



New Fiscal Relationship Information Session: 10 Year Grant

Coast Bastion Hotel – Port Alberni Room

11 Bastion St, Nanaimo, BC V9R 6E4

Jun 20, 2018 10:00am – 1:00pm

Minutes

- Opening Prayer, Elder Lorraine Good
- Introductions and Opening Remarks, Dillon Johnson, Temixw Planning
- Presentation: Indigenous Services Canada (“ISC”). Presenters:
 - Catherine Lappe, Regional Director General, BC Region, Indigenous Services Canada
- Presentation: First Nations Financial Management Board (“FMB”). Presenter:
 - Shayla Point, Director, Market Development, FALs & Stakeholder Relations
- Questions and Answers, Moderated by Dillon Johnson, Temixw Planning

Inquiry	Questions & Discussions
Jim Wilkinson, CFO, Heiltsuk	<ol style="list-style-type: none"> 1. Currently the way Heiltsuk is organized FNHA funding goes to our health group, not the tribal council. In this 10-year agreement will this have to change? 2. There is funding for the FAL, is there similar funding for the certification? 3. We are now using Xyntax and we are wondering if there is funding to put Xyntax in place (software and training) for housing, SA, budget, commitments, reporting, and payroll? 4. We did have Laura (FMB) come to link this to the CCP. We were wondering about funding of the modules.
Catherine Lappe, Regional Director General, BC Region, ISC	<p>FNHA funding will not change. If you have an approach set up there is no need to change you will get funding from two different sources. Grant funding will include all other funds. Over time we are having more conversations with FNHA to align reporting.</p> <p>With regards to Xyntax, P & ID funding does support software and training. I think we can look into funding in this regard.</p> <p>Dillon – Is there any indication as to how the capacity development funding that was announced in the 2018 Budget will flow into P&ID capacity funding for communities?</p> <p>The idea of P & ID funding is that it is for all FN’s, not just those wishing to move forward with the 10-year grant. Those details are still being worked out.</p>
Shayla Point, Director, Market Development, FALs & Stakeholder Relations, FMB	<p>Regarding funding right now we have funding for those communities who have not prepared a FAL of \$7,500. You are in the second phase of certification and we do not have funding for this phase. We may get additional funding to implement the green sections of the FAL. At this time, you will be replying upon your capacity development manager and I am happy to come out to update the green sections.</p> <p>Additional sections may have funding support for FMS certification, but we do not know at this time. At this time rely heavily upon Laura (FMB) at no cost.</p>



Babs Stevens, CAO, Skidegate Indian Band	We are in the second year of our five-year block. I would like to see the pros and cons of the 5 year vs. the 10 year funding.
Catherine Lappe, Regional Director General, BC Region, ISC	As discussed, there is no disadvantage. There also will be escalators and sufficiency reviews in the coming year to improve the current situation. We do not yet know what that will look like.
Annie Papillon, Finance Manager, Li'lwat Nation	Regarding training, I am wondering if it would be more efficient to have workshops for standard training rather than FMB community visits.
Shayla Point, Director, Market Development, FALs & Stakeholder Relations, FMB	Li'lwat is an FMS-certified community. You have already met those. We can likely come back and check in regularly to ensure you meet those standards.
Dillon Johnson, Temixw Planning	AFOA BC does do workshops and there is more to come for capacity development.
Ronda Jordan, Director of Finance & Strategic Initiatives, Stz'Uminus First Nation	Can you go over in more detail, and more slowly, the increased flexibility between what is happening now and the 10-year grant? With regards to adjusting to meet community needs if we had surplus funding can we take funding from one area to another, and is there a limit, or can we adjust the funding as needed across all areas?
Kathy Hryshko- Renaud Financial Advisor, New Fiscal Relationship Secretariat, ISC	When you look at the current funding the terms are much shorter. The big advantage is that you have a much longer outlook to allow you to plan, as well the flexibility allows you to take your funds and carry them forward and adjust where you are investing your money to reflect adjusting priorities.
Catherine Lappe, Regional Director General, BC Region, ISC	We know communities need more funds to move forward, and the sufficiency piece is being worked on. In terms of flexibility, there is an expectation to maintain core levels of service, but there will be flexibility to move funding around as needed. Additional funding may be provided from areas but your if you can focus on your community needs it allows you to tailor it and report on it as needed for long-term results. It will vary according to each community.
Katie Hooper, Executive Director, Esquimalt Indian Band	<ol style="list-style-type: none"> 1. I want to better understand how to navigate the conversations I need to have with my Council, as I assume it will be needed to be signed by them. 2. Knowing that we are meeting the criteria I can connect with Sui-Lynn (FMB)? Yes 3. In terms of the funding with the P&ID – it is still unclear to me how the 10-year grant will affect funding programs. If it comes to an algorithm to identifying funding criteria it is difficult for a small community like ours to meet those criteria. 4. If the goal is 100 FN's is that across Canada? 5. Final comment, on the heels of capacity development in working with Sui-Lynn (FMB) we have done a handful of workshops they have been excellent and they



