wa̓ý p̓isnəqsílxʷ
(why peece naqs seelh)

2024

snpink'tn INDIAN BAND

ANNUAL REPORT



2025

Greetings My Relations

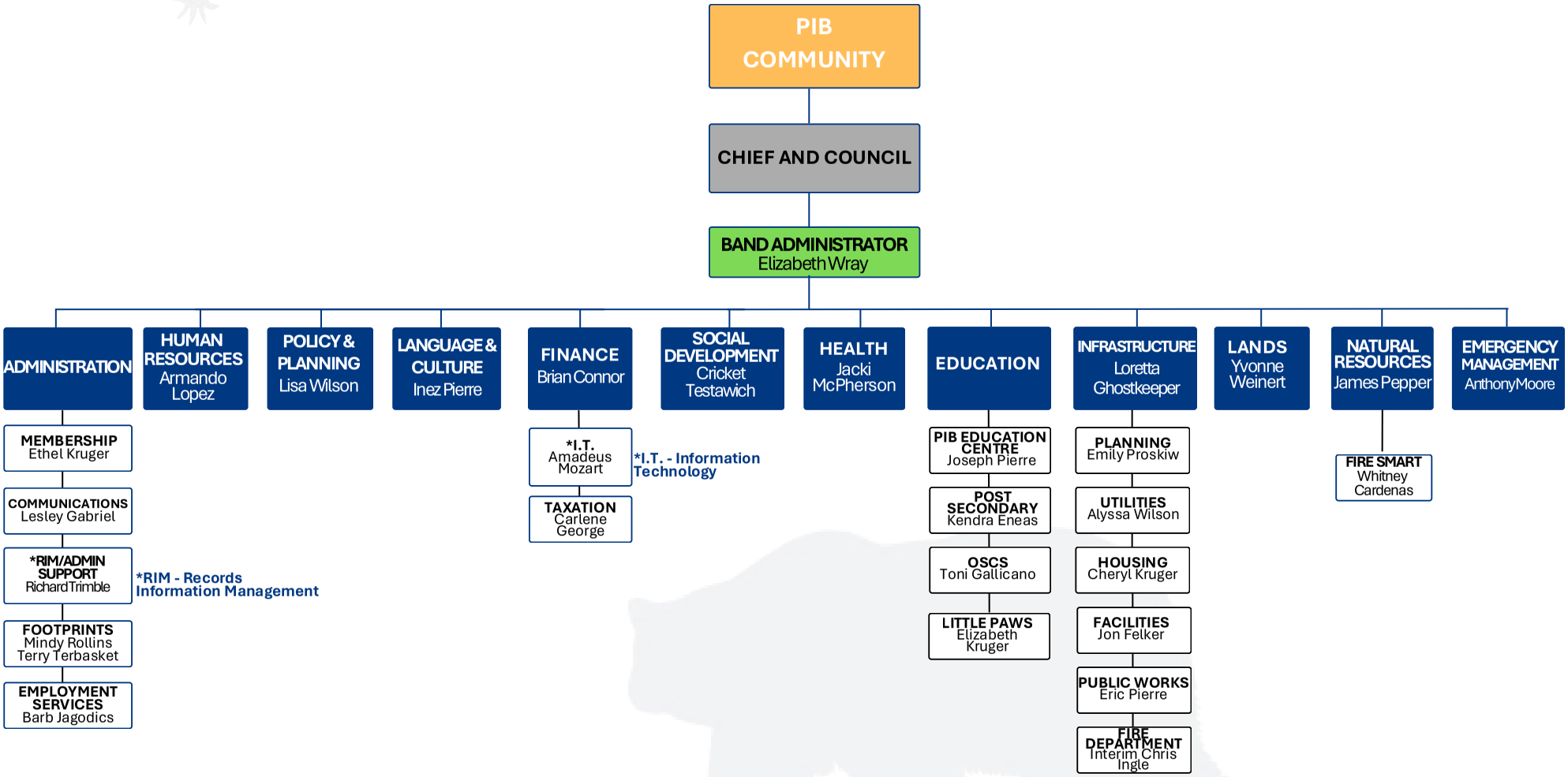
PIB ANNUAL REPORT 2024-2025

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AUGUST 2025 PIB ORGANZITIONAL CHART



2024-2025 CHIEF AND COUNCIL REPORT

"way' xast skulqalt"

On behalf of the PIB Council we say thank you to all our community members for your continued support. We remain committed to build a better strong, safe, and healthy future. Our commitment also includes the use our language and culture in all that we do which is so vital for the sake of our children and future generations.

As stated in previous Annual Reports, our Council continues to uphold our commitment in bringing PIB forward in a positive direction, towards our own self determination and continue on with language and cultural identity. We continue to hold our regular Band Meetings, Council Meetings and meetings with our Elders to keep everyone informed We thank those community members who continue to support our Council through their participation and attendance to Band Meetings, Community Engagement and Information sessions. Your interest, voice and input are extremely important for giving us guidance and direction in the work we carry out for the community.

Over the past year (as in previous years) we continue to face ongoing changes and challengesthat impact our journey towards self determination. Our Council and amazing Administration Staff remain focused and dedicated to meet those economic, social, and cultural challenges and continuously bring those our concerns and issues to all levels of Government at every opportunity.

Recent elections (Federal and Provincial) bring new levels of concerns to all First Nations across Canada including our Council. The recent Federal Election and new Prime Minister has already seen the new Bill C-5 being passed and put into law which seriously undermines title and rights and is promoted as what's best for Canada and Canada's economy. With the recent Provincial election we have also seen Bill 14 and Bill 15 being passed which also undermines title and rights for First Nations throughout BC. We will be planning a information session on the new legislation bills and potential impacts it can have on our communities. There is renewed anger by every First Nation throughout Canada.

We would like to focus on a number of accomplishments, and some continuing works in progress from the previous year.

1. We thank everyone for their participation and support in approving and ratifying our new Election Code and Governance document. Your input and guidance resulted in having our own Custom Election and Governance as our own law.
2. We would also like to thank our community, Urban Matters, and our Language and Cultural Department in your work with finalizing the 4 Pillars 10 year workplan. The focus of the workplan is our language, culture, heritage and healing programs and projects over the next 10 years. Congratulations.
3. We are happy to announce and welcome our new Economic Development Coordinator, Logan Tait-Reaume who is now part of our Administration. As part of our journey towards self-sufficiency, Logan will be taking on a very important role in pursuing and helping the community with economic opportunities.

2024-2025 CHIEF AND COUNCIL REPORT

4. We also will be continuing on with the work that has been started on the development of our own PIB Trust Policy. As we continue to move forward in a positive direction and build a stronger financial position, we believe that a PIB Trust will be needed to protect the revenues we build and put proper restrictions on how this and future Councils will be able to access funds. The PIB Trust will be a community approved document and it is important that we have your participation and guidance on how this trust will be developed.
5. Over the next year we are planning to hold future engagement sessions with our community as our priority to develop and ratify two new laws. snpink'tn (PIB) Membership Code and a snpink'tn Family Homes Law (previously known as the Real Matrimonial Property Law). These two laws are so very important as it will be our laws and adds to our journey towards self-determination. We need everyone's support and participation.

Finally, we would like to acknowledge and thank our amazing Administration, EOC PIB Staff, the PIB Fire Department, Natural Resources and our amazing Guardians. You are all so amazing and bring so much pride and honor to your community. I can attest that throughout our travels other communities throughout our nation (and beyond) have always complimented the work that you/we do.

In closing, we look forward to another extremely busy year and perhaps new changes and challenges and we can only be successful by continuing to listen to one another and supporting each other for the safety and well being of our community.

Lim limpt

Chief Greg Gabriel
chief.ggabriel@pib.ca
(250) 493-0048 ext: 248

MESSAGE FROM Band Administrator

COMMUNITY REFLECTION MESSAGE

Dear Community Members,

As we close another chapter in our shared journey, I want to take a moment to reflect on the past year—one filled with accomplishments, milestones, celebrations, and heartfelt losses.

Together, we've made incredible strides. The excitement and engagement around the Four Pillars have been truly inspiring. These guiding principles are not only shaping our community's future but are also being thoughtfully integrated into our departments. The alignment of the Four Pillars 10-Year Plan with both our Strategic Plan and Comprehensive Community Plan marks a significant step forward in building a resilient, inclusive, and visionary foundation for generations to come.

We've celebrated many joyful moments—community events, cultural gatherings, and personal achievements that have brought us closer together. At the same time, we've faced grave concerns around community safety. These challenges have reminded us of the importance of unity, vigilance, and compassion. We must continue to work together to ensure that every member of our community feels safe, supported, and heard.
Through it all, my heart has grown deeply connected to this community. Thank you for welcoming me, for trusting me, and for allowing me to be part of this incredible journey.
With gratitude and hope,

Elizabeth Wray
Band Administrator
ewray@pib.bca
(250) 493-0048 ext:

Band Administrator Responsibilities

- The Band Administrator is responsible for supporting the vision and goals of the Penticton Indian Band. Reporting to the Chief and Council (the "Council"), the Band Administrator is responsible for the overall coordination, reporting, and administration of executive and administrative policies of the Council. The Band Administrator is responsible for the overall management and delivery of all Band programs and services. The Band Administrator is responsible for ensuring the needs of the Penticton Band are met in a reasonable, effective, and efficient manner.

- The Organizational Chart for Administration oversees HR, OTDC, Footprints, Education, Membership and RIM. These departments have submitted separate reports.

MESSAGE FROM Band Administrator

Highlights, Changes, and Key Accomplishments

FOUR PILLARS

- These pillars—Revival and Protection of Indigenous Languages, Revival and Protection of Indigenous Cultures, Promotion and Protection of Heritage, and Wellness for Indigenous Communities and their members—are now being woven into the fabric of our community and departments. This is more than a policy shift; it is a healing journey and a commitment to restoring what was taken and strengthening what remains.

STRATEGIC PLANNING

- Meyers, Norris, Penny (MNP) facilitated a very successful strategic planning session covering all departments.
- For Managers to be able to implements these action items a report was created to combine the CCP, Strategic Plan and the Four Pillars to encompass all areas from community engagement.

HUMAN RESOURCES

These roles were filled following a comprehensive search and selection process, ensuring qualified candidates were chosen to meet the evolving needs of the community. better serve the community:

1. *Emergency Management Coordinator* - Hired to strengthen preparedness and response capabilities for emergencies and natural disasters.
2. *Economic Development Officer* - Appointed to support local economic growth, business development, and strategic planning initiatives.
3. *Property Management Officer* - Brought on to oversee community assets, housing, and infrastructure with a focus on sustainability and efficiency.

