

**Lower Nicola Indian Band  
Program / Department Grid  
As of September 8<sup>st</sup>, 2015**

Sector	Program Area/Cluster	Key Activities/Components	Client / Customer	Key Stakeholders	Main Funding Sources	Portfolio Holder	Program Manager	Staff
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Human Services Sector	LNIB School	BC Ministry of Education Curriculum, First Nations Language Immersion.	LNIB Children	LNIB Families	AANDC	Molly Toodlican	Angie Sterling	Doris Sterling, Secretary; Joe Collins, Bus Driver; Cecilia Street, Kindergarten Teacher; Theresa Bose, Grade 1-2 Teacher; Donleda Haller, Grade 2-3 Teacher; Lee-Sim Yee, Grade 3-4 Teacher; Jeff Bloom, Grade 5-6-7 Teacher; Geraldine Bob, Learning Assistant Teacher; Daryl-Lynn MacNeal, Special Education Assistant; Shelly Leblanc, Special Education Assistant; Sonya Lang, Special Education Assistant; Barbara Basil, Lunch Supervisor; Rosalie Dick, Custodian.
	LNIB HeadStart	Pre-School Program	LNIB Children	LNIB Families, LNIB Human Services Sector	FN Health Authority	Molly Toodlican	Angie Sterling	Tammy Martin, Senior ECE Worker, Chelsea Skoflek, ECE Worker
	Education	K-12, Post-Secondary, Vocational, Local Enhancement Agreement with School District #58	LNIB Children & Adults	Families, LNIB School, SD#58, NVIT	HRDC, AANDC, WorkBC	Molly Toodlican	Lynne Charlton	Gail LaRochelle
	Culture	Nlaka'pamux Identity – Who we are	LNIB Members	LNIB Members	LNIB Own Source Revenues	Molly Toodlican, Clyde Sam, Nicholas Peterson	Not assigned	
	Language	Language Nest / Immersion program at LNIB School	LNIB Members	LNIB Members & Students		Molly Toodlican, Clyde Sam, Nicholas Peterson	James Shuter	James Shuter, Culture & Language Teacher; Tanya Swakum, Bus Supervisor, Bonnie Kozub, Bus Driver; Annie Major, Culture & Language Teacher, Bus Driver;
	Recreation & Leisure	Recreation programs: Youth, adults; Summer & Winter	LNIB Members	LNIB Community; Families; Youth	LNIB Own Source Revenues	Molly Toodlican	Joe Quewezance	Shanny Mclvor, Recreation Assistant
	Career Development	Life Skills, Individual Career Plans; Job skills,	LNIB Youth & Unemployed	ASETS, NVIT, HRDC, WorkBC	HRDC ASET Agreement & WorkBC	Nicholas Peterson, Clyde Sam	Robin Peterson	
	Employer Services	Job Bank, Job Postings, Interviews, Training	Nicola Valley Employers	ASETS, Chamber of Commerce, Community Futures	HRDC ASET Agreement & WorkBC	Nicholas Peterson, Clyde Sam	Robin Peterson	
	LNIB Human Resources Development	Development of long-term LNIB Human Resource Development Strategy	LNIB Members	LNIB Members, LNIB C&C, Human Services Sector	LNIB Own-source Revebue	Nicholas Peterson, Clyde Sam	Robin Peterson	

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	Strategy							
	Employment	Job Bank, Skills Database, Job Development, Job Searching	LNIB Members	IAETS	HRDC ASET Agreement & WorkBC	Nicholas Peterson, Clyde Sam	Robin Peterson	
	Training		LNIB Youth	NVIT, TRU	IMBAs revenues, Large companies operating in LNIB Traditional Territory	Nicholas Peterson, Clyde Sam	Robin Peterson	
	Apprenticeships	Highland Valley Copper BC Hydro Kinder Morgan	LNIB Members	Larger companies operating in Stuwix Traditional Territory with whom LNIB has an IMBA with. Unions	IMBAs revenues, Large companies operating in LNIB Traditional territory	Nicholas Peterson, Clyde Sam	Robin Peterson	
	LNIB Employee Centered Capacity Building	Professional development, capacity building, Career Path	LNIB Staff	LNIB Staff, LNIB C&C	Various	Nicholas Peterson	Robin Peterson	
	Community Wellness		LNIB Members	LNIB Elders, Families,	LNIB own source Revenue	Arthur Dick	Bridget LaBelle	Laverne Voght, Community & Elder Support
	Families	Family Programs	LNIB Families	LNIB Families	FN Health Authority, AANDC	Arthur Dick	Bridget LaBelle	Christine Upfold, Family Support Counsellor
	Child & Family		LNIB children & families	SCFSS, BC Ministry of Children & Families	AANDC	Arthur Dick	SCFSS	Program delivered by SCFSS
	Youth	Youth programs and activities	LNIB Youth	LNIB Youth & Families	LNIB own source revenue	Arthur Dick	Bridget LaBelle	Christie Hill, Family Activities Coordinator, Ryland Kerber, Community Support Worker
	Elders	Programs for Elders	LNIB Elders	LNIB Elders & Families	LNIB own source revenue	Arthur Dick	Bridget Labelle	Laverne Voght, Community & Elder Support
	Community Health		LNIB Members	Interior Health.	Health Canada	Arthur Dick	Bridget LaBelle	Shirina Christianson, Community Health Nurse Rhonda Dunn, Community Health Rep
	Addictions & Mental Health		LNIB Members		Health Canada	Arthur Dick	Bridget LaBelle	Christine Upfold, Family Support Worker
	Home Care Services		LNIB Members	LNIB Elders & Families	Health Canada	Arthur Dick	Bridget LaBelle	Irene Howe, Home Care Nurse; Deedee Voght, Homemaker; Audrey Hogan, Home Care Assistant/Homemaker; Sheri Daw, Personal Care Aid, Lepika Saddleman, Homemaker,
Family Violence		LNIB children &	LNIB Families	Health Canada; BC	Arthur Dick	SCFSS	Christie Hill, Family Centre Coordinator	

