



SQUAMISH NATION

Quarterly Report from Council Q1-JAN-MAR
2019



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ADVISORY COMMITTEES

In December, Council appointed four new member Advisory Committees (ACs): Budget and Financial Reporting AC, Elders AC, Housing AC, and Youth AC. The purpose of the Advisory Committees is to provide advice to Council related to their area of focus, as set out by Council. These volunteer-based committees are comprised of up to ten (10) Members each, plus two (2) non-voting Council Liaisons.

The Advisory Committees (*pictured above*) convened for their first time at a February 12th orientation session, where the Council Liaisons talked about the roles and responsibilities of committee members. AC members also began to think about developing a Terms of Reference for their respective committees.

The goals and objectives of the Advisory Committees include things such as providing advice on strategic plans related to their specific area or issue (i.e., Elders, Youth, Budget & Finance, or Housing), monitoring impacts of policies related to their specific area or issue, and more, to be determined by the Committee's Terms of Reference, which will be reviewed and approved by Council.

Advisory Committees will play an important role in strengthening the connection between membership and Council, ensuring the community's input is reflected in our work on the designated areas of focus. In addition to the four existing committees, two new Advisory Committees—Squamish Valley and Off-reserve—will be created in the coming months.

CANNABIS POLICY FRAMEWORK



On January 15, the Squamish Nation Council approved the Squamish Nation Cannabis Policy Framework (2019), the Cannabis Committee Terms of Reference, and a Cannabis Committee work plan and budget.

The Cannabis Policy Framework is a set of principles and goals that the Squamish Nation will use to inform long-term planning and development of cannabis-related matters.

The Squamish Nation's Cannabis Policy Framework includes six key areas of focus:

- ***Exercise jurisdiction as an Indigenous government***
 - o Taxation and permit fees for all cannabis-related initiatives, both on-reserve and off-reserve
 - o Inspection and enforcement structures, capacity, and policies that match community input
- ***Develop land use policy and by-laws to guide where cannabis can be sold and produced***
 - o Land zoning that matches community direction on cannabis for retail, recreational, and industrial use
 - o Enforcement of land use policies and by-laws
 - o Safety regulations for retail, recreation, and industrial use.
 - o Explore, research, and analyze preferred land use on Squamish Nation lands for economic development opportunities
- ***Ensure children and members are safe and protected***
 - o Policies and procedures for Squamish Nation buildings and shared community spaces.
 - o Safety regulations and controls for residential homes on recreational growing to ensure our homes are safe around personal growing
 - o Quality policies in inspections and enforcement
- ***Support member initiatives in cannabis-related business opportunities***
 - o Training & professional developing opportunities to meet growing demand and opportunities
 - o Scholarships and funding for members to obtain well-paying careers in emerging industry
- ***Explore partnerships for Nation economic development with cannabis business opportunities***
 - o Apply for medical, excise, retail, producer and micro-producer licenses to place Squamish Nation at the forefront of cannabis opportunities

- o Explore and vet business partnerships that support Squamish Nation strategic goals and Four Pillars Policy. (Potential partners of the Squamish Nation and its members must provide social benefits in all of the “Four Pillars”: Training and Employment, Procurement, Profit Sharing, and Social Investment.)
- o Explore land use for possible economic development opportunities

According to the Terms of Reference, the purpose of the Cannabis Committee is “to assist the Squamish Nation Council (‘Council’) in advancing the Cannabis Policy Framework and advise Council on Cannabis issues and opportunities. The Committee will have two sub-committees: Cannabis Economic Development and Cannabis Governance.”

CHEAKAMUS IR #11 WATER SYSTEM UPGRADE

On February 26, Council passed a motion to address the dire need for a safe, fully-functional water system on Cheakamus IR No. 11. The motion contained direction for three separate courses of action to be taken: first, for the Squamish Valley Community Operations team to fully troubleshoot the problems with the current water system and return with a financial report on the cost to fix the current system; second, for the Squamish Nation to send a letter to the Minister of Indigenous Services Canada (ISC) outlining the urgent need to replace the existing water system; and third, for staff to communicate testing reports and water issues in the Cheekeye community and host an information meeting with residents on this issue.