HR POLICY REVIEW AND UPDATE

The HR policy governing all PIB staff underwent a thorough review process:

- *Initial Review:* Conducted by departmental managers who proposed several edits to improve clarity, consistency, and alignment with current practices.
- *Legal Review:* The revised policy was then evaluated by the legal team to ensure compliance with applicable laws and regulations.
- *Next Steps:* The updated policy will be presented to the Personnel Committee for final recommendations.
- *Implementation:* Upon approval by Chief and Council, the revised HR policy will be formally adopted and implemented across all departments

TEAM BUILDING

- Amazing Race Another successful Team Building Exercise with all staff building team collaboration skills while competing for various prizes.
- Emotional Intelligence workshop for Managers: ability to recognize, understand, manage, and influence emotions—both your own and those of others. It's a key component of personal and professional success, especially in areas involving communication, leadership, and relationships.
- Quarterly Staff Appreciation Lunches: A little appreciation goes along way in keeping things
- positive. *Happy Staff, Happy Clients*

Future Projects, Workshops and Training

ARTIFICIAL INTELLIGENCE (AI) :

Training to keep up with the everchanging direction of AI

7 HABITS OF HIGHLY SUCCESSFUL PEOPLE:

TIME MANAGEMENT

MANAGEMENT SKILL UPGRADING:

Management for a changing a world

PIB MEMBERSHIP

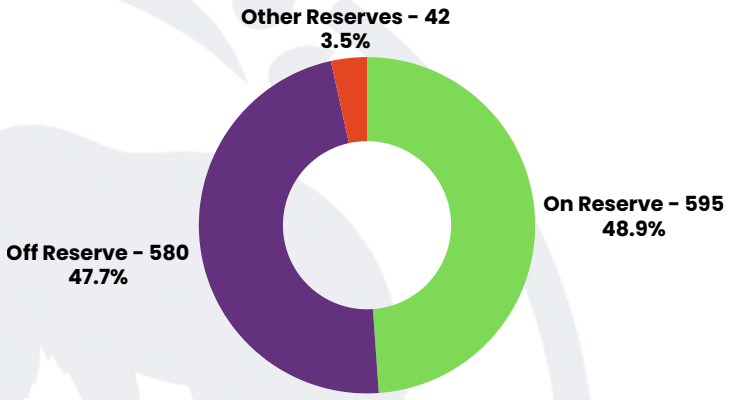
PIB Membership

TOTAL MEMBERS AS OF JUNE 30, 2025	MALE	FEMALE
▲ 1,214	603	611

2024/2025 STATISTICS

Births	9	▼
Deaths	12	▲
Marriages	2	▲
Divorces	1	▲

LOCATIONS



0 Transfers to PIB	4 Transfers to other Bands	103 Certificates of Indian Status

Instructions to Register and/or Apply for Certificates of Indian Status (and other Events)
Registration:
Long Form Birth Certificate (B.C)
Government Issued I.D. (Driver's License, Passport, Health Service Card Etc...)
For applying parent
Registration is a very slow process; Possible 6 months to a Year.
Certificate Indian Status (CIS):
2 Pieces of I.D. (Driver's License, Passport, Health Service Card etc...)
Photo - 25 mm x 30 mm
Return Expired CIS
Secure Certificate of Indian Status(SCIS):
2 Pieces of I.D. (Driver License, Passport, Health Service Card etc....)
2 Passport Photos
Approximate time 4-6 months, could be longer to receive the SCIS Card.
Forms are located at PIB Band Office, or online at www.canada.ca/indian-status or You can call 1-800-567-9604

Other Events Marriages, Divorces, Transfers, Death, Amendments also take substantial amount of time as well to finalize.

INDIGENOUS SERVICE CANADA
Important Contact and Information and friendly reminders

Indian Registration and Band Lists Units
Indigenous Services Canada
1138 Melville Street, Suite 600
Vancouver, BC V6E 4S3

**Please make note that ISC does not issue a blood quantum letters. Indigenous Services Canada does issue a Letter of Ancestry-it is an official document confirming Indian Ancestry for the purpose of living and working in the USA under the provision of the Jay Treaty. No identifying information is provided regarding ancestors. To apply for a Letter of Ancestry, please contact Genealogical and Archival Research Unit at 1-44-365-9720 or at genea@sac-isc.gc.ca.*

*ISC's front counter is open for walk-ins for registration and SCIS applications intake services from Monday to Friday - 9:00am to 4:30 pm at 1138 Melville Street, Vancouver office if client wishes to come at specific time, the phone number to call to make an appointment is (236) 330-9961.

Mailing Address For Solo SCIS Application, please send them directly toto our HQ office at the following mailing address:
National SCIS Processing
Unit 10 Wellington Street
Gatineau, Quebec K1A 0H4

COMMUNICATIONS

PIB COMMUNICATIONS

The PIB Communications Department supports and enhance the delivery of services across all departments by fostering effective internal and external communication. It aims to strengthen relationships within the community and with external partners through clear, consistent messaging and meaningful engagement. The program plays a key role in guiding staff communications, promoting transparency, and ensuring that community members are well-informed about programs, services, and initiatives. Also, seehttps://pib.ca/programs-and-services/administration/communications/

WHO WE ARE

Lesley Gabriel Communications Manager lgabriel@pib.ca (250) 493-0048 ext: 238	Responsible for developing and executing strategic communication plans that support PIB's overall goals and enhance its public image. She also manages media relations, drafting press releases, speeches, and internal communications, and ensuring consistent branding across all platforms. Oversees crisis communication efforts, coordinates messaging for events and campaigns, and collaborates with various departments to align communication strategies. Additionally, monitoring public perception, manage communication tools like websites, social media, Communication Apps and intranets,
Rebecca Kruger Events Coordinator events@pib.ca (250) 493-0048 ext: 238	Responsible for planning, organizing, and executing a wide range of events, ensuring every detail runs smoothly from start to finish. This includes coordinating logistics, managing budgets and timelines, liaising with PIB caterers, vendors and venues, and overseeing event setup and breakdown. She works closely with Departments to understand event goals, handle event notices, and catering selection.
Melissa Kruger Communications Assistant (2023-2024)	Supports the Communications team by helping to create, edit, and distribute content across various platforms. Assisted with newsletters, Communication App and social media posts, This role often involved administrative tasks such as scheduling, tracking media coverage, and organizing communication materials.

COMMUNICATIONS

Highlights, Changes, and Key Accomplishments

CATERING POLICY
Updated and Amended PIB Catering Policy

EVENTS CHECKLIST
Created Internal Events Checklist

FACEBOOK PAGES
- PIB Youth Recreation – Official Facebook Page
- PIB Elders- Official Facebook Page
- PIB Lands - Official Facebook Page
- PIB Catering Facebook Page

PIB WEBSITE UPDATES
- **Electronic Voting Registration Web Page:**
- Created a Members Only Page to register for Election and Referendum Votes
- **Create Learn Your Language Webpage:**
- Created Learn Your Language Webpage for PIB website
- **Band Hall Booking Calendar:**
- Created Band Hall Booking Calendar for members to view when PIB Hall is booked
- **Department and Community Events Calendar:**
- Created Webpage Events Calendar for Community, Social Development and Health Event Calendars
- **Update PIB Website:**
- Ongoing Updates for PIB Website

Future Projects, Workshops and Training

PIB BRANDING IMPLEMENTATION
- Working with I.T. and RIM Departments to implement and roll out New Logo and snpink'tn Indian Band Name Change

PIB FIRESMART WEBPAGE
- Create and Design Firesmart Webpages for PIB Website

PIB PROMOTIONAL/EDUCATIONAL VIDEOS AND PICTURES
- Create Videos and Pictures to Highlight PIB Lands and Community

PIB BILLBOARDS
- Create and Design Billboards for Community Safety, Drugs/Alcohol Messaging

COMMUNITY VOTING PROCESS HANDBOOK
- Create a Community Voting Process Handbook for future referendums and election votes

IMPROVE MEMBERS ONLY PORTAL
- Make the Members only Portal more user friendly and a safe space for band members to post questions, concerns and information.

SEARCH FOR GRANTS
- Actively search for grants that will help capacity and assist in further engagement and information sharing to Community

IMPROVE DEPARTMENT WEBPAGE INFORMATION
- Populate Department Information on programs and services offered

RIM/ADMINISTRATION SUPPORT

Records Information Management (RIM)/Administration Support

Records and Information Management continues to ensure that snpink'tn records are stored, accessed and secured in accordance with the PIB Financial Administration Law and information management policies. RIM provides guidance to staff and Council on records management and administrative issues.

Administrative Support staff support Administration departments, Chief and Council and Council Committees, including notes and minute-taking, Zoom or Teams-hosting, reception cover and support for community events such as Band meetings

WHO WE ARE

Rick Trimble RIM Administrator rtrimble@pib.ca (250) 493-0048	Management and maintenance of snpink'tn's paper and electronic records, including Chief & Council files.
Miah Felker C&C Assistant	Changed roles in 24/25 – provides administrative support for Chief & Council and Council committees
Natasha Slack Administration Assistant	New hire – provides administrative support to Council Committees, the Band Administrator and reception services.
Rebecca Kruger Former C&C Assistant	Moved to Communications as Events Organizer
Keyaira Wilson Former RIM Assistant	No longer working for PIB

We thank Rebecca and Keyaira for their contribution to the team in 2024/25 and wish them the best for the future.

RIM/ADMINISTRATION SUPPORT

Highlights, Changes, and Key Accomplishments

NEW COUNCIL & COMMITTEE SUPPORT
Provided admin support through the change in Council at the 2024 elections, and continuing to support new Council committees.

GOVERNANCE CODE IMPLEMENTATION
Adapted and updated Chief & Council administrative processes to comply with new snpink'tn Governance Code

POLICY DEVELOPMENT
Update of the Information Management Policies under the Financial Administration Law to current standards.

Future Projects, Workshops and Training

DIGITAL ARCHIVING PROJECT
Grant funding acquired to hire two temporary roles to carry out a project converting old audio tapes, video tapes and film reels into digital format.

PIBDOCS UPGRADE
Upgrading Electronic Documents Record Management System (EDRMS) to continue to ensure that snpink'tn's information is secured and protected.

REDUCING CARBON FOOTPRINT
Encouraging departments to file electronically and reduce paper usage.

FURTHER POLICY DEVELOPMENT
Update of the Acceptable Use Policy to reflect developments in IT, and support for the remainder of the FAL policy updates (29 policies in total)

HUMAN RESOURCES

Human Resources

The Human Resources department of the Penticton Indian Band collaborates with all organizational departments to support staff and management. We handle recruitment, onboarding, wage placement, termination, progressive discipline, mediation, grievances, training, health and safety, and policy compliance with provincial and federal laws. The department ensures an open-door policy for confidentially addressing concerns and provides clear direction on PIB policies, aiming to meet departmental needs effectively.

WHO WE ARE

Armando Lopez HR Manager Alopez@pib.ca (250) 493-0048	• Develops and enforces HR policies aligned with legal and organizational standards. • Manages recruitment, onboarding, performance, and training. • Oversees compensation, benefits, and employee relations. • Ensures compliance, risk mitigation, and workplace safety. • Leads HR team and supports employee engagement and offboarding. • Maintains secure HR records and advises leadership on strategic HR matters.
Yolanda George HR Generalist	• Collaborate with stakeholders to manage HR compliance and risk. • Act as primary contact for employee and manager HR inquiries. • Lead full-cycle recruitment, including outreach, interviews, and offers. • Coordinate onboarding, orientation, and probation reviews. • Support performance management and disciplinary processes. • Administer fair and accurate compensation. • Assist in resolving employee relations and grievances.
Maria Melendez Human Resources Coordinator	• Support recruitment, onboarding, and exit processes. • Maintain employee records and ensure policy compliance. • Respond to HR inquiries and escalate complex issues. • Coordinate training, performance reviews, and engagement activities. • Prepare reports, conduct audits, and ensure legal compliance. • Draft HR communications and assist with ad-hoc tasks. • Advise HR leadership and collaborate on risk and compliance matters.
Tra (Hanna) Hoang Former HR Generalist	June 2024- April 2025

HUMAN RESOURCES

Highlights, Changes, and Key Accomplishments

WORKFORCE TRAINING AND CERTIFICATION PROGRAMS

Through our HR Downloads platform, employees can now access training to enhance their skills and support both personal growth and organizational goals.

REMOTE WORK POLICY

A draft policy addressing remote work has been shared with team leaders. To be incorporated into the updated Personnel Policy.

INTERNAL PROMOTION & RECRUITMENT POLICY

PIB is introducing an internal talent mobility policy to support employee career growth and ensure organizational continuity. The policy encourages eligible staff to apply for internal job openings that align with their skills and development goals. Candidates will be assessed fairly based on qualifications, performance, and organizational needs. This initiative will be formally integrated into the updated Personnel Policy.

UPDATE & MODERNIZATION OF RECRUITMENT PROCESS

HR conducts initial screening to verify general qualifications and cultural fit. Qualified candidates are then forwarded to departments, where hiring managers assess technical skills and role-specific competencies. This two-step process improves candidate quality and reduces time-to-hire. To be included in the updated Personnel Policy.

AMENDED PERSONNEL POLICY

The updated personnel policy incorporates feedback from managers and team leads to address gaps, ensuring clarity, fairness, and alignment with organizational needs. By integrating stakeholder input, it promotes transparency, engagement, and operational efficiency. The draft is complete and under legal review.

