 286 Tourism Centre, and other government services. The RCMP detachment, located in Merritt, provides police services to a much wider region.
- ☞ **Education** – Because of its growing relevance in the regional economy, the Nicola Valley Institute of Technology, the premier Aboriginal Post-Secondary institution in British Columbia, founded in 1983 by the Five Nicola Bands, is a major economic engine in the Nicola Valley. NVIT’s student population is about 1,200, of which about 1,000 are of Aboriginal descent. Other than Post Office services, the federal government has no noticeable presence in the Nicola Valley.
- ☞ **Financial services** – Banking and insurance services providers also have a presence in the Nicola Valley, including two banks, one credit union, and several insurance agencies.



# Strategic Alliances

- ☒ Major industry in the Nicola Valley
- ☒ Industry / Sectoral associations
- ☒ Aboriginal Financial institutions
  - ☒ All Nations Trust
  - ☒ Community Futures Development Corporation of the Central Interior First Nations
  - ☒ First Nations Agricultural Lending Association
- ☒ First Nations Economic Governance Institutions
  - ☒ First Nations Tax Commission
  - ☒ First Nations Finance Authority
  - ☒ First Nation Management Board
- ☒ Aboriginal Tourism BC
- ☒ First Nations Health Authority
- ☒ Colleges & Universities
  - ☒ Nicola Valley Institute of Technology
  - ☒ Thompson Rivers University
  - ☒ UBC Okanagan
- ☒ University of the Fraser Valley
- ☒ Government of Canada
  - ☒ Aboriginal Affairs & Northern Development Canada
  - ☒ Health Canada
  - ☒ Human Resources Development Canada
  - ☒ Western Economic Diversification
  - ☒ Natural Resources Canada
  - ☒ Statistics Canada
  - ☒ Fisheries & Oceans Canada
- ☒ Government of British Columbia
  - ☒ Various ministries, agencies & crown corporations
- ☒ Regional Municipalities
  - ☒ City of Merritt
  - ☒ Thompson Nicola Regional District
  - ☒ Interior Health
  - ☒ School District #58



# Community Programs & services - 1

## ☰ Human Services

- ☰ Child & Family Services
- ☰ Education – HeadStart, Band School, K-12, Post-Secondary, Vocational & trades
- ☰ Health – Community Health, Addictions, Home Care Services, Family Violence, Justice Services
- ☰ Employment Services
- ☰ Training & Skills Development
- ☰ Career Development
- ☰ Social Development
- ☰ Elders Programs
- ☰ Youth Programs
- ☰ Culture & Language
- ☰ Sports & Recreation

## ☰ Lands & Economic Development

- ☰ Local Economy Building
- ☰ Business Development
- ☰ Entrepreneurship Development
- ☰ Land Management & Administration
- ☰ LNIB-Owned Businesses
- ☰ Strategic Partnerships
- ☰ Natural Resources
- ☰ Referral Services
- ☰ Procurement
- ☰ Estates & Membership Services

## ☰ Infrastructure

- ☰ Housing
- ☰ Residential Development
- ☰ Public Works
- ☰ Municipal services
- ☰ Roads, Streets & Bridges
- ☰ Community Buildings
- ☰ Public Facilities
- ☰ Cemetery
- ☰ Water Systems
- ☰ Sewage & Waste Management
- ☰ Capital Projects
- ☰ Community Safety & security

## ☰ Administration & Finance

- ☰ Accounting
- ☰ Payroll & Benefits
- ☰ Human Resources
- ☰ Own Source Revenue Administration
- ☰ Finance
- ☰ Treasury Management
- ☰ Risk Management & Insurance
- ☰ Property Taxation
- ☰ Finance
- ☰ General Administration
- ☰ Contract Management



# Community Programs & Services - 2

## ☒ Governance

- ☒ Chief & Council Support
- ☒ Government-to-Government Relationships
- ☒ Communications
- ☒ Community Engagement
- ☒ Nlaka'pamux Affairs
- ☒ Consultation, Accommodation, & Consent
- ☒ By-law Development

## ☒ Aboriginal Rights & Title

- ☒ Land Stewardship
- ☒ Traditional Land Use
- ☒ Gathering of Traditional Foods, Medicines, & Other
- ☒ Natural Resources
- ☒ Traditional Economy – Fisheries, Hunting & Trapping
- ☒ Environmental Stewardship
- ☒ Economic rights
- ☒ Nlaka'pamux and Stuwix History





## LNIB School Gym

The LNIB School also has a indoor gym available to the students for various sport activities and is also available for rent to the community for various events.



# LNIB Services - 1

- ☞ **Administration** – Provides support to Chief and Council meetings, events, schedules and Band member visits, Band general meetings, and receptionist services. Also coordinates human resources, professional development, information technology, archival services, communications, website, monthly community newsletter, community safety, access to legal & consulting services, and general administration.
- ☞ **Finance Department** – provides accounting services to all programs and businesses, payroll and benefits, asset management, insurance and risk management, revenue and working capital management, property tax administration, financial reporting, annual financial audit, and revenue agreement management.
- ☞ **Membership Services** – Manages LNIB General Band Membership List, processes applications for status cards, assists in the initial stages of estate administration, and in all aspect of Indian Registry administration.
- ☞ **Education** - Offers a variety of services and support to the students in the community and away attending school, including HeadStart, school start-up allowance, career fairs, tutoring and post-secondary funding, and liaison and monitoring of local education agreement with SD#58.
- ☞ **LNIB School** – HeadStart and K3 to 12 BC curriculum. 86 students in 2014-15.
- ☞ **Language, Culture, Traditional Knowledge and History** – Preservation and advancement of Scw'exmx way of life and historical records.
- ☞ **Health and Social Development** - Provides a number of different health, social and counselling programs and services to members. All programs and services promote, inform of and educate members about healthy lifestyle choices.



## LNIB Services - 2

- ☒ **Housing** - Administers programs related to our housing needs. This includes CMHC projects, rental units, and collection of both rent monies and rental arrears.
- ☒ **Public & Capital Works** - Administers funds related to our facilities, housing and infrastructure. This includes maintenance of band facilities, local roads, community water and septic systems, sewage and waste management.
- ☒ **Fire Hall** – Emergency preparedness, fire safety education and suppression.
- ☒ **Shulus Arena** – the only First Nation’s owned arena in BC. Hockey and lacrosse programs.
- ☒ **Natural Resources** - Responsible for managing referrals in our traditional territory and our natural resource management activities.
- ☒ **Indian Reserve Lands and Leasing** – Processes land transfers, administration of Certificate of Possession, permits, land designation, communicates with the Indian Land registry, and development of LNIB Land Code.
- ☒ **Economic Development** – Business & entrepreneurship development, economy building, business planning & financing, impact management benefits negotiations.
- ☒ **Career Development Centre** – Job coach, job bank, employer services, labour market services, training & apprenticeship opportunities
- ☒ **Title and Rights** - This service focus is on protecting traditional hunting, fishing and gathering sites and our Aboriginal rights.



# Education

- ☒ The LNIB recognizes that investing in our youth is the single most important strategy to ensuring a prosperous future of our community. To support youth, the Education Department provides a number of programs and services to support students in the community including the Aboriginal Head start program, school start-up allowance, career fairs, tutoring and post-secondary funding.
- ☒ Education assistance – school supplies, extra-curricular activities to all K-12 students, and books, tuition, living allowance to post secondary students.
- ☒ LNIB signed a Local Education Agreement with School District #58, for LNIB students attending the public school system in Merritt.
- ☒ The education program also promotes the learning and use of our own language, our culture, our identity, and the wealth of traditional knowledge accumulated over millennia.
- ☒ For more information, please contact Lynne Charlton, at 250 378 0915 or [lcharlton@lnib.net](mailto:lcharlton@lnib.net)



# The Lower Nicola Indian Band School



**LOWER NICOLA  
INDIAN BAND**

# The Lower Nicola Band School

- ☒ In December 2002, we opened the Lower Nicola Indian Band School building on our Mameet IR#1 reserve. This modern facility provides schooling for our younger children from Kindergarten to grade 7. It includes a full gymnasium, large playing field, a library and a modern computer lab.
- ☒ The enrollment at the school for the academic year ended June 2015 was approximately 84 students.
- ☒ The LNIB School follows the BC curriculum and offers Nlakapamuxin curriculum from K3 through to Grade 7. Two of the many advantages for the Band school is n̓eʔkèpmxin language, field trips for gathering and traditional foods.
- ☒ LNIB staff are fully qualified and our teachers at LNIB School have BC Teaching Certificates, and have knowledge and a deep understanding of First Nation cultures.
- ☒ Our school has smaller class sizes, which allow for more interaction between teachers and students. We have bus services that accommodates the transportation needs of students both on- and off-reserve.
- ☒ Full time Kindergarten and the Head Start Program are also available. School supplies are provided each year.
- ☒ With help of the Aboriginal support workers at Merritt Secondary School, we assist our students in transitioning to the public school system.
- ☒ Registration for the upcoming academic year is now open. For further information, please contact Angie Sterling, School Principal, at 250 378 5527.



# Leisure, Sports & Recreation

- ☒ The Lower Nicola Indian Band has the First and only band-owned and operated arena in BC. We rent ice time to leagues and individuals from Merritt and throughout the region. The arena rents a couple hours of ice per week for members and students at the school have access to ice from time to time, too.
- ☒ Recreation programming organized out of the Health Office. It mainly targets kids and youth, although programs are open to parents and adults as well. We have a 15 passenger van to transport those who need a ride.
- ☒ With the joint efforts of the Community Services Sector and the LNIB Arena LNIB offers a full range of summer recreation programs tailored to youth (ages 6 to 18). The summer recreation program offers ballet, jazz, gym activities, swimming, golf, and arts and culture programs (including drum making), in addition to team sports (soccer, baseball and volleyball) offered by the City of Merritt.
- ☒ Just before the end of the summer holidays (August 26 to 28), LNIB recreation offers a Summer Day Camp focusing on Scw'exmx culture.
- ☒ In addition, the Scw'exmx Child and Family Services Society also organizes several recreation programs throughout the summer.
- ☒ Cst Rose Grant, of the Aboriginal Policing Unit of the Merritt Detachment of the RCMP also organizes an overnight canoe trip for youth ages 12+.
- ☒ During the winter months the LNIB offers complete hockey and lacrosse programs tailored to LNIB youth.
- ☒ For further information on sports and recreation programs at our Shulus Arena, please contact Joe Quewezance, at 250 525 0084, or by email at [joeq@lnib.net](mailto:joeq@lnib.net) .





## Lower Nicola Indian Band Arena

The Lower Nicola Indian Band has a community arena that offers various sports opportunities to the community including hockey, lacrosse and sport camps.