	have been inspiring. If Esquimalt is interested you have a FAL, you just need to submit your Expression of Interest.
Angela McCarthy, A/Director, Funding Services ISC – BC Region	The more rigorous process once the Expression of Interest comes into place after, but we do encourage support of Council with your submission.
Shayla Point, Director, Market Development, FALs & Stakeholder Relations FMB	You can send an email for your expression of interest.
Kathy Hryshiko-Renaud, Financial Advisor New Fiscal Relationship Secretariat, ISC	You also need to provide an indication of how you meet the criteria. The BCR comes later.
Catherine Lappe, Regional Director General, BC Region, ISC	Anything that is application based, it is not in the 10-year grant. Any core programs and services will form part of the grant, but you can supplement it with other funding without penalty. The 100 FN's is a minimum, there is no cap.
Denise Hollinger, Finance Controller, Qualicum Nation Qualicum	We have a financial policy but we do not have it all put together as a FAL.
Shayla Point, Director, Market Development, FALs & Stakeholder Relations FMB	It depends upon what Council wants to do. You need to have a FAL or by-law for the 10-year grant. You need to decide which pathway, and the FMB will support you. We can review your existing policies and put it into the template policies. When communities have a lot of policies we acknowledge that we do not throw them out, we take your great work and blend them into the existing policies and the FAL. We acknowledge the hard work being done.
Trevor Ginger, Senior Accountant, Nuu-Chah-Nulth Tribal Council	<ol style="list-style-type: none"> 1. Firstly, how would the 10 year grant provide more flexibility than the current block funding the NTC has? 2. If a Nation wanted to take advantage of the 10 year grant would there be rebates or would it transfer directly? 3. To qualify for the 10 year grant according to the ratios do they have to maintain these ratios?
Angela McCarthy, A/Director, Funding Services ISC – BC Region	Under the block agreement you still have some flexibility. You have to deliver on your core programs but under the block on some realignment of funds and we are going to remove compliance reporting by program area. We would be supporting capacity development and assurance.



Catherine Lappe, Regional Director General, BC Region, ISC	We do not want to create a competing mechanism and the aggregation does create advantages for your member communities.
Shayla Point, Director, Market Development, FALs & Stakeholder Relations, FMB	The discussion to date so far is that the FN submits their 5-year audited statements, the analysis of the qualification happens then but there will possibly be an annual review, and if a community falls off during that time we will be supporting recovery. The internal controls should prevent these kinds of issues, but otherwise we do not know what that looks like at this point.
Judith Sayers, President, Nuu- Chah-Nulth Tribal Council	<ol style="list-style-type: none"> 1. In the spirit of transparency. We need to run some numbers ourselves to determine if we are interested. 2. You mentioned the final decision is with ISC, if one or two do not qualify in the FMB's opinion, do you still forward that to ISC? 3. You are hoping for 100 First Nations to qualify? So this is not a pilot? 4. FN's who do not meet this criterion – what is the plan to support those FN's to quality? 5. The Tribal Council represents 14 FN's. We as a Tribal Council do not have the ability to pass laws. The FMA has policies and procedures to meet these criteria. The accounting support we provide needs to be supported to work for us and we have a lot to share.
Shayla Point, Director, Market Development, FALs & Stakeholder Relations FMB	<p>It is all available on our website and we can do a preliminary review. You can ask for a preliminary review.</p> <p>We forward all expressions of interest to ISC and will provide a report and support to identify how they measure up and share this. It is up to them to decide. Things come up 'stories behind the numbers' all will be considered.</p> <p>Yes we are looking for 100 FN's as a first step.</p> <p>The FMB has agreed to respond to all FN's and are working on a process that will work for tribal councils.</p>
Catherine Lappe, Regional Director General, BC Region, ISC	<p>Yes, this is on-going, and hoping that there will be critical mass going forward.</p> <p>Those that want to move toward a 10-year grant that do not quality will be provided capacity development support and over time as we reduce our reporting work we can redeploy our resources to support community capacity development.</p> <p>The idea of the monitoring is intended to be collaborative, with the idea of having annual meetings to identify annual challenges and identify opportunities for capacity development. We want to have an on-going dialogue to support communities and not be punitive to move forward.</p>
Shayla Point, Director, Market Development, FALs &	We have been doing a legislative review and that has always been on our list. Our mandate is to provide services to Indian Act Bands, and our Board wants to support tribal council's as well. It will happen sooner rather than later – the ability to certify a tribal council, like it does other bands.