It is a top priority for Council to address and solve the challenges with the current water system, and

strongly advocate for ISC to replace the aging system. The current water system—comprised of two ground water wells, five hydro-pneumatic tanks housed within a pump station, and 150 mm diameter asbestos cement water mains—has experienced ongoing service and maintenance challenges, resulting in residents not having running water to their homes, and requiring bottled drinking water to be delivered to homes periodically.

Regular progress updates regarding the steps being taken to address this important issue are provided at the Squamish Valley Community Development meetings as information becomes available.

COMPENSATION PROJECT

On March 6, Council approved the long-awaited Compensation Project. Special recognition goes out to all those who participated in the comprehensive review project, including Job Evaluation Committee members, Chén’chenstway Human Resources staff, senior management, the HR Council Committee, and our external partners at Jouta Performance Group.

We are excited for our employees and the positives these new wages will have on them and our community. The changes will also go a long way in supporting our Chén’chenstway team (and organization as a whole) to attract and retain great employees—which, in turn, benefits our entire community.

KEY OUTCOMES

The key outcomes of the Compensation Project include:

- Pay increases to bring wages for all Squamish Nation staff up to median market rates for their respective “bands” (i.e., groupings based on total points associated with each job and its compensable factors).
- The Squamish Nation now has a “Compensation Philosophy” — guiding principles that drive decision-making about how we pay our employees:

- o *“The Squamish Nation will maintain a total compensation program that attracts, retains, motivates and rewards a qualified workforce that helps us to achieve our mission. Our goal is to attract, retain, and develop talented employees from within our Community who will be instrumental in building our capacity as an organization and Community.*

Our compensation program is reflective of our organizational culture where employees are valued, recognized, and appreciated for their contributions. Base salary reflects the knowledge, skills, abilities and responsibilities of each role as well as recognizing employees for their long term commitment to the Squamish Nation. Within the boundaries of financial feasibility, our base compensation is in line with the average of our applicable market comparators.

It is our philosophy to recognize and celebrate employee, team and organizational performance. Our benefits, paid time off and other perks are a strength of our total compensation package.”

- Chén’chenstway Human Resources will soon begin including wages in Squamish Nation job postings.
- Chén’chenstway Human Resources will be developing a formal written policy detailing the revised job evaluation for compensation process.
- The Squamish Nation has committed to working towards becoming a ‘living wage’ employer.

COUNCIL GOVERNANCE POLICY REVIEW AND CONSULTATION

On February 26, Council passed a motion calling for a review of the Council Governance Policy, and also approving a budget and work plan for community consultation on the policy.

The review will involve a formal legal review of the Governance Policy to bring it in line with the Election and Referendum Law (2018) and the new Financial Administration By-Law, 2019, as well as a review by, and recommendations from, the Governance Committee. The Governance Committee will also seek feedback from the Squamish Nation member community around possible revisions to the Council Governance Policy through; community meetings on the North Shore, the Squamish Valley, and off-reserve; an online survey; and discussion groups.

The Governance Committee will compile feedback and return to Council with a summary report.

The Council Governance Policy was first approved by Council motion on May 21, 2015, and was amended several times throughout 2017 and 2018. According to the policy document, “The Squamish Nation Council Governance Policy provides a comprehensive framework that formalizes Council members’ individual and collective roles, responsibilities, and activities to ensure the effective, accountable and transparent governance of the Squamish Nation.”

The current Council Governance Policy is available for viewing online at www.squamish.net/governance-documents

ECONOMIC DEVELOPMENT AT SENÁKW

On March 21, Council hosted a community meeting to present information about the status of partnership negotiations for property development on the Squamish Nation’s Senákw (I.R. #6) lands. At the meeting, Council shared the history of the lands—including key facts about the village at Senákw, the forced removal of Squamish families in 1913, and the return of lands to the Squamish Nation in 2003—as well as the Squamish Nation aspirations for the Senákw Lands, reasons for proposing to develop the land, and the terms of a proposed partnership with the development partner, Westbank.