Future Projects, Workshops and Training

LEADERSHIP PIPELINE DEVELOPMENT

Identifying and nurturing high-potential employees through targeted training and mentorship programs.

SKILLS GAP ANALYSIS & TRAINING

Conducting assessments to align employee competencies with future leadership needs, followed by customized workshops.

KNOWLEDGE TRANSFER PROGRAMS

Facilitating cross-functional exposure and structured handovers to prepare successors for critical roles.

MENTORSHIP & COACHING

Pairing emerging talent with experienced leaders to foster growth and readiness for advancement.

INTERNSHIP AND APPRENTICESHIP PROGRAMS

Offer of internships and apprenticeships, providing valuable work experience to young community members.

FOOTPRINTS

FOOTPRINTS

In partnership with Neil Squire Society, Since 2006 the Centre provides services to people with disabilities with a focus on employment, bridging the gap in services, promoting health and social inclusion. Service includes drop in assistance with resumes, job search, forms, applications, use of computer lab for job search or services, training, referral to services on and off reserve. Related workshops; Gift of self-esteem, Upskills for work, Chronic Conditions/Pain self-management, Money Management.

WHO WE ARE

Mindy Rollins
Program Manager
mrollins@pib.ca
(250) 492-5289

Terry Terbasket
Programs Coordinator
tterbasket@pib.ca
(250) 492-5289



Neil Squire

The program staff will undertake all duties relating to Career Facilitator/Case Manager in addition to the general management of programs for persons with disabilities, building maintenance, budgets, securing contracts/funds for said programs.

- The Job Developer builds strong relationships with local employers to create sustainable employment opportunities for clients. Working under the Senior Job Developer and in collaboration with Case Managers and Career Facilitators, they support clients in securing meaningful work.
- The Career Facilitator delivers group and individual sessions on employment, personal development, and wellness for clients with disabilities. Working under the Senior Career Facilitator and alongside Case Managers and Job Developers, they support clients in achieving their employment goals.
- Case manager- ensure reporting on daily, monthly quarterly basis meets contract standards. Managing flow of client progress towards employment.

Elvis George
Janitor

Retired July 2025

Highlights, Changes, and Key Accomplishments

FORTIS RENEW

Partner with Footprints OTDC; Renewable construction training. Planning started in April 2024 Training in summer of 2024, completed in September and follow up till March, 2025.

CEO CREATIVE EMPLOYMENT PROGRAM -WAGE SUBSIDY

- Supporting ~40 active clients annually with one-year follow-up.
- Current budget: $81,000 (with $56,000 spent to date).
- Monthly Job Developer meetings held.
- Four summer students placed at PIB this year.
- Virtual and individual employability programs offered, including computer literacy and essential skills.
- Employment services and wage subsidies provided for people with disabilities and employers across the Okanagan.
- Extensive reporting required to meet contract obligations.
- Referrals available to online Computer Comfort and Assistive Technology Services (via Neil Squire Society, Burnaby).
- Clients connected to Makers Making Change 3D printing program

Highlights, Changes, and Key Accomplishments cont'd

DISABILITY AWARENESS

- Hosted Outma wheelchair basketball event for Indigenous Persons with Disabilities Month (September).
- Annual open house for BC Employment Month supporting people with disabilities.
- Facilitated annual service provider meetings.
- Participated in CNIB Information Fair.
- Delivered sighted guide presentations to Elders and Home Care staff.

WORKSHOPS

- Money Matters – 2 sessions, Virtual and in class
- Alive after five – Work Safe youth program
- Recovery house program– Gift of self-esteem/Upskills

STAFF DEVELOPMENT

- Chronic Pain re-certification, Canadian Career Development Practitioner Certification (25 hours of approved career training annually)
-
- BC Career Development Practitioner- virtual workshops (over 2 months)
- BC Aboriginal Network for Disabilities conference (biannual)
- Canexus virtual conference
- Labour Market Information workshops x2
- Anti racism workshop (Penticton College) Residential School History and legacy 101
- Attended staff events – Amazing Race

COMMITTEES

Substance Use advisory committee, OK College advisory committee for Access adult services, Neil Squire Diversity Equity Committee

SERVICES/DROP INS

We average 83 drop in per month this (January to July); assisting with forms, correspondence, computer lab use, accessing services on and off reserve, help with applications, resumes, job searching, meeting space for disability access, etc.

Future Projects, Workshops and Training

CEO Creative Employment Program -Wage subsidy

Same as Above

DISABILITY AWARENESS

- Outma wheelchair basketball event (Recognizing Indigenous Persons with Disabilities Month- September)
- -pending gym availability
- Open house each year (BC Employment month for people with disabilities)
- Hosting Service providers meeting annually
- Art contest
- Spinal Cord Injury (five agency conference) if funding is provided by Neil Squire

ENGAGEMENT EVENTS

- Resume writing – high school/youth leadership
- Career Fairs, Penticton, Oliver,
- Present to Friendship Centre?
- Peer mentor intern at Footprints

WORKSHOPS

- Money Matters
- Alive after five – Work safe, youth program
- Chronic Pain Self-Management (6 weeks, 2.5 hours weekly)
- Recovery House – joint workshops in fall

STAFF DEVELOPMENT

- Development Practitioner Certification (25 hours of approved career training annually)
- BC Career Development Practitioner virtual workshops (over 2 months)
- BC Aboriginal Network for Disabilities conference (biannual)
- Canexus virtual conference
- Labour Market Information workshops x2

COMMITTEES

Substance Use advisory committee, OK College advisory committee for Access adult services, Neil Squire Diversity Equity Committee

SERVICES/DROP INS

We average 83 drop in per month this (January to July); assisting with forms, correspondence, computer lab use, accessing services on and off reserve, help with applications, resumes, job searching, meeting space for disability access, etc.

LANGUAGE and CULTURE

Language and Culture

The snpink'tn Indian Band recognizes the vital importance of preserving and revitalizing our nsyilxcen language and cultural practices, as these are central to our identity, way of life, and the continuity of our community's unique history.

We are here to work towards achieving the snpink'tn Band's Mission and Vision: 'We are Syilx who receive our strength from timix and encompass what is good for our livelihood. We are committed to our language and the teachings of our captikwl and respect that everyone has value and purpose to come together as one".

The Language & Culture Department has supported the 4 pillars 10 year plan to assist other Departments to implement various programs and initiatives aimed at language teaching, cultural education, and the celebration of our heritage, the increasing scope and scale of these activities require additional support to ensure their successful implementation and sustainability; effective community engagement with members of all ages is critical to the success of our language and cultural programs.

WHO WE ARE

Inez Pierre L & C Advisor ipierre@pib.ca (250) 493-0048	Language and Culture Advisor is responsible for the administration of community language and culture planning to support the snpink'tn Vision. The position is responsible for activities related to planning, coordinating, and facilitating the Language and Culture implementation into the programs. Also to coordinate funding activities in connection with community engagement, governance and negotiation work.
Charlene Roberds L & C Coordinator	• The Coordinator is responsible for organizing language learning opportunities and cultural meetings, conferences, and events both internally and externally throughout the year. This role involves close collaboration with various departments, leadership teams, and external partners and organizations. • Additionally, L&C Coordinator works with the L & C Advisor and Department Managers to organize language and cultural learning focus groups, meetings, and other public/community engagements.
New Hire L & C Resource Developer	Responsible for building a comprehensive inventory of curriculum and educational materials used in PIB and public schools to support language revitalization. This role focuses on expanding accessible language resources for learners and educators by organizing materials into thematic categories (e.g., seasonal teachings, daily use in home/school/work/community), and collaborating with fluent speakers to ensure accurate spelling, pronunciation, and interpretation.

LANGUAGE and CULTURE

Highlights, Changes, and Key Accomplishments

INTEGRATING LANGUAGE AND CULTURE ACROSS PROGRAMS

Embed nsyilxcn language and cultural practices into organizational initiatives, including manager meetings, the snpink'tn website (with access to nsyilxcn words and audio), the SunFun kids program, and various community events and celebrations.

COMMUNITY ENGAGEMENT

Ensure that all community engagement efforts—both internal and external—are guided and supported by cultural values, traditional protocols, and the use of language.

GRANT APPLICATIONS

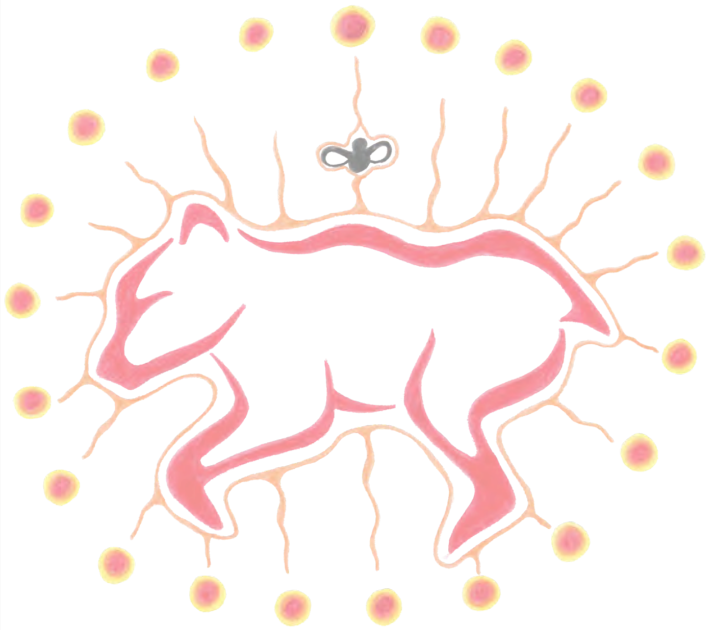
Successful grant funds from First Peoples Cultural Council for a new hire to gather, identify and organize existing curriculum and resource materials.

CULTURAL PROTOCOL SUPPORT COORDINATION

Assist staff in identifying and engaging appropriate Knowledge Keepers to lead cultural protocols—such as welcome ceremonies, prayer songs, and smudging —for events, conferences, and community gatherings.

SERVICES/DROP INS

We average 83 drop in per month this (January to July); assisting with forms, correspondence, computer lab use, accessing services on and off reserve, help with applications, resumes, job searching, meeting space for disability access, etc.



Future Projects, Workshops and Training

COUNCIL RATIFICATION OF 10-YEAR STRATEGIC PLAN

Council will formally ratify the 10-Year Plan built around four foundational pillars: Language, Culture, Heritage, and Wellness. The Language & Culture Department will be tasked with overseeing implementation and providing support to program departments within Community Services. Urban Matters has developed an informational booklet outlining timelines, which will be made available on the member website.

COMMUNITY CULTURAL EVENTS & LANGUAGE RESOURCE INNOVATION

- Coordinate and implement cultural gatherings such as Indigenous Day, seasonal solstice and equinox events, food harvesting, hunting camps, and winter Captikwł celebrations.
- Support the development of innovative digital tools—such as websites, apps, and audio archives—to centralize and improve access to Nsyilxcn language resources for community use.

COLLABORATIVE LANGUAGE PROMOTION & TEACHER TRAINING SUPPORT

- Work collaboratively with internal departments, leadership, and external partners to promote language learning and cultural preservation. Support the creation, adaptation, and distribution of Nsyilxcn learning materials for PIB members and partner institutions.
- Partner with En'owkin Centre to plan and implement a language teacher training program in the coming year to prepare future instructors.

L &C RESOURCE DEVELOPER - NEW HIRE

- Support the identification, organization, and categorization of language curriculum materials into thematic areas such as seasonal teachings and everyday use (home, school, work, community). Collaborate with fluent speakers to ensure accuracy in spelling, pronunciation, and interpretation.
- Assist in promoting language learning and cultural preservation through the creation, adaptation, and distribution of materials for PIB members and partner institutions.