Stakeholder Relations, FMB	
Catherine Lappe, Regional Director General, BC Region, ISC	You operate as a unique tribal council. It would be good to share best practices and plug you into the process so that these blended approaches are successful.
Fred Bosma, Manager Capital Projects, Cowichan Tribes	<p>This is very informative.</p> <ol style="list-style-type: none"> 1. On behalf of Cowichan Tribes we are trying to meet these criteria and we have recently hired a policy writer. I understand there is limited funding (\$7,500) to work with our departments to get these kinds of things in place and we are moving to a new paradigm. 2. We do not have Xyntax, we have another system, and have used our own source funding to create a budget and accounting modules for all our departments and it is costing us a bit. I hear that there may be some funding available. Do we contact you about this? 3. If a 10-year grant is applied for core funding, can we still apply for project funding. For the capital funding during our 10-year period under other applications this will affect our maintenance dollars will there be an ability to adjust the value to meet these needs.
Catherine Lappe, Regional Director General, BC Region, ISC	<p>It is important that we have a dialogue, and with regards to capacity development, we have current P&ID that includes IT systems and policy development. We will be getting more funding this year to close this gap. We will hopefully get more funding to address governance issues, and as we go through this process we will.</p> <p>The maintenance piece will be going into the 10-year grant to manage capital – we have so many different nations in BC and if we were to take our current budget on a per capita basis it wouldn't be very much. So our model is already different that the rest of Canada to balance criteria to meet community needs. We are still working through this and we welcome views and perspectives and are still working on this.</p>
Shayla Point, Director, Market Development, FALs & Stakeholder Relations, FMB	Cowichan Tribes has enacted your FAL and it has recently been updated and you have met all the requirements. You will just need to submit your most recent audits. Our sample policies are on-line and meet all of the requirements. We have a Finance Policy, HR/Governance Policy available online.
Babs Stevens, CAO, Skidegate Indian Band	Will there be windows for extraordinary circumstances?
Catherine Lappe, Regional Director General, BC Region, ISC	We need to look into that as well. It depends upon the circumstances.
Karen Mitchell, Finance Manager, Xaxli'p Indian Band	Regarding the FAL we have a lot of Council members who are not up to par. One of the problems I already see happening is explaining to the Council the 10 year grant approach and what we are currently going through. It is going to be a big learning process to the point where I need help to bring them up to par and assure them that this is something that would work for us. I think that some of the funding available I



	<p>will be accessing them and am relying upon you to show our leadership to be aware. I don't want to be looking like I'm manipulating them into making a decision.</p> <p>On another thing regarding economic development, we are developing our lands department. Whatever we have in place establishes our baseline for next year. If we are not utilizing our current allocation for lands what happens for the planned lands department?</p>
Shayla Point, Director, Market Development, FALs & Stakeholder Relations FMB	I have been up to Xaxlip and we will come again. Just come see me and we will set a date to touch base on the requirements.
Catherine Lappe, Regional Director General, BC Region, ISC	<p>Application based funding is not part of this, it is only the core funding. It should not change it and if there are things added it should be converted overtime from application base to core.</p> <p>Dillon - Also as sufficiency comes into play it will be rolled into the grant, correct?</p> <p>Yes- Escalators will be added in over time.</p>
Jim Wilkinson, CFO, Heiltsuk	Can we get anything back? Is there anything we can put in our files that allows us to address escalators/sufficiency? Will I get locked into a 10-year grant
Catherine Lappe, Regional Director General, BC Region, ISC	An escalator has not been negotiated so it is existing funding levels. You will continue to get the escalator you will not be rebased. It is not giving you anything more or less on a sufficiency level.
Jenny Miller, Asst. Band Administrator, K'Ómoks First Nation	We have block funding based upon population, with the Deschenaux decision coming up and a possible increase in population, how will this affect the 10-year funding when populations increase substantially?
Kathy Hryshiko-Renaud, Financial Advisor New Fiscal Relationship Secretariat, ISC	There will be a new formula to address sufficiency and planning to address revenues and funding needs. Some of the areas that they are looking at now is remoteness, population growth rate and escalators, and comparability. That fiscal work is being done right now and is not yet finalized.
Yui Tromp, Asst. Comptroller, Cowichan Tribes	<ol style="list-style-type: none"> 1. How is the cash going to flow, annually, monthly? 2. It is important that our FN's have a long-term outlook. Does FMA help with strategic planning.
Catherine Lappe, Regional Director General, BC Region, ISC	It will be paid annually at the beginning of each year.