# Child & Family Services - 1

- ☒ The Five Nicola Bands have come together and agreed to establish an agency to deliver child and family services to their members. Accordingly, the **Scw'exmx Child & Family Services Society (SCFSS)** was established, operating out of a section of the Shulus Hall building, rented from LNIB.
- ☒ SCFSS's mandate is to work collaboratively to facilitate opportunities for our children, families and communities to achieve their full potential and realize a healthy quality of life through the expressions of our ancestral beliefs, values and instructions. Currently, SCFSS delivers the following programs:
- ☒ **Child Protection:** This service provides direct services to families and children of the communities that we serve. Delivering prevention and protection by responding sensitively, compassionately, and professionally to Child and Family Services issues, concerns and needs. Through intakes, investigations, support services, voluntary care, special needs services, or temporary care orders.
- ☒ **Guardianship:** This program is to ensure the safety and well being of children in the continuing care and custody of Scw'exmx Child & Family Services. Informing the children of their rights while in care and developing a child care plan.
- ☒ **Resources:** This program is mainly to recruit and maintain Caregiver/Foster homes. Provide support and resources for caregivers by providing training opportunities to enhance their skills throughout their role as foster parents.
- ☒ **Community Engagement:** Our goal is to develop positive working relationships with Community Groups, Agencies, and Societies. It is our ultimate goal to ensure that the services of the Agency are made available to all members of the five Nicola Valley Bands, and to all residents on land held by the five Bands.



## Child & Family Services - 2

- ☒ **Feel the Beat:** At Feel the Beat we pass on our knowledge of the styles of dance, culture, and share stories of our Syilx and Nlaka'pamux people of the Nicola Valley. The biggest thing that is promoted at Feel the Beat is togetherness, along with confidence, comfort and family. We are not just a group of individuals, but a family that has been formed by people who choose to gather in a good way.
- ☒ **Family Preservation:** Provides quality family support services that are child and family focused with family and cultural values.
- ☒ **Youth & Family Support:** This program provides support to youth and families within the communities we serve. These supports are in place to promote healthy relationships and find a sense of belonging. The support offered is also a preventative strategy for our youth and families.
- ☒ **Kinship Care:** This program includes promoting, exploring and supporting out of care options and kinship care providers by working collaboratively with the family, community, and social work team.
- ☒ Councillor Art Dick, who holds the Health and social development portfolio, is the Board member representing LNIB in the Board of Directors of SCFSS.
- ☒ If you need assistance, please call SCFSS office at 250 378 2771, or in the case of emergency, please use the Children's Help Line at 250 310 1234 at any time of the day. This number (250 310 1234) can be called from any phone for free.



# LNIB Health Center



LOWER NICOLA  
INDIAN BAND

# Health Programs

- ☒ Helping to ensure that the health and wellbeing of our members is one of our most important priorities. Health and wellbeing encompasses all aspects of ourselves, including emotional, spiritual, psychological and physical all working in synchrony .
- ☒ We deliver most of our health and social development programs out of our LNIB Health Centre located in Shulus neighbourhood, and close to most of LNIB's facilities, at #230 Highway 8 West. The Health Centre has a staff of 14, who provide with a wide range of health and social counselling programs and services that all work to promote healthy lifestyle choices. We are active members of the BC FN Health Authority. The current array of health programs and services provided at the Health Centre include:
  - ☒ Community health
  - ☒ Prenatal & family nutrition
  - ☒ Dental/Oral health
  - ☒ Aboriginal Diabetes Initiative
  - ☒ HIV/AIDS Strategy
  - ☒ Mammogram clinic
  - ☒ Optometry Clinic
  - ☒ Flu clinics
  - ☒ First Nation Health Benefits
  - ☒ Arthritis education & prevention
  - ☒ Mental health
  - ☒ Immunizations
  - ☒ Communicable disease control
  - ☒ TB Screening
  - ☒ Fetal Alcohol Syndrome
  - ☒ Podiatry clinic (Foot Dr.)
  - ☒ Nursing services
  - ☒ Patient travel
  - ☒ Uninsured Health Benefits



# Wellness & Social Development Programs

- ☒ The range of **wellness programs** offered by the **LNIB Health Centre** include:
  - ☒ Personal & community wellness
  - ☒ Community nutrition
  - ☒ Alcohol and drug abuse counselling
  - ☒ Good Food Bag
  - ☒ Adult day program
  - ☒ Community Soup Kitchen
  - ☒ Elders' Luncheons
  - ☒ LNIB Staff wellness day
  - ☒ Parents & Babes
  - ☒ Brighter Futures
  - ☒ Solvent abuse counselling
  - ☒ Walking Club
  - ☒ Car seat safety clinic
  - ☒ Sober Living Group
  - ☒ Facilitates AA meetings
  - ☒ Leisure & recreation programs
  
- ☒ The **Social Development Department** offers the following programs:
  - ☒ Income assistance
  - ☒ Home care
  - ☒ Employability programs
  - ☒ Spouse abuse
  - ☒ Elders' programs
  - ☒ Case management
  - ☒ Homemaker program
  - ☒ Family Violence
  - ☒ Youth programs
  - ☒ Special events



# LNIB Career Development Centre

- ☞ The delivery of employment services to LNIB members and entrepreneurs is carried out by the **Aboriginal Skills Employment and Training Strategy (ASETS)**
- ☞ The Central Interior ASETS is one of 14 ASETS holders in BC. It supports the communities of Enderby, Salmon Arm, Chase, Merritt, Cache Creek, Ashcroft, Clinton, Lytton and Lillooet. It currently Serves the following (30) First Nations; Splat'sin, Little Shushwap, Neskonlith, Adams Lake, Tkemlups, Whispering Pines, Simpcw, Skeetchestn, Ashcroft, Oregon Jack Creek, Bonaparte, High Bar, Nooaitch, Shackan, Lower Nicola, Upper Nicola, Coldwater, Cook's Ferry, Nicomen, Siska, Skuppah, Lytton, Boothroyd, Kanaka Bar, Seton, Bridge River, Tskwaylaxw, Fountain, T'it'q'et, & Cayoose Creek.
- ☞ Eligible Employers; Aboriginal Bands/Tribal Councils Not-for-Profit Employers(less than 100 employees)
- ☞ For Profit Employers(less than 100 employees)
- ☞ Detailed Employer Program Information: Summer Student Program, Targeted Wage Subsidy, Demand Driven Training Applications/Project Based Training, Youth Initiative, Direct Course Purchase, Strategic Initiatives – Skills Development or Job Starts. Also there is the Hospitality Industry; food safe level 1, occupational first aid level 1, WHIMIS, Serving it Right, Cashier Training & Telephone Etiquette. Under Industry Training is Confined Space Entry, Fall Protection, H2S Live, Forklift two day Training Certificate Program, Traffic Control/ Flag Person, New Driver Training & Forestry Training.
- ☞ Merritt Employment Office 2051 D Voght Street, Merritt BC, V1K 1B8, 250-378-0126; Debbie Samson – [Merritt@asets.org](mailto:Merritt@asets.org), Lorna Shuter – [merrittadmin@asets.org](mailto:merrittadmin@asets.org)



# Culture, Language, & Traditional Knowledge

- Our culture, language and traditional knowledge and practices is what makes us Swx'exmx ; it is what makes us unique in this world. The School of the Lower Nicola Indian Band has developed a strong language and cultural education curriculum. We also have partnered with School District #58 and NVIT in supporting Swx'exmx and cultural education in regional schools. We are discussing the viability of a language immersion program in our school. In addition, elders in the community have offered to teach language classes to people interested in learning our language.
- Swx'exmx Traditional knowledge includes the collective knowledge and traditions used by us to sustain and adapt ourselves to our environment. Our traditional knowledge is unique and was passed from one generation to the next through traditions, storytelling, ceremonies, dances, arts and crafts, food gathering, hunting, trapping, food preparation and storage, medicines, teaching, beliefs, and spirituality.
- We are engaged in reviving and restoring our Swxe'exmx identity and way of life for today's world through teachings and practice of traditional activities such as tee-pee making, stick games, Lacrosse, hide-tanning, drum-making, traditional carving, leather crafts, regalia-making, basket-making, beadwork, Pow-Wows. Drum group, berry-canning, net-making, fish drying and smoking, meat drying and smoking, sweat lodges, identifying and collecting traditional plants and medicines, and prayer and spiritual training.



# Housing

- ☒ Housing is a major community issue and one that members take very seriously. Currently, there are approximately 256 homes spread between four of our reserves. As illustrated by the table, most of our housing, is located in three subdivisions in Mameet IR#1 .
- ☒ LNIB's Housing Department is responsible for managing the housing program. This includes property management functions, planning and construction of new houses, and maintenance and upkeep of the housing stock, as well as the relationship with Canada Mortgage Housing Corporation, First Nations Market Housing Fund, and Aboriginal Affairs and Northern Development Canada.
- ☒ LNIB is now working with the First Nation Market Housing Fund to encourage private ownership of affordable housing on reserve. As of July 2014, the stock of houses on LNIB lands is 256, distributed as follows:

☒ Shulus Subdivision	45 residences
☒ Springs Subdivision	66
☒ Rocky Pines	101
☒ Joyeaska (IR#2)	15
☒ Zoht (IR#4)	14
☒ Hamilton (IR#7)	15



# Public and Capital Works - 1

- ☒ The Public and Capital Works Department manages the infrastructure and servicing requirements of municipal services, such as potable water system and private wells, sewage, roads and streets, snow removal, waste management, upkeep of green spaces, public buildings and maintenance of the cemetery.
- ☒ The program also manages and implements the Capital Infrastructure Management Plan.
- ☒ The Public and Capital Works Department is responsible for the operation and maintenance of the following facilities:
- ☒ **Lower Nicola Indian Band School** - The Band School includes a full gymnasium, large playing field, a library and a computer lab.
- ☒ **Lower Nicola Indian Band Health Center** - A number of different health, social and counselling programs/services are offered to the community members through the LNIB Health Center.
- ☒ **Lower Nicola Indian Band Office** -Our Administration Office opened in 1994 and houses most of the band's administrative departments and Chief and Council.
- ☒ **Shulus Community Arena** - This state of the art facility was built in 2001 with a geothermal ice plant, one of a few in BC. It has several changing rooms, seating for six hundred and a full service concession. It hosts a number of activities for the entire Nicola Valley.
- ☒ **Shulus Arbor** - The Shulus Arbor is a multi-purpose, outdoor event space. Built in 1996/1997, it is designed to resemble a traditional pit house. It is used to host events such as gatherings, weddings and pow wows. It has not been used as much as anticipated and requires some repairs and maintenance.



## Public Works and Capital - 2

- ☒ **Community Hall (Shulus Hall)** -The Shulus Hall was built in 1962 and is our oldest facility. It hosts a variety of events, including community workshops, gatherings and family events for members and non-members. It is in major need of upgrades and repair.
- ☒ **Fire Department** -This modern facility was built in 1994/1995. It houses two re trucks and a crew cab. About 15 volunteer firefighters work out of it.
- ☒ **Scw'exmx Child and Family Services building** - The center was constructed in 1996 to provide child protection and family support services for the Lower and Upper Nicola Indian Bands. We are responsible for upkeep of the facility.
- ☒ **Shulus Cemetery**
- ☒ **2 Churches**
- ☒ **Domestic Water System**
- ☒ **Dam at the NW corner of Mameet IR#1**
- ☒ **Waste Water System**
- ☒ **Shulus Gardens**
- ☒ **Elders' Building**
- ☒ **Family Center**
- ☒ **Soup Kitchen**





## LNIB Fire truck

One of LNIB Fire trucks.