EMPLOYMENT SERVICES

EMPLOYMENT SERVICES

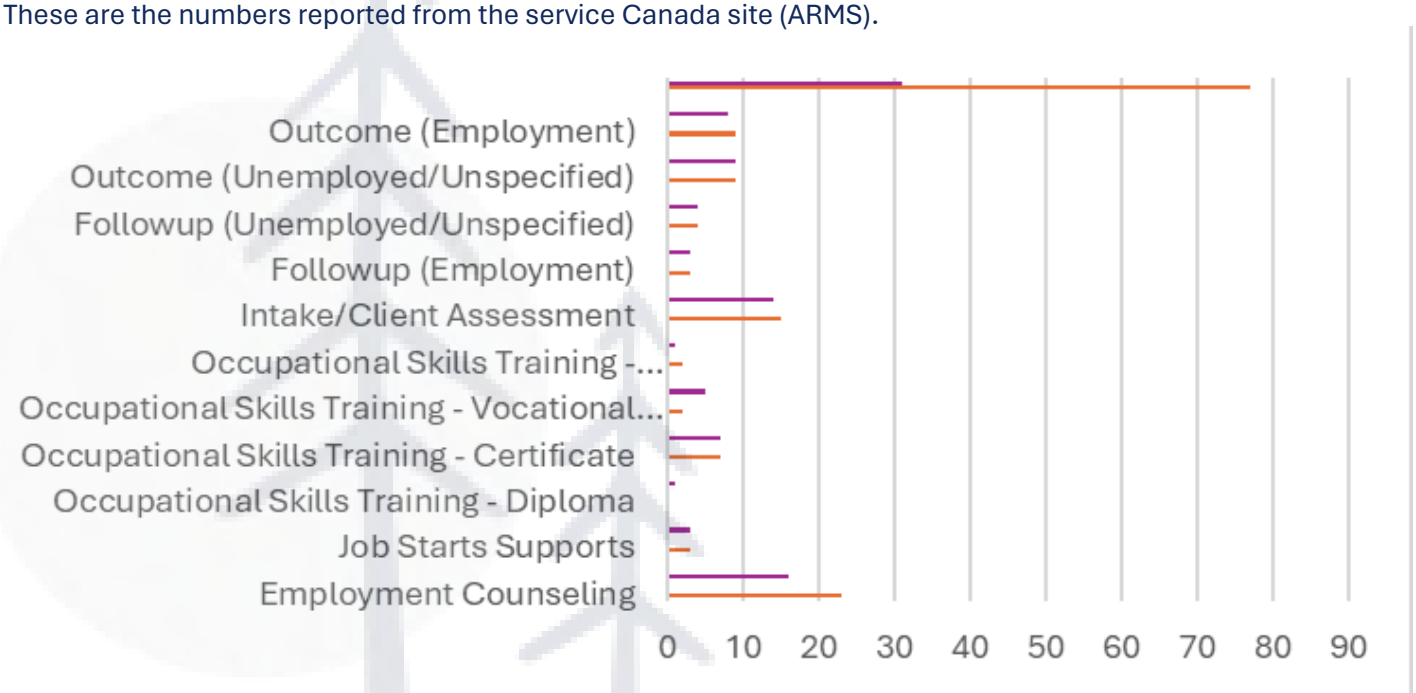
The Okanagan Training and Development Council (OTDC) funds employment and training services at PIB, which are coordinated by our Employment and Training Coordinator
Support Services provided by PIB OTDC Employment and Training Coordinator, include the following:

Additional Services- Programs also include but are not limited to:

- Assistance with your resume and cover letters
- Career Assessments
- Essential Skills Assessments
- Transferable Trades Skills Assessments and apprenticeship opportunities
- Job Search & Job Boards
- Resource Libraries/Computer Access
- Employment & Occupational Counselling Workshops
- Telephone, computers, internet photocopying and faxing

Please note that any program or training offered is on a First Come-First Serve and Funding Availability Basis

These are the numbers reported from the service Canada site (ARMS).



Who we are

Barb Jagodics
Employment Services Coordinator
bjagodics@pib.ca
(250) 493-0048

Jackie Stewart
Employment Services Coordinator
2024-2025

POLICY and PLANNING

POLICY AND PLANNING

Policy and Planning supports Chief and Council in their government-to-government work such as negotiations, specific claims settlement, benefit agreements, and consent-based processes. Develops bylaws, laws, plans, and policies to support PIB priorities. Support Chief and Council to develop governance structures and decision-making processes. Supports Chief and Council and the Lands Department in the return of PIB lands. Support Chief and Council to implement UNDRIP.

Who we are

Lisa Wilson
Director Policy & Planning
lwilson@pib.ca
(250) 493-0048

- Policy, plan, and law development
- Negotiation, coordination and support
- Research, position papers, and analysis
- Collaborate with stakeholders

Highlights, Changes, and Key Accomplishments

ELECTION CODE AND GOVERNANCE CODE
Successful ratification of PIB Custom Election Code and Governance Code.

RATIFICATION AND ENGAGEMENT POLICY
Chief and Council approval of a Ratification and Engagement Policy

TRANSPORT CANADA
Parties committed to focused discussions and negotiation of agreements related to the shorter-term and longer-term divestiture, operations and management of the Penticton Airport, Letter of Understanding with Transport Canada, and per- and polyfluoroalkyl substances (PFAS) contamination working group

MAJOR PROJECTS COMMITTEE
Monthly technical and Council to Council meetings with City of Penticton, renewable ("green") energy projects and Green Energy roadmap, several mining projects, sand and gravel pits, IR2 development planning process, major developments in PIB's area of responsibility, benefits agreements, etc.

INTERGOVERNMENTAL AFFAIRS COMMITTEE
Monthly bilateral negotiations with Canada on title and rights recognition; DRIPA action plan; advancing PIB self-determination roadmap (laws and governance structures) through the RIRSD exploratory table; reconciliation agreement negotiations with the Ministry of Transportation and various provincial ministries, FortisBC, and City of Penticton; and land back activities (divestiture of the two parcels of land currently held by the Agriculture and Agri-Food Canada, Summerland Research and Development Centre (DL 2498 and DL 2499) and 2 parcels of land on the Okanagan River channel)

SPECIFIC CLAIMS NEGOTIATION TEAM
Monthly bilateral compensation negotiations with Canada on South Okanagan Commonage and Nicola Prairie Specific Claims

snpink'tn Indian Band

POLICY and PLANNING

Future Projects, Workshops and Training

MEMBERSHIP CODE
Set of laws or rules that define who is considered a member and how to apply for membership, replacing the rules of the federal Indian Act

FAMILY HOME LAW
Laws and procedures that apply during a matrimonial relationship, when that relationship breaks down or on the death of a spouse or common-law partner, respecting the use, occupation and possession of family homes on reserves and the division of the value of any interests or rights held by spouses or common-law partners in or to structures and lands on those reserves

IR2 DEVELOPMENT PLAN
Explore opportunities to bring housing, community spaces, and economic development to our Nation — while carefully considering the land's unique features, constraints, and cultural significance

GREEN ENERGY ROADMAP
A plan to identify and prioritize community-endorsed actions to improve energy efficiency, reduce electricity usage and greenhouse gas emissions, and establish a pathway toward renewable energy generation

MEMORANDUM OF UNDERSTANDING WITH THE CITY OF PENTICTON
Provide the framework to ensure that the Parties engage on a respectful, reconciliation-informed approach to shared decision making , based on the standard of Free, Prior, and Informed Consent when the City proposes to make any decisions, take actions or their operations and activities which have the potential to adversely impact the exercise of snpink'tn Indian Band Rights and Title.

PENTICTON CANAL SPECIFIC CLAIM
Chief and Council accepted Canada's offer to negotiate the Penticton Canal Specific Claim which alleges that Canada breached the Indian Act and its fiduciary duties to snpink'tn in permitting the taking of 105 acres of lands from snpink'tn IR No. 1 in 1955 to straighten the Okanagan River between Okanagan Lake and Skaha Lake to build a canal for flood control purposes

REVIEW AND INDIGENIZE THE CITY OF PENTICTON OFFICIAL COMMUNITY PLAN
Update the City of Penticton Official Community Plan to include snpink'tn in the process and considerations for development approvals.



EMERGENCY OPERATIONS

Emergency Operations

The Emergency Operations Coordinator officially started working in October 2024 and is responsible to develop, coordinate and deliver the Emergency Response Program and activities for the Penticton Indian Band Emergency Response Committee. Encompassing the five phases of Emergency Management. Develop and organize training exercises as needed for Emergency Response Committee to ensure each section understands their section's roles and responsibilities. Collaborate with and develop partnerships with Federal and Provincial counterparts, industry, community agencies/organizations. The Emergency Operations Coordinator will be responsible for carrying out an annual review of PIB Emergency Response Plan and coordinate recommended policy changes related to Emergency Management.

Who we are

Anthony Moore
EOC Coordinator
amoore@pib.ca
(250) 493-0048

The PIB Emergency Operations Centre (EOC) Coordinator will lead efforts to educate and support the community in mitigating, preparing for, and recovering from emergencies affecting homes, infrastructure, and public spaces. This includes raising awareness of increasing natural disasters—such as wildfires and floods—and organizing safety training and response initiatives.

KEY RESPONSIBILITIES:

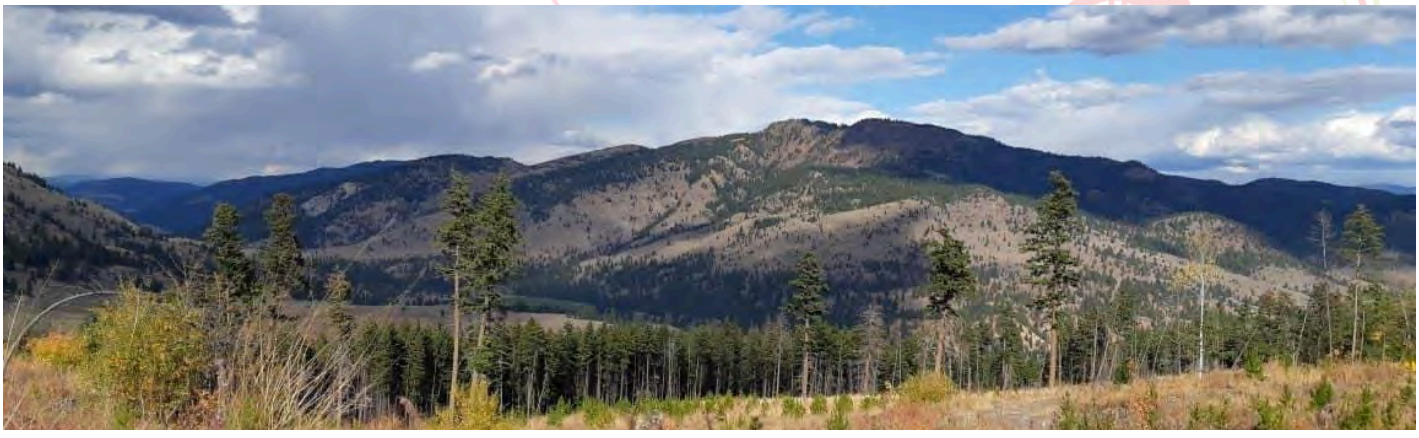
Community Education & Training:
Deliver emergency preparedness education and training to community members.

EOC Operations Support:
Assist in implementing the BC Emergency Management System (BCEMS) and Incident Command System protocols.

Disaster Awareness & Safety:
Promote safety through awareness campaigns and hands-on training for at-risk scenarios.

Collaboration & Partnerships:
Represent PIB in external committees and build partnerships with local governments and emergency response organizations.

Emergency Response Coordination:
Support the formation of a disaster response committee within the EOC to guide staff and volunteers during emergencies.



EMERGENCY OPERATIONS

Highlights, Changes, and Key Accomplishments

LAUNCH OF EMERGENCY MANAGEMENT DEPARTMENT & STRATEGIC ALIGNMENT

Launched in October 2024, the Emergency Management Department was established with a focus on aligning with evolving practices across provincial agencies and similar organizations. The department is guided by the main pillars of emergency management: Prevention, Preparedness, Mitigation, and Response. A workplan was developed and activated within the first month to support this new direction.

