

Súcwtenem



Súcwtenem: Recognition

Lilwat Nation ANNUAL REPORT 2020

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Kúkwpi7 Skalúlmecw
Political Chief Dean Nelson

“Following in the footsteps of our ancestors will help us figure out protocols that will make way for our true identities as a distinct First Nations people. This truth must make its way into our everyday life so that no generation feels lost in any manner.”

Kúkwpi7 Gélpcał
Cultural Chief Ashley Joseph





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Governance

Message from the Political Chief

The theme and title of the Lílwat Nation Annual Report 2020 report is *Súcwtenem: Recognition*. In these pages, we recognize the strengths and talents within ourselves.

We also recognize thriving partnerships that are flourishing because of the values we share. These values go beyond putting good energy into our work, extending to values such as the dedication to growing healthy, nutritious food. Our partners not only understand our values; they apply them. Pemberton-based Murphy Construction is an excellent example of a partner that has made significant contributions to the nation. What started as construction partnership projects has developed into people-investment opportunities. A great example of this is the number of carpentry students that have worked on new community buildings such as the Tšzil Learning Centre.

We recognize that those involved with our agricultural programming are not only growing food through their work, but they are also growing pride. Our garden is located in a beautiful place to grow food for our nation and adds another positive dimension to this work.

Both Lílwat Business Group and community businesses are growing. One such company, Grizzly Aggregate Concrete, has manifested a great atmosphere for employees through its hard work. It is awesome to see the pride they have in themselves and the work they do. That pride is also evident in the people who work at Lílwat Station, our new gas station that is succeeding beyond expectations.

We also recognize the resilience that leadership, staff and community have shown as we navigate COVID-19. We are all focused on *nilhmin* (our responsibilities) at this challenging time.

Thank you to all the non-employed community people who volunteer, doing what they do to make things a little brighter.

As we move forward, change is inevitable; how we respond to it reflects our strength.

It is an honour to serve Lílwat Nation.

Kúkwstumckálap,
(Thank you to more than one),

Dean Nelson
Skalúlmecw

Kúkwpi7 Skalúlmecw
Political Chief Dean Nelson



Message from the Cultural Chief

My name is **Gélpcal** (The one who gives strength). Let me begin first by thanking all of you for the trust you have placed in me and having me be right where I am today. I feel mighty honoured to be in your service as Cultural Chief for this term of Lílwat leadership.

I look forward to a strong future where we can all come together in full cultural immersion to figure out the direction we will take for all present and future generations. This will require the full knowledge of our Elders, Knowledge Keepers and Cultural Mentors. I believe we all have some understanding of who we are as **Lílwat7úl** (The true Lílwat); therefore, we all have knowledge that needs to be passed in trust to another. Following in the footsteps of our ancestors will help us figure out protocols that will make way for our true identities as a distinct First Nations people. This truth must make its way into our everyday life so that no generation feels lost in any manner.

Right now, the welcoming protocol needs to be exercised throughout our nation. Stewardship to our lands must be taken seriously, and our presence on the land needs be known.

We are in an exciting time here in Lílwat Nation. We have the representation of both political and cultural leadership. The balance between the two positions carries endless possibilities. I know that any strength to

be had will be found right here at home. We can easily transfer cultural, traditional, spiritual and ceremonial values to bring balance to all decision-making on behalf of our nation.

I am proud of the great cultural steps being taken within our nation. There is so much interest in learning our language, sharing our stories, regalia making, drumming, dancing and singing. This will surely make way for creating a solid foundation for our precious children. I am happy that our community school places just as much importance on cultural identity as it does on academics.

I can say that my door is always open, but the fact is that it is our collective door. The success of our nation has come through your trust in the people that work for all of us. You have My Love, Trust and Respect, as those are values that you have instilled in me as a community.

Pala7míntwał i Ucwalmícwa múta7 ti Tmícwa
(The land and people are together as one)

Takemlhkálh íu7 pála7 (We are one)

Journey well, be well.

Kúkwstumckálap,



Kúkwpi7 Gélpcal
Cultural Chief Ashley Joseph



Message from the A/Chief Administrative Officer

Welcome to *Súcwtenem: Recognition*, the Lílwat Nation's annual report for FY 2020. This year's report theme is *Súcwtenem* (Recognition), the *Ucwalmicwts* (Language) word for recognition. This past year has been one of challenges, from the turnover in senior staffing positions to establishing COVID-19 protocols, leadership and staff have consistently met and effectively addressed unexpected issues. It has also been a year of achievements that need to be recognized. One of the most significant accomplishments was that despite these changes, staff continued to fulfill their daily tasks in an environment of uncertainty.

In July, the election brought new people to Chiefs and Council, including a new Cultural Chief and several new Council members. These men and women make up the second Council that will serve the nation for a four-year term. The return of many council members who served from 2016-2019 will help ensure that the work taken on during that period will continue. Chiefs and Council deserve respect and recognition for the leadership they have shown the community, particularly concerning the pandemic.

Redeveloping Lílwat's commercial core was a central part of the nation's work during FY 2020. It was with great pride that the new Lílwat Station opened on the parcel of land known as Churchlands North. The new gas station and convenience store, adjacent to Tšzil Learning Centre (TLC), has surpassed all economic expectations and has become a community focal point affording space for vendors to operate and community members to visit.

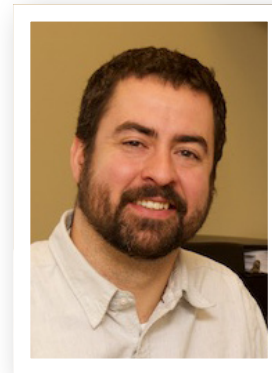
Plans for Main Street's further redevelopment are underway, with the blue motel and several small, condemned homes slated for demolition to make room for a new 30-to-40-unit residential building.

Lílwat is working towards receiving capital funding from BC Housing to develop this affordable rental housing project that will create additional housing for members, especially younger members attending TLC. Building safe, secure housing is a priority for the nation. This past year, the nation increased its housing stock with six one-bedroom units in the Xelólacw neighbourhood.

Other new construction projects undertaken by Lílwat Nation also moved forward in FY 2020. A new, 4,000 sq. ft. building to be rented on a long-term basis to the Stl'atl'imx Tribal Police Services is underway. As well, a new Lílwat Health and Healing building started construction, the new Xelólacw Community School Immersion Building and plans for upgrading other facilities are in the works.

To increase job opportunities for members, this past year, the nation entered an agreement with the Indigenous Skills and Employment Training (ISET) Program, designed to help Indigenous people improve their skills and find employment.

Staff, leadership and the community are to be commended for their swift and thorough response to the COVID-19 crisis that came to the forefront as we closed out FY 2020.



As Lílwat Nation enters FY 2021, it does so from a solid financial foundation. Through its seven departments and the Lílwat Business Group, governance is working to create a positive and prosperous future for Ucwalmicwa, the people of Lílwat Nation.

It is an honour to be part of Lílwat's nation-building projects and processes.

Kúkwestumckálap,

A handwritten signature in dark ink, appearing to read 'Kerry McHaffey'. The signature is written in a cursive, flowing style.

Kerry McHaffey
A/Chief Administrative Officer

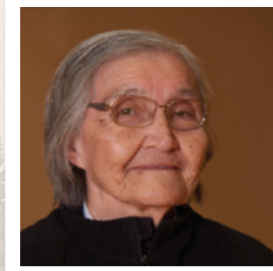
Meet the People that Represent the Líl'wat Nation



Council

Lílwat Nation's elected leadership consists of a Political Chief, Cultural Chief and 11 councillors. Elections for Chiefs and Council are held every four years in accordance with the Lílwat Nation Election Code.

The dedicated women and men elected to represent the nation commit themselves to ensuring that governance reflects the community's needs and adheres to best practices.



Emháka

Felicity Nelson

Occupation: Retired educator

Committees or Boards:

- Lílwat Nation Community Services
- Policy Committee (Adhoc)
- Tšzil Learning Centre Advisory
- Lower Stl'atl'imx Tribal Council (LTSC)

Emháka has served on council for more than 25 years.



Háma7

Alphonse Wallace

Occupation: Recreation Coordinator

Committees or Boards:

- Policy Committee (Adhoc)
- Public Works Committee
- Restorative Justice
- Stl'atl'imx Tribal Police (Alternate)

Háma7 is in his sixth term on council on Council.



Kík7ak

Helena Edmonds

Occupation: Manager of Advanced Education

Committees or Boards:

- Land Management Board
- Skel7áqsten (Lílwat Governance Transition Team)
- Policy Committee (Adhoc)

Kík7ak is in her second term on Council.



Lhpatq

Maxine Joseph Bruce
Lilwatúllhkan, Stát'yemcłhkan

(Born and raised in Lilwat.
 I am from the Stát'yemc territory.)

**Occupation: Fisheries Manager,
 Lands and Resources**

Committees or Boards:

- Bingo Committee
- Lilwat Operating Board of Directors
- Restorative Justice
- Skel7áqsten (Lilwat Governance Transition Team)
- St'at'imc Chiefs Council (SCC)

Lhpatq is in her sixth term on Council.



Lucinda Phillips

**Occupation: Executive Director for
 Indigenous Zero Waste Technical Advisory
 Group**

Committees or Boards:

- Land Use Referral Committee
- Skel7áqsten (Lilwat Governance Transition Team)
- Cheakamus Community Forest

Lucinda Phillips is in her sixth term on Council.



Ma7yeqs

Nadine Pascal
Lilwatúllhkan
Occupation: Caregiver

Committees or Boards:

- Aboriginal Council (School District #48)
- Lilwat Nation Community Services
- Governance Committee
- Lilwat Health and Healing Committee

Ma7yeqs is in her third term on Council.