<p>Shayla Point, Director, Market Development, FALs & Stakeholder Relations FMB</p>	<p>Yes Cowichan Tribes has just updated your FAL, and there is a template policy that can help your community to do this. Yes, we can help to meet your planning needs at no cost.</p>
<p>Catherine Lappe, Regional Director General, BC Region, ISC</p>	<p>Hopefully this aligns with your CCP. There is an expectation of having a 5-year strategic plan and a CCP is the best approach.</p>
<p>Fred Bosma, Manager, Capital Projects, Cowichan Tribes</p>	<p>Is there an escalation clause in the 10 year grant agreement? Every year is it a new negotiation?</p>
<p>Catherine Lappe, Regional Director General, BC Region, ISC</p>	<p>No escalator for the start of the grant right now. It is about providing the amount we have now. The escalator is a piece under the sufficiency discussion. For block funded communities they maintain their escalator. It is mechanism and tool to allow greater flexibility but those other pieces are being discussed.</p>
<p>Judith Sayers, President, Nuu-Chah-Nulth Tribal Council</p>	<ol style="list-style-type: none"> 1. On the indicators in your PPT regarding community plans and meeting the UN sustainability goals, it includes co-developed goals and can you explain what the department’s outcomes based framework looks like? Can we come up with our own indicators? 2. Council is responsible to their communities and the only things we have is an annual report. 3. If a Council does not meet their indicators they need to have some kind of appeal process to report on objective shortfalls? 4. So this is the purpose of co-developed indicators?
<p>Catherine Lappe, Regional Director General, BC Region, ISC</p>	<p>Using the UN goals is at the higher level, and is not prescriptive for each Nation. The department results framework is still a work in progress and it is just pillars and ultimately, we have to report back to parliament on how the funds are being utilized at a macro level (e.g. education outcomes). We can show that those investments are getting outcomes in each area and is it needed to reflect what is important to the community. We lifted it up to a higher level and government funding can be a large part of community funds or not, depending upon own source funding. Parliament has to have a certain level to fund key priority areas and there is a tension there, and we have push on priorities as well so how can we do this when we do not have the information. There are lot of pieces that are still being sorted out and as communities report it will be helpful.</p> <p>I saw a proposed expectation that the RDG will meet with every 10-Year Grant First Nation each year and we are still sorting out how this will work.</p> <p>The indicators will be developed based upon community needs and we need to look at things differently, and this is still being developed as a high-level frame with community priorities included.</p>