Ian Gillespie, the founder and CEO of Westbank, also addressed the group of approximately 100 Squamish Nation members in attendance at the meeting, speaking about his values and his vision for a collaborative relationship with the Squamish Nation on this project. Both Council and Westbank believe that this is an exciting opportunity to tell the story of our peoples’ history at Senákw, and for this project to reflect the ongoing legacy of the Squamish Peoples on these lands.

This meeting was the first step in the community engagement process with the Squamish Nation membership. There will be more information and community engagement sessions leading up to votes on a land designation and the business terms.

PROPOSED PARTNERSHIP WITH WESTBANK "AT-A-GLANCE"

- **Comprehensive mixed-use community:** Development of Ser'ákw into a comprehensive mixed-use community with a mix of primarily rental housing, along with offices, retail, public space, and community amenities.
- **50/50 partners:** Squamish Nation and Westbank would be 50/50 partners in each phase of development, with equal share of profits.
- **Long-term rental income:** A primarily rental community would allow the Nation to take advantage of rising rents and real estate values over time, providing a steady and growing long-term income stream for the 99-year period.
- **Westbank manages team and provides funding:** Westbank would, in consultation with the Nation, hire and manage the consultant team and fund all predevelopment costs.

FUEL TAX



On March 14, Council approved a motion to grant Squamish Nation Band Members a full exemption from all taxes levied on fuel at the North Vancouver and Squamish Valley Gas Bars. The exemption came into effect May 1, 2019.

Squamish Nation Members are now exempt from paying the following taxes on fuel:

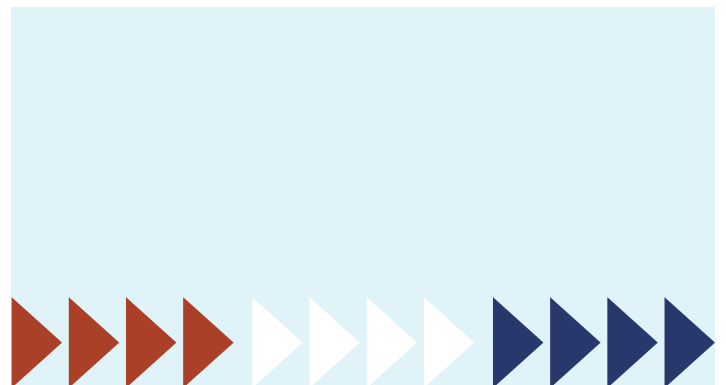
- Fuel Tax – TransLink: 17 cents/litre (only applied around Metro Vancouver; does not apply in Squamish, BC)
- Fuel Tax – B.C. Transportation Financing Authority: 6.75 cents/litre
- Fuel Tax – General Revenue
 - o North Vancouver: 1.75 cents/litre for gas; 2.25 cents/litre for diesel
 - o Squamish: 7.75 cents/litre for gas; 8.25 cents/litre for diesel

- Carbon Tax: 8.89 cents/litre for gas; 10.23 cents/litre for diesel
- Federal GST 5%

At the current gas prices (i.e., \$1.40-1.50/litre on average), Members can expect to see savings of approximately 40-41 cents/litre off the pump price in North Vancouver, and approximately 29-30 cents/litre off the pump price in the Squamish Valley.

Previously, Squamish Nation Members were eligible to receive a set-rate discount from the price at the pump (i.e., 16 cents/litre in North Vancouver, and 9.6 cents/litre in Squamish). The new discount structure will see some slight variation in the discount, depending on the price at the pump. This is due to the 5% GST shown in pump prices.

This change in exemption only applies to Squamish Nation Band Members. Other First Nation customers will continue to receive the same discount that they have enjoyed in the past at our Gas Bars.