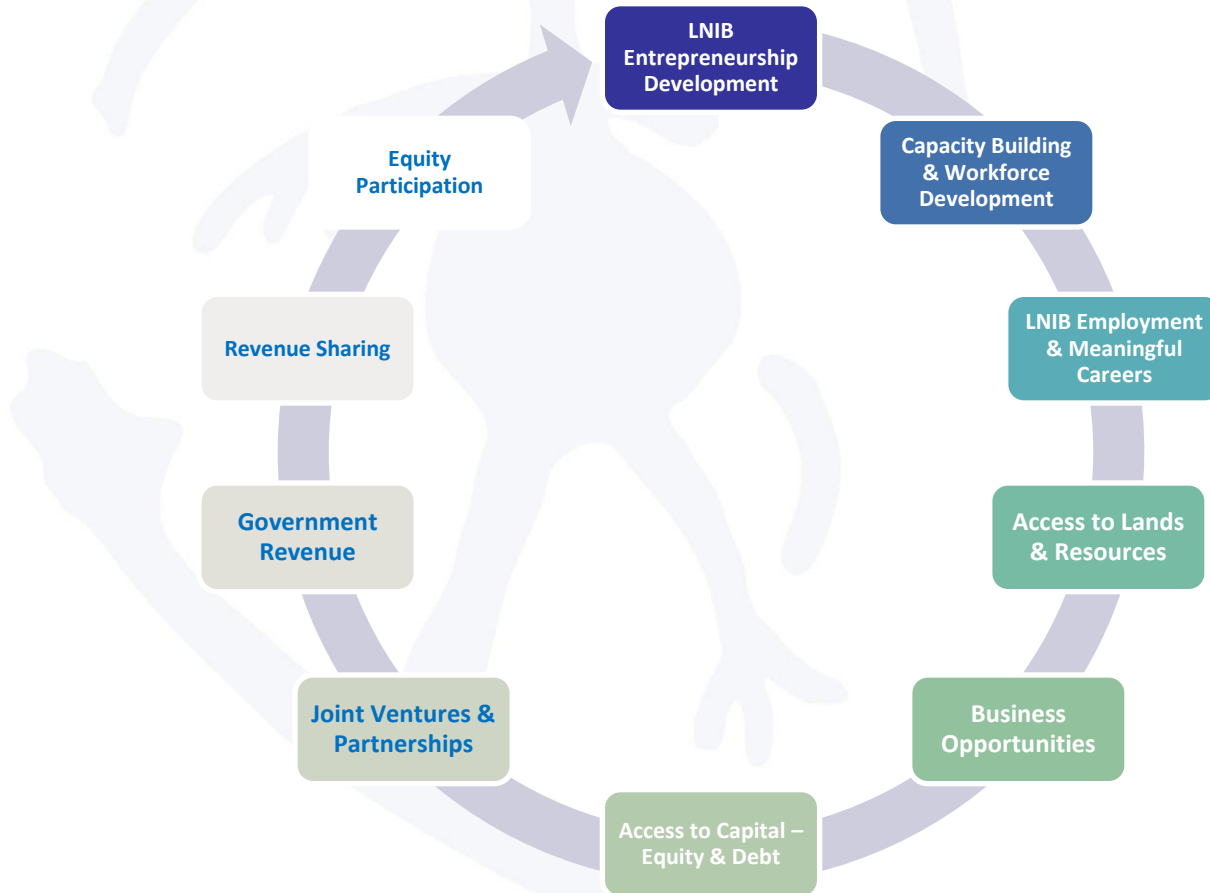
LOWER NICOLA  
INDIAN BAND

# Economic Goals of LNIB

- ☒ The Lower Nicola Indian Band strives for growing an economy in a balanced way, in which the four factors of production (People, Land, Capital, and Technology - entrepreneurship, economic governance, cultural values) all work in sync for us to reach our economic goals. The economic goals of LNIB include:
- ☒ Eradicate poverty and economic dependence
- ☒ Build a sustainable and vibrant LNIB economy
- ☒ Every LNIB member to have a job
- ☒ Secure economic access to lands and resources
- ☒ Foster entrepreneurship and business start-ups
- ☒ Foster alliances, strategic partnerships, joint ventures and other business partnerships with those who want to work with us.
- ☒ Expand and diversify economic activity
- ☒ Reduce economic leakages
- ☒ Compete in the marketplace
- ☒ Expand LNIB Government own source revenue
- ☒ Equitable distribution of opportunities and resources



# LNIB Economic Interests



# The Building Blocks of LNIB Lands & Economic Development



# Entrepreneurship & Business Development

- ☞ LNIB's economy building relies on good program delivery. LNIB's lands & economic development is structured to attain this goal. The department is organized into four main thrusts:
- ☞ **Economic Development** – which includes economic governance (fiscal framework, strategic partnerships, LNIB government revenue base, research, education and economic and business literacy programs and initiatives.
- ☞ **Business Development** – Entrepreneur services, business planning, start-ups, financing, after-care, business directory and procurement data-base.
- ☞ **Human Capital** – Workforce development, industry relations, labour market services, and entrepreneurship coaching.
- ☞ **Land Management & Administration** – Zoning of lands for business purposes, such as agriculture, ranching, commercial development, industrial park, and real estate development.



# The Nicola Valley Institute of Technology



LOWER NICOLA  
INDIAN BAND

# LNIB Lands & Economic Development Sector

- ☒ Entrepreneurship development
- ☒ LNIB-owned businesses
- ☒ Negotiation of impact management benefit agreements for key developments in traditional territory
- ☒ Economic rights flowing of Aboriginal rights & title
- ☒ LNIB Own source revenue
- ☒ Letter of owner's expectations between LNIB and LNIB-owned companies
- ☒ LNIB Investment Code
- ☒ Administration of LNIB Lands
  - ☒ Indian Reserve land administration – allotments, land transfers, settlement of estates, Land Code development
  - ☒ Fee-simple title lands
  - ☒ Specific claims
  - ☒ Please contact Anna Hudson, Lands Manager at [anna@lnib.net](mailto:anna@lnib.net)



# LNIB-Owned Businesses

- ☒ LNIB owns a number of businesses in the Nicola Valley, including:
  - ☒ LNIB Development Corporation (company holding share ownership interests of LNIB in other companies and main engine for LNIB business development)
  - ☒ Shulus Forest Enterprises Inc.
  - ☒ Shulus Cattle Co.
  - ☒ LNIB General Contracting Ltd.
  - ☒ LNIB Construction Ltd.
  - ☒ LNIB Real Estate Developments Ltd.
  - ☒ LNIB Energy Ltd.
  - ☒ Naik Development Corporation (non-active)
  - ☒ Equity investment in Spayum Developments Ltd.
  - ☒ Equity investment in Nicola Valley Services Administration (NVISA) lands & building
  - ☒ Off-reserve land holdings
- ☒ Please contact Sean Maloney, Business Development Manager, at [s.maloney@lnibdevcorp.com](mailto:s.maloney@lnibdevcorp.com)



# LNIB Investment Code & Principles

- ☒ The Lower Nicola Indian Band is open for business! We strive to engage in business relationships that bring benefits to LNIB and its members. We want to attract business to our community, but we are also interested in investing in businesses outside our reserve lands. In the process of engaging into partnerships we carefully take care of the purpose and objectives, principles, interests, form of joint venture, governance, management and decision making at the level of the owners, legal structure of the business arrangement, transparency, accountability, reporting, control, & audit, equity participation, additional investment and cash calls, buy-out provisions, dispute resolution, and employment and training of LNIB members.
- ☒ We also uphold the following principles as integral components in business relationships:
  - ☒ **Economic Return** – Reasonable profit; expansion of tax base, diversification of the regional economy, local procurement of goods and services, local employment, training, apprenticeships and career building.
  - ☒ **Social responsibility** – Respect of community values and aspirations; communicate openly and honestly with stakeholders; think global and act local; support community-based initiatives; and be proactive in social change.
  - ☒ **Sustainability** – recognize the environmental footprint, limits, interdependency, equity, long-term perspective, and healthy communities.
  - ☒ **Environmental stewardship** – Conserve land, water and fresh air; protect and enhance natural ecosystems; save energy; prevent pollution; implement recycling programs; and monitor long-term and cumulative impacts.
  - ☒ **Ethical business** – Act ethically and with integrity at all times; set rules to avoid conflict of interest; state interests; and be firm in unethical practices.
  - ☒ **Legal responsibility** – Law abiding corporate citizen, and comply with all applicable laws.





**LNIB Arena Ice Surface**

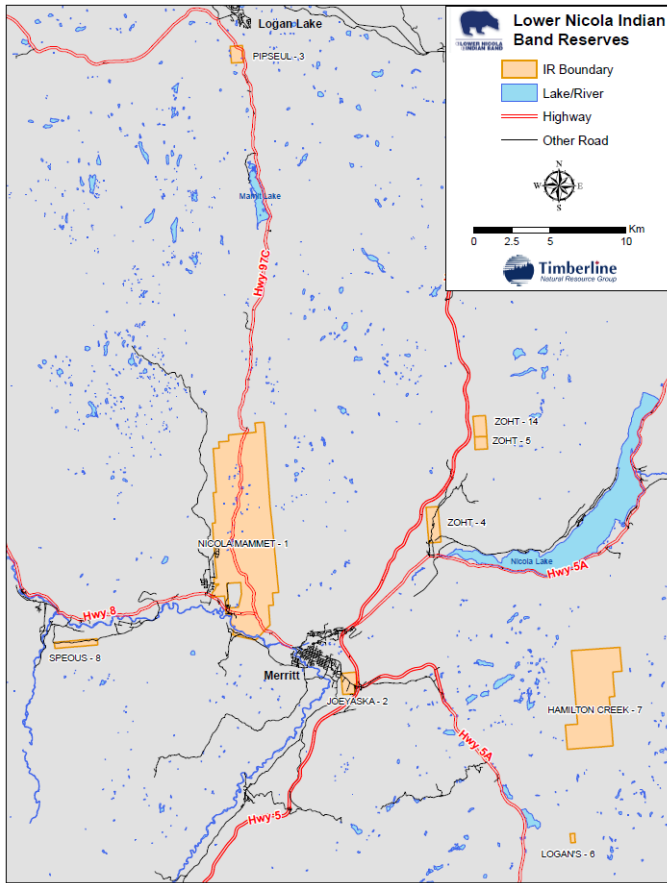


# LNIB's Interests and Principles in Impact Management Benefit Agreements

- ☒ At LNIB, we take consultation, consent and accommodation at heart. We engage fairly with all proponents who want to establish larger economic undertakings in our ancestral lands.
- ☒ We reconcile Aboriginal rights & title with land stewardship and economic prosperity, at the same time that we respect and follow our ancestral values & places.
- ☒ We negotiate in good faith, as consultation, consent, & accommodation can only be achieved if the parties genuinely recognize the interests of each other
- ☒ We strive for meaningful career opportunities for LNIB Members, through employment, training, apprenticeships, and management development opportunities for LNIB Members.
- ☒ Whenever possible, we strive for local procurement and supply of goods & services by LNIB businesses.
- ☒ We firmly believe that revenue sharing ripples the benefits of key economic initiatives throughout our community and region.
- ☒ We also strive for equity participation, as we want to share the benefits and risks of business ownership and operation.
- ☒ Currently LNIB is engaged in discussions and negotiations of impact management benefits agreements with BC Hydro for the ILM Transmission Line, Highland Valley Copper mine expansion, and the proposed twinning and expansion of Kinder Morgan's TransMountain Pipeline, and of the proposed Ajax Mine near Kamloops. We are also engaged in participating in the Merritt Green Energy project, and a number of proposed mining and wind energy projects in our ancestral lands.