	<p>There will be an advisory board appointed to look at these pieces to look at these things moving forward. It is complex and the Minister and National Chief are driving hard on this and there has to be early deliverables for the New Fiscal Relationship and I appreciate your patience and understanding that it is a codeveloped framework and look at these things differently to get to a better place.</p> <p>The accountability is between Council and their community. We need to understand if there are challenges and it is a fundamental shift moving away from programs to community reporting. It will be interesting for FN's who are under INAC two-year election cycles to move into a 10-year agreement. Every situation will be different for each community and how they move to longer plans and accountability mechanisms.</p>
<p>Dillon Johnson, Temixw Planning</p>	<p>The Advisory Council will be ISC and AFN appointees, making recommendations to the National Chief and Minister Philpott regarding what would be suitable indicators for the new fiscal relationship.</p>
<p>Catherine Lappe, Regional Director General, BC Region, ISC</p>	<p>Chief Jimmie has played a strong national leadership role and we have an upcoming AFN meeting in Vancouver. It is really important for BC FN's voice to be heard because of the small communities and whatever is designed has to meet BC FN's needs in the formulation of these criteria. These issues are important and fundamental, and BC FN's voices have to be heard to support future generations.</p>
<p>Tracy Hageman, Councillor, Skidegate Indian Band</p>	<p>Why the rush? What is the difference between the 5-year and 10-year?</p>
<p>Catherine Lappe, Regional Director General, BC Region, ISC</p>	<p>There was a New Fiscal Relationship report and many FN's have been asking for this change for decades. It is always difficult to find the right balance. The reality is that the National Chief is going to be elected next year and the PM the following year and so we have a short window to effect change. It helps to keep our feet to the fire. It took a lot of work to get to this point, and these kinds of options were never seen to be the preferred option, and now we have an opportunity to turn the page.</p>
<p>Shayla Point, Director, Market Development, FALs & Stakeholder Relations FMB</p>	<p>What is the difference between 5 and 10 years is that you can plan longer and there is also the increased flexibility and predictability.</p>
<p>Karen Mitchell, Finance Manager, Xaxli'p Indian Band</p>	<p>Everything I have been hearing is political. I am a worker and when I hear flexibility we can spend the money as we see fit. We did a CCP and we are updating it now and we are still getting the same information (jobs, education, trades training), and I am thinking to myself that I would be able to send these people to trades. This is coming from our members in order for us to grow and advance. Am I hearing you correctly? Can I start putting our monies into trades and less to post-secondary? In our CCP regarding our Social Development we try to help families to be more independent and preparing our young people to find jobs. Is your understanding of flexibility the same as mine?</p>
<p>Catherine Lappe, Regional Director</p>	<p>Education is on the list and I expect that our understanding of flexibility is the same. The challenge is that there are existing students and trades training.</p>



General, BC Region, ISC	
Angela McCarthy, A/Director, Funding Services ISC – BC Region	We are moving fast and the energy until May was just to reach an agreement on eligibility criteria. Internal to our own process it has been focused on this and we have not determined the rest which is subject to co-development. We are moving very fast and slow at some times. We encourage your questions and we are trying to identify our Q & A as it is going to the co-development table.
Catherine Lappe, Regional Director General, BC Region, ISC	The longer terms are being developed for ISC and FNHIB and there is an opportunity to include other departments. There is lots of room to re-align these pieces over time.
Jenny Miller, Asst. Band Administrator, K'Ómoks First Nation	Is this being driven in part by the infrastructure goal to regionalize this? Is this coming out of the 10-year grant before the election next year?
Catherine Lappe, Regional Director General, BC Region, ISC	The AFN has passed three motions to establish an Infrastructure delivery and they are engaged in discussions with us to establish a regional authority in BC to provide support in these areas. There is planned obsolesce for ISC and do communities want this kind of regional authority – it is a live discussion and is part of the broader notion of reviewing applications and allow FN's to manage their own infrastructure. This includes housing on and off reserve and how do we bring together all these investments to better meet FN's needs?
Babs Stevens, CAO, Skidegate Indian Band	It doesn't make sense to spread money all over Canada as it will take money off the top of FN's where it is needed.
Catherine Lappe, Regional Director General, BC Region, ISC	Noted
Fred Bosma, Manager Capital Projects, Cowichan Tribes	If we get funding annually, you are going back as a group and we appreciate that there are vagaries there. The issue is the escalation clause – getting into a 10 year agreement we have to live with what is decided upon until 2028. If there is no escalation clause agreed to – can we go back to our 10 year prior funding and we can determine our escalation clause retroactively reflecting the pattern in place so far?
Catherine Lappe, Regional Director General, BC Region, ISC	There are years we did not get an escalation and there are program areas where funding was shorted. We need to have discussions to ensure we plan and you can opt out – no one is handcuffing you to this. This is not the intent – our intent is to do the best with our current resource levels to build a sustainable base. The 10 year grant is part of statutory transfers and there are discussions about this longer term discussion. I know there are a number of you who will apply but also let us know how you want to stay in touch and engaged and we can try to find ways to support you collectively to get through the uncertainties.
Carmen Lawson, Executive Director, Heiltsuk Indian Band	I am excited about this and I know we are going to need support and I appreciate the support of the FMB. As we move forward on the sufficiency I appreciate the support planning ahead and as we priorities (e.g. economic development) do program areas come to us or you? Is that a mechanism to do this?