PARK ROYAL CULTURAL STRATEGY



On February 19, Council directed the Language, Culture and Heritage Committee to work with Larco/Park Royal on the development of a work plan and budget for a Squamish Nation Cultural Strategy and Visitor Program for Park Royal.

Larco/Park Royal came to Squamish Nation Council to seek support around enhancing the Nation's cultural profile on the Park Royal leased lands and establishing a visitor program and attraction that will provide employment and business opportunities for membership and create a stronger draw to the property.

Over the past number of years, Park Royal and its tenants have incorporated Squamish Nation public art into development and store designs. These pieces of work are welcomed additions and recognize Squamish Nation culture

and honour its heritage. While these initiatives are significant in their own right, a more comprehensive cultural strategy for the property will assist in shaping Park Royal's future.

At the February 19 meeting, Larco/Park Royal proposed working together with the Squamish Nation to create a more deliberate and cohesive cultural strategy and partner on establishing goals and objectives serving a range of interests. As a first step, Larco/Park Royal presented a high level introduction to a Squamish Nation Cultural Strategy and Visitor Opportunities for Park Royal (Proposal) to help guide discussions, consideration, intent and consent for this new approach to long-term planning.

The Proposal provides context, historical and current, for a cultural

strategy and visitor opportunities. With Council's support and direction, the Proposal will lead the way to a more fulsome discussion between the Squamish Nation and Larco/Park Royal with a goal of delivering actionable recommendations on agreed-to objectives. In partnership with the Squamish Nation Language, Culture and Heritage Committee and other members as designated by Council, Larco/Park Royal will work with the group to present recommendations for a cultural strategy and visitor opportunities in the coming months. Park Royal/Larco will enlist the services of consultants and Squamish Nation advisors, as mutually agreed, to help in this effort and will cover all reasonable costs in this regard.

RAINBOW CROSSWALK

The rainbow has been a symbol of lesbian, gay, bisexual, transgender, queer, and two spirit ("LGBTQ2+") pride and LGBTQ2+ social movements since the 1970s. In recent years, there has been a growing trend of communities and First Nations installing rainbow-coloured crosswalks to show their support for LGBTQ2+ community members.

On January 15, Council passed an isolated motion in support of installing a rainbow crosswalk within the Squamish Nation community. Staff subsequently

prepared and administered a survey to members to identify a preferred site for installation.

The rainbow crosswalk is expected to be installed at the intersection of Welch Street and Capilano Road in September 2019. This colourful new crosswalk will serve to honour and celebrate our LGBTQ2+ members, past and present, ensuring they know they are seen, loved, and valued.

SQUAMISH NATION COUNCIL MEETING ATTENDANCE

Meetings with Attendance Recorded (Duly Convened)* January 1, 2019 - March 31, 2019

Councillor	Present	Absent	Absent Dates
Askew, Orene	9	1	March 26
Baker, Alroy	4	6	January 22, 29; February 5, 19 (0.5), 26; March 5, 26 (0.5)
Baker, Deborah	7.5	2.5	January 8; February 5; March 14 (0.5)
Baker, Richie	6	4	January 15, 29; February 5 (0.5), 26 (0.5); March 14
Campbell, Chief Ian	3	7	January 15, 22; February 5, 19, 26; March 5, 26
Darbyshire-Joseph, Brandon	7.5	2.5	January 29 (0.5); February 19 (0.5), 26 (0.5); March 26
George, Carla	7.5	2.5	January 15, 22; February 26 (0.5)
Joseph, Joshua	10	0	
Lewis, Chris	10	0	
Lewis, Deanna	7	3	January 22; February 26; March 5
Lewis III, Jacob	8	2	January 29; February 5
Rivers, Dustin	8	2	January 29; February 19
Rivers, Kristen	8	2	January 29; February 26
Williams, Joyce	8	2	January 8; February 5
Williams, Wilson	7	3	January 15, 22, 29
Wooden, Marcus	9	1	January 15, 22, 29

*Does not include committee meetings, meetings off-site, or Council workshops at which a recording secretary was not present.