Mámaya7

Lois Joseph
**Occupation: Lilwat7úl Culture Centre
 Manager**

Committees or Boards:

- Lilwat Health and Healing Committee (Vice-chair)
- Lilwat Holdings Inc. Board
- Skwxwú7mesh Lilwat7úl Cultural Centre (SLCC)

Mámaya7 is in her 13th term on Council.



Sawt

Martina Pierre
Occupation: Professor, Capilano University

Committees or Boards:

- Aboriginal Council (School District #48)
- Skwxwú7mesh Lilwat7úl Cultural Centre (SLCC)
- Xelólacw Community School Advisory

Sawt is in her sixth term on Council.



Snéqwema

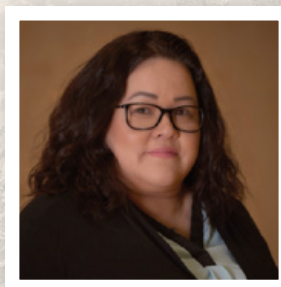
Renee Wallace

**Occupation: Education Assistant, Úl'us
(Where people gather) Daycare Centre**

Committees or Boards:

- Lil'wat Nation Housing Board
- Agriculture

Renee Wallace is in her first term on Council.



Tsekonámus Losí

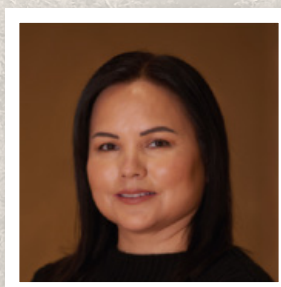
Rosemary Stager

**Occupation: Health Director, Southern
Stl'atl'imx Health Society**

Committees or Boards:

- Finance and Audit Committee
- Recreation Committee
- Whistler Sports Legacies

Tsekonámus Losí is in her sixth term on Council.



Yám'ken

Tara Smith

**Occupation: Accountant, Douglas First
Nation-Xa'xtsa**

Committees or Boards:

- Finance and Audit Committee
- First Nations Finance Authority
- Governance Committee

Yám'ken is in her fourth term on Council.

Kúkwpi7s

Chiefs

Both the political and cultural chiefs are active participants on boards and committees.



Kúkwpi7 Gélpcal

Cultural Chief Ashley

Joseph is active on the board of Skwxwú7mesh Lil'wat7úl Cultural Centre (SLCC) and the Lil'wat Culture Heritage Language Authority.

Kúkwpi7 Skalúlmecw

Political Chief Dean Nelson sits on the Nukw7ántwal Intergovernmental Committee, Lower St'atl'imx Tribal Council (LTSC), Stl'atl'imx Tribal Police, Regional and Local Transit Committee, Skel7áqsten (Lil'wat Governance Transition Team), and the Union of BC Indian Chiefs.

Governance Working with Community

The community comes first when it comes to Lilwat Nation's governance. Both elected and appointed leadership follow a strategic plan outlining the nation's goals and the path to meeting them. A new strategic plan is created approximately every five years to address shifting goals and changing realities.

To meet the strategic plan's objectives, Chiefs and Council support the Chief Administrative Officer (CAO). The work outlined in the plan is carried out through the efforts of seven governmental departments and the Lilwat Business Group (LBG). The day-to-day governance functions, from creating safe infrastructure to service delivery, are fulfilled by staff.

Departments and divisions overseen explicitly by the CAO include Finance and Administration and Human Resources. The CAO also leads communications and emergency planning, as well as the Senior Leadership Team.

Lilwat Nation is a policy-driven government. Chiefs and Council and the CAO provide oversight and guidance in developing and reviewing policy, codes and strategies. Governance applies ongoing effort to keep these guiding documents current and relevant.

Moving Towards Self-Determination

Lilwat Nation is a progressive community moving towards self-determination. In 2019/20, the nation continued exploring exercising its Inherent Right of Self-Government, a right guaranteed to all Indigenous communities in the Canadian Charter of Rights and Freedoms. **Skel7áqsten** (Lilwat Governance Transition Team), consisting of elected leaders, staff and community members, ensures that this work moves forward.

The transition to self-governance will not happen overnight, but it will happen. Self-governance will mean that all Lilwat Nation citizens will have increased control over their lives and land.

Citizen Participation in Governance

Lilwat Nation upholds the principles of transparency and open government. To move policy forward, Lilwat Nation employs public engagement strategies such as community meetings and General Assemblies to allow community members to be involved in decision-making. Community members can become further involved with setting the nation's direction through participation on boards and committees.

Serving a Nation

More than 300 people work for the Lilwat Nation, sharing the common goal of creating a safe, sustainable and culturally aware nation. Approximately half of the nation's staff is employed full-time, with the balance working on a part-time or seasonal basis.

Strategic Objectives and Goals

In 2019/20, the Lilwat Nation government continued to work on the goal of exercising its inherent right to self-determination, the number one objective of the *Lilwat Nation 2016-2023 Strategic Plan*. The plan outlines how to develop the community while adhering to cultural values.

The nine key objectives of the plan are as follows:

1. Self-determination for and by Lilwat
2. People living in **Nlákmen** (Our Way)
3. Excellence in education
4. Pride in a safe and secure community
5. Maximum control over Lilwat territory
6. Excellence in Lilwat government
7. **Lilwat7úl** (The true Lilwat people) living a healthy lifestyle
8. Strong families
9. Maximum personal economic choice and opportunity

The strategic plan's nine objectives are supported by 60 primary goals.

LILWAT7ÚL CULTURAL VALUES

Respect

Úcwalmicw tmicw (Our land)

Honesty

Living well

Kúłtsaṁ (Take only what you need)

Nłákmen

Integrity

Fairness

Súcwterem







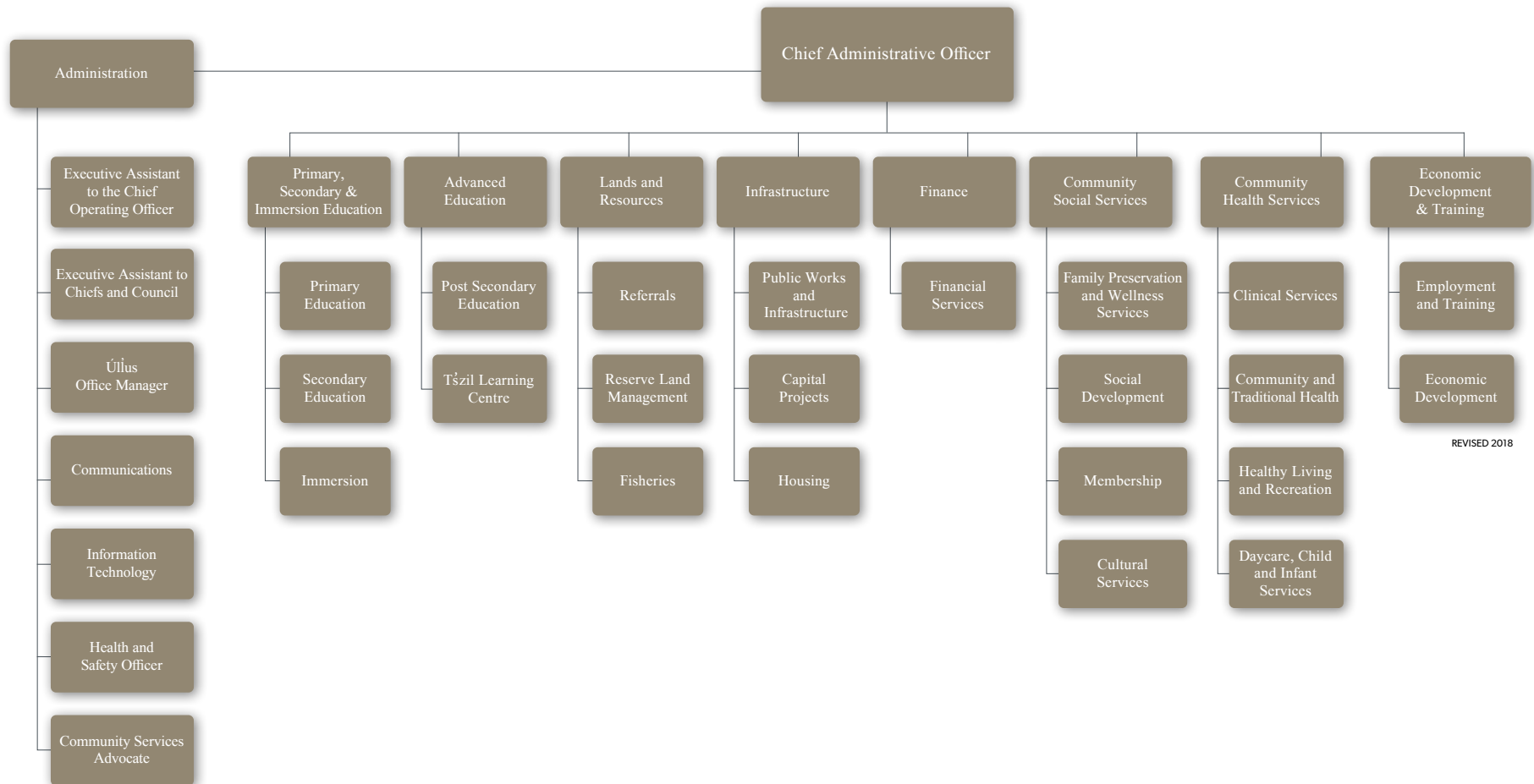
ORGANIZATIONAL STRUCTURE

A Government of The People

The Lilwat Nation organizational structure chart has the **I Ucwalmícwa** (The People) at the top. This structure reflects the conviction of the government to follow the direction set by the community.