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			families		Ministry of Children & Families			Ryland Kerber, Family Centre Coordinator
	Social Development		LNIB Members	LNIB Families, Individuals & Community Groups	AANDC	Arthur Dick	Bridget LaBelle	Carole Basil, SA Coordinator Krystal Langager, Finance Clerk,
	Community Services Administration	Administration	Community Services		AANDC	Arthur Dick	Bridget LaBelle	Winona Mike, Receptionist; Marilynne Munro, Community Services Assistant
	Justice Services		LNIB Members	Courts; Courtworkers; Corrections BC & Canada; RCMP, FN Community Policing		Arthur Dick	Merritt FN Community Policing Detachment	Cpl. Rick Aird; Cst Rose Grant; Cst John Ryan; Cst Damien
Infrastructure sector	Community Safety & Security	First Nations Policing	LNIB Residents	LNIB Neighbourhoods, residents & families, Merritt FN Community Policing		Harold Joe		Delivered by RCMP's Merritt Detachment of FN Community Policing
	By-Law Enforcement	Animal Control, Trespass By-laws	LNIB Residents	LNIB Residents; LNIB C&C	AANDC; LNIB Own Source Revenues	Harold Joe	Helder Ponte	Jack Adams
	Housing	Housing program administration	LNIB Members & LNIB Housing Tenants	LNIB Families & Individuals; CMHC; FN Market Housing; AANDC; Lenders	Rent Revenue, CMHC, AANDC; FNMHF, AANTCO, Peace Hills Trust	Harold Joe	Joe Shuter	Phyllis Edwards, Housing Coordinator Mel Blankinship, Plumber Jonas Lafferty, Plumber in training
	Community Buildings	Shulus Hall, LNIB Administration, LNIB School, Arbour, Churches, Health Centre, LNIB Arena	LNIB Members	LNIB Community; AANDC	AANDC & LNIB Own Source Revenue	Harold Joe	Hyrum Peterson	Vonna Moses and Jamie Swakum, Public / Capital Works Clerk; Samantha Moses, Maintenance Tech Assistant; Rosalie Dick Custodial Supervisor; Custodians: Iris Green, Colleen Wycotte, Shanon Kilroy
	LNIB Fire Hall	2 fire trucks and Crew-cab pickup.	LNIB Residents	LNIB Residents, Forest Service; Merritt Fire & Rescue	AANDC; LNIB Own Source Revenue	Harold Joe	Lindsay Tighe	Tony Allen, Deputy Fire Chief, Volunteer Firemen
	Community Infrastructure Services	Water, Sewer, Waste Management, Snow Removal, Roads & Streets,	LNIB Residents	LNIB Community, AANDC	AANDC & LNIB Own Source Revenue	Harold Joe	Hyrum Peterson	Samantha Moses, Maintenance Assistance