# Lower Nicola Indian Band Reserves

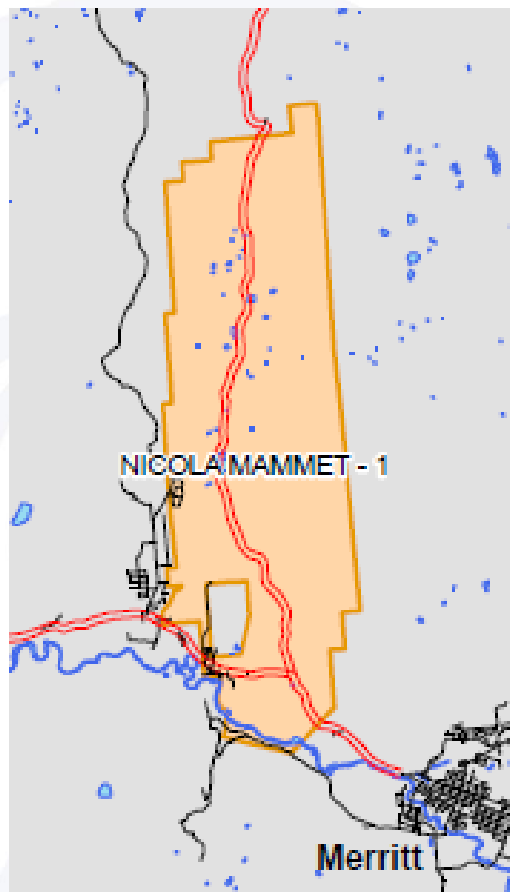


Nicola-Mameet IR#1	11,350 acres
Joyeaska IR#2	320
Pipseul IR#3	220
Zoth 4 IR#4	500
Zoth 5 IR#5	160
Logans IR#6	45
Hamilton IR#7	4,400
Spious IR#8	280
Zoth IR#14	160
Hihium Lake IR#6	78*

For a total of 17,514 acres

\* The Hihium Lake Indian Reserve is held in common by the Lower Nicola, Upper Nicola, Kamloops, and Bonaparte Bands.

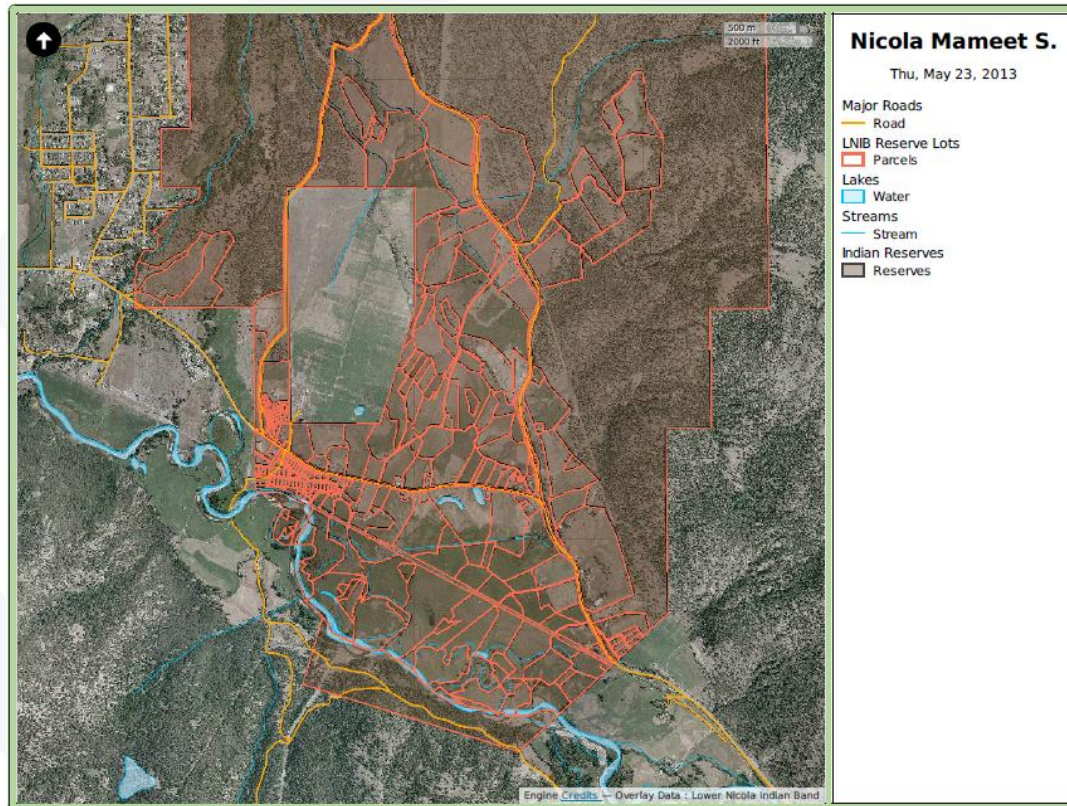




### **Nicola-Mameet IR # 1 11,350 Acres - 1**

Bisected by Highways 8 and 97C, IR#1 is our largest, most populous, and most developed reserve. The east half of the reserve is primarily mountainous terrain and largely undeveloped. The southern portion includes agricultural land and our two main residential sub-divisions, Shulus and Rocky Pines.

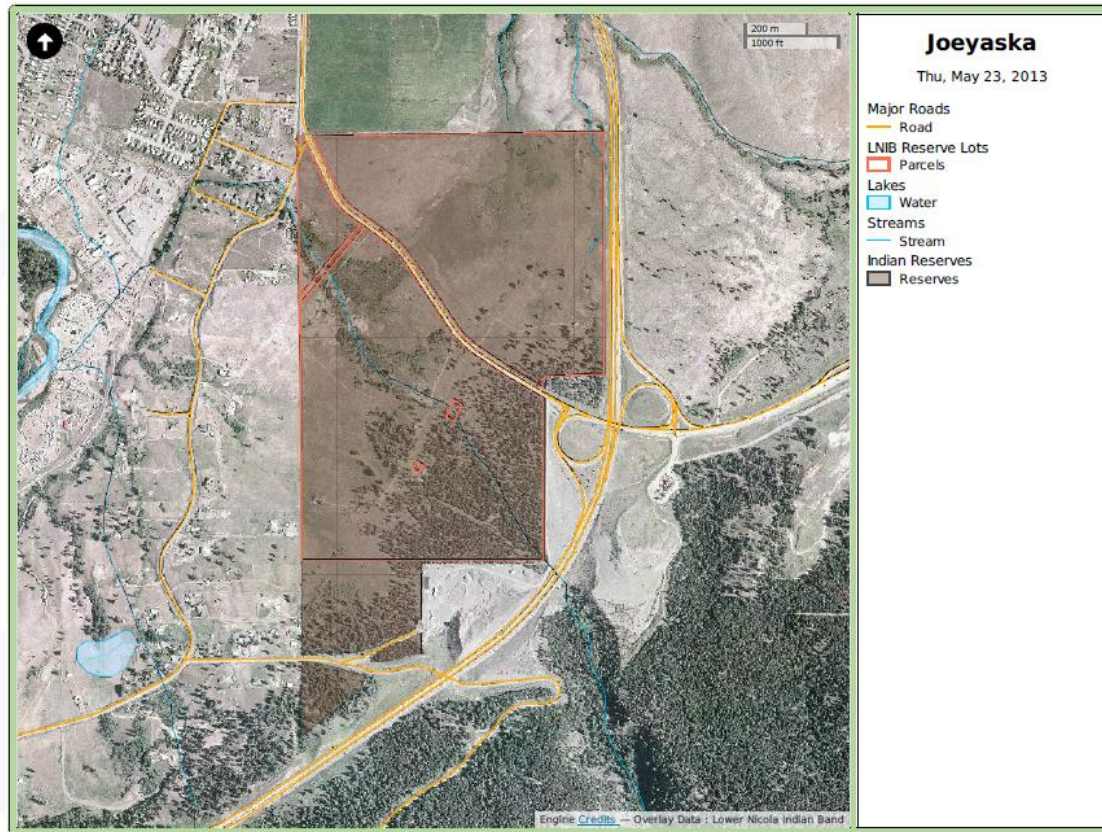




## Nicola-Mameet IR # 1 (Cont.)

In addition to housing most of our on-reserve population, all of our community facilities (e.g., Band Administration offices, arena, Health Centre, etc.) are located on the reserve. The 1997 Physical Development Plan envisioned most future urban residential and institutional development to be located on this reserve.

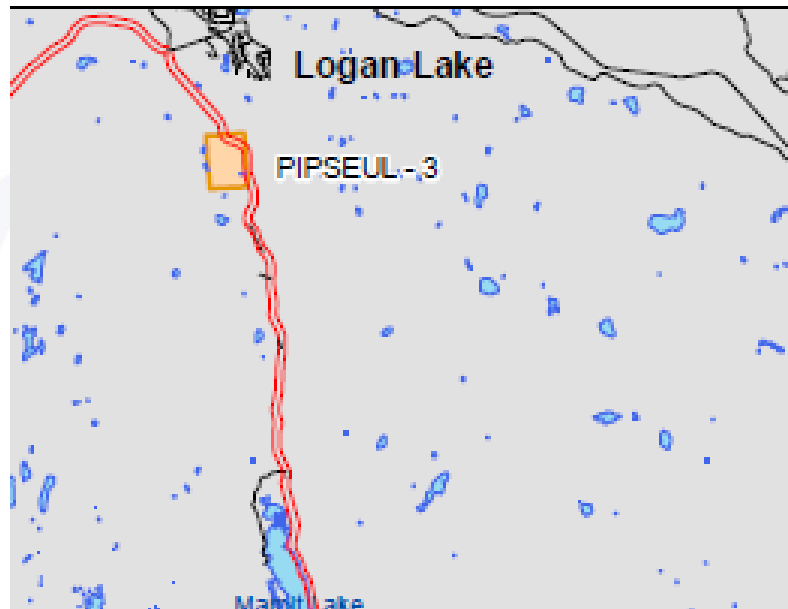




## Joeyaska IR #2 320 Acres

Located east of Merritt between Highway 5A and Coldwater Road, the reserve is located strategically next to the region's major transportation artery and has long been considered for commercial and light industrial development. There are some limited hay lands and a little timber on the site. There are 14 member homes there. The 1997 Physical Development Plan designated the northern portion of the reserve between Highway 5A and 5 for future commercial and light industrial uses.