I Ucwalmícwa

Chiefs and Council







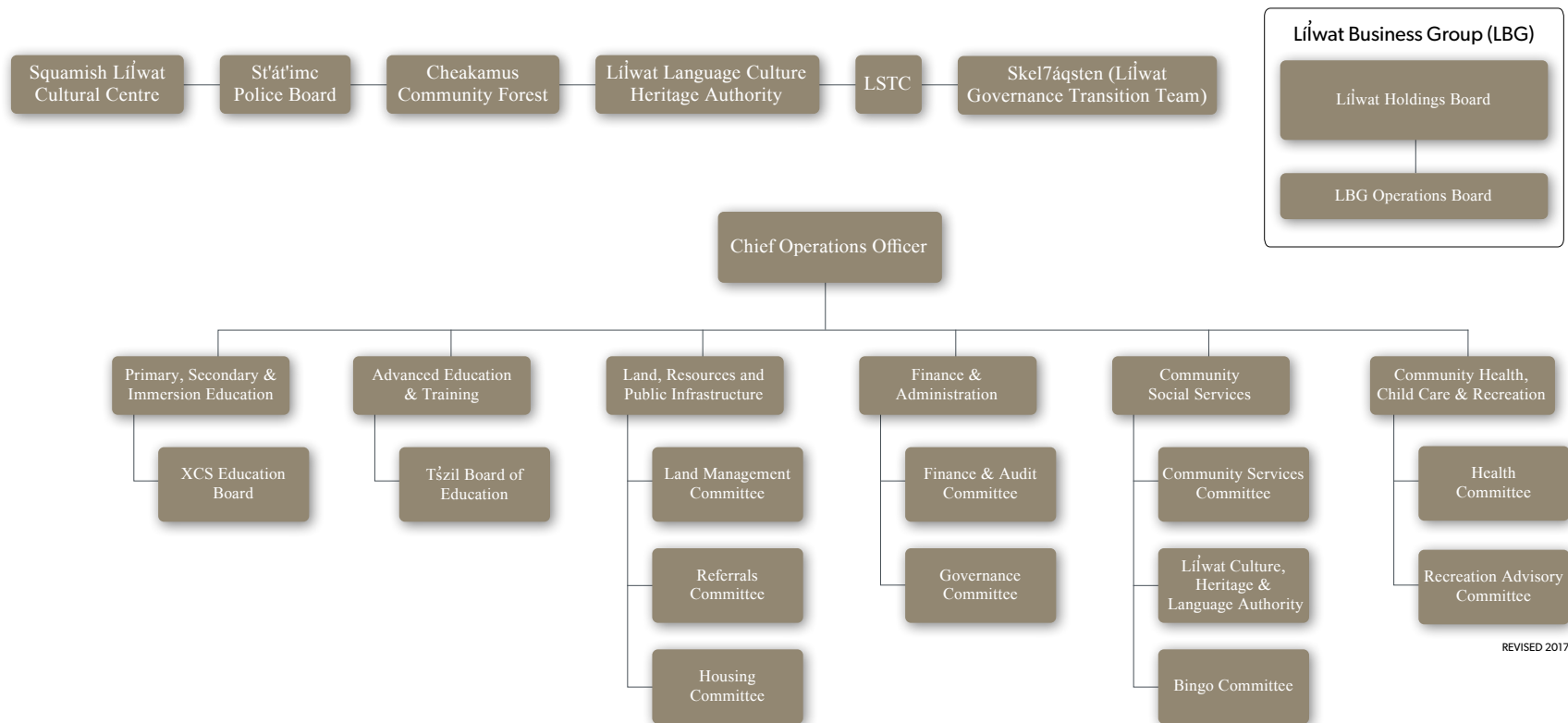
COMMITTEE AND BOARD STRUCTURE

Governance Working with Community

Leadership, staff and the community members work together to advance the goals of the Lilwat Nation through a variety of committees and boards. These groups ensure that the nation's work is consistent with the *Lilwat Nation 2016-2023 Strategic Plan*.

I Ucwalmícwa

Chiefs and Council



REVISED 2017



Governance

Achievements at a Glance for FY 2020

3RD ANNUAL BRINGING OUR CHILDREN HOME EVENT

Community Social Services (CSS)'s Bringing Our Children Home event was extended to become a two-day event. This event brought Lilwat children in care in BC and Alberta home to visit their families and learn about their culture and language.

ADDING CULTURAL COMPONENTS TO PROGRAMS

CSS continued to create in-house programs with strong cultural components. These new programs are structured on more traditional health and wellness models.

LILWAT OUTDOOR LAND SCHOOL DEVELOPMENT

The Education Department continued the development of its outdoor education school at Lilwat Place.

IMPROVEMENTS IN UCWALMÍCWTS PROGRAM

Xlólacw Community School (XCS) has continued to improve its **Ucwalmícwts** program by having more staff working in translation, curriculum development and creating teacher resources.

SPECIAL NEEDS PROGRAMMING

XCS continued to develop more programs and opportunities for Special Needs students.

CULTURALLY-ENHANCED COUNSELLING

In the past year, XCS began adding more traditional spiritual and cultural components to its counselling program.

INHERENT RIGHTS EDUCATION

XCS introduced new curriculum to increase school and student involvement in, and knowledge of, the nation's Inherent Rights work and what it means for the future.

SOFTWARE UPGRADE

The Finance Department's accounting software was upgraded to Accpac 6 (ERP 500).

CONSTRUCTION OF NEW HEALTH AND HEALING CENTRE

The new Lilwat Health and Healing (LH&H) Centre construction was started in FY 2020.

NEW FLEET VEHICLES

LH&H received a new bus and van. These vehicles replace those that were at the end of their lives and will ensure safer and efficient travel to medical appointments for community members.

HEALTH RELATIONSHIP BUILDING

LH&H has worked to continue dialogues with external partners, such as Vancouver Coastal Health (VCH) and First Nations Health Authority (FNHA), to move forward and develop positive relationships.

TRANSFER STATIONS

The Infrastructure Department advanced Lilwat Nation's goal of a zero-waste future with the provision of two new transfer stations.

CONSTRUCTION OF SIX NEW HOUSING UNITS

The Housing Department undertook the construction of six new, energy-efficient, one-bedroom units, including two that are fully wheelchair accessible, in the **Xelólacw** (Where the wild onions grow) neighbourhood.

NEW FISH COUNT PROGRAM

A new enumeration program for the Coho salmon in the Lillooet main stem was introduced in FY 2020.

PHASE 2 AGREEMENT COMPLETED

Lands and Resource (L&R) completed the Memorandum of Understanding Phase 2 Agreement between Lilwat Nation, Whistler Blackcomb, Resort Municipality of Whistler, Province of BC, and Squamish Nation that further ensures that Lilwat will realize economic benefit opportunities from the Whistler area.

JOFFRE LAKES PARK MANAGEMENT

L&R hired two Joffre Lakes Park Stewards to work alongside the Park Rangers to educate visitors about Lilwat and N'Quatqua territory.

MEAGER AND KEYHOLE HOT SPRINGS STRATEGY

L&R began working with the province to determine the best way to protect the wildlife and ecology of these extraordinary places that are sacred to Lilwat Nation.

ISET AGREEMENT SIGNED

Tšzil Learning Centre (TLC) sign an Indigenous Skills and Employment Training (ISET) agreement with the federal government to deliver employment and training services for **Lilwat7úl** that are unemployed or under-employed.

RESTRUCTURING

TLC was restructured to include a management team for each of its divisions, with each manager being a Lilwat Nation member.

EXPANDED CARPENTRY TRAINING

Carpentry Level 3 training was offered in the community for the first time.

Department Reports



Programs that Strengthen Liłwat7úl Families

Improving the quality of life for Liłwat Nation citizens is the Community Social Services Department primary goal. The department delivers programs designed to help individuals achieve success, whatever their circumstances.

Community Social Services (CSS) consists of a staff of 11 working in four separate divisions that work together to address community members' well-being: Liłwat Wellness, Social Development, Band Membership and the Liłwat7úl Culture Centre.

- Liłwat Wellness programs and services encourage and support spiritual, emotional and intellectual growth, building on the strengths of Liłwat7úl families.
- Social Development provides financial assistance for Liłwat community members and delivers inter-departmental advocacy for families. The division's focus is on family preservation.
- Band Membership issues status cards, maintains the band membership list, submits registrations to Indigenous Services Canada (ISC) for births, deaths, marriages, and band transfers into the Liłwat Nation. Membership also assists community members in filling out birth registration forms.
- The Liłwat7úl Culture Centre focuses its work on the development and understanding of Liłwat7úl culture, language and values. The centre features cultural artifacts, carvings, weavings, regalia displays, contemporary Liłwat7úl artwork and commercial products.

Achievements for 2019/20

Due to much of its work's confidential nature, the CSS's achievements list represents the program's department's over-arching advancements and plans.

ADDING CULTURAL COMPONENTS TO PROGRAMS

CSS continues to create in-house programs with vital cultural components. These new programs are structured on more traditional health and wellness models. To achieve this, CSS is capacity building and working with other departments and the community to gather input on implementing new, culturally enhanced programming. These changes will help preserve, develop, promote and revitalize Liłwat culture, language and heritage.

3RD ANNUAL BRINGING OUR CHILDREN HOME EVENT

Bringing Our Children Home was extended to a two-day event. Children, youth and their caregivers from across BC and Alberta attended the event designed to connect Liłwat7úl children and youth in care to their families, land, language and culture. In FY 2020, the event included a trip to the Skwxwú7mesh Liłwat7úl Cultural Centre (SLCC) in Whistler to view cultural artifacts and contemporary Indigenous art and participate in various cultural activities. This event grows each year and is an excellent opportunity for the community to meet with the children and youth who live elsewhere.