DEVELOPMENT OF DEPARTMENT LOGO AND VISIBILITY

The growth of the Emergency Management Department has been a thoughtful process, integrating PIB's culture and history into emergency planning. A distinct department logo was developed to establish a unique identity, separate from the PIB Fire Department. This new visual identity fosters a sense of pride and belonging for current and future team members in Emergency Management.

GRANT APPLICATIONS

1. UBCM 20024 Fire department Grant for $35,000
2. UBCM 2024 Emergency Operations Centre Grant for $40,000
3. UBCM 2024 Emergency Support Services Grant for $40,000
4. UBCM 2025 Community to Community Grant for $10,000
5. Red Cross – 2024 Creating Safe Environments Grant for $25,000
6. EMCR 2024 Indigenous Engagement Require Fund for $45,000
7. Indigenous Services Canada – 2024 Emergency Management Assistance Program Funding for $150,000
8. Community Resiliency Investment – FireSmart 2023 Final Report for $200,000
9. Community Resiliency Investment – 2025 FireSmart Application for $700,000

Total funding to date is $1,245,000

PIB EMERGENCY RESPONSE PLAN

Passed by Chief and Council in 2025, the PIB Emergency Response Plan is designed to protect lives, property, and the environment while minimizing the impact of emergencies on PIB operations. It provides clear operational guidelines for responding to hazards affecting community members, staff, and clients.
The plan defines PIB's authority and responsibilities during emergencies, outlines coordination with external agencies, and establishes procedures for effective response. As a living document, it will evolve to reflect ongoing updates to policies and practices

HAZARD RISK AND VULNERABILITY ANALYSIS

An HRVA (Hazard Risk and Vulnerability Analysis) is a systematic approach to identify hazards, evaluate risk, and incorporate appropriate measures to manage and mitigate risk for any work process or activity. It helps guide decisions related to mitigation, preparation, response, and recovery from hazards that pose a risk to a region or community. This is a 2-year project that will be completed in the fall of 2026

FINAL REPORTING FOR UBCM CRI 2023 FIRESMART GRANT

Between June and September, PIB staff collaborated with FNESS to secure FireSmart Community Funding, covering approximately 80% of costs for a Band FireSmart Coordinator and wildfire mitigation activities.
This project brings together community members, residents, fire departments, and government agencies to implement FireSmart principles. Key actions include fuel management, public education, and community engagement to reduce wildfire risks and enhance preparedness.

UTILIZE INDIGENOUS ENGAGEMENT REQUIREMENT FUNDS FROM EMCR

PIB is working in partnership—government-to-government—to build a more coordinated, culturally safe, and community-driven approach to emergency management. This effort spans all four phases: *preparedness, response, recovery, and mitigation,* and places relationships at the core of resilience.
Key Focus Areas:

1. Tripartite Emergency Management Roadmap
2. A shared plan that respects each government's authority while clarifying roles and responsibilities across all phases of emergency management.
3. Developing Culturally Safe Operational Collaboration for shared systems for planning and response that honor Indigenous knowledge, governance, and community priorities, in alignment with the Emergency and Disaster Management Act.
4. Formalizing Long-Term Partnerships by Establishing tools such as MOUs, joint working groups, and shared protocols to embed collaboration into policy, operations, and funding structures.

Together, these efforts aim to meet legislative obligations, strengthen community support, and build lasting systems rooted in care and integrity.

PUBLIC ENGAGEMENT

Hosted many events throughout the year in coordination with FireSmart Coordinator, PIB Fire Department and external agencies. Events included FireSmart Day events, Demonstrations, Workshops, joining other PIB Department events

EMERGENCY OPERATIONS

Future Projects, Workshops and Training

EMERGENCY MANAGEMENT BY-LAW
The Emergency Management Bylaw will strengthen PIB's self-governance and emergency preparedness, addressing an organizational risk identified by the Emergency Management Department. The bylaw will align with captikʷl governance principles, including responsibility to members and tmixʷ, reciprocity, and acting in the best interests of the community.

SECURITY ASSESSMENT OF ALL PIB BUILDINGS
A security threat assessment evaluates risks and vulnerabilities across PIB facilities and departments to identify potential threats to safety and operations. It reviews physical access points, operational procedures, and technological systems, along with existing security policies and controls.

The resulting recommendations will be advisory and intended for Leadership and Team Leads to consider, ensuring that any proposed measures are practical and appropriate for the Penticton Indian Band.

EMERGENCY OPERATIONS CENTRE (EOC) EXERCISES FOR EOC STAFF
EOC exercises are simulated emergency scenarios designed to test and improve the coordination, readiness, and effectiveness of the Emergency Operations Centre.

Purpose:
- To ensure emergency response plans are practiced and refined for real-world application.

Types of Exercises:
- Includes tabletop exercises, functional simulations, and drills to build skills and assess preparedness.

Benefits:
- Enhances EOC performance, identifies gaps, and ensures all personnel understand their roles during emergencies.

Implementation:
- Conducted in controlled environments to provide realistic, hands-on training.

Emergency Management Department will be hosting EOC Training and Exercise in November 2025 along with City of Penticton and Regional District EOC staff.

2025 CRI FIRESMART PROJECT
With allocation-based funding, PIB will:
- Maintain a FireSmart Coordinator and contract 4 FireSmart Crew members for two years.
- Complete fuel treatment on TU-07A (8.8 ha) and TU-10 (≈80 ha), including pile burning of debris.
- Continue Home Ignition Zone (HIZ) Assessments and follow-up mitigation work on homes.
- Deliver updated public engagement presentations throughout the year.
- Contract Cabin Resources to:
  - Develop a new Community Wildfire Resiliency Plan to replace the 2019 CWPP.
  - Create Fuel Treatment Prescriptions for TU-10 and other identified areas.
- Participate in the Wildfire Resiliency Training Summit in Spring 2026.

2025 UBCM FIRESMART PROGRAM FOR 2-YEAR FUNDING
- Oversee Fuel Treatment and Mitigation for areas identified around PIB. 80 hectares of work is projected to start once funding is approved and will continue for two consecutive years.
- Continuing FireSmart Home Ignition Zone Assessments on homes within PIB and surrounding areas. Provide overview of hazards to residents and work with FireSmart Crew to conduct any recommended mitigation works
- FireSmart Community Infrastructure, Cultural Sites, Elders Homes and conduct any necessary mitigation and mapping of the area for future planning purposes.
- Host public events throughout the year to help educate the PIB members on how they can be more FireSmart and prepared for emergencies.

GRANTS AND FUNDING OPPORTUNITIES
Continue to seek out Grants and Funding Opportunities for all aspects of Emergency Management and Response

CONDUCT DRILLS AND EXERCISES
Hold office drills and exercises for smaller scale emergencies for PIB staff and potentially the Outma School such as Fire Extinguisher, Fire Drills, shelter in Place and many others.

SYILX EMERGENCY MANAGEMENT ALL HAZARD WORKING GROUP
Coola Louis became the ONA Emergency Management Coordinator in February 2025, Incumbent Dawn Russell, moved to a Policy Analyst and Emergency Management Coordinator role at First Nation Leadership Council. Dawn is now working to restart the Emergency Management Working Group with regular meetings planned, in the near future

PIB EDUCATION CENTRE

PIB Education Centre

The Penticton Indian Band Education Center is a fully accredited secondary school recognized by the First Nation School Association, Indigenous Services Canada (ISC) and the BC Ministry of Education and Child Care. Penticton Indian Band Education Centre offers Grade 9-12 leading to High School and Adult Graduation Certification (Dogwood Certification) with a strong focus on syilx ways of knowing and being. Our mission and vision are to provide quality education programs and services to prepare students for a brighter, healthier, and prosperous tomorrow. The Ed Centre's 5-year School Growth Plan ending in June 2025 focuses on:

1. Strengthen community connections and engagement to promote education programs at the PIB Education Centre.
2. Develop partnerships with external institutes and seek funding to offer diverse education programs and career options to increase school completion and employability.
3. Promote and increase n'syilxcen language acquisition and cultural revitalization through courses offerings and school events.

WHO WE ARE

Joseph Pierre Principal edu.jpierre@pib.ca (250) 770-3210	**Leadership and Administration**: strategic planning of education services, instructional leadership, **Supervision**: Human resource management of staff, supervision of staff and students, hiring, staff performance evaluations, employee discipline, work schedules. **Financial Management:** develop and manage school budgets, grant funding, financial reporting, etc.	**Policy Development and Education Strategic Planning**: implement schools 5-year growth plan, PIB Strategic Plan, PIB Comprehensive Community Planning goals for education. **Community Engagement:** promote education programs, services, advocate for students, parents and teachers.
Kathy Pierre Special Education Resource Teacher (Gr. 9-12) edu.kpierre@pib.ca (250) 770-3210	**Developing and Implementing Individual Education Plans:** ensure Individualized instruction, curriculum adaptation, assess student progress, resource coordination, Provide Social and Emotional support for students. **Instructional duties:** Curriculum planning and delivery; Assessment and Evaluation **Communication and Collaboration:** Communicate and collaborate with parents, colleagues, school administration, school counsellor,	and outside agencies. Provide updates regarding student progress, behavior and academic performance. **Maintain Student Records:** IEPS, progress reports, school records, student medical reports, etc. **Professional Development:** stay current with best practices and new developments.
Jolene Michel School/Cultural Counsellor edu.jmichel@pib.ca (250) 770-3210	**Personal and Social counselling:** emotional support, conflict resolution, crisis intervention. **Career & Post-Secondary Planning:** Career Exploration, Application Assistance. **Collaboration and Advocacy:** work with School Based Team, make community referrals	**Program Development and Improvements:** Data Analysis, Program Design, Records Management, Cultural interventions, developing and maintaining counseling schedules.

PIB EDUCATION CENTRE

WHO WE ARE CONT'D

Kristine Jack N'syilxcen Teacher	**Instructional duties:** Curriculum planning and delivery for N'syilxcen Language; Assessment and Evaluation; Classroom management, Supervision during school activities and fieldtrips **Communication and Collaboration**: communicate with parents about student progress, behavior and academic performance Collaboration with colleagues, counselors and school administrator.	**Professional Development:** to stay current with best practices and new developments
Stephen Nowoselski High School Teacher Grade 10-11	**Instructional duties:** Curriculum planning and delivery; Assessment and Evaluation; Classroom management, Supervision during school activities and fieldtrips **Communication and Collaboration**: communicate with parents about student progress, behavior and academic performance Collaboration with colleagues, counselors and school administrator.	**Professional Development:** to stay current with best practices and new developments
Lachlan Smith High School Teacher Grade 11-12	**Instructional duties:** Curriculum planning and delivery; Assessment and Evaluation; Classroom management, Supervision during school activities and fieldtrips **Communication and Collaboration**: communicate with parents about student progress, behavior and academic performance Collaboration with colleagues, counselors and school administrator.	**Professional Development:** to stay current with best practices and new developments
Kale Lawrence High School Teacher Grade 9	**Instructional duties:** Curriculum planning and delivery; Assessment and Evaluation; Classroom management, Supervision during school activities and fieldtrips **Communication and Collaboration**: communicate with parents about student progress, behavior and academic performance Collaboration with colleagues, counselors and school administrator.	**Professional Development:** to stay current with best practices and new developments
Lena Jack Education Assistant	**Supporting Instruction:** assist with individual and small group support, facilitate learning activities, monitor student progress, assist with lesson preparation. **Supporting Students with Special Needs:** implement accommodations and modification, support diverse learning needs, collaborate on individual education plans (IEP)	**Support Classroom Management and Supervision**

PIB EDUCATION CENTRE

Highlights, Changes, and Key Accomplishments

FIRST NATION SCHOOL ASSESSMENT/ ACCREDITATION PROCESS

This initiative is a community-based school accreditation process to ensure the PIB Education Centre meets the standards and requirements set out by the Ministry of Education and Childcare. Certification allows us to legitimately "Graduate Students". The assessment involved Surveys, Internal Assessment of School governance, mission, student records, policies and procedures, physical environment of facility, school programs offered.