<p>Catherine Lappe, Regional Director General, BC Region, ISC</p>	<p>That communication has to happen at the community level and Council has to determine this.</p>
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Closing Comments, Dillon Johnson, Temixw Planning
Meeting adjourned 1:20pm



Appendix A:

Participants List

<i>1.</i>	<i>First Name</i>	<i>Last Name</i>	<i>Position</i>	<i>Nation</i>
2.	Terria	Hanuse	Bookkeeper	Campbell River Indian Band
3.	Ruben	Frank	Councillor	Cayoose Creek Indian Band
4.	Fred	Bosma	Manager, Capital Projects	Cowichan Tribes
5.	Jeremy	Elliott	Financial Officer	Cowichan Tribes
6.	Yui	Tromp	Asst. Comptroller	Cowichan Tribes
7.	Molly	Dawson	Administrator	Da Naxda Xw First Nation
8.	Katie	Hooper	Executive Director	Esquimalt Indian Band
9.	Sui-Lin	Tanowski	Capacity Development Manager	FNFMB
10.	Lonnie	Norris	CEO	Halalt Indian Band
11.	Mechelle	Crocker	Finance Director	Halalt Indian Band
12.	Jim	Wilkinson	CFO	Heiltsuk
13.	Carmen	Lawson	Executive Director	Heiltsuk Indian Band
14.	Brian	Falcon	Municipal Director	Heiltsuk Indian Band
15.	Jenny	Miller	Asst. Band Administrator	K'Ómoks First Nation
16.	Jeneen	Hunt	Manager	Kwakiutl Indian Band
17.	Kathy	Poslowsky		Kwakiutl Indian Band
18.	Amy	Speck	Band Manager	Kwikwasut'Inuxw Haxwa'Mis
19.	Annie	Papillon	Finance Manager	Li'lwat Nation
20.	Chris	Thompson	Exec. Assistant	Lyackson First Nation
21.	Shannon	Gammie	Director of Operations	Lyackson Indian Band
22.	Frances	Roberts	Governance Coordinator	Mamalilikulla First Nation
23.	Nicole	Gutowski	CFO	Metlakatla Indian Band
24.	Sonia	Roberts	Band Administrator	Namalilikulla First Nation
25.	Dixon	Taylor	Councillor	Namgis First Nation Band
26.	Jamie	Hill	Asst. Administrator	Namgis First Nation Band
27.	Lisa	Scott	CFO	Naut'sa mawt Tribal Council
28.	Jenny	Grey	Finance	Naut'sa mawt Tribal Council
29.	Gudrun	Haase	Finance Director	Nuu-Chah-Nulth Tribal Council
30.	Judith	Sayers	President	Nuu-Chah-Nulth Tribal Council
31.	Trevor	Ginger	Senior Accountant	Nuu-Chah-Nulth Tribal Council
32.	Marquita	Wilkinson	Finance	Pauquachin Indian Band
33.	Annie	Cossey	CFO	Penelakut Tribe
34.	Sharlene	Jack	Senior Accounting Clerk	Penelakut Tribe



35.	Denise	Hollinger	Finance Controller	Qualicum Nation
36.	Jesse	James	Chief Administrative Officer	Shxw'Ow'Hamel First Nation
37.	Robert	Sanford	Finance Manager	shxw'Ow'Hamel First Nation
38.	Babs	Stevens	CAO	Skidegate Indian Band
39.	Tracy	Hageman	Councillor	Skidegate Indian Band
40.	Maureen	Tommy	Director of Administration	Stz'Uminus First Nation
41.	Ronda	Jordan	Director of Finance & Strategic Initiatives	Stz'Uminus First Nation
42.	Sabrina	James	Finance Manager	T'it'q'et First Nation
43.	Joshua	Neetz	Financial Services	Tyhee
44.	Kim	Duncan	Councillor	We Wai Kai Nation
45.	Merci	Brown	Acting Administrator	We Wai Kai Nation
46.	Jennifer	Doss	Finance Clerk	Xaxli'P Indian Band
47.	Karen	Mitchell	Finance Manager	Xaxli'P Indian Band
48.	Lydia	Archie	Administrator	Yakwekwioose Indian Band
49.	Catherine	Lappe	Regional Director General, BC Region	Indigenous Services Canada
50.	Kathy	Hryshko-Renaud	Financial Advisor, New Fiscal Relationship Secretariat	Indigenous Services Canada
51.	Shayla	Point	Director, Market Development, FALS & Stakeholder Relations	FMB
52.	Angela	McCarthy	A/Director, Funding Services	Indigenous Services Canada – BC Region
53.	Dillon	Johnson		Temixw Planning