PARTICIPATION IN HOBIYÉÉ 2020

The Liłwat7úl Culture Centre organized the community's participation in the two-day **Hobiyéé** (New Year's) celebrations in Vancouver in February. The event is an annual opportunity for the dancers, singers and drummers of the Liłwat Nation to showcase their talents, share their stories with other BC First Nations and make connections.

COVID-19 RESPONSE

CSS was involved in developing the nation's COVID-19 response and applied it to service delivery, such as distributing social assistance cheques.

CHILD AND FAMILY ADVOCACY

The Liłwat Wellness division continued to advocate for children and families in the community, providing referrals to services within the Liłwat Nation, assisting foster parents and providing support for families facing challenges.



Tucwemstwáilhkálap

Take care of one another

Plans and Projects for 2020/21

YOUTH CENTRE PROGRAMMING

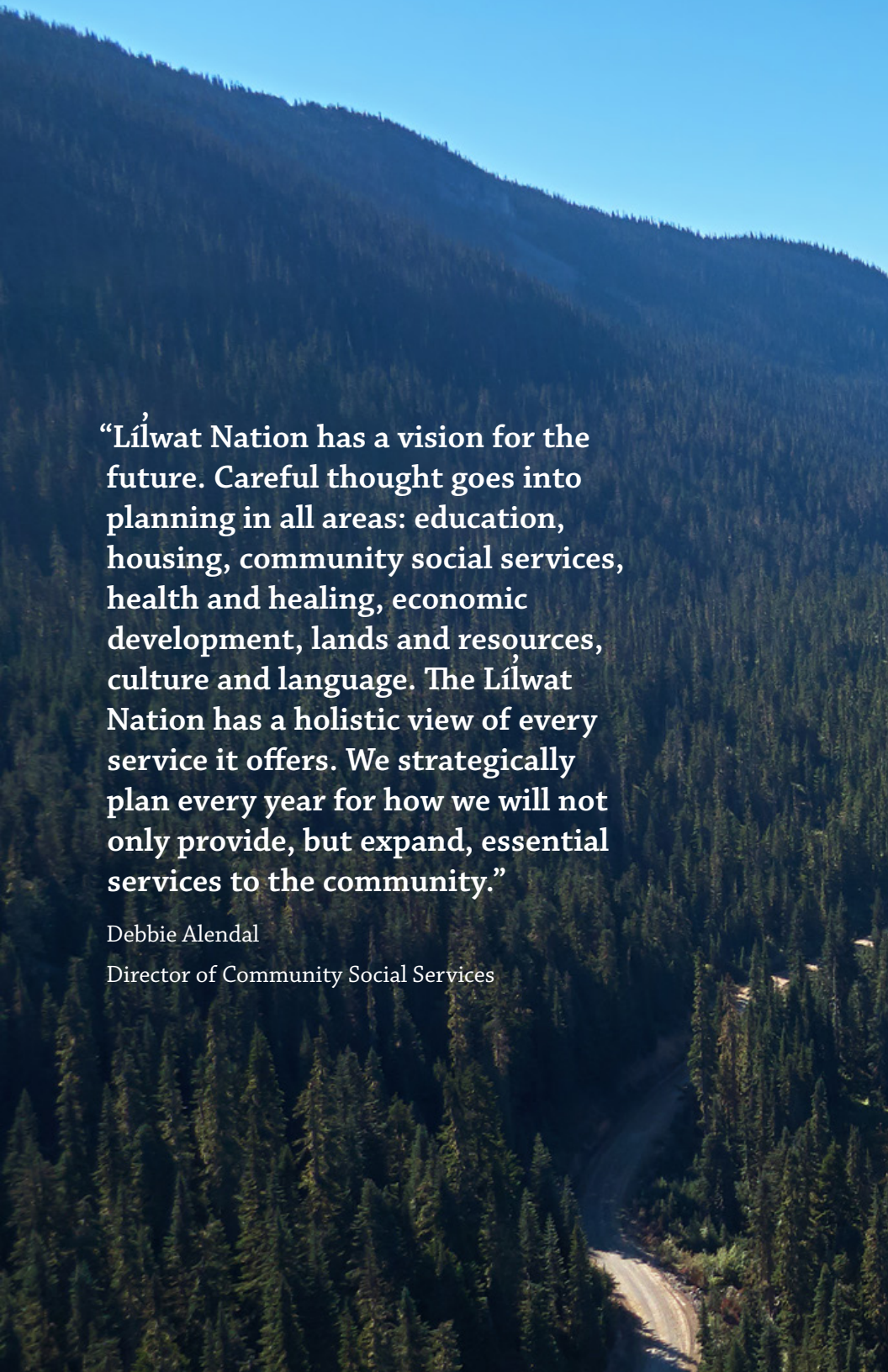
The Lilwat Youth Center is part of CSS. Moving forward, the department will work with the Recreation Department to create programming inline with the nation's COVID-19 Safety Plan.

4TH ANNUAL BRINGING OUR CHILDREN HOME EVENT

Lilwat Wellness is planning its 4th Annual Bringing Our Children Home contingent on COVID-19 protocols. As in previous years, children and youth from Alberta and across BC will attend this event.

CAPACITY BUILDING WITHIN OTHER DEPARTMENTS

CSS is committed to building capacity within other departments concerning significant provincial and federal changes in child welfare. Changes that will impact other departments will be discussed at quarterly meetings, ultimately enhancing service delivery to meet community needs.



“Lilwat Nation has a vision for the future. Careful thought goes into planning in all areas: education, housing, community social services, health and healing, economic development, lands and resources, culture and language. The Lilwat Nation has a holistic view of every service it offers. We strategically plan every year for how we will not only provide, but expand, essential services to the community.”

Debbie Alendal

Director of Community Social Services



Education Grounded in Lilwat7úl Language and Culture

Xeíólacw Community School provides a positive and empowering learning environment where students learn Lilwat culture and celebrate traditional values and teachings. The school delivers education grounded in **Níákmen** to more than 240 children and youth.

Xeíólacw Community School (XCS), under the direction of the Lilwat Nation Board of Education and Chiefs and Council, provides quality pre-school, elementary and high school education. Through the work of its 82 staff members, the school strives to meet the goals of the nation's overarching strategic plan. Keeping Lilwat Nation's language and culture alive has been a nation priority since it took over the operation of the Indian Day School in 1972. (XCS was established in 1986.) All students take part in Ucwalmícwts (language) classes and culture courses, learning to embrace and celebrate what it means to be Lilwat7úl.

XCS teaches students the tools necessary to enjoy academic success and later success in employment, family health and wellness and self-sufficiency. By providing excellent education, the school creates as many opportunities as it can for each student. XCS's services are enhanced holistically through collaboration with other departments.



Lhíkeks

To have learned something

Achievements for 2019/20

LÍLWAT OUTDOOR LAND SCHOOL DEVELOPMENT

The Education Department continued the development of its outdoor education school at Lilwat Place. Administration and staff at XCS are excited by the possibility of the school becoming an interdepartmental project within the community. The outdoor school will provide significant support for the school's language and culture programs and offer cross-curricular project opportunities.

IMPROVEMENTS IN UCWALMÍCWTS PROGRAM

XCS has continued to improve its **Ucwalmícwts** program by having more staff working in translation, curriculum development and creating teacher resources.

INCREASED NEEDS ASSESSMENTS

Identifying needs and implementing ways to help students improve their academic abilities was an XCS priority in FY 2020.

EXPANDED TECHNOLOGY

XCS continued to improve its technology by making more laptops and computers available for students.

SPECIAL NEEDS PROGRAMMING

XCS continued to develop more programs and opportunities for Special Needs students.

CULTURALLY-ENHANCED COUNSELLING

In the past year, XCS began adding more traditional spiritual and cultural components to its counselling program.

INHERENT RIGHTS EDUCATION

XCS introduced new curriculum to increase school and student involvement in and knowledge of the nation's Inherent Rights work and what it means for the future.

IMPROVED EDUCATIONAL OUTCOMES

Ongoing coaching and professional development for teachers and education assistants have improved academic outcomes for XCS students at all points in their educational journeys.

Plans and Projects for 2020/21

CREATE STUDENT-CENTRED EDUCATION

XCS will continue to work to employ a student-centered education model that meets each student's needs.

DEVELOP OUTDOOR EDUCATION SCHOOL

The Education Department will continue to work on the outdoor education school planned for Lilwat Place.

IMPROVE STAFF ORIENTATION AND PROFESSIONAL DEVELOPMENT

XCS will work to improve staff orientation and increase professional development opportunities.

CREATE A STRONG CULTURAL BASE

XCS will work with staff to build a strong cultural and language base within the organization.

CONTINUE NEGOTIATIONS

The Education Department will continue negotiations with other education bodies.

FEASIBILITY STUDY

A feasibility study for a new XCS building will be completed.

“In the Education Department, we are very fortunate to have employees that are dedicated to the community goals, have great teamwork and good work ethics that combined make us strong. Respect and love for the students is key. The oppressive past, and present-day oppression of the nation, has given Lilwat Nation a burning desire to improve life situations for the people. The Lilwat Nation will never give up; it will always be here, strong and proud.”

Verna Stager

Director of Education

Financial Management for a Sustainable Nation

The Finance and Administration Department strives to achieve the nation's financial goals by providing financial information and administrative support that supports best practices and informed decision-making.

The seven-member Finance and Administration (F&A) Department delivers various services in a friendly and approachable manner to all internal customers and external community members. The department is comprised of three divisions: Finance, Information Technology (IT) and Office Administrative Support.