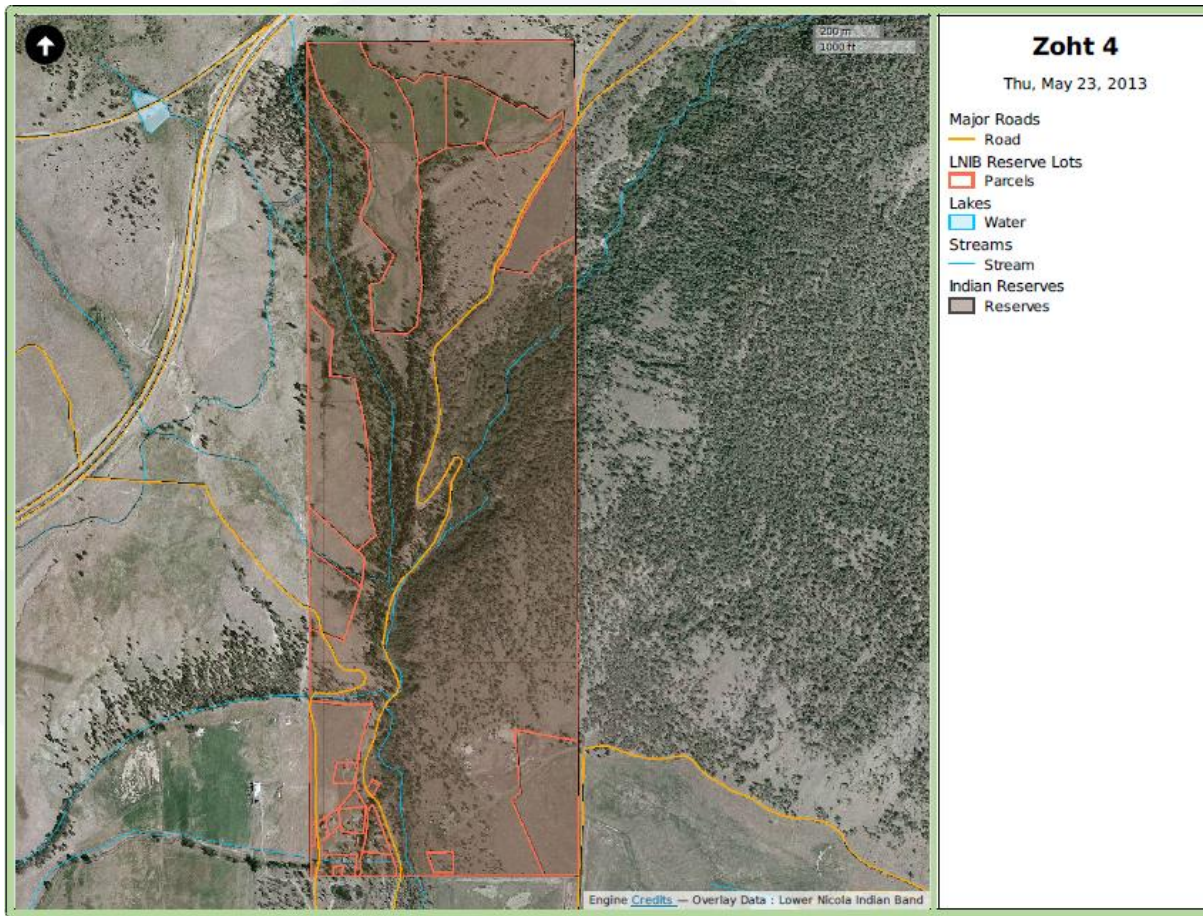




### **Pipseul IR #3 220 Acres**

Located north of Mameet Lake on highway 97C, the Guichon Creek meanders through the reserve making any development or use more difficult (e.g., grazing, forestry, etc.). There is a good deposit of gravel, some of which has been extracted from pits on the west side of the reserve. The 1997 Physical Development Plan envisioned a future, 15-acre subdivision on the north end of the reserve accessed by the Savona Highway.

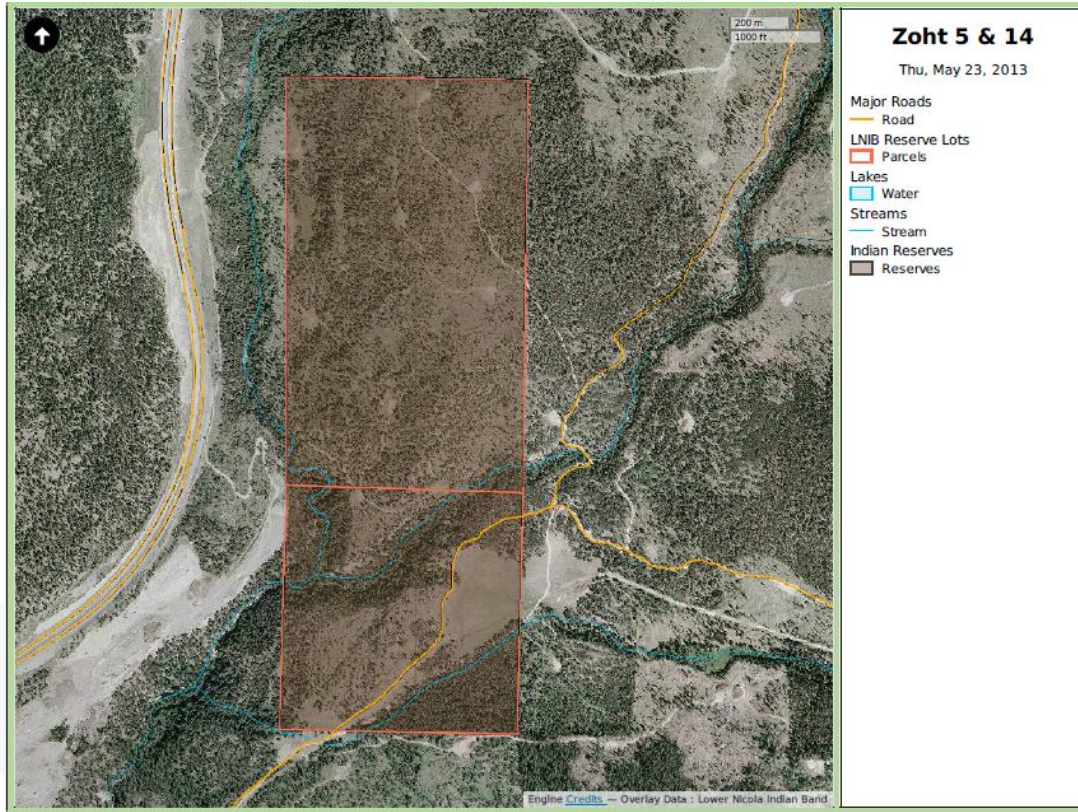




### Zoht 4 IR #4 500 Acres

This reserve is located nine kilometers outside of Merritt on Highway 5A near Nicola Lake. There are 14 residences on the reserve that are mostly serviced by a community water system. The site includes a large amount of pasture land and some irrigated hay land. Clapperton (Mill) and Shuta Creeks flow through the reserve and provides irrigation water and domestic water for members living there.

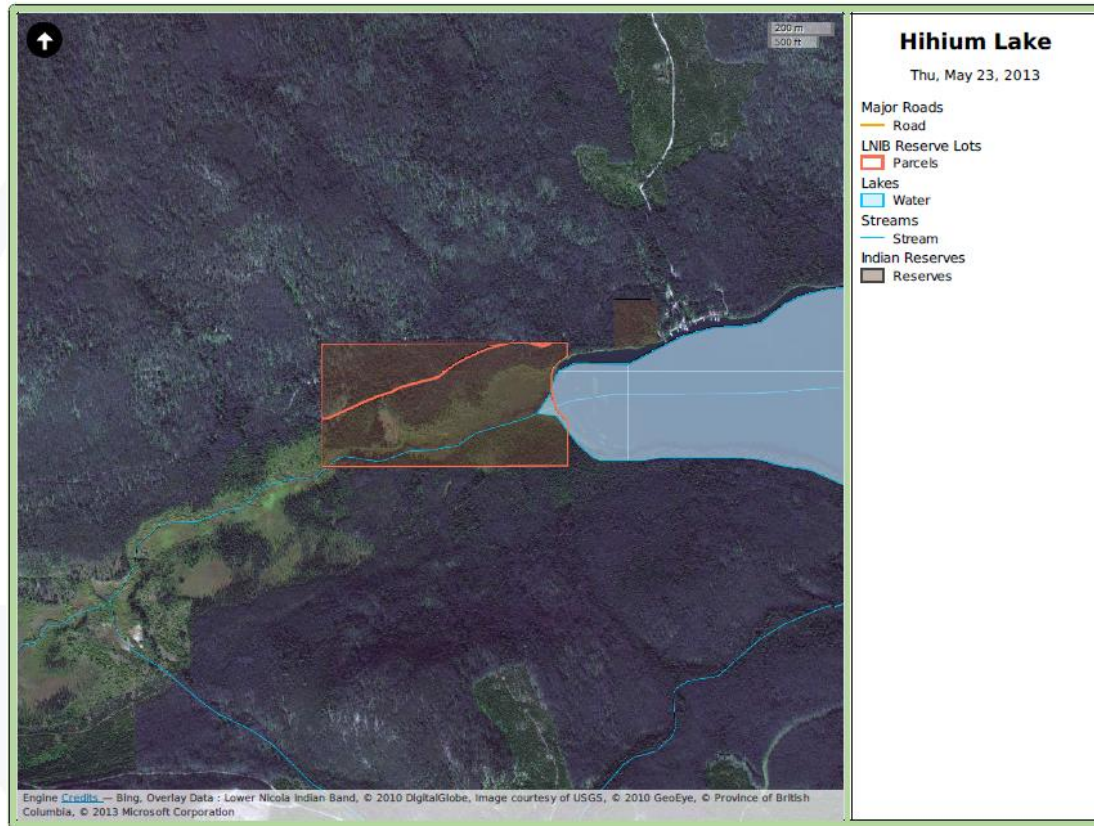




### Zoht IR #5 160 Acres

Located 15 km northeast of Merritt, the small reserve includes 18 acres of hay fields and some good pasture land and forest. Timber volumes were estimated at 4,000 cubic meters several years ago. There is a single home on the reserve. Road access is quite limited and basic. BC Hydro does not provide power to the reserve. The Physical Development Plan designated the area as agricultural.