5 YEAR SCHOOL GROWTH PLAN

Priority Areas and Goals identified by School Assessment Data Collection:

1. Improve Communication and expand School Governance to align with our new School Growth Plan, PIB Governance and the Community Strategic Plan.
2. Build capacity to strengthen PIB Education Centre Special Education Program.
3. Build Capacity to support the delivery of New Syilx Cultural Courses 10-12.
4. Develop and Implement Culturally Grounded School Counseling Services.
5. Support the PIB Education Committee and build capacity to strengthen and improve community engagement and communication.

SYILX CULTURAL CURRICULUM PROJECT

1. Developed and submitted 3 First Nation Authorized Course to the BC Ministry of Education and Childcare for authorization. The 3 courses were approved and provide 4 graduation credits per course with students potentially obtaining 12 graduation credits.
2. 1) Syilx Cultural Connections 10-blends land-based and classroom deliver aimed at building knowledge and understanding of syilx cultural traditions, protocols, and identify. Students listen, observe and do.
3. 2)Syilx Cultural Exploration 11: builds on previous teachings central to Syilx Cultural Connections 10. The learners assist younger students and provide mentorship in learning process.
4. Syilx Cultural Bridges 12: the learners embrace leadership roles in their school, community and beyond. The learners can understand the shifts that have occurred and continue to be part of an ever-changing world: Pre-contact, impact of colonization and contemporary impacts on syilx culture.The learners are ready to lead land-based activities, ceremonies and cultural activities. They become the teacher and mentor.

STUDENT GRADUATION 2025

The 2024-2025 PIB Education Centre Graduates:

1. Morgan Makadahay
2. Orean Whachell
3. Meera Nelson

BUILDING CAPACITY

- hired a secondary teacher for Grade 9 program.
- teachers attended OSCS Band School Conference, Salish Language Conference, Emotional Intelligence Workshop.
- developed a position and hired a School-cultural Counselor.
- partnered with "Barb's Place for Autism" to provide a high school program for designated students.
- implemented Syilx Cultural Curriculum Project
- planned and implemented a workshop at the First Nation School Association Conference to share with other Band Schools from across the Province, our journey utilizing the First Nation Course Authorization Process to develop and get approval for our "Syilx Cultural Curriculum Courses" .

ANNUAL YOUTH MOTIVATIONAL SPEAKER WORKSHOP

60 PIB youth (13-18 yrs) attended Youth Motivational Speaker, Jesse LeBeau co-founder and CEO for "Attitude is Everything Foundation". LeBeau AKA "Spin Cycle" dreamed of becoming NBA Basketball star. His message is to not give up even when you think the odds are stacked against you.

PIB EDUCATION CENTRE

Future Projects, Workshops and Training

N'SYILXCEN CURRICULUM PROJECT
- utilize First Nation Authorized Course process to create three (3) n'syilxcen Language Courses (Gr10-12).
- establish a working group to develop language curriculum.
- submit 1 course per year over the next 3 years to First Nation Education Steering Committee and the BC Ministry of Education and Childcare for authorization to be recognized as a graduation accredited course.

ELDERS MENTORSHIP PROGRAM
identify and invite Elders, knowledge keepers, and community mentors to provide guidance, knowledge and teachings to support the delivery of Syilx Cultural courses.

SYILX CULTURAL COURSES
- Develop a year plan and unit plans that align with the seasonal rounds, "Big Ideas", and learning standards identified for the Syilx Cultural Courses.
- Build cultural courses into the 2025-2026 school timetable.
- Identify primary resources, elders and Traditional knowledge keepers to enhance the delivery of cultural curriculum
- Implement cultural courses based on syilx seasonal rounds.

5 YEAR SCHOOL GROWTH PLAN GOALS
Implement goals, objectives and strategies identified in the school growth plan commencing September 2025.

PIB EDUCATION COMMITTEE
- Re-establish the PIB Education Committee.
- Review and revise the PIB Education Committee Terms of Reference
- put forth a request for PIB Education Committee members based on the Terms of Reference.

SCHOOL WOODWORK PROGRAM
- Develop and implement a Woodwork Program at the PIB Education Centre.
- purchase tools and equipment required for the program

POST SECONDARY INSTITUTES PARTNERSHIP
Explore opportunities with local post-secondary institutes to increase course offerings and provide dual credits.

PIB CAREER FAIR/MOTIVATIONAL SPEAKER SERIES
- plan and arrange job shadowing placements for students in grades 11 and 12 with First Nation organizations, PIB Departments, Band Office, PIB Businesses.
- host a PIB Youth Career Fair to identify and provide information on local job market, future jobs required by the Penticton Indian Band community and training and education requirements for future jobs within the Band.







POST SECONDARY/K-12

Post Secondary/K-12

The Penticton Indian Band Education Department supports education at all levels.

- K-12 Public and Private schools is focused on strengthening relationships with School District #67 and private schools. This includes attending meetings and sitting on committees to discuss budgets, and issues and solutions regarding Penticton Indian Band students.
- Post-Secondary Education helps students access post-secondary education and provides sponsorship and supports so students can graduate from their respective program of study with the skills, qualifications and credentials required to pursue their chosen career path.

Who we are

Kendra Eneas Education Resource Manager edu.keneas@pib.ca (250) 770-3210	Oversees post-secondary and K-12 public and private schools.
Sienna Gabriel SD67 Okanagan Cultural Advisor (250) 770-3210	Supports SD67 with cultural activities.

Highlights, Changes, and Key Accomplishments

LANGUAGE REVITALIZATION
Funded 6 students for the nsyilxcen Language Fluency Program

GRADUATES
During 2024-2025 we had 11 graduates

POST SECONDARY EDUCATION DRAFT POLICY
Create Draft Policy

Future Projects, Workshops and Training

POST SECONDARY COORDINATORS WORKSHOP
This is to inform post secondary coordinators/managers of any changes that Indigenous Services Canada has made in post secondary funding

LIAISE WITH SD67, ONA, UBC/OC
Continue to meet quarterly and annually to keep informed of events and make decision regarding indigenous students

LOCAL EDUCATION AGREEMENT
Revisit a new LEA with SD67 utilizing the FNESC LEA Template

OUTMA SQILX'W CULTURAL SCHOOL

Outma Sqilx'w Cultural School

Junior Kindergarten to Grade 8 Education

Mission: To provide quality education programs and services
Vision: Preparing students today for a brighter, healthier and prosperous tomorrow.

Philosophy: No significant learning occurs without a significant relationship - Dr. James Comer

A climate and culture of naqsmist supports students, staff and family members to come together as a community to embrace learning, diversity and Syilx cultural identity.
We believe:

1. Our school is our children's house and everyone that enters their house is a guest.
2. In providing our students with a safe, happy, healthy and nurturing learning environment.
3. Parental involvement is essential to the success of the student's education.
4. Intergenerational teaching is important to the students' holistic education.
5. All students, staff and Education Committee must role model the three R's: Respect, Responsibility, and Reliability.
6. Teachers must be committed to providing the highest standards of education and instill the love of learning in all our students.
7. All of our students are capable of reaching their fullest potential.
8. Our school curriculum must include both provincial academic outcomes and that language, history and culture must be integrated into the curriculum.
9. We are preparing our children to be successful in their community and the global community.
10. Our children are our most precious natural resource.
11. We have the responsibility to shape the future leaders of our community.
12. All stakeholders must work in harmony with one another; parents, extended family, elders, traditional teachers, school staff, the Parent Advisory Committee, Education Committee, Chief and Council, Band Administration, external agencies and resources.
13. Syilx language, history and culture defines who we are.

GOALS

Agency: We are self-determining agents of positive change. Learning interactions are co-constructed where learners play an active role in the design and assessment of learning and through establishing and reaching short and long-term goals.

Identity: Learners see themselves and their experiences reflected throughout their learning and the learning community.

Care: All members of the learning community feel seen, heard and cared for.

Learning: Learners engage in a dynamic process where they build knowledge, make meaning and apply understanding. Learning involves an appropriate level of challenge that results in ongoing growth and achievement.

OUTMA SQILX'W CULTURAL SCHOOL

Who we are

Toni Gallicano Principal edu.tgallicano@pib.ca (250) 493-2421	Principal	The principal and vice principal are the instructional and administrative leaders, responsible for school operations, budgeting, and policy development. They ensure a balanced education that supports students' mental, emotional, spiritual, and physical well-being. The role includes supervising staff, managing facilities, and fostering a safe, respectful environment rooted in Penticton Indian Band values. The principal collaborates with staff, students, parents, and PIB leadership to support student success and community engagement. They work closely with OSCS Language and Cultural staff to integrate Okanagan culture and teachings into the curriculum, promoting a culturally rich and inclusive learning experience.
Kelly Bell Vice Principal edu.tgallicano@pib.ca (250) 493-2421	Vice Principal	
Antreas Pogiatzis	Learning Assistance Teacher	
Tana Sawchuk	Speech and Language Assistant/Education Assistant	Provides support to children with Speech and Language delays. The Speech Language Pathologist Assistant (SLPA) executes specific components of a speech and language program as specified in a treatment plan developed by the supervising Speech Language Pathologist (SLP). The SLPA will carry out goals and objectives listed on the treatment plan. The SLPA/EAa also encompasses the role of the Education Assistant.
Sophie Wilson	Executive Assistant	Provides direct support to the Principal, Vice Principal and Learning Assistance Teacher in a variety of capacities. Support will include but not limited to: compiling grant applications and financial administration of grants, keeping the Principal informed on all school related activity, organizing schedules, monitoring electronic data, preparing all necessary reports, responding to enquiries and communications. Responsible for all practices associated with safety compliance and the required reporting.
Rachel Ritchot	School Counselor	Provides counselling services to support students attending Outma School. Counselling services include collaborating with the School Based Team and PIB Integrated Case Management Committee; and supporting students with their social, emotional, behavioral, and mental health needs. Assesses, monitors, and implements wellness plans with students that are culturally relevant and holistic coming from a strength-based perspective. Works collaboratively with the school administration and teachers to identify individual student needs and appropriate school counselling programs to support the school, students, and their families. Embrace diversity, cultural sensitivity, and awareness of the Okanagan Syilx people.
Jackie Jules	Receptionist	Ensures an efficient, effective and professional office to support the education needs of the school. Answers phone, operates switchboard, greets visitors, checks mail, purchase orders and payables, administrative duties for staff and administration, petty cash, student records, equipment and supply administration, timesheets, assist students and staff, attendance tracking, report card distribution, and other duties for smooth running of school.