- The Finance division provides financial services and financial planning support for the Lilwat Nation's programs and services. The division develops and implements policies to help with service delivery and guarantees financial best practices, including support for all the nation's financial transactions and the correct reporting of finds. The division also provides services to the community, including income tax preparation and financial counselling.
- The Information Technology (IT) division develops and maintains IT infrastructure for all Lilwat Nation programs, services and facilities, and provides tech support to almost 200 staff members.
- The Office Administrative Support division ensures the smooth operation of the Úl'us Community Complex and supports other departments as necessary.

Achievements for 2019/20

CONTINUED INCREASE IN TEAM COHESION

FY 2020 saw another year of changes for the Finance Department, welcoming a new Director of Finance (DoF) during the first half of the year, and subsequently saying goodbye a few months later. The Finance team showed great strength and resiliency in the face of these challenges and worked together as a team to continue to provide services to internal and external customers.

SOFTWARE UPGRADE

Finance's accounting software was upgraded to Accpac 6 (ERP 500). This change will ensure the department runs off the latest and most up-to-date version of the accounting software.

FUNDING FOR NEW COMPUTERS

The Finance Department received funding to purchase new computer hardware.

Plans for 2020/21

HIRING OF NEW DIRECTOR OF FINANCE

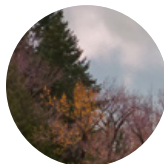
Finance's primary goal for FY 2021 is to hire a DoF with an enduring commitment to creating positive change through excellent leadership.

SOFTWARE IMPLEMENTATION

The DoF will review and implement new accounting software that will benefit the whole organization.

MAINTAINING COVID-19 WORK PROTOCOLS

In light of the COVID-19 pandemic, the Finance team looks forward to continuing to work in a safe environment, protecting the community with its new work practices, while continuing to be there and supporting the needs of all the departments within the nation and community members.



Szúhmiñtskacw i sqláwswa

Be careful with your money



Providing Health and Wellness Services to Lílwat Nation

Lílwat Health and Healing's 30 staff members deliver holistic community health services that address physical, emotional, mental and spiritual health. The department strives to meet its goal of community wellness by offering various programs delivered by four divisions: Community Health, Home Support, Maternal and Child Health, and Traditional Healing.

Lílwat Health and Healing (LH&H)'s primary goal is to ensure that First Nations guide First Nations health. LH&H addresses community members' needs throughout all stages of life, from infancy to the Elder years, guided by the principals and values of **Níákmen**, integrating traditional values and culture into all of its practices. These values enhance the department's activities, from events that emphasize managing chronic conditions to culturally respectful counselling and addiction services.

LH&H programs are designed to help community members take control of their health, achieving physical health and social wellness through exercise, social support, and interactive learning. The department delivers its programs through its dedicated staff and contracted healthcare practitioners, including dentists, audiologists, pharmacists, occupational therapists, optometrists, chiropractors and acupuncturists.

LH&H ensures that members can address many of their health issues without leaving the community.

Achievements for 2019/20

CONSTRUCTION OF NEW HEALTH AND HEALING CENTRE

The new LH&H Centre construction was started in FY 2020. Replacing the ageing existing health centre, the new centre will have space for all services and provide a contemporary environment for both staff and those accessing services

NEW FLEET VEHICLES

LH&H received a new bus and van. These vehicles replace those that were at the end of their lives and will ensure safer and efficient travel to medical appointments for community members.

CONTRACT DEVELOPMENT

New contract templates were developed for external and internal contractors.

AGREEMENT TEMPLATES

In FY 2020, the department created agreement templates to be used when developing projects with external partners.

RELATIONSHIP BUILDING

LH&H has worked to continue dialogues with external partners, such as Vancouver Coastal Health (VCH) and First Nations Health Authority (FNHA) to move forward and develop positive relationships.

Plans and Projects for 2020/21

GRAND OPENING OF NEW HEALTH CENTRE

LH&H is slated to have the grand opening of its new health facility in early 2021.

DEPARTMENT EVALUATION

Services and programs will be reconsidered as part of an overall evaluation of LH&H in FY 2021.

COMMUNITY HEALTH PLAN

LH&H is committed to producing a comprehensive community health plan within the next year.

MENTAL HEALTH AND WELLNESS PLAN

To more fully address mental health issues, LH&H will develop a mental health and wellness plan in FY 2021.

COMMUNITY HEALTH SURVEY

A community health survey will be completed to gauge service satisfaction levels and determine future programming to better serve the nation's members.

COMMUNITY FOCUS GROUPS

Focus groups consisting of community members will be employed as needed. These focus groups will help LH&H assess both new and existing programs.



Cuystwí tákem xzúmslum ti smáwaí lhkálha

Creating greater health together

CONTINUED TALKS WITH VCH & FNHA FOR QUALITY CARE

In March 2019, Round Table Talks between LHH, First Nations Health Authority and Vancouver Coastal Health began as part of the COVID-19 response. Those discussions will continue in FY 2021.

COVID-19 RESPONSE

LHH will work with other nation departments, the community and regional health organizations to ensure that the nation has an up-to-date response to the pandemic. An essential piece of this work will be ensuring that the community receives accurate information on how to protect themselves and others.

“Lílwat Nation is a great organization because it is always striving for improvement.”

Jessica Frank
Health Director

Maintaining a Safe and Healthy Community Built on Strong Infrastructure

The Infrastructure Department ensures quality, well-maintained infrastructure for the nation from its community buildings to safe drinking water.

The department achieves its goals through 21 staff members' work in three divisions: Public Works, Capital Projects and Housing. Working collaboratively, these divisions work to develop and maintain the community's Infrastructure.

- Public Works ensures the safe and reliable operation of Lilwat Nation's water and wastewater facilities and solid waste disposal and maintains and repairs roads, bridges, and community buildings. The division also provides fire and flood protection to the community and manages the Indigenous Services Canada (ISC) infrastructure programs, funding applications, and reporting.
- Capital Projects oversees all significant projects, such as the construction of new housing and community buildings. The division works on projects from the initial design phase through to completion. Committed to building capacity within the community, Capital Projects provides community members with opportunities in building trades. The division also manages partnerships that the Lilwat Nation enjoys with companies such as Pemberton-based Murphy Construction.

- Housing's mandate is to improve and increase the supply of rental and rent-to-own properties for nation members. This division plays a crucial role in managing on-reserve housing stock, which includes more than 280 properties. These units include both new and older duplexes, trailers, single-family homes and multi-unit townhouse developments. With the Housing Board's support and direction, the division administers housing policies and procedures and oversees property management duties. Housing works with key funders, including ISC and Canada Mortgage and Housing Corporation (CMHC), to meet the growing demand for housing.

Additionally, Infrastructure manages the Lilwat Nation Fire Department, which employs a full-time fire chief.

Achievements for 2019/20

TRANSFER STATIONS

Infrastructure advanced Lilwat Nation's goal of a zero-waste future with the provisioning of two new transfer stations. The new facilities have vastly improved members' ability to recycle. The purpose of these improvements is to enhance the separation process and reduce the contamination of recyclables. More effective recycling will lead to less landfill waste and costly tipping fees associated with household waste.

CONSTRUCTION OF THE NEW HEALTH AND HEALING BUILDING

Construction of the nation's new health facility was undertaken. This new, energy-efficient building will result in air quality and temperature control while at the same time reducing operating costs. The new building will further modernize health services and create a better experience for both clients and staff.

CONSTRUCTION OF SIX NEW HOUSING UNITS

The Housing Department undertook the construction of six new one-bedroom units, including two that are fully wheelchair accessible, in the Xetólacw neighbourhood. The building features many design elements that improve energy efficiency and increase the residents' comfort, such as increased soundproofing.



Célhcelh

Diligent, hard-working

Plans and Projects for 2020/21

INCREASING AND IMPROVING HOUSING

The Infrastructure Department is working on securing funding for more family housing units and some of the older rental housing stock's renovation.

FIRE DEPARTMENT CAPITAL IMPROVEMENTS

The new fire hall will move from the design to the construction phase. Infrastructure is also advancing on securing two new fire trucks to replace the very old existing. The goal is to have the two vehicles replaced by FY 2021.

MAIN STREET REDEVELOPMENT

The department will continue with the re-zoning process for the redevelopment Mt. Currie's Main Street properties to secure funding from BC Housing for a new, 30-to-40-unit rental housing project. The re-zoning application has been submitted to the Squamish Lillooet Regional District.

SANITATION IMPROVEMENT

With the support of ISC funding, Infrastructure will improve septic fields and the lower sanitary lift station.

CONSTRUCTION OF NEW POLICE STATION

Infrastructure will complete a new 4,000 sq. ft. building to be leased on a long-term basis to the Stl'atl'imx Tribal Police.

“The desire of Chiefs and Council and community members to continually move forward with infrastructure improvements, increasing the quality of life and pride of all members, makes Líl'wat Nation a great organization. Governance faces challenges head-on and seeks solutions that are equitable and fair.”

Tom Laviolette

Director for Infrastructure

Maximizing Lílwat Nation's Control over its Lands and Resources

Pala7míntwał i Ucwalmícwa múta7 ti tmícwa (The land and people are together as one) is a phrase that is central to **Lílwat7úl** identity and culture. This fundamental belief is the foundation of the Lands and Resources Department's work to protect the nation's lands and resources.

The Lands and Resources Department's (L&R) eight staff members work to protect and exercise Lílwat Nation's unique cultural, heritage, social and economic interests over its lands and resources. The *Lílwat Land Use Plan*, the *Community Land Use Plan*, and the *Lílwat Nation 2016-2023 Strategic Plan* guide the department's work is carried out by its three divisions: Traditional Territory Stewardship, Fisheries and On-Reserve Lands.