**Note: A "partial" meeting absence is recorded when a Councillor is absent for a significant portion of the meeting (i.e., if a Councillor arrives in the morning, leaves at 10:30 am and does not return until 3:00 pm). Partial meeting absences and absences in the morning or afternoon are counted as 0.5.

SN COUNCIL MOTIONS/BCRS - Q1

January 2019 - March 2019

JANUARY

Squamish Nation Members can view the complete isolated motions (containing additional details) online at <https://www.squamish.net/members/records-of-decision-members-only/>

DATE	MOT #	RE:
January 8	1	Agenda
	2	Approval of Motions from December 18, 2018
	3	Addition to Education Employment and Training Budget Department for Legal Work
	4	Terms of Reference for Governance Committee
	5	Terms of Reference for Planning and Capital Projects Committee
	6	Terms of Reference for Rights & Title Committee
	7	<i>BCR - Trans Mountain Expansion Project</i>
	8	Motion to adjourn
January 15	1	Approval of Agenda
	2	Approval of Motions from January 8, 2019
	3	BCR - Funding Agreement - Amending Agreement - 0026
	4	BCR - Funding Agreement - Amending Agreement - 0025
	5	Governance Policy Implementation (Timesheets)
	6	Cannabis - Policy Framework and Timeline
	7	To go IN CAMERA - Under s. 1.22(i) of the Governance Policy
	8	Rainbow Crosswalk
	9	<i>Adjournment</i>
January 22	1	Approval of Agenda
	2	Approval of Records of Decisions for January 15, 2019
	3	<i>Tabled - Short term investment in January 2019</i>
	4	<i>BCR - Liquor License Application - Liquor Primary License Cineplex VIP Cinemas Park Royal</i>
	5	To go IN CAMERA under s. 1.22(i) of the Governance Policy
	6	<i>BCR - Designation Vote - Senakw - Kitsilano IR #6 (*rescinded February 26, 2019)</i>
	7	To go IN CAMERA under s. 1.22(i) of the Governance Policy
	8	IN CAMERA
	9	Adjournment of Meeting
January 29 - Members' Day - Totem Hall	1	Approval of Agenda
	2	Approval of Records of Decisions for January 22, 2019
	3	To go IN CAMERA under section 1.22 of the Governance Policy
	4	Motion to Adjourn

FEBRUARY

DATE	MOT #	RE:
February 5	1	Approval of Agenda
	2	Approval of Records of Decision for January 29, 2019
	3	Funding Agreement - Amending Agreement No. 1617-BC-000034 - Amendment No. 028
	4	<i>To go IN CAMERA under s. 122(j) of the Governance Policy "sensitive financial or economic negotiations"</i>
	5	<i>IN CAMERA</i>
	6	Dr. Jennifer Campbell - Permission to Share Research Findings Publicly
	7	<i>To go IN CAMERA under s. 122(i) of the Governance Policy "sensitive intergovernmental negotiations or relations"</i>
	8	<i>Adjournment of the Meeting</i>
February 19	1	<i>Approval of the Agenda</i>
	2	Approval of Motions from February 5, 2019
	3	Accepting Regional Community to Community Forum Program
	4	Reach for the Stars 5th Annual Fundraiser Event for the Squamish Nation Trades Centre
	5	Ayas Menmen Terms of Reference
	6	Park Royal Cultural Strategy
	7	To go IN CAMERA under s.122(e) - the financial or economic interests of a third party from the Council Governance Policy
	8	<i>IN CAMERA</i>
	9	<i>Travel Request re: BC AFY Special Chiefs Assembly on March 7-8th, 2019</i>
	10	<i>Motion to Adjourn</i>
February 26	1	Approval of Agenda
	2	Approval of Motions from February 19, 2019
	3	Rescinding BCR #2019-2697 Motion #6 from 2019-01022
	4	BCR - Amending Agreement for Subsequent Year of a Funding Agreement for First Nations (including block) for Fiscal Year 2019/2020
	5	Clarifying Roles & Responsibilities of Council & Staff
	6	Ordering for Review and Consultation of Council Governance Policy
	7	BCR - Cheakamus IR#11 Water System Upgrade
	8	Motion to Adjourn