OUTMA SQILX'W CULTURAL SCHOOL

Who we are Cont'd

Destiny Kruger	Junior Kindergarten Teacher/JK & K Language Teacher	Offer a balanced education program including: mental, emotional, spiritual, and physical strength, while empowering students to be responsible for their own success as syilx. The teacher is responsible to meet learning outcomes in accordance with the BC Ministry of Education Curriculum. Further, the teacher must promote a positive and safe learning environment. In addition, the teacher is responsible to work collaboratively with the Okanagan Language and Culture staff to promote and integrate Okanagan Culture and Teachings into a variety of subject areas. Teachers will work cooperatively with OSCS staff to maximize available resources and ensure optimal student success. It is imperative that quality education is achieved for all students and is delivered through academic programs that integrate the new Provincial curriculum and Okanagan culture and language. Additional support for learning outside the regular school hours (i.e., field trips, school sport activities, after-school clubs, speakers, and meetings with family members) may also be required.
Shelbi DeJong	Kindergarten Teacher	
Shayla Allison	Grade 1/2 Teacher	
Carey Phillip	Grade 2/3 Teacher	
Natalie Lukiw	Grade 4 Teacher	
Todd Hagel	Grade 5/6 Teacher	
Paul Colosimo	Grade 6/7 Teacher	
Riana Magee	Grade 7/8 Teacher	
Marge Johnson	Teacher Teaching On Call	
Alanah Robertson	Language and Culture Teacher Apprentice	Support the Language and Culture team to offer a balanced education program that empowers students to be responsible for their own success as Syilx. The Apprentice collaborates with the classroom teachers and other Okanagan Language teachers to assist with quality language and culture programs are taught. Mentoring includes learning to create lesson plans, prepare materials, active language learning, assisting cultural planning, with the goal of eventually teaching language and culture independently.
Taylor Lezard	Language and Culture Teacher Apprentice	

OUTMA SQILX'W CULTURAL SCHOOL

Who we are Cont'd

Shane Kruger	Grade 3,4,5,6 Language & Culture Teacher	Provides a holistic education—supporting students' mental, emotional, spiritual, and physical development—while empowering them to take responsibility for their success as Syilx. The Nsyilxcen teacher collaborates with classroom and Okanagan Language teachers to meet BC curriculum outcomes and integrate Okanagan language and culture. Promotes a safe, positive learning environment and works with OSCS staff to optimize resources and student success. May support learning beyond school hours through field trips, sports, clubs, and family engagement.
Aimee Baptiste	Grade 6,7,8,9 Language and Culture Teacher	
Stephanie Miller	Education Assistant	Provides support to students with a range of diverse learning needs. The Education Assistant works collaboratively with teachers under the direction of the Learning Assistant teacher. In addition, the Education Assistant provides support for the delivery of both teaching and non-instructional tasks. The Education Assistant works with the classroom teacher and Learning Assistance Teacher to create a safe and supportive learning environment to aide students to meet their learning goals. The Education Assistance will serve as a role model to students and be a contributing member of the Outma team.
Kim Wade	Education Assistant	
Claudia Cahoose	Education Assistant	
Mackenzie Menzel	Education Assistant	
Terrie Tooms	Education Assistant	
Jada Moses	Education Assistant	
Sandra Whiting, Laura Acton	Education Assistant On Call	
Kenn Collin	Bus Driver	Provides safe transportation for students and school staff. This includes travel both to and from school in a punctual manner. Additional trips such as school outings or field trips will also be required. Ensure the maintenance, fuel, and cleanliness of bus.
Robert Keller	Bus Driver	
Jeff Treadway	On-Call Bus Driver	
Connor Baptiste	Head Cook	Oversees school food services, including meal planning, preparation, inventory, and sanitation. Coordinates with a dietician to promote healthy eating through the program.
Chance Lezard	Assistant Cook	Supports school food services, assisting with meal prep, menu planning, shopping, inventory, and maintaining sanitation standards for daily meals and events.
Kristy Hunter	Custodian	Performs routine cleaning to maintain a safe, sanitary, and welcoming school environment. Manages supply orders and inventory for cleaning materials.
Jason Ragget	Custodian/ Maintenance	Provides regular cleaning and maintenance for OSCS facilities. Oversees rentals, ensuring proper opening, upkeep, and closing. Maintains a safe, clean environment and performs minor indoor/outdoor repairs as needed.

OUTMA SQILX'W CULTURAL SCHOOL

Highlights, Changes, and Key Accomplishments

SCHOOL ASSESSMENT
Community, staff, parent, student engagement meetings will be taking place, new school goals based on feedback will be set to work on over the next four years. Successful First Nations Schools Association assessment and OSCS in certified for the next 4 years.

FULLY STAFFED
With PIB Human Resources support, our school was fully staffed for the 2024-2025 school year.

SCHOOL EXPANSION
School Expansion Planning Committee and Principal meet bi-weekly with the expansion partners. Ground-breaking for school expansion took place in Spring 2025. New school addition is expected to be complete by Fall 2027.

REVIEW, REIVSE and ADOPT PIB EDUCATION SUPPORT WORKERS PAY GRID TO REFLECT SD67
Implemented PIB wage grid that is on par with Support Staff in School District 67 to ensure recruitment and retention of quality staff.

BUILDING STAFF CAPACITY INSTRUCTIONAL PLANNING
Instructional Planning continues to include data, collaboration meetings, student centred impact for learning · Mentoring/Coaching and School Based Team Meeting to increase staff capacity

OKANAGAN CURRICULUM
- Implementing and adjusting the JK to Grade 5 Okanagan Language Curriculum · Recording video
- and audio of Grade 3 & 4 of Okanagan Language Curriculum

SECURITY AND SAFETY
Increased security, safety, and maintenance of buildings and grounds.

Future Projects, Workshops and Training

SCHOOL EXPANSION
Active construction continues until Fall 2027 while school is in session. Continued partnership in decision making for the new addition.

IMPLEMENTING MATH/ENGLISH PROGRAMS FROM SCHOOL ASSESSMENT GOALS
identify Successful Math and English Language Arts programs for school wide use, train staff to utilize programs with fidelity, and implement school-wide.

OKANAGAN CURRICULUM
Network with Okanagan Band Schools, Language Houses, Cultural Advisors, Language Speakers and Okanagan Nation Alliance to strategically plan and create a shared curriculum.

TEACHER PAY GRID
Update and implement Teacher Pay Grid to reflect School District 67 pay grid.

LITTLE PAWS CHILDRENS CENTRE

Little Paws Childrens Centre



Little Paws Children's Centre is a licensed group child care centre that is dedicated to ensuring each child's needs are met in a stimulating and developmentally appropriate environment. Our goal is to work with parents and families to support these needs and to provide the best experience possible throughout their time at the centre.
Little Paws is operating the following five programs:

1. Group Child Care (under 36 months) – Infant Toddler 1 (licensed for 12Z
2. Group Child Care (under 36 months) – Infant Toddler 2 (licensed for 12)
3. Group Child Care (30 months to school age) – 3 to 5 (licensed for 25)
4. Group Child Care (school age) – School Age 1 (licensed for 24)
5. Group Child Care (school age) – School Age 1 (licensed for 30)

Due to educator shortage, we do not have all spaces filled in all the programs but continue to recruit licensed educators to join the Little Paws team.

Who we are

Elizabeth Kruger	Child Care Programs Manager	Manage full operations of daycare internally and externally with all stakeholders.
Kaylyn Price	ECE Coordinator	Coordinate and support educators within each program and maintain quality control of licensing regulations.
Shawna Gabriel	ECE IT Supervisor	Supervise Infant Toddler 1 Program and ensure a developmentally appropriate environment and quality child care programming.
Darci Phillip	ECE IT Supervisor	Supervise Infant Toddler 2 Program and ensure a developmentally appropriate environment and quality child care programming.
Sarah Fahey	ECE Supervisor (term)	Supervise Three to Five Program and ensure a developmentally appropriate environment and quality child care programming.

LITTLE PAWS CHILDRENS CENTRE

Who we are

Chantae Kruger	ECEA Supervisor	Supervise School Age 1 Program and ensure a developmentally appropriate environment and quality child care programming.
Harjeet Kaur	ECEA Supervisor	Supervise School Age 2 Program and ensure a developmentally appropriate environment and quality child care programming.
Miranda Brisson	ECE/IT	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Vanessa Kruger	ECE IT	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Courtney Badari	ECE	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Lisa Jack	ECE	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Dayna Kruger	ECEA	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Kaila Burke	Cook/ECEA	Daycare Food Program and supporting programs as needed.
Suzette Kruger	Language Teacher/ECEA	Incorporate language in programs organically through song, dance, and play while collaborating with program educators' activities and planning.
Carrie Jack	Bus Driver/Maintenance	Transporting children to and from daycare including after school pickups and field trips. Maintaining daycare grounds and building to ensure well-groomed playgrounds, yards, and small maintenance and repairs in building.
Ashley Chidley	ECE (casual)	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Kodi Gabriel	ECE (casual)	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Trinity Jones	ECEA (casual)	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.

Who we are cont'd

Brandy Parker	ECE	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Huyen Bui	ECE/IT	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Jayme Poon	ECEA/Dev Support Worker	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming. Provide one to one support to children as needed.
Kellie Wolverine-Jensen	ECEA	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Laura-Lee Dodds	IT/SN	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Seungah Rho	ECE/IT/SN	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Sumandeep Kaur	ECEA	Support program supervisor to ensure a developmentally appropriate environment and quality child care programming.
Pam Gabriel	Cook (Term)	Daycare Food Program
Leroi Bent	Summer Student	Support program supervisors and educators across programs to gain skills in various areas of child care operations.
Liam Terbasket	Summer Student	Support program supervisors and educators across programs to gain skills in various areas of child care operations.

LITTLE PAWS CHILDRENS CENTRE

Highlights, Changes, and Key Accomplishments

UNIVERSAL CHILD CARE PROTOTYPE $10 DAY CHILD CARE
Negotiated ongoing funding agreement for $10 a day daycare.

BCACCS SERVICE AND ENHANCEMENT FUNDING
Funding to support daycare operations including salaries of summer students, cook, bus driver, and support workers.

BCACCS FIRST NATIONS ECE WAGE ENHANCEMENT
Funding incentive for licensed educators to remain in early years industry.

EARLY LEARNING CHILD CARE FUND
Funding to support overall operations of child care centre.

OTDC
Funding for three spaces.

TAXATION
Funding to support daycare.

NEW DAYCARE CENTRE
Moved into the new daycare in January and implemented growth strategy to serve more families with the addition of two more programs.

DAYCARE GRAND OPENING
Celebrated the opening of the new daycare with families, staff and community while honoring those that contributed the history of Little Paws.

After School Bussing
Provided after school pickup from three SD67 schools including West Bench, Queen's Park, and Carmi.

BCACCS EARLY YEARS CONFERENCE
Team attended the Annual BCACCS Early Years Conference in Vancouver.

Future Projects, Workshops and Training

LANGUAGE & CULTURE
Develop strategies to revitalize and increase n'syilxcen language acquisition and knowledge of syilx culture, history and protocols for students, parents and staff at Little Paws Children's Centre

MARKETING
Develop strategies to promote and increase childcare services and programs at all levels at Little Paws Children's Centre to support childcare needs for Penticton Indian Band and the broader Penticton community.

RECRUITMENT & RETENTION
Work with PIB Human Resources and OTDC to develop and implement a recruitment and retention plan to improve staffing and student enrolment at Little Paws Children's Centre to build capacity at all levels.

POLICIES & PROCEDURES
Review, revise and develop policies to update the Little Paws Policy and Procedures Manual to improve the administration of childcare programs, staffing, succession planning, operational and financial management and accountability.

COMMUNICATION
Develop and implement strategies to improve communication with parents, staff, and the PIB community regarding Little Paws Children's Centre.

CAPITAL FUNDING
Sourcing funding opportunities to cover costs for playgrounds in each of the five playground spaces.

PROFESSIONAL DEVELOPMENT
Continued efforts to source and provide professional development for educators in areas specific to group child care programming within an Indigenous community including complex trauma, adverse childhood experiences, exceptionalities, behaviour analysis, and developmental support.

PIB EDUCATION COMMITTEE
Work with the PIB Education Committee to ensure alignment of the PIB Education Strategic Plan and PIB Strategic Plan.

PIB HEALTH

PIB Health

The Penticton Indian Band Health Department is committed to providing a wide range of health services to community members living on reserve. Our approach emphasizes both prevention and intervention, ensuring that individuals and families receive the support they need at every stage of life.

We believe that integrating health services with other PIB departments is essential to delivering a continuum of care and maintaining a high standard of service for every member. Through collaboration and culturally grounded care, we strive to promote wellness, healing, and connection within our community.

We want everyone in our community to be strong in body, mind, heart, relationships, and spirit—so they can help themselves, their families, and others stay healthy and well.
We believe every family should have the tools and knowledge to make good choices for their health and wellness at every stage of life

What we do

Our community offers many ways to live a healthy and active life—through spiritual, cultural, learning, work, and fun activities.