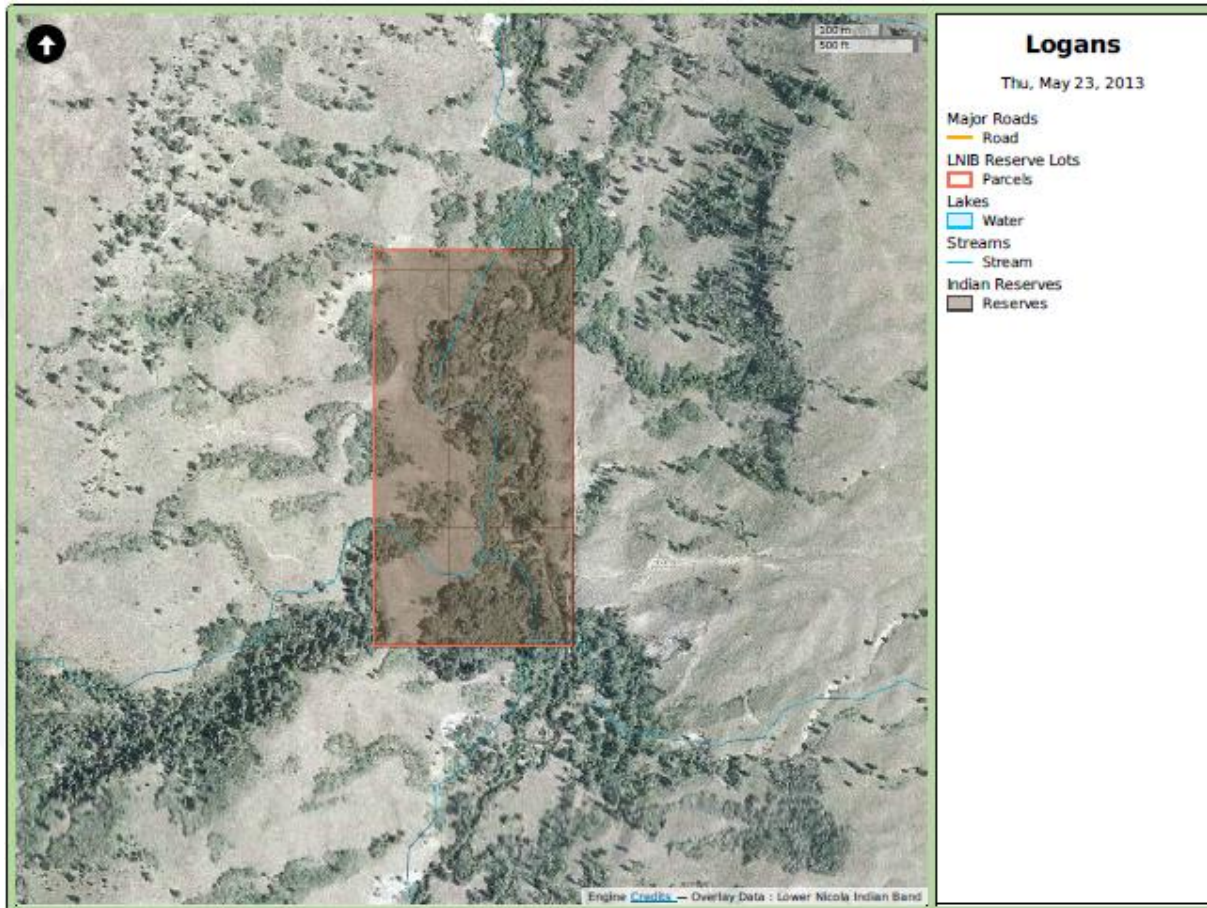




### Hihium Lake IR #6 78 Acres

A small, difficult-to-access reserve located on the west end of Hihium Lake north-west of Kamloops. The Hihium Reserve is shared with Kamloops, Bonaparte and Upper Nicola Bands, the site can be accessed via Highway 97 north of Cache Creek. The 1997 Physical Development Plan designated the land for recreational use.

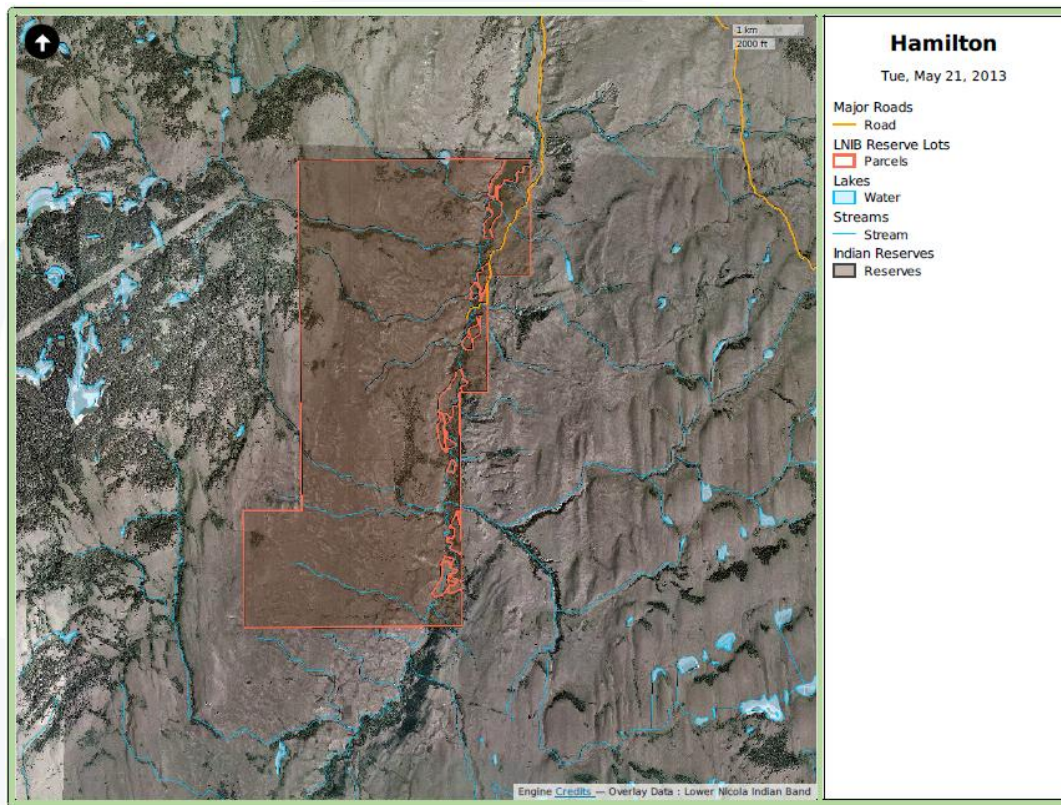




### Logans IR # 6 45 Acres

Located on Quilchena Creek upstream from Hamilton IR#7, the reserve is difficult to access and relatively small. With no available services, it was designated as agricultural in the 1997 Physical Development Plan.

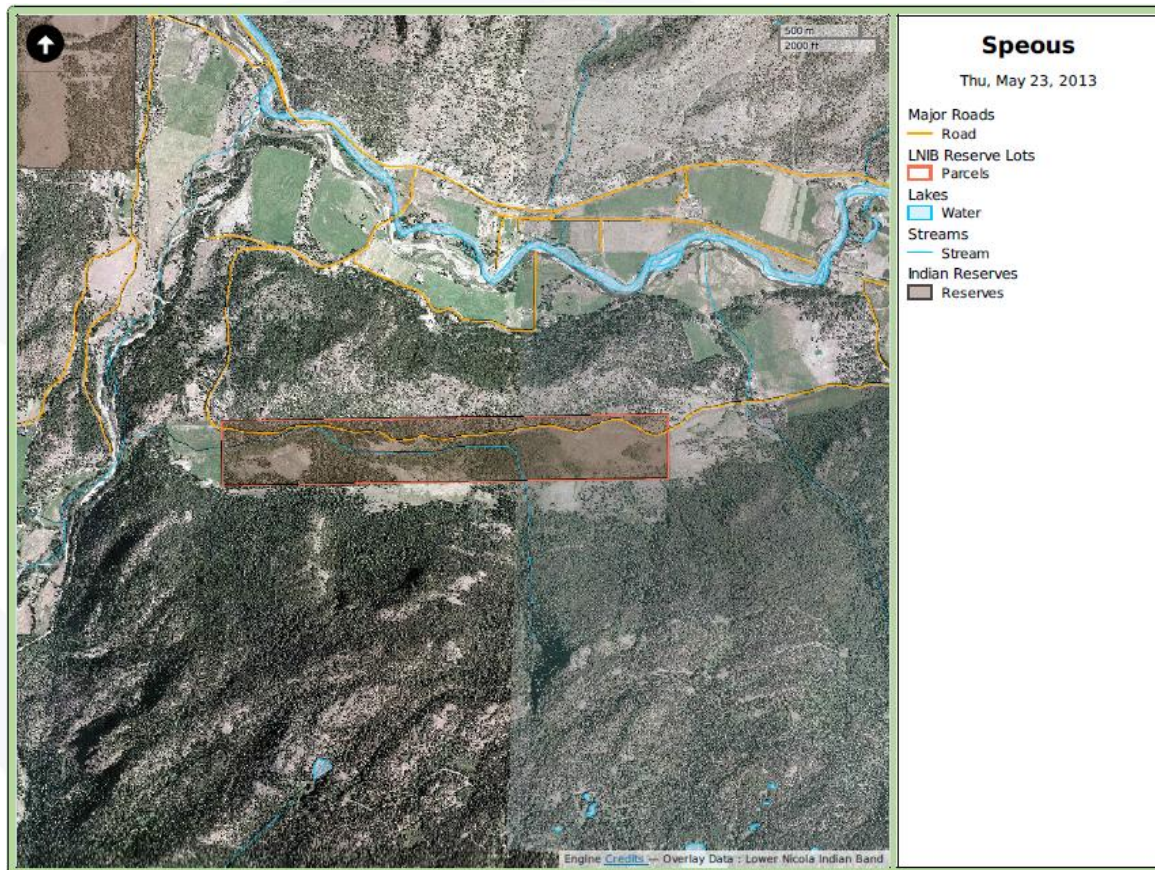




## Hamilton IR #7 4,400 Acres

Located 8 km upstream on Quilchena Creek behind the historic Quilchena Hotel and Resort on Highway 5A, the large reserve is home to open, rolling grasslands, cultivated fields along the creek, and significant timber volumes (estimated at 2,400 cubic meters). There are three homes located on the reserve. Access to the area is on an unimproved gravel road. The 1997 Physical Development Plan designated the area as agricultural with one rural residential property at the north boundary.

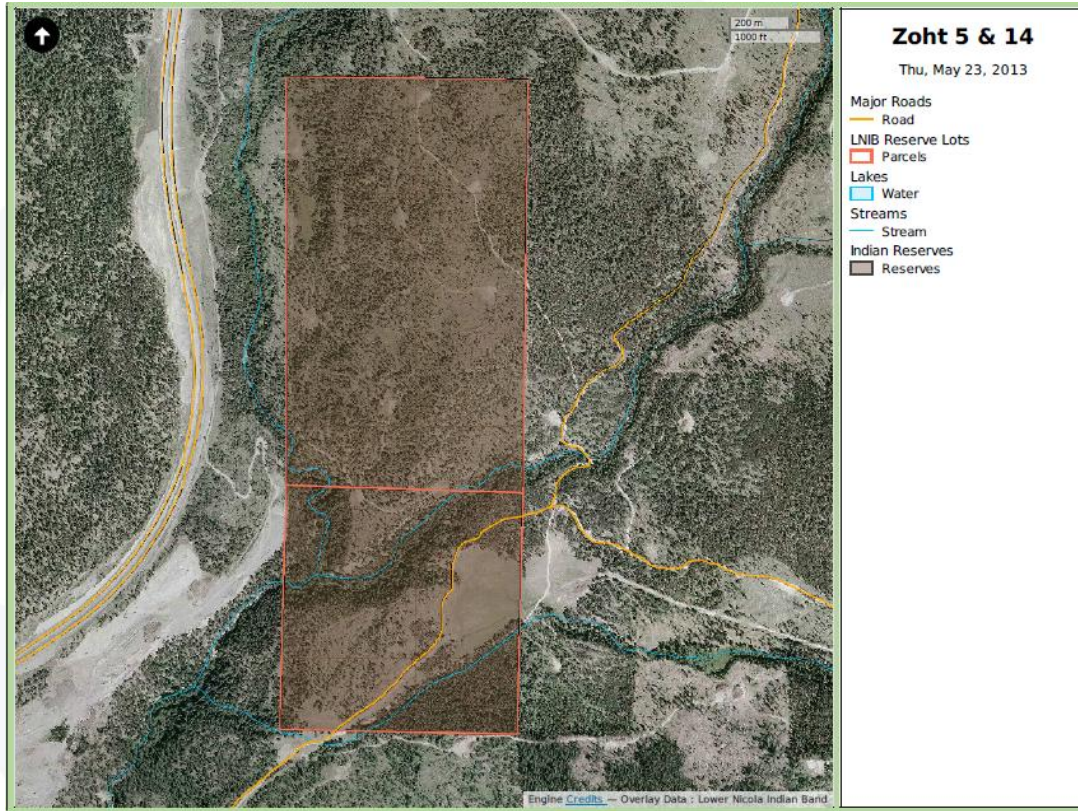




## Speous IR #8 280 Acres

Sometimes known locally as the Pony Reserve, Speous IR#8 is located just 2 km west of IR#1, but is reached via the Sunshine Valley Road 7 km off Highway 8. There is a wet, swampy area through the center of the reserve, with some developable land at the east and west ends that is served by BC Hydro. There are pasture and hay lands on the reserve and an estimated 3,000 cubic meters of harvestable timber. The 1997 Physical Development Plan showed a potential, 25-acre commercial development site for recreational lease lots available to non-members.