- Traditional Territory Stewardship strives to ensure the appropriate use of the 781,131 ha of Lílwat traditional territory. The division employs a framework that considers the Lílwat Land Use Plan and archaeological, environmental and cultural impact assessments. The Lands and Resources Department examines all proposed new land use within the Lílwat traditional territory.
- Fisheries works to protect the Lílwat Nation's fish stocks.
- On-Reserve Lands manages all on-reserve land issues, most significantly in the area of land registration.

Achievements for 2019/20

JOFFRE LAKES PARK MANAGEMENT

L&R hired two Joffre Lakes Park Stewards to work alongside the park rangers to educate visitors about Lílwat and N̓quatqua territory. To celebrate this, a ceremony, which included songs in Ucwalmícwts shared by the Xelólacw Community School's Immersion Program children, was held at Joffre. As well, a brochure and video link sharing the unique connection Lílwat Nation has to the Joffre area and asking visitors to please respect the land, water and wildlife, were distributed to the public.

MEAGER AND KEYHOLE HOT SPRINGS STRATEGY

L&R began working with the province to determine the best way to protect the wildlife and ecology of these extraordinary places that are sacred to Lílwat Nation. Both of these hot springs sites are accessible by forestry roads. Although they are officially closed to the public, there has been an increase in people visiting.

NEW UNIFORMS

New L&R **Skel7awlh** (Steward) uniforms were issued to all Fisheries, Environmental and Archaeological Field Technicians. This will allow the department's field technicians to be identified as Lílwat **Skel7awlh** throughout Lílwat Territory.

GRIZZLY BEAR SURVEYS

L&R Environmental Technicians conducted Grizzly Bear hair snag surveys in collaboration with the St'at'imc Government Services.

NEW FISH COUNT PROGRAM

A new enumeration program for the Coho salmon in the Lillooet main stem was introduced in FY 2020. This program is in addition to the annual Birkenhead River sockeye salmon count.

PHASE 2 AGREEMENT COMPLETED

L&R completed the Memorandum of Understanding Phase 2 Agreement between Lílwat Nation, Whistler Blackcomb, Resort Municipality of Whistler, Province of BC, and Squamish Nation that further ensures that Lílwat will realize economic benefit opportunities from the Whistler area. The agreement includes the acquisition of the Kadenwood land for development and commitments to ongoing work together.



S7á'anicw

Land across the Lillooet River

Plans and Projects for 2020/21

LAND ALLOTMENT POLICY

The final Land Allotment Policy will be brought to Chiefs and Council for approval, and planning will proceed for implementation. This new policy will provide a fair and transparent process for Lil'wat Nation citizens to access new land for residential and/or agricultural use within reserve lands.

TENQUILLE LAKE VISITOR MANAGEMENT

L&R will undertake a Visitor Use Management Framework planning process for Tenquille Lake. The department's planning team will include staff, Referral Committee representatives, and community members. L&R will work collaboratively with the province to find ways to protect this area of Lil'wat Territory from the impacts that can occur from recreational use. The process will include engaging the community through a survey and other methods that are safe during this COVID-19 pandemic.

RENEWAL OF COMMUNITY LAND USE PLAN

The five-year Lil'wat Nation's Community Land Use Plan (CLUP) will be up for renewal in 2021. As part of this process, L&R will be assessing what objectives in the 2015-2020 CLUP have been completed and what work is still outstanding. As well, the department will be re-assessing its priorities and direction for the next five years for Lil'wat Nation's reserve lands. A community-based steering committee will be established to guide the direction and process.

"The people who work for Lil'wat Nation care about the community, the land and the culture."

Harriet Van Wart

Director for Lands and Resources

Delivering Excellent Post-secondary Education and Training

T̓szil Learning Centre is a state of the art post-secondary education facility that provides excellent learning and training opportunities for the Lílwat Nation and surrounding communities. The centre's offerings are designed to expand employment, education and career choices.

With a staff of 21, T̓szil Learning Centre (TLC) offers both career training and academic courses in a diversity of programs, including Lílwat Nation Language and Culture, carpentry, Adult Basic Education (ABE) and a University College Entrance Program (UCEP). Additionally, TLC provides employment services to Lílwat members seeking secure and sustainable employment and manages the Youth Centre, a safe space for Lílwat youth to gather and socialize.

T̓szil's learning opportunities are rooted in Lílwat cultural renewal, holistic learning, and personal growth delivered in an environment where all people feel comfortable, safe, and supported.



Ptákwilh

Teaching through storytelling

Achievements for 2019/20

ISSET AGREEMENT SIGNED

TLC sign an Indigenous Skills and Employment Training (ISET) agreement with the federal government to deliver employment and training services for Lílwat7úl that are unemployed or under-employed. This agreement resulted in developing the new Lílwat Employment and Training division at T̓szil, further expanding the centre's offerings.

RESTRUCTURING

TLC was restructured to include a management team for each of its divisions, with each manager being a Lílwat Nation member.

AFFILIATION AGREEMENT SIGNED

IN FY 2020, TLC negotiated and signed an Affiliation Agreement with Capilano University.

REFURBISHED FACILITY

The learning centre was fully refurbished thanks to a generous \$300,000 donation from Capilano University.

NEW LOGOS DEVELOPED

Community members designed new logos for the Youth Centre and Lílwat Employment and Training

YOUTH CENTRE MURAL

As part of the Intergenerational Storytelling Project funded by 100 Women of Whistler, a mural depicting the Lílwat Flood Story was created at the Youth Centre. This story was chosen at an event where Elders and youth shared stories about Lílwat history. Artist Rechenta Jones led the other youth artists in developing this beautiful mural.

EXPANDED CARPENTRY TRAINING

Carpentry Level 3 training was offered in the community for the first time.

Plans and Projects For 2020/21

STRATEGIC PLANNING

New internal strategic plans will be developed for both the Lil'wat7úl Culture Centre and Lil'wat Employment and Training.

NEGOTIATE LOCAL EDUCATION AGREEMENT

TLC will negotiate with School District 48 to reach a Local Education Agreement. The agreement will increase accountability, improve the working relationship between Lil'wat Nation and the school district, and build collaborative support for First Nations students from Pre-K onward.

NEW PROGRAMS

In FY 2021, TLC will offer four new programs: Carpentry Level 4, Lil'wat Business Certificate, Early Childhood Education, and Health Care Assistant. A science course will also be offered in the next year.

NEW GUIDELINES

TLC will create and implement new customer service guidelines to improve client experience. As well, a cultural guidelines document will be created.

CODE OF CONDUCT

A student code of conduct document will be developed and implemented.

“Lil'wat Nation is community-driven. I appreciate how engaging Lil'wat Nation is with the community when it comes to developing documents and decision-making. A lot of other nations I worked at haven't been this inclusive with their members.”

Mason Ducharme

Director of Tszil Learning Centre





Business Group

Supporting Nation Building
Through Business

Message from the President and CEO

Tu7 wa7kálap áma, snuláp nsnenukwa7a,
(Hello my friends, I hope you're all well),

The Lílwat Business Group (LBG) is proud of the work accomplished in FY 2020. We would like to recognize the 70 staff members that have made these achievements possible through their hard work and commitment to LBG's mission to create a sustainable economy for Lílwat Nation.

LBG's most outstanding achievement in the past year has been opening the new Lil'wat Station Chevron. This new addition to Retail Operations is the culmination of 20 years of effort by many people. Located on the corner of Main Street and Lillooet Lake Road, Lil'wat Station saw a significant increase in fuel and convenience store sales while fulfilling a community vision for this area. The new gas station and convenience store and the adjacent new T̓szil Learning Centre have created a community and commercial hub that hadn't previously existed in Lil'wat Nation.

We look forward to engaging the community as we continue to revitalize this area and create further economic opportunities for the nation in FY 2021.

Additionally, in the past year, LBG experienced substantial movement on several key projects, including:

- **Speikúmtn** (Signal Hill) Community Forest, a joint partnership with the Village of Pemberton to manage forest lands in both communities, moved closer to completion.
- Continued work on a new gas station and mixed-use residential/commercial building in Whistler's Function Junction.
- A public information meeting was held in Pemberton for the proposed re-zoning of future phases of development at the Pemberton Benchlands.
- LBG made significant investments in staff through ongoing training and professional development opportunities.

LBG would like to thank all of our staff, board members and Lílwat Nation leadership for all of their hard work that made FY 2020 a success. Building a thriving business sector is truly a team effort, and we couldn't do it without you.