- **Health Administration (Day to day operation, Governance & Building Maintenance)**
- **Infant Development (2mons to 6years)**
- **Elders (60years+)**
- **Community Nursing (Maternal Infant/Child & Homecare)**
- **Mental Health Substance Use (referrals detox, pre-post-treatment, counselling)**
- **Recovery House (Community Day Treatment)**
- **Clinic (Nurse Practitioner, Medical Transportation)**

PIB HEALTH

Who we are

Jacki Mcpherson Health Manager jmcpherson@pib.ca (250) 493-7799	Health Services Manager
Evening Star Casimir	Associate Health Manager
Suzanne Schellenberg	Infant Development Coordinator
Mike Pierre	Elders Coordinator
Denelle Bonneau	Community Health Nurse (Nursing Lead)
Brenda Baptiste	Mental Health Substance Use Lead
Natalie Van Dale	Medical Office Assistant
Wynona Paul	Medical Office Assistant/Medical Clerk
Ben Genaille	Food Service Worker
Robin George	Home Care Nurse
Helen George	Care Aid
Savannah Armstrong	Care Aid
Gail Hope	Homecare Support
Cynthia McEwan	Homecare Support
Dale Marchand	Custodian
Melissa Letendre	Recovery House Manager
Matt Jones	Recovery House Assistant
Obi Oniah	Mental Health Substance Use Worker
Fernando Mendoza	Mental Health Substance Use Worker
Harmony Kruger	Mental Health Substance Use Worker
Sydney Mclachlan	Mental Health Substance Use Worker
Harmony Crockett	Nurse Practitioner

PIB HEALTH

Programs and Services

Connecting Communities (WFN, OIB and PIB)	Last Friday of each month the southern communities meet to combine their Tot Time programs to build connections and learn about their territory based on-the-land programs
Annual Welcome Baby Celebration	Largest number we have had, over 100 PIB and community members were in attendance to celebrate and welcome the 11 new babies
Nobody's Perfect Parenting group	5 families attend from start to finish of the 8 week family parenting program
First Elders (60yrs +) Dinner and Dance	35 PIB Elders in attendance!! (planning to host more)
Adult Day Program	Meets bi-weekly with guest speakers, activities (swimming/bowling/yoga), health talks
Elders Cultural Sharing	35+ Elders from Sts'ailes invited to learn who we are and shared in activities at Enowkin and at the Powwow
Mobile Foot Clinic	62 community members were in attendance (first time hosting)
Medication Return Program	22lbs!! of medication was returned to name a few items (224 blister packs, 78 medication bottles, 65 needles etc)
Living Your Best Life	42 community members in the Chronic Illness/Disease program (how to sustain your life through prevent, manage and bring awareness of types of chronic illnesses and disease)
Soup for the Soul	Once a month open house luncheon for community and staff members to get to know the recovery House staff opportunity to learn more of programs being offered
Building Healthy Leaders (Youth program)	Average 10-14yth in attendance, 3days a week fitness program – positive avenues to release stress building connections with First Nations Policing
Girls and Women's Group	Two new programs that have expanded! Averaging 6 – 12+ community members in attendance each week
Snxastwilxtn Upper Health Building Chiller	Secured funding for a Chiller (AC Unit) arriving this upcoming fall of 2024-2025

Future Projects, Workshops and Training

Our Health Department will continue to focus on best practices and a higher standards of health care through prevention, intervention and awareness building within our community and for our community while ensuring we interweave our Syilx culture, language and traditions through land-based programming.

- increase more in-person programs with Elder participation
- Foster departmental collaboration for future programming, supports and resource sharing
- Through best practices will lead us to Accreditation!

MENTAL HEALTH AND SUBSTANCE USE

Mental Health and Substance Use

The Snx̌astwilxtn Mental Health and Substance Use (MSHU) Program supports community members in healing from substance misuse and mental health challenges using a culturally grounded, trauma-informed and individualized approach. Guided by the Penticton Indian Band's commitment to wellness, our programs integrate traditional Syilx teachings with Western wellness practices to promote a healthy, balanced life, physically, mentally, spiritually and emotionally.

Core Programs

Snx̌astwilxtn Recovery House – Supports community members in healing from substance misuse through a culturally grounded, trauma-informed approach. We currently operate six core programs: Day treatment, After-Care, Art for Wellness, On-The-Land, Meditation, Wellbriety and individual counselling sessions.

Client Services

- **Individual and Family Counselling Referrals** – Provides referrals to local counselling agencies for individual and families. Provides Outma school counselling for children 5 – 12 years.
- **Substance Use Treatment and Detox Applications and Support** – Provides assessment and care planning, aftercare planning support. Prepares Treatment and Detox applications with the client based on their needs. Supports the medical reporting requirements for applications, including pre-authorization form for medical assessment. Submits applications and contacts the treatment/detox program for intake dates. Coordinates patient travel, travel identification (if required for air travel), and medication support (if required)
- **OAT Therapy** – Assist clients to access OAT Therapy, works with IH team to ensure the appropriate medication fits the clients needs, and support for accessing the scheduled medications.
- **Individual Client Support and Recovery plans** – Clients work with one worker for all their needs and supports. Staff maintain and manage their case files. This relational approach builds trust and allows the client to guide their own recovery journey. 294 active case files opened.
- **Basic Needs Wellness Support** – Food Security, Housing, Income, Obtaining identification
- **Legal System Navigation and Support** – Provides navigation and re-integration support for clients involved with the legal system (Okanagan Correction Centre, Indigenous Court workers, Restorative Justice, Probation Services)

Who we are

Brenda Baptiste
MHSU Team Lead
bbpatiste@pib.ca
(250) 493-7799

Obi Oniah
MSHU Worker

Fernando Mendoza
MSHU Worker

Harmony Pickett
MSHU Worker

Gerald Gabriel
MSHU Worker

Emory Gabriel Jr
MSHU Urban Outreach Worker

Tamra Lerner
MSHU Urban Outreach Worker

MENTAL HEALTH AND SUBSTANCE USE

Who we are

Melissa Letendre
Recovery House Manager

Dale Marchand
Recovery House Support Worker

Sherry Ward
Peer Navigator

Treina Siemens
Peer Navigator

Michael Squakin
Peer Navigator

Outreach Services

- **Integrated Community Outreach Team –** In partnership with the RCMP, Emergency Services, Interior Health and PIB MHSU team, we do community-based harm reduction outreach to all houses that are actively using or selling drugs. We provide naloxone training, harm reduction supplies, resource information and wellness checks.
- **Ask Wellness Drug Testing program –** Provide drug alerts and testing on-site at Recovery House and during outreach.
- Urban Outreach for Indigenous clients – Provides referrals and assists client in navigating needed services and supports for Indigenous clients within the Penticton area. Caseload of 52 clients since March 2025. Assists with housing, VAT assessments, OAT therapy, food security, cultural support, treatment and detox applications.
- **Crisis Intervention Debriefing –** Provides crisis response debriefing for PIB Fire department and other PIB departments as needed when there has been a community incident.
- **Extreme Weather Outreach –** Provide community-based outreach for extreme weather response for heat and cold. Access to shelters and cooling stations as needed.

Recovery Support Groups

- Family Recovery meetings
- AA meetings
- Wellbriety meetings
- Support clients to access local NA programs
- Sobriety Celebrations and Recognition

MENTAL HEALTH AND SUBSTANCE USE

Community Programs

- **Building Healthy Leaders Youth programming** Fitness activities, life skills training, cyber-security training, Pre-Venture school program, anger management, substance misuse training, mental health tools, bullying awareness, employment readiness skills
- **Elders/Youth/Tots Family Support Program** – Provide bi-weekly family activities using physical activity to provide awareness and education on mental health and substance use prevention. In partnership with the PIB Elder's Coordinator and Infant Development Team.
- **Wellness and Recovery through Expressive Art & Music-** Using expressive arts and music to initiate healing and recovery and enhance our engagement with individuals that are facing multiple barriers and stigma within the community. This method allows a safe space to express trauma and emotion that may lead to healing and recovery.
- **Holistic Wellness Through Fitness** – Using physical activities to enhance mental wellness, we work with all age groups. Programs: Zumba, Weight Training, Swimming, Soccer, Run/Walk Day, Self-Defense
- **Holistic Therapy Programming for Community** Meditation, Mindfulness, Breathing, Yoga and music.

Community Awareness, Education and Events

- **Naloxone and Harm Reduction Education** – Provide community-based training for Naloxone, harm reduction supplies. Have trained other PIB departments (Natural resources, infrastructure, maintenance, public works, social development, school staff) about naloxone and how to identify possible overdose, and how to safely collect and dispose of drug paraphernalia that they find.
- **Community Education and Awareness workshops and activitie**s – Workshops and zoom sessions on substance use, specific types of drugs, options for treatment and harm reduction, trauma-based behaviors (hoarding, gambling, aggression, depression, etc.). Educational sessions on mental health conditions and treatments.
- **Community Awareness and Prevention Events** – International Overdose Awareness Day, Indigenous Day, World Mental Health Day, International Women's Day, International Men's Day, Red Dress event, Orange Shirt Day events, Health Appreciation Day and NAAW.

Partnership Development and Support

- **Cultural Safety Training for partner organizations –** Provides cultural safety training for external partners, such as Interior Health, UBC, One Sky, POPs, ASK Wellness and other organizations in the South Okanagan.
- **Mentorship Program for Peer Support Workers –** In partnership with ASK Wellness, we are providing training and mentorship for 3 peer support workers for a 12-month practicum.

MENTAL HEALTH AND SUBSTANCE USE

MHSU Demographics

Program Name	Days per week	Participants	Details
Client Services	On-Going	• 124 Individuals referred to Counselling o 15 Children o 11 Youth o 4 Elders o 94 Adults • 52 Outreach Clients • 5 VAT Assessments for housing • 19 clients housed • 36 clients attended Residential Treatment • 18 clients attended Detox	• Each staff member manages their own case files • 294 Active Case Files
Outreach Services	Twice a week	PIB Community Outreach Program • Offered twice a week • Extreme weather outreach as needed • 12 – 20 client wellness checks	Urban Outreach Program • 52 clients since March 2025 • 5 VAT Assessments • 4 housed • 8 access for food bank
Recovery Support Groups	Once a week	Average number of participants: 7-10	Each program runs once a week
Community Programs	Twice a week	Average number of participants: 7-10	Programming runs weekly or monthly based
Community Awareness, Education and Events	Monthly	Average number of participants: 5	Programming runs weekly or monthly based on the activity
Staff Support and Training	On-Going	• "My Tween and Me" Facilitator Training (Oct 22 to 23, 2024) • NIHB Benefits • Pharmacology Training for Substance Abuse • Askable Adult • iSparc Mental Health Training • PreVenture Facilitator Training (School-based Program) • Annual AIDP Training • First Aid	• Foodsafe • ASQ Treatment • VAT Training (BC Housing) • Hep C Training • HIV Management Training • Wildfire Safety & Planning • Indigenous Based Harm Reduction Training • "Youth Dating Safe" Course

MENTAL HEALTH AND SUBSTANCE USE

Highlights, Changes, and Key Accomplishments

- Developed a comprehensive MHSU program that offers a single-entry approach that is culturally based to serve the PIB community
- Opened the Snxastwilxtn Recovery House in November 2023
- Cross-trained all MHSU staff to provide all services for clients, including VAT assessments and access to local services
- Created strong network of partnerships and support with the local social and medical organizations
- Established a partnership with ASK Wellness Society to offer drug checking services to interested community members every Tuesday, in alignment with the MHSU Team's ICOT Program. A dedicated office space is provided at the Recovery House to support their staff in delivering these services on-site
- Provide individual based life skills training for youth within their homes
- Provide mentorship and training for 3 Peer Support workers within the community
- Hired 2 part-time Urban Outreach workers to support all Indigenous clients within the Penticton area

Challenges and Barriers

- Require long-term funding for the Snxastwilxtn Recovery House to continue to provide on-going support to PIB members that want day treatment and aftercare
- Funding for a MHSU Youth/Child Specialist
- Funding for Autism services, as we are planning to establish a sensory room for the PIB community as there are a number of families dealing with autistic children, youth and adults
- A key barrier we face is the