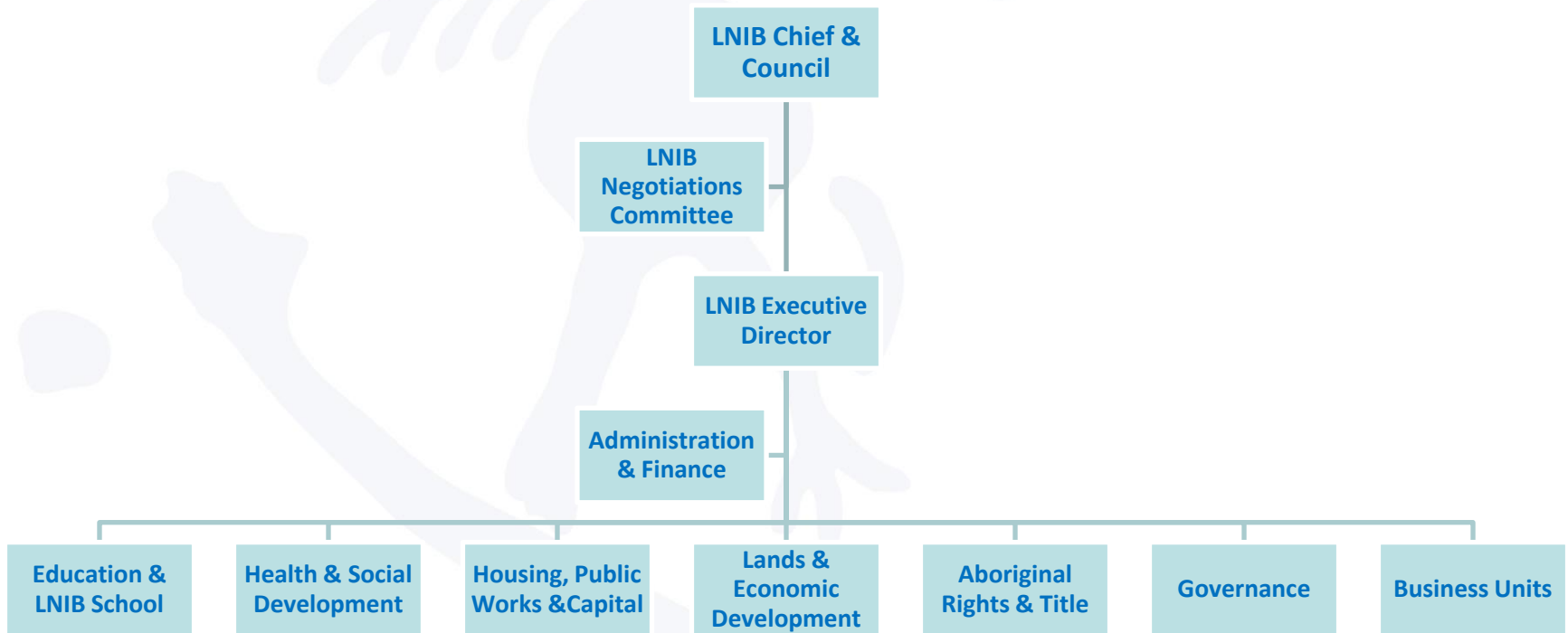


### Zoht IR #14 160 Acres

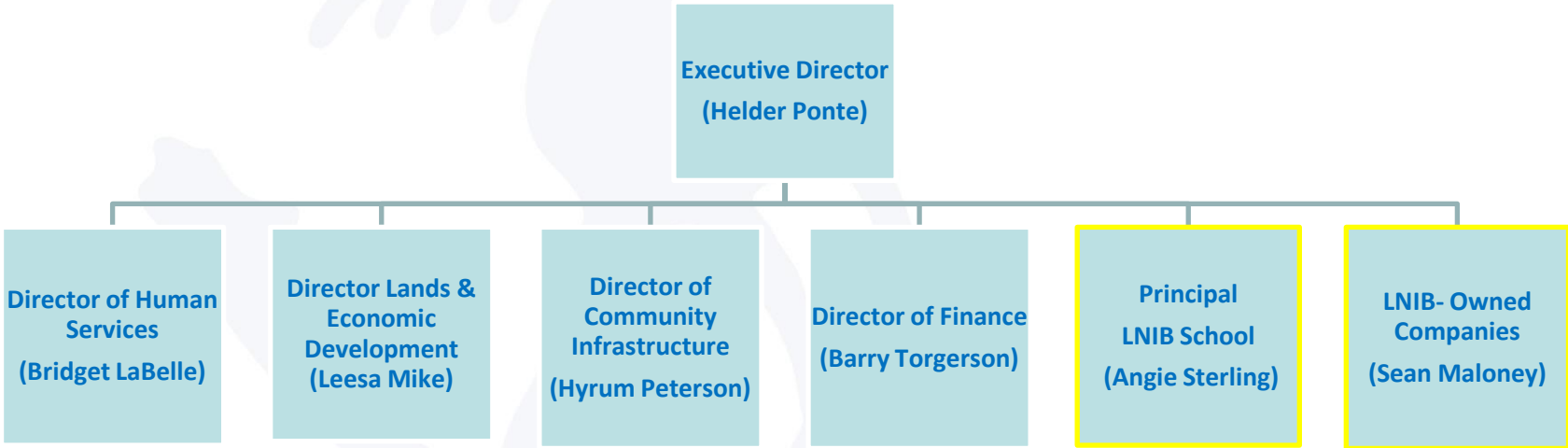
Located adjacent to Zoht IR #5, the unoccupied reserve is totally undeveloped. In the late 1990s, 3,000 cubic meters of lodge pole pine was harvested to help curb the mountain pine beetle. Road access is limited and the reserve was designated for forestry uses in the 1997 Physical Development Plan.



# LNIB Organization Chart



# LNIB Senior Management Team



# LNIB Human Services Sector

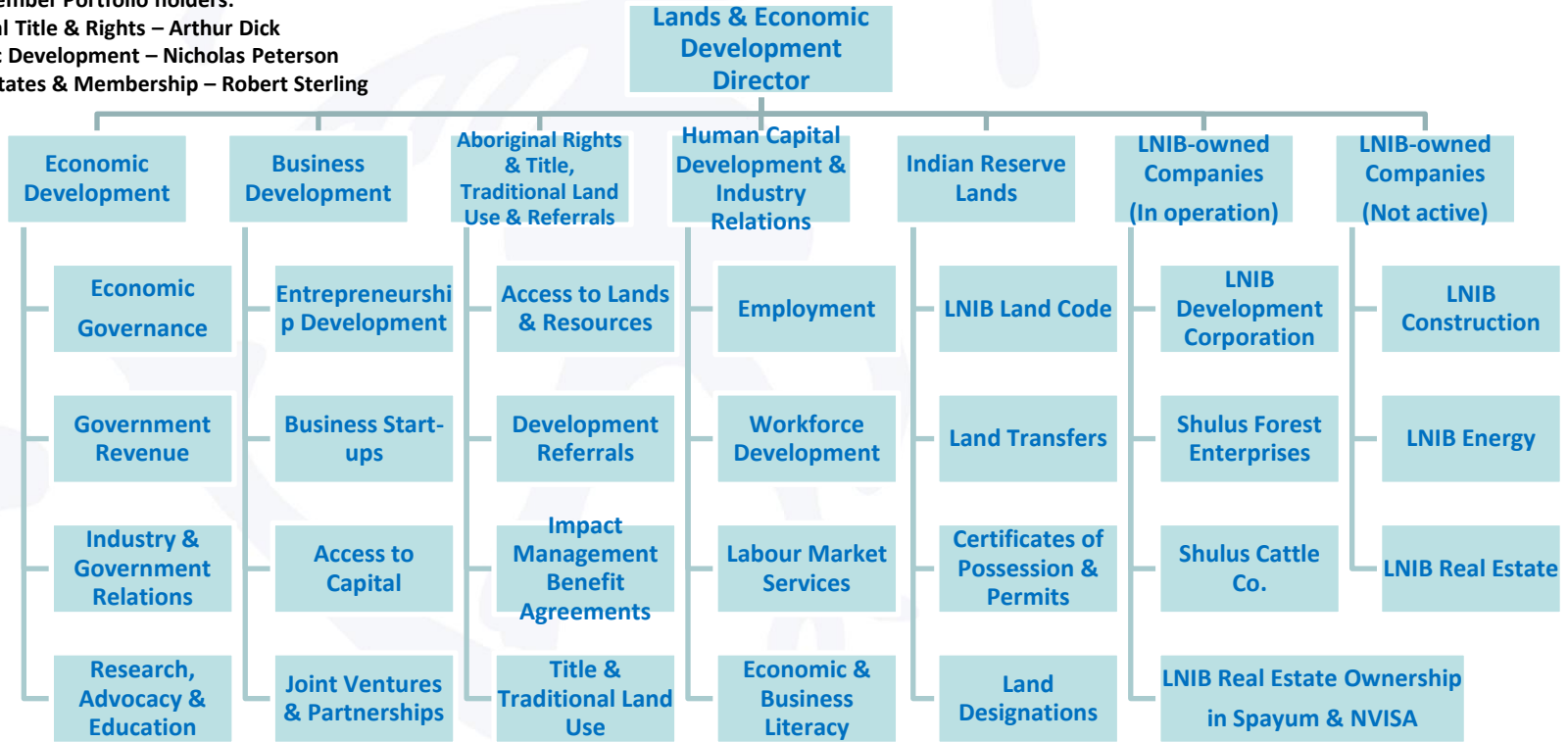


**Council Member Portfolio holders:**  
- Education – Molly Toodlican  
- Social Development – Clarence Basil



# LNIB Lands & Economic Development Sector

- Council Member Portfolio holders:
- Aboriginal Title & Rights – Arthur Dick
  - Economic Development – Nicholas Peterson
  - Lands, Estates & Membership – Robert Sterling



# LNIB Infrastructure Sector



Council Member Portfolio holder:  
- Capital, Public Works & Housing – Harold Joe



# LNIB Finance Sector



Council Member Portfolio holder:  
- Finance – Clyde Sam



# LNIB Executive & Administration



Chief Aaron Sam, Portfolio Holder of LNIB Representation, Communications, Community Engagement, Governance, Government-to-Government Relations, and other not specified responsibilities.