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	Shulus Community Arena	Recreation & renting out facility to clubs & events	LNIB & Neighbouring Communities	LNIB Community, youth, Families & Groups	Fundraising; LNIB Own Source Revenue	Harold Joe	Joe Quewezance	
	Capital Projects	In accordance with Five-Year Rolling Capital Management Plan	LNIB C&C	LNIB Community AANDC	Mostly AANDC, some LNIB Own Source Revenue	Harold Joe	Hyrum Peterson	Vonna Moses, Executive Assistant to Director of Infrastructure; Jamie Swakum Antoine, Capital & Public Works Clerk; Jackie Adams, By-Law Enforcement
Lands & Economic Development Sector	Aboriginal Rights & Title	Landscape after-Tsilhqot'in SCC	LNIB Citizens & Leadership	LNIB Community, Members, Nlaka'Pamux Nation	IMBAs	Clarence Basil Jr.	Not Assigned	
	Proponent Referrals	Referral service	Developers in the Stuwix Traditional Territory	Proponents; BC Natural Resources Ministries; BC MARR	Mainly LNIB Own Source Revenues; BC has SEA agreements to fund such costs	Clarence Basil Jr.	Dave Caswell	Pauline Henry, Referrals Clerk Ted Tom, Referrals Technician
	Natural Resources	Aboriginal Rights & Title	Nlaka'Pamux Nation	Canada; British Columbia; Regional & Local Governments	Logging sales; Contracted Services Revenues	Clarence Basil Jr.	Not Assigned	
	Environmental Stewardship	Aboriginal Rights & Title	Nlaka'Pamux Nation	LNIB Community & Members	IMBAs	Clarence Basil Jr.	Dave Caswell	Alec Jimmy, Environmental Community Researcher
	Fisheries	Aboriginal Rights & Title	LNIB Community & Members	LNIB Community & Members; BC MARR; DFO Canada		Clarence Basil Jr.	David Caswell	
	Hunting	Aboriginal Rights & Title	LNIB Community & Members	LNIB Community & Members, BC MARR; BC Environment		Clarence Basil Jr.	Not Assigned	
	Trapping	Aboriginal Rights & Title	LNIB Community & Members	LNIB Community & Members, BC MARR, BC Environment		Clarence Basil Jr.	Not Assigned	
	Gathering of Traditional Foods, Medicines & Other Products	Aboriginal Rights & Title	LNIB Community & Members	LNIB Community & Members		Clarence Basil Jr.	Not Assigned	
	Traditional Land Use	Aboriginal Rights & Title	LNIB Community & Members	LNIB Community & Members		Clarence Basil Jr.	Dave Caswell	

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	Stuwix History	Aboriginal Rights & Title	LNIB Community & Members	LNIB Community, Members & C&C		Clarence Basil Jr.	Not Assigned	
	Entrepreneurship Development	Focus on LNIB entrepreneurs, women & youth	LNIB Entrepreneurs	LNIB Entrepreneurs; ANTCO, Community Futures	LNIB own source revenue	Nicholas Peterson, Clyde Sam	Marcel Shackelley	
	Economic Development	LNIB Economy building	LNIB Members	LNIB; Merritt & Regional Ec. Dev. Organizations	AANDC provides a small portion of funds.	Nicholas Peterson, Clyde Sam	Marcel Shackelley	
	Investments	LNIB Investments (Businesses, Land)	LNIB C&C	LNIB		Nicholas Peterson, Clyde Sam	Barry Torgerson	
	IMBA Procurement	Employment, Training, Apprenticeships; Contracting; Supply of goods and services.	LNIB Entrepreneurs & businesses	LNIB Entrepreneurs	Proponents	Nicholas Peterson, Clyde Sam	Marcel Shackelley	
	IMBA Business Development Opportunities	Economic component of Impact management benefits agreements	LNIB Entrepreneurs	LNIB Entrepreneurs	Partners	Nicholas Peterson, Clyde Sam	Leesa Mike	
	Communications	Communications – Land Code, Kinder Morgan & HVC files	LNIB members	LNIB Members, C&C, Lands & Economic Sector	LNIB own source revenue	Nicholas Peterson, Clyde Sam	Ruth Tolerton	
	LNIB Indian Reserve Lands	IR Land transactions & registry. 10 Reserves, 17,000 acres.	LNIB Members	LNIB Community & LNIB Families	Limited AANDC funds some specific projects	Robert Sterling	Kohn Keating	
	Wills & Estates	Settlement of On-Reserve Estates	LNIB Members	LNIB Families		Robert Sterling	Geraldine Bingham / John Keating	Delivered by Estates Branch, AANDC; with assistance of Geraldine Shuter
	Proposed LNIB Land Code	Development & Ratification of Land Code	LNIB Members	LNIB Families & C&C	AANDC; LNIB own source revenues	Robert Sterling	Barbara Huston, Land Code Champion	
Membership Services	Indian Registry Administration	LNIB Members	LNIB Members & Families	AANDC	Robert Sterling	Geraldine Shuter		
ration and OLN	Business Development	New businesses & partnerships; Procurement opportunities	LNIB entrepreneurs	LNIB Entrepreneurs; Local & Regional businesses	LNIB own source revenue	Nicholas Peterson, Clyde Sam	Sean Maloney	