MARCH

DATE	MOT #	RE:
March 5	1	Approval of Agenda
	2	Approval of Motions for February 26, 2019

	3	To go IN CAMERA under s. 1.22(j) - sensitive financial or economic negotiations - from the Council Governance Policy
	4	<i>Motion to Adjourn Meeting</i>
March 14	1	Approval of Agenda
	2	<i>Approval of Records of Decisions for March 5, 2019</i>
	3	<i>Change Name of Language, Culture, and Heritage Committee to Language & Cultural Affairs Committee</i>
	4	<i>Appointment to the North Shore Minor Lacrosse Board</i>
	5	<i>Support for 2019 Vancouver Queer Film Festival Request</i>
	6	Vancity Cooperative Study Tour
	7	Mandate for Negotating MOU with North Vancouver Museum and Archives
	8	To go IN CAMERA under s. 1.22(e) - the financial or economic interests of a third party - from the Council Governance Policy
	9	IN CAMERA
	10	To go IN CAMERA under s. 1.22(j) - sensitive financial or economic negotiations - from the Council Governance Policy
	11	IN CAMERA
	12	<i>Motion to Adjourn</i>
March 26	1	<i>Approval of Agenda</i>
	2	<i>Approval of Motions for March 14, 2019</i>
	3	BCR - Funding Agreement - Amending Agreement No. 30
	4	Funding Agreement - Amending Agreement No. 29
	5	Amending Agreement - Terms and Conditions No. 27
	6	To go IN CAMERA under s. 1.22(h) - information that is prohibited from disclosure by provincial and federal legislation - of the Council Governance Policy
	7	Frank C. Baker - to go IN CAMERA under s. 1.22(h) - information that is prohibited from disclosure by provincial and federal legislation - of the Council Governance Policy
	8	Debbie McHugh - to go IN CAMERA under s. 1.22(h) - information that is prohibited from disclosure by provincial and federal legislation - of the Council Governance Policy
	9	Faye Halls - to go IN CAMERA under s. 1.22(h) - information that is prohibited from disclosure by provincial and federal legislation - of the Council Governance Policy
	10	Shellene Paull - to go IN CAMERA under s. 1.22(h) - information that is prohibited from disclosure by provincial and federal legislation - of the Council Governance Policy
	11	Loan Repayment from Squamish Nation to the Spo7ez Cultural Centre and Community Society for 2018-2019 Fiscal Year
	12	Funding support payments from Squamish Nation to the Spo7ez Cultural Centre and Community Society for 2019-2020 Fiscal Year
	13	Motion to Adjourn meeting at 5:09 pm

In Camera Meetings — from the Squamish Nation Council Governance Policy:

1.22 On occasion, Council may hold an in camera meeting, in whole or in part, if the subject matter being considered relates to one or more of the following:

- (a) personal information about an identifiable individual who holds or is being considered for a position appointed by Chiefs and Council;
- (b) employee relations;
- (c) the consideration of alleged misconduct or wrongdoing by individual Council members;
- (d) the security of the property of the Squamish Nation;
- (e) the financial or economic interests of a third party;
- (f) litigation or potential litigation affecting the Squamish Nation;
- (g) advice that is subject to solicitor-client privilege, including communications necessary for that purpose;
- (h) information that is prohibited from disclosure by provincial and federal legislation; and
- (i) sensitive intergovernmental negotiations or relations;
- (j) sensitive financial or economic negotiations; or
- (k) sensitive Squamish language, cultural heritage, or intellectual property matters.

SQUAMISH NATION COUNCIL

Keep up to date with the Squamish Nation Council by following us on Facebook.



Q1 COUNCIL TITLES AND CONTACTS

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