Kukwstumułhkálap (Thank you from a group to a group), **niłh ti7** (End of story),



Lhpatq Maxine Bruce
President

Kerry McHaffey

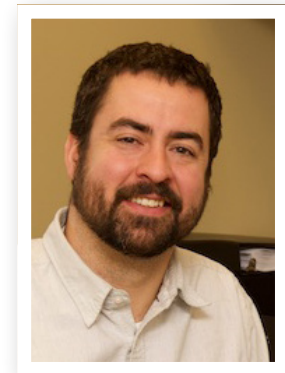
Kerry Mehaffey
Chief Executive Officer



**Business
Group**



Lhpatq Maxine Bruce
President



Kerry Mehaffey
Chief Executive Officer



Business
Group

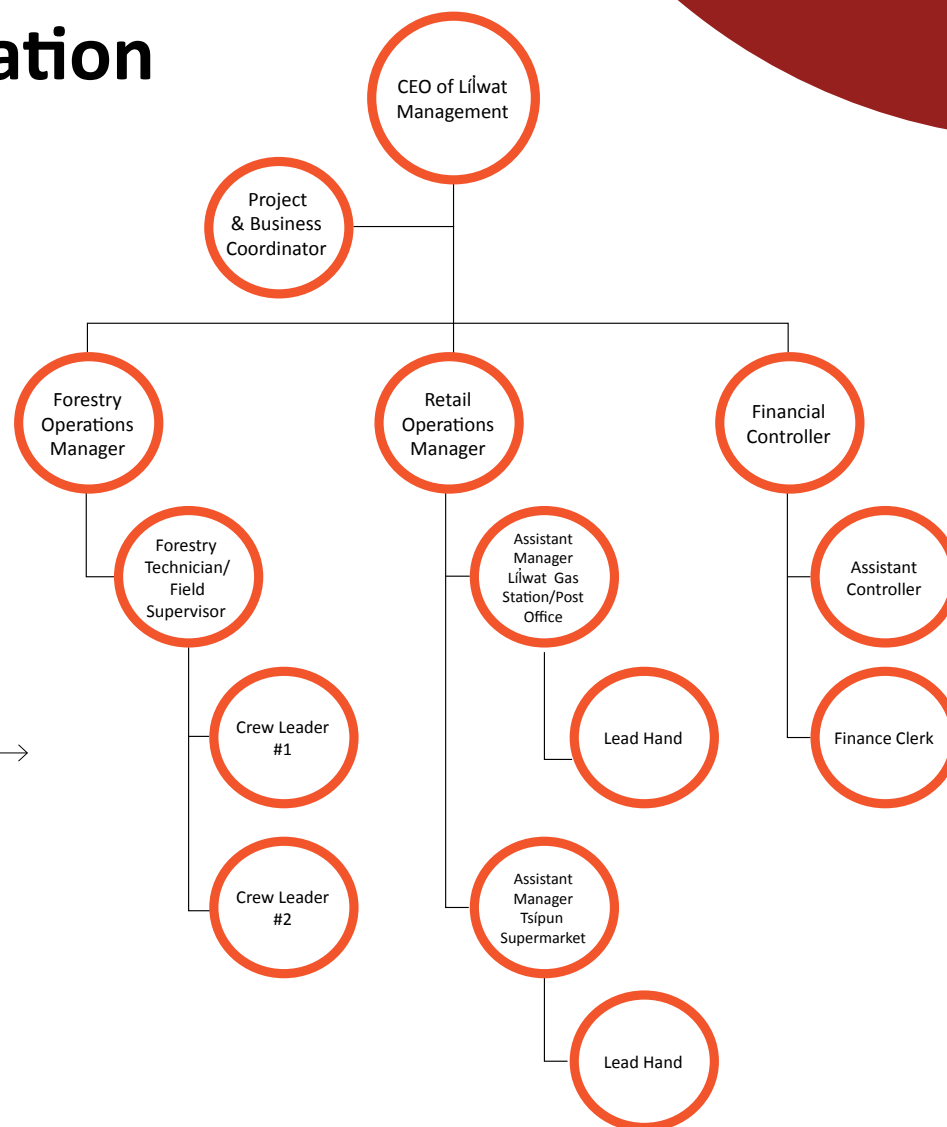
Developing a Sustainable Economy for the Lílwat Nation

With strong partnerships and transparent, forward-facing business practices, the Lílwat Business Group (LBG) is building a sustainable economy for Lílwat Nation through strong partnerships and by employing transparent, forward-facing business practices. LBG's five limited partnerships (LPs) employ 70 people and annually give back approximately \$600,000 to fund community initiatives.

Operating profitable businesses that allow for significant reinvestment in the community is the LBG's mandate. LBG also ensures that all of its projects are assessed for impact on Aboriginal Title and Rights and the Lílwat Nation's Inherent Right to Self-Government. Projects should not negatively impact either of these processes.

LBG Organizational Chart

The LBG organizational chart illustrates the structure of the business group. Chiefs and Council appoint people to Lílwat Holdings, Inc. Board, who, in turn, appoint others to the boards of the individual operating limited partnerships. **I Ucwalmícwa** (The People) are involved in the LBG through the appointment of the corporation's various boards of directors. Their role is to oversee all business activities and ensure that these businesses serve the nation to maximum benefit.





FY 2020: Key Achievements

NEW LÍLWAT STATION CHEVRON OPENED

The opening of the Lílwat Station Chevron was a highlight of Lílwat Retail Operation's (LRO) year. The gas station/convenience store's performance immediately exceeded expectations.

PINE MUSHROOM STUDY

Lílwat Forestry Ventures (LFV) is assisting UBC with a Pine Mushroom study to determine where they grow, which will assist LFV in considering ways to manage the mushrooms better.

TSÍPUN MARKET RENEWAL

The **Tsípun** (Root cellar) Market renewal project was completed. Renovations included an upgraded commercial kitchen and seating area.

INCREASED FUELS MANAGEMENT

LFV performed 40 ha of fuels management work on the Cheakamus Lake Road near Whistler, helping to protect the community from wildfire. A further 1.8 ha of fuels management occurred along Xiitolacw Road in Lílwat.

PEMBERTON BENCHLANDS RE-ZONING

A successful public information meeting was held in Pemberton for the proposed re-zoning of future phases of development at the Pemberton Benchlands.

UTILITY ARBOURIST TRAINING

LFV was proud to send an employee for Certified Utility Arbourist training. This employee can now lead crews and work safely under the Hydro lines, increasing LFV services.

STAFF DEVELOPMENT TRAINING

In FY 2020, all retail staff completed SuperHost Customer Service Training. All staff in leadership positions completed a Managing Change workshop.

FIREWOOD PROGRAM FOR ELDERS

LFV prepared and delivered more than 200 loads of firewood to community Elders.

NEW BENEFITS PLAN

The new Lílwat Retail Flex Benefits Plan for all LRO staff was developed and launched.

PINE MUSHROOM STUDY

LFV is assisting UBC with a Pine Mushroom study to determine where they grow, which will support LFV in considering ways to better manage the mushrooms.





Projects Moving Forward

FUNCTION JUNCTION DEVELOPMENT

The development of 2.5 ha (5.3 ac) the nation owns in Whistler's Function Junction neighbourhood is an essential part of LBG's *Economic Development Strategy 2016-2021*. The project, which includes a gas station and mixed residential/commercial, broke ground in FY 2019 and is slated for completion within the next two years.

SPEŁKÚMTN COMMUNITY FOREST

Spełkúmtn Community Forest, a joint partnership with the Village of Pemberton to manage forestlands in both communities, is moving closer to completion.

BENCHLANDS RE-ZONING

The re-zoning process for the Pemberton Benchlands continues to move forward.

DOWNTOWN MOUNT CURRIE REVITALIZATION

LBG will continue to look at ways to redevelop Mount Currie's commercial core that spans several blocks of Main Street and the 6.07 ha (15 acres) parcel at Churchlands North.

HIGHWAYS YARD DEVELOPMENT

Capital Assets LP will continue exploring options for developing a combination of rental housing and a hotel on land at the entrance to the Village of Pemberton.

PROFESSIONAL DEVELOPMENT AND TRAINING

Staff in all of LBG divisions will continue to be provided with ongoing training and professional development opportunities such as Managing Change workshops and SuperHost training. Staff will also have opportunities to earn professional certifications.



*Wa7 qwézneml wa7kwánem lhti7
tmicwalhkálha*

A diversified and sustainable economy, for,
in, and by, the Lílwat Nation for all time



Forestry
Ventures LP

Managing Lilwat Nation's Forestry Resources for Today and Tomorrow

An integrated forest management company, Lilwat Forestry Ventures LP (LFV), is engaged in tree-planting, silviculture, logging management, fuels management, forest fighting and other aspects of the forestry industry.

LFV holds the rights to four forest licenses (a non-renewable forest license, a forest license, and two woodlot licenses) with a total annual allowable cut (AAC) of 70,000m³ and exerts control over 120,000 m³ of AAC on Lilwat territory. This business has a growing contracting division that does various jobs such as firefighting, field management work, brushing and slashing, and excavation work. LFV has more than 30 casual, full- and part-time employees working in various forestry activities.

LFV also subcontracts engineering, road building, and harvesting services to outside companies. These companies are expected to hire and train Lilwat Nation members as part of fulfilling LBG's ongoing commitment to capacity building.

Achievements for 2019/20

ARBOURIST TRAINING

LFV was proud to send an employee for Certified Utility Arbourist training. This employee can now lead crews and work safely under the Hydro lines, increasing LFV services.

INCREASED FUELS MANAGEMENT

LFV performed 40 ha of fuels management work on the Cheakamus Lake Road near Whistler, helping to protect the community from wildfire. A further 1.8 ha of fuels management occurred along Xitólacw Road in Lilwat.

FIREWOOD PROGRAM FOR ELDERS

More than 200 loads of firewood were prepared and delivered to community Elders to keep them warm and safe throughout the winter.

PINE MUSHROOM STUDY

LFV is assisting UBC with a Pine Mushroom study to determine where they grow, which will support LFV in considering ways to better manage the mushrooms.

Plans and Projects for 2020/21

ESTABLISH FNWL

LFV will work to establish a Lilwat First Nations Woodland License (FNWL) that will allow Lilwat to manage a large portion of Lilwat traditional territory.

ESTABLISH SPEŁKÚMTN COMMUNITY FOREST

LFV will continue working towards creating Spełkúmtn Community Forest, which will allow Lilwat Nation and Pemberton to jointly manage the forests near their communities.

COMPLETION OF FUELS MANAGEMENT CONTRACTS

LFV will continue completing additional fuels management contracts near Mount Currie and Whistler.

CONTINUED VOLUNTEERISM

LFV will continue to undertake volunteer activities in the community, such as preparing and delivering firewood to Elders.

CONTINUED TRAINING

LFV will continue to train its staff to develop a highly-skilled Lilwat forestry team that can manage its local forests.



Businesses that Serve the Community

Lilwat Retail Operations LP (LRO) is committed to providing excellent service and services to the community. Lilwat Retail Operations employs 32 people and generates stable profits for Lilwat Nation to reinvest in community projects and business opportunities.