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	Partnerships	IMBA procurement opportunities	LNIB Entrepreneurs & C&C	LNIB & LNIB Entrepreneurs	Partners	Nicholas Peterson, Clyde Sam	Sean Maloney	
	Local Economy Building – Buy / Sell / Invest LNIB	“LNIB First” Strategy	LNIB Entrepreneurs	LNIB Community	LNIB own source revenue	Nicholas Peterson, Clyde Sam	Sean Maloney	
Finance Sector	Finance	Accounting; Payroll; Insurance; Revenue Management;; Internal Control, transparency & Accountability; Financial Reporting; Audit	LNIB C&C	LNIB; C&C	LNIB own source Revenue; Small portion from AANDC.	Clyde Sam	Barry Torgerson	Thomas Spence, A/R Clerk Marcy McLeod, A/P Clerk
	Risk Management		LNIB C&C	LNIB C&C		Clyde Sam	Barry Torgerson	
	Payroll & Benefits	Payroll & Benefits	LNIB Programs	LNIB Programs	LNIB own source Revenue; AANDC. Programs pay an administration fee for services rendered by LNIB Administration.	Clyde Sam	Barry Torgerson	Deneen Grismer
	Programs/Departments Budgets	LNIB Budget Calendar	LNIB C&C	LNIB Members; C&C	LNIB Own Source Revenue; Small portion from AANDC.	Clyde Sam	Barry Torgerson	
	LNIB Government Own Source Revenue	Monitor & supervision of LNIB own-source revenues	LNIB C&C	LNIB Members; C&C	LNIB Property Taxation; Natural Resources Revenue-Sharing	Clyde Sam	Barry Torgerson	
	Taxation	Property Tax Administration	LNIB C&C	LNIB Members; C&C	LNIB Property Taxation	Clyde Sam	Barry Torgerson	
	Asset Management	Treasury & asset management	LNIB C&C	LNIB Members; C&C		Clyde Sam	Barry Torgerson	
	Administration	C&C & Administration support; Human Resources; Law & Policy Development; Filing; Contract	LNIB C&C, Members & Programs	LNIB Members; C&C	LNIB Own Source Revenue; Small portion from	Clyde Sam	Helder Ponte	

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		Management; Membership Relations & Engagement, Communications, Website & Newsletter.			AANDC.			
Administration sector	Human Resources	Job descriptions, Recruitment, Discipline	LNIB Programs	LNIB Programs		Clyde Sam	Helder Ponte	
	Capacity Building	Staff professional development & training	LNIB C&C, Administration, Programs, & Members	LNIB Members, Community, & Programs	IMBA Revenue; LNIB Own Source Revenue	Chief Aaron Sam	Not Assigned	
	Governance; Bylaw Development	Development of LNIB By-Law Governance framework	LNIB C&C & Members	LNIB Community & C&C	Small portion provided by AANDC; Most funding comes from LNIB Own Source Revenue.	Chief Aaron Sam	Helder Ponte	
	Chief & Council Support	Scheduling, logistics, topics, invitees, agenda & minutes	Administration	LNIB Community, C&C	Small portion provided by AANDC; Most funding comes from LNIB Own Source Revenue.	Chief Aaron Sam	Helder Ponte / Sondra Tom	
	Government-to-Government Relationship Building	Forestry Revenue Sharing Agreement	LNIB C&C	MP, MLA, City of Merritt, Thompson Nicola Regional District, School District #58	LNIB own source revenue	Chief Aaron Sam	Sondra Tom	
	Communications	Community Monthly Newsletter, Communications support, website, press releases, brochures, posters, etc.	LNIB Community, Nlaka’Pamux & Regional Institutions & Governments,	LNIB Community, Members, Programs & C&C	LNIB own source revenue	Chief Aaron Sam	Ruth Tolerton, Sondra Tom	
	Community Engagement	Community Engagement Coordinator	LNIB Members	LNIB Members	LNIB own source revenue	Chief Aaron Sam	Helder Ponte	
	Nlaka’Pamux Nation Affairs	Representation & Diplomatic functions	LNIB & Nlaka’Pamux Community	LNIB & Nlaka’Pamux Community Governments &	LNIB Own Source Revenue	Chief Aaron Sam	Not Assigned	

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			Governments & Tribal Council	Tribal Council				
	IMBAs	Opportunities arising from Aboriginal Rights & Title	LNIB Ec Dev, Members, Proponents, & Regional Businesses	LNIB Community, Members & C&C	Proponents with whom LNIB has an IMBA with.	Negotiations Committee	Chief Aaron Sam Art Dick Nicholas Peterson Leesa Mike	Leesa Mike, Negotiations Committee Administrator
	LNIB Comprehensive Community Plan	Comprehensive Community Planning	LNIB Members & Community as a whole	LNIB Members & Community as a whole; Funding partners; AANDC, FN Health Authority	LNIB Own Source Revenues	Chief Aaron Sam	Leanne Joe	