

Squamish Nation

Schedule of Remuneration and Expenses
(Squamish Nation Council and other Elected
Officials)

March 31, 2021



Independent auditor's report

To the Members of Squamish Nation

Our opinion

In our opinion, the accompanying financial information of Squamish Nation (the Nation) for the year ended March 31, 2021 is prepared, in all material respects, in accordance with the provisions of Section 7.3 of the Indigenous Services Canada Reporting Guide's 2019-20 Financial Reporting Requirements (FRR).

What we have audited

The Nation's financial information comprises the Schedule of Remuneration and Expenses (Squamish Nation Council and other Elected Officials) for the year ended March 31, 2021 and the notes to the financial information, which include significant accounting policies and other explanatory information.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial information* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Nation in accordance with the ethical requirements that are relevant to our audit of the financial information in Canada. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Emphasis of matter – basis of accounting and restriction on distribution and use

We draw attention to note 1 to the financial information, which describes the basis of accounting. The financial information is prepared to assist the Nation to meet the requirements of the First Nations Financial Transparency Act and of Indigenous Services Canada. As a result, the financial information may not be suitable for another purpose. Our report is intended solely for the Nation.

We acknowledge the disclosure of our report, in full only, by the Nation at its discretion, to the members of the Nation without assuming or accepting any responsibility or liability to the members of the Nation or any other third party in respect of this report.

Our report should not be distributed to parties other than the Nation or the Nation's members. Our opinion is not modified in respect of this matter.

PricewaterhouseCoopers LLP
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Responsibilities of management and those charged with governance for the financial information

Management is responsible for the preparation of the financial information in accordance with the FRR, and for such internal control as management determines is necessary to enable the preparation of financial information that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Nation's financial reporting process.

Auditor's responsibilities for the audit of the financial information

Our objectives are to obtain reasonable assurance about whether the financial information as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial information.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial information, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Nation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.



We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

PricewaterhouseCoopers LLP

Chartered Professional Accountants

Vancouver, British Columbia
December 2, 2022

Squamish Nation

Schedule of Remuneration and Expenses (Squamish Nation Council and other Elected Officials) For the year ended March 31, 2021

Name of individual	Position title	Number of months	Remuneration	Pension and	Remuneration	Expenses
			(excluding pension and benefits) \$	benefits paid to service providers \$	(including pension and benefits) \$	
			(note 2)	(note 2)	(note 2)	\$
Baker, Alroy	Councilor	12	69,957	13,533	83,490	-
Baker, Richard	Councilor	12	56,937	12,118	69,055	-
George, Carla	Councilor	12	69,807	14,446	84,253	1,301
Baker, Deborah A.	Councilor	12	69,807	14,446	84,253	-
Campbell, Chief Ian	Councilor	12	70,327	14,502	84,829	-
Williams, Wilson	Councilor	12	69,807	14,446	84,253	-
Lewis, Christopher*	Councilor, Spokesperson	12	72,656	15,092	87,748	-
Joseph, Joshua	Co-Chair	12	77,430	15,804	93,234	-
Lewis, Jacob	Councilor	12	69,807	14,446	84,253	536
Darbyshire-Joseph, Brandon	Councilor	12	69,807	8,958	78,765	-
Askew, Orene**	Councilor and Former Spokesperson	12	71,894	13,408	85,302	-
Wooden, Marcus	Councilor	12	70,077	8,958	79,035	-
Rivers, Dustin***	Councilor, Spokesperson	12	70,827	10,269	81,096	24
Rivers, Kristen	Co-Chair	12	74,421	15,767	90,188	3,000
Williams, Joyce	Councilor	12	69,807	14,446	84,253	-
Lewis, Deanna	Councilor	12	69,807	9,801	79,608	-
Campo, Jennifer	Band Manager	12	71,114	14,605	85,719	-
			1,194,289	225,045	1,419,334	4,861

*In June 2020, Christopher Lewis was appointed as Spokesperson.

**In October 2020, Orene Askew resigned as Spokesperson.

***In June 2020, Dustin Rivers resigned as Spokesperson and was re-appointed in October 2020.

The accompanying notes are an integral part of this financial information.

Squamish Nation

Notes to Schedule of Remuneration and Expenses

(Squamish Nation Council and other Elected Officials)

March 31, 2021

1 Basis of preparation

The schedule of remuneration and expenses (Squamish Nation Council and other Elected Officials) of Squamish Nation (the Schedule) is based on the provisions of Section 7.3 of the Indigenous Services Canada Reporting Guide's 2019-2020 Financial Reporting Requirements (FRR), which requires that Squamish Nation (the Nation) disclose remuneration earned or accrued and reimbursement of expenses to Councilors in the format presented in the Schedule.

Salary and remuneration consist of salaries, wages, commissions, bonuses, fees, honoraria and dividends or any other monetary benefits (other than reimbursement of expenses) and non-monetary benefits.

Expenses consist of the costs of transportation, accommodation, meals, hospitality and incidental expenses.

2 Remuneration of elected officials

Elected official compensation

For the year ended March 31, 2021, all members of Squamish Nation Council (Council) and the Band Manager were paid in accordance with remuneration provisions included in the Squamish Nation Council Governance Policy, ranging from \$70,200 to \$78,000 annually. Certain Councilors provide their services on a part-time basis and their remuneration is adjusted accordingly. The elected official may, with the approval of their fellow Councilors, perform employee duties; however, they do not receive any compensation in addition to their Councilor remuneration.

Non-returning Councilors are eligible for a one-time public service honorarium based on the length of the non-interrupted council service. Non-returning Councilors who were employees of the Nation prior to the commencement of their term on Council have their compensation and group benefits continued until January 31 of the year following the election. Other non-returning Councilors have their compensation and group benefits continued until March 15 of the year following the election.

The period of compensation may differ in the event an elected official is on long-term disability.

Travel

a) Local travel

Councilors receive a monthly travel allowance.

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Notes to Schedule of Remuneration and Expenses

(Squamish Nation Council and other Elected Officials)

March 31, 2021

b) Out-of-town travel

All business-related out-of-town travel by Councilors is pre-approved by Council. Like with many other governments, Councilors and the Band Manager receive a daily stipend to cover meals, lodging and incidental costs when travelling on Nation business. When necessary, transportation costs are also paid. Daily stipend amounts are determined by policy.

On April 16, 2020, Council declared a state of emergency due to the spread of the COVID-19 pandemic. As there was an anticipated reduction in revenue for the year ended March 31, 2021, the Nation implemented various cost-saving measures, including but not limited to travel allowances, changes in compensation and layoffs.

Pension and benefits

The Nation contributes to pension plans and employment benefits (medical, dental and extended health, for example) for Councilors and the Band Manager under the same conditions and eligibility requirements as other employees. These benefits are paid to a service provider, not directly to the Councilor or Band Manager.

Other

The Nation provides an annual distribution to each member as well as a wide range of services to members and their families, like education, health, housing and recreation services. Councilors, the Band Manager and their families may receive such services under the same conditions and eligibility requirements as other members.