LRO businesses ensure that the community has access to quality, essential retail and services at home such as a grocery store, a gas station with an attached convenience store, and Internet service. This division of LBG has an annual payroll of \$600,000. LRO also returns profits to the people, with an annual \$600,000 to community programs and initiatives.

LRO offers employees opportunities to advance to managerial positions within its businesses. These opportunities will continue to grow as LRO expands to include businesses such as the gas station to be built in Whistler's Function Junction.

Moving into 2020/2021, LRO is experiencing great success with the new Lilwat Station Chevron and is working to stabilize all its ventures.

Achievements in 2019/20

NEW LILWAT STATION CHEVRON OPENED

The opening of the Lilwat Station Chevron was a highlight of LRO's year. The gas station/convenience store's performance immediately exceeded expectations. Staff is instrumental in this success, having completed additional training to prepare them for working in the new, busier environment.

TSÍPUN MARKET RENEWAL

The Tsípun Market renewal project was completed. Renovations included an upgraded commercial kitchen and seating area. Additionally, Loblaw's was contacted as the new grocery supplier, making Tsípun the sole President's Choice products distributor in the area.

STAFF DEVELOPMENT TRAINING

In FY 2020, all retail staff completed SuperHost Customer Service Training. All staff in leadership positions completed a Managing Change workshop.

NEW BENEFIT PLAN

The new Lilwat Retail Flex Benefits Plan was developed and launched.

CHRISTMAS HAMPER CONTRIBUTIONS

LRO staff demonstrated excellent teamwork in supplying Christmas Hamper items for both Lilwat Nation and neighbouring N'Quatqua.

Plans and Projects for 2020/21

STABILIZE BUSINESSES

LRO will implement operational changes to further stabilize the Lilwat Station Chevron. As well, LRO will work to make Tsípun a sustainable business model.

EXPAND APPAREL LINE

LRO will continue to develop authentic custom logo wear.

OFFER NEW BROADBAND

LRO will launch new upgraded Broadband Internet Packages for Lilwat Broadband customers.

MORE EMPLOYEE TRAINING

LRO will provide an Employee Engagement Training Program and a Lateral Violence to Lateral Kindness Training Program for permanent retail staff.

MORE PERFORMANCE REPORTING

Increased Key Performance Reporting to evaluate results in real-time will be introduced.



Financial Report

A Look at The Lílwat Nation's Financial Picture for FY 2020

Lílwat Nation commits to using financial best practices and adheres to complete financial transparency. The nation is accountable to its members and funders, including Indigenous Services Canada, the Province of British Columbia, the First Nations Health Authority and the First Nations Education Steering Committee.

The Lílwat Nation's Senior Leadership Team presents regular financial updates to Chiefs and Council, grouping financial information across four major and distinct areas:

1. Band Operations

Band Operations services and programs include Housing, Band Governance, Public Works and Capital Projects, Social Development, Community Health, Advanced Education, Lands and Resources, Economic Development, Finance and Administration, and Elementary and Secondary Education.

2. Lílwat Business Group

Lílwat Business Group consists of five limited partnerships: Lílwat Management Services LP, Lílwat Capital Assets LP, Lílwat Forestry Ventures and Lílwat Construction Enterprises. These diverse and profitable businesses offer employment for members and annually provide \$600,000 to community programming.

3. Skwxwú7mesh Lílwat7úl Cultural Centre

As an equal partner in the SLCC, Lílwat Nation is responsible for half of any annual budget shortfalls. These funds come from Band Governance funding through a reduction of services, corporation profits, repurposing formerly restricted funds or increased debt.

4. Debt servicing and capital costs

As in previous years, Chiefs and Council appointed the accounting firm of BDO Canada L.L.P. to conduct Lílwat Nation's FY 2020 financial statement audit. As a result of the audit, BDO expressed an unqualified or "clean" audit opinion, which means BDO believes the consolidated financial statements* fairly present the financial position of the Lílwat Nation government as of March 31, 2020, and the results of its operations and its cash flows.

The following pages provide a snapshot of the Lílwat Nation's financial situation as it moves into FY 2021.

* Members can obtain a copy of the complete audited financial statements and special purpose reports upon request at the Lílwat Nation Administration office at Úlilus Community Complex during regular business hours.

Report of the Independent Auditor on the Summary Consolidated Financial Statements

To the Members of the Lil'wat Nation

Opinion

The summary consolidated financial statements, which comprise the summary consolidated statement of financial position as at March 31, 2020 and the summary consolidated statement of financial activity for the year then ended, and related note, is derived from the audited consolidated financial statements of the Lil'wat Nation (the "First Nation") for the year ended March 31, 2020.

In our opinion, the accompanying summary consolidated financial statements are consistent, in all material aspects with the audited consolidated financial statements, in accordance with the criteria disclosed in Note 1.

Summary Consolidated Financial Statements

The summary consolidated financial statements do not contain all the disclosures required by Canadian public sector accounts standards. Reading the summary consolidated financial statements and the auditor's report thereon, therefore, is not a substitute for reading the First Nation's audited consolidated financial statements and the auditor's report thereon.

The Audited Consolidated Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited consolidated financial statements in our report dated September 1, 2020.

Management's Responsibility for the Summary Consolidated Financial Statements

Management is responsible for the preparation of the summary consolidated financial statements in accordance with the criteria disclosed in Note 1.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary consolidated financial statements are a fair summary of the audited consolidated financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

BDO Canada LLP

Chartered Professional Accountants

Kelowna, British Columbia

September 1, 2020



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Members can obtain a copy of the complete audited financial statements and special purpose reports upon request at the Band Administration office during regular business hours.

Lil'wat Nation

Summary Consolidated Statement of Financial Position



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March 31	2020	2019
Financial Assets		
Cash	\$ 3,627,621	\$ 259,064
Restricted cash	5,254,662	4,978,262
Temporary investments	7,460,695	7,280,424
Accounts receivable	1,767,045	3,975,565
Due from related entities	279,035	205,939
Investment in business enterprises and partnerships	21,663,315	20,729,809
Ottawa Trust Funds	420,161	408,5338
	<u>40,472,534</u>	<u>37,837,596</u>
Financial Liabilities		
Accounts payable and accrued liabilities	2,793,064	2,963,063
Deferred revenue	4,404,249	3,749,587
Due to related entities	3,854,224	1,872,585
Obligation under capital lease	294,137	404,490
Long term debt	9,276,403	9,526,808
	<u>20,622,077</u>	<u>18,516,533</u>
Net Financial Assets	<u>19,850,457</u>	<u>19,321,063</u>
Non - Financial Assets		
Tangible capital assets	52,443,113	48,012,854
Prepaid expenses	218,465	241,866
	<u>52,661,578</u>	<u>48,254,720</u>
Accumulated Surplus	<u>\$ 72,512,035</u>	<u>\$ 67,575,783</u>

Lil'wat Nation

Summary Consolidated Statement of Financial Activity



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For the year ended March 31	2020	2019
Revenue		
Indigenous Services Canada	\$ 11,190,488	\$ 10,314,800
Canada Mortgage and Housing Corporation	276,407	268,089
Department of Fisheries and Oceans Canada	347,500	321,154
First Nations Education Steering Committee	1,663,807	1,332,210
First Nations Health Authority	6,558,264	3,461,423
BC First Nations Gaming	786,751	-
Province of British Columbia	2,066,826	3,871,261
Rental income	885,769	909,624
Skills & Employment Training income	1,319,917	690,724
Other income	4,365,781	5,739,321
Royalty income	1,663,663	1,530,330
Income from business enterprises and partnerships	534,057	-
Ottawa Trust Fund	-	89,280
	31,659,230	28,528,216
Expenses		
Band Housing Rentals	692,429	772,587
Governance, Finance and Administration	4,647,331	3,748,650
Public Works	2,596,231	2,607,650
Social Development	3,394,050	3,213,341
Community Health and Daycare	3,519,861	3,435,166
Advanced Education	2,969,295	2,161,377
Economic Development	391,374	897,117
Lil'wat Lands and Resources	1,002,440	993,411
Capital Fund	851,130	538,277
Xetólacw Housing Fund	745,385	716,210
Xetólacw Community School Fund	5,760,042	5,246,761
Loss from business enterprises and partnerships	-	274,313
Funding agency recoveries	4,514	52,628
CMHC approved expenditures	148,896	24,433
	26,722,978	24,681,921
Annual surplus	4,936,252	3,846,295
Accumulated surplus, beginning of year	67,575,783	63,729,488
Accumulated surplus, end of year	\$ 72,512,035	\$ 67,575,783

Lil'wat Nation

Note to Summary Consolidated Financial Statements

March 31, 2020

1. Summary Consolidated Financial Statements



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The summary consolidated financial statements are derived from the complete audited consolidated financial statements, prepared in accordance with Canadian public sector accounting standards as at March 31, 2020.

The preparation of these summary consolidated financial statements requires management to determine the information that needs to be reflected so that they are consistent in all material respects with, or represent a fair summary of, the audited consolidated financial statements.

Management prepared these summary consolidated financial statements using the following criteria:

- a) the summary consolidated financial statements include the statement of financial position and statement of financial activity;
- b) management determined that the statements of changes in net financial assets and cash flows do not provide additional useful information and as such, have not included them as part of the summary consolidated financial statements;
- c) information in the summary consolidated financial statements agrees with the related information in the complete audited consolidated financial statements including comparative information and all major subtotals and totals; and
- d) in all material respects, the summary consolidated financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited consolidated financial statements, including significant accounting policies and the notes thereto.

The complete audited consolidated financial statements of the Lil'wat Nation are available upon request by contacting the management of the Lil'wat Nation.



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Kukwstumhkalap







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