## Lower Nicola Indian Band Fire Hall

LNIB Fire hall has a service agreement with TNRD to service the Lower Nicola catchment area. The Fire hall also provides services to the reserves with first responders and three fire trucks



# LNIB Governance Structure



# Governance

- ☞ To make sure that our governance model fits our traditional values, LNIB adopted a special Custom Elections Policy in the 1980's, amended in 2013. Under our election policy, our members elect our Chief and one Councilor for every 100 members (no less than 2 councilors and no more than 7 councilors). The term of office for our elected representatives is three years.
- ☞ The role and responsibilities of the Chief and Councilors is to manage our community's affairs as delegated under the Indian Act and in accordance with the objectives of our members. Council is entrusted to represent members' political views and aspirations at the reserve, provincial and federal levels.
- ☞ LNIB Chief and Council holds a membership general meeting in the last Monday of every month, and holds a special meeting on a specific topic every six weeks.
- ☞ Chief Aaron Sam and Councillor Art Dick are full-time councilors.
- ☞ All committees are appointed by Chief Council in accordance with specific terms of reference.



# Political, Administrative & Program Organization

## Legislative Instruments

- Custom Elections Regulations
- Financial Administration Law
- By-Laws
- Chief & Council Policies
- Terms of Reference of Committees

## Chief & Council

- Portfolios
- Nlka'pamux Nation Affairs
- Aboriginal Rights & Title
- Government to Government Relationships

## Boards & Committees

- Negotiations
- Finance
- Land Code
- Prosperity Committee
- Conflict of Interest
- LNIB School Board

## Administration

- Chief & Council Support
- Executive Director
- Communications
- Administration
- Finance
- Special Projects

## Sectors & Programs

- Human Services
- Infrastructure
- Lands & Economic Development
- LNIB School
- LNIB Development Corporation & subsidiary businesses



# Foundations of LNIB Governance

- ☞ **Community leadership** - inclusion, input and due-process
- ☞ **Community engagement & Communications** – Monthly Membership general meeting; Monthly Community Newsletter; Website
- ☞ **Ends:** Vision, mission, values, and guiding principles; clear goals and objectives
- ☞ **Government** – mandate, authority, responsibility, accountability, transparency & evaluation
- ☞ **Resources** – people, land, capital, governance, systems, revenue base
- ☞ **Program delivery** – Fundamentals, strategic plans, policies, business plans, workplans, & budgets
- ☞ **Accountability & transparency** - Monthly financial report; annual financial audit; Annual Report; Annual General Meeting of Membership



# LNIB Government Accountability

## ☒ **Financial reporting**

- ☒ Finance & Audit Committee
- ☒ Monthly financial report
- ☒ Quarterly management reports
- ☒ Annual audited financial statements
- ☒ Year-end reporting
- ☒ Audited financial statements presented at LNIB Annual General Assembly

## ☒ **Decisions**

- ☒ Record of Band Council Resolutions
- ☒ Minutes of meetings
- ☒ Terms of reference for committees
- ☒ Compliance with terms & conditions of funding agreements

## ☒ **Communications**

- ☒ Weekly Chief & Council meeting
- ☒ Monthly LNIB General Meeting
- ☒ Monthly LNIB Community Newsletter
- ☒ Website Inib.net



# LNIB Chief & Council

- ☞ **Chief Aaron Sam** – Governance, Representation, Communications, [asam@lnib.net](mailto:asam@lnib.net)
  - ☞ **Councillor Art Dick** – Aboriginal Education & Social Development portfolio, [ajdick@lnib.net](mailto:ajdick@lnib.net)
  - ☞ **Councillor Clarence Basil Jr.** – Aboriginal Title & Rights portfolio, [cbasil@lnib.net](mailto:cbasil@lnib.net)
  - ☞ **Councillor Harold Joe** - Public Works, Capital & Housing portfolio, [hjoe@lnib.net](mailto:hjoe@lnib.net)
  - ☞ **Councillor Molly Toodlican** – Education, Language & Culture portfolio, [mtoodlican@lnib.net](mailto:mtoodlican@lnib.net)
  - ☞ **Councillor Nicholas Peterson** – Economic Development & Employment portfolio, [npeterson@lnib.net](mailto:npeterson@lnib.net)
  - ☞ **Councillor Clyde Sam** – Finance & Taxation, and Economic Development portfolio, [csam@lnib.net](mailto:csam@lnib.net)
  - ☞ **Councillor Robert Sterling** – Lands, Wills & Estates portfolio, [rsterling@lnib.net](mailto:rsterling@lnib.net)
- ☞ Chief and Council meet every other Tuesday, and hold a special meeting every month on a specific topic.





## **Council Chambers of Lower Nicola Indian Band**

The LNIB Office provides offices for the Administration, Finance, Education, Housing, Membership and Chief and Council. The building also offers a board room for the Chief and Council meetings and other various departmental meetings.



# LNIB Administration - 1

- ☒ Up to the late 1960s the delivery of programs to the Lower Nicola Band community and members was mainly carried out by the “Indian Agent” based in Kamloops.
- ☒ In 1971 the Five Nicola bands first came together, combining resources, funds and sharing facilities, service delivery, and human resources to provide a centralized administration and program delivery functions, to exercise self-government and take full advantage of economies of scale , under the auspices of the Nicola Valley Indian Administration (NVIA).

Initially, the staff of NVIA consisted of an Administrator and Secretary that administered the operation & maintenance funds for the five bands, however, with the taking over the administration of more programs to the Nicola Bands, such as education, social development, housing, economic development, and lands, estates and membership, the number of staff working at NVIA grew to about 200 in 1987. Most of NVIA’s operations were based at the NVIA Building in downtown Merritt. NVIA was then one of the leading First Nations organization in British Columbia, and considered a model to follow in the process of First Nations assuming self-government for many First Nations.

In 1988 NVIA started to decentralize the programs and services by transferring the responsibility to each Nicola Band of an increasing number of programs, who set up their own administrations to deliver programs to their own membership. NVIA then changed its focus to natural resource management and was rename Nicola Valley Tribal Council. Gradually, each Band staffed their own Band offices in a few years and the transfer of responsibilities was completed. A few years later, the four Nicola Bands (with the exception of Lower Nicola) and the XYZ and ABC Bands, joined efforts again in having the Nicola Valley Tribal Administration to deliver some programs.



## LNIB Administration - 2

- ☒ Our administration is responsible for day-to-day operations of the Lower Nicola Indian Band, including all programs, policy development, planning and plan/program implementation as directed by Chief and Council.
- ☒ Over the past several years we have gone through several reorganizations to help streamline and improve our work. We have also invested heavily in developing the capacity and technical resources of our administration. The table provides brief descriptions of our current departments and their roles.
- ☒ The Finance department of LNIB is responsible for managing the finances and payroll for all programs, services, and businesses that LNIB is engaged in.
- ☒ The Membership Department maintains the band membership list update by recording all births, deaths, and transfers in and out of the Band. The membership department also processes applications for Certificate of Indian Status (CIS), and assists with the application process to apply for the updated Secured Certificate of Indian Status (SCIS), and assists band members in the initial steps of settling estates, and recording Indian reserve land transaction.
- ☒ Police Services – RCMP Community policing
- ☒ Postal services – Merritt Post Office
- ☒ Justice Services – Merritt court house



# LNIB Administration Office



# Community Planning Framework

## ☐ Business Fundamentals

- ☐ Vision statement
- ☐ Mission statement
- ☐ Mandate
- ☐ Guiding principles
- ☐ Core business
- ☐ Business model

## ☐ LNIB Planning Framework

- ☐ Stakeholder Analysis
- ☐ Environmental Scanning
- ☐ Strengths, Weaknesses, Opportunities & Threats (SWOT) Analysis
- ☐ LNIB Strategic Plan
- ☐ Community Asset Mapping
- ☐ Responsible Business

☐ Sector / Program Workplan

☐ Sector / program Budget

☐ Mid-Year Review of Sectors / Programs Workplan & Budget

☐ LNIB Green Plan

☐ LNIB Land Use Plan

☐ LNIB Comprehensive Community Plan

☐ LNIB Economy Building Strategy

☐ LNIB Human Resources Development Strategy

☐ LNIB Business Development strategy

☐ Departmental Workplans



# Capacity Building

- ☒ Professional development budget allocation
- ☒ Staff development & training plans
- ☒ Life-long learning organization culture
- ☒ Constantly seeking adoption and implementation of best practices from other organizations. Support Aboriginal Financial Officers Association
- ☒ Seek certification from the First Nations Financial Management Board
- ☒ Become a member of the First Nations Finance Authority





### Lower Nicola Indian Band Arbor

The LNIB has a Arbor for traditional events such as powwows for the community.



# LNIB Staff Key Contacts

☒ Executive Director	Helder Ponte	250 315 9657	<a href="mailto:helder@lnib.net">helder@lnib.net</a>
☒ Finance Manager	Barry Torgerson		<a href="mailto:btorgerson@lnib.net">btorgerson@lnib.net</a>
☒ Human Services Sector Director	Bridget LaBelle	250 378 1573	<a href="mailto:blabelle@lnib.net">blabelle@lnib.net</a>
☒ Infrastructure Sector Director	Hyrum Peterson	250 315 8575	<a href="mailto:hpeterson@lnib.net">hpeterson@lnib.net</a>
☒ Lands & Ec. Dev. Sector Director	Leesa Mike		<a href="mailto:leesa@lnib.net">leesa@lnib.net</a>
☒ Education Manager	Lynne Charlton	250 315 9642	<a href="mailto:lcharlton@lnib.net">lcharlton@lnib.net</a>
☒ School Principal	Angie Sterling	250 315 8499	<a href="mailto:asterling@lnib.net">asterling@lnib.net</a>
☒ Social Development Coordinator	Carole Basil		<a href="mailto:caroleb@lnib.net">caroleb@lnib.net</a>
☒ Fire Chief	Lindsay Tighe	250 315 3094	<a href="mailto:ltighe@lnib.net">ltighe@lnib.net</a>
☒ Natural Resources Manager	Todd Chamberlain	250 315 3204	<a href="mailto:nrdeptmanager@lnib.net">nrdeptmanager@lnib.net</a>
☒ Trad. Land Use Coordinator	Dave Caswell		<a href="mailto:tluc@lnib.net">tluc@lnib.net</a>
☒ Housing Manager	Joe Shuter	250 315 7487	<a href="mailto:joeshuter@lnib.net">joeshuter@lnib.net</a>
☒ LNIB Arena Manager	Joe Quewezance	250 525 0084	<a href="mailto:joeq@lnib.net">joeq@lnib.net</a>
☒ Membership/Lands Officer	Geraldine Shuter		<a href="mailto:gshuter@lnib.net">gshuter@lnib.net</a>
☒ Lands Manager	Anna Hudson	250 315 8723	<a href="mailto:anna@lnib.net">anna@lnib.net</a>
☒ Community Health Nurse	Shirina Christianson		<a href="mailto:schristianson@lnib.net">schristianson@lnib.net</a>
☒ Shulus Cattle Manager	Bob Bohnenblust	250 315 8375	
☒ Executive Assistant	Sondra Tom		<a href="mailto:executiveassistant@lnib.net">executiveassistant@lnib.net</a>
☒ Communications Officer	Ruth Tolerton		<a href="mailto:communications@lnib.net">communications@lnib.net</a>
☒ Business Dev. Manager	Sean Maloney		<a href="mailto:s.maloney@lnibdevcorp.net">s.maloney@lnibdevcorp.net</a>



# Thank You from the Chief and Council of the Lower Nicola Indian Band

- ☒ From left to right, Chief Aaron Sam, Councillor Robert Sterling, Councillor Arthur Dick, Councillor Clyde Sam, Councillor Molly Toodlican, Councillor Nicholas Peterson, Councillor Harold Joe, and Councillor Clarence Basil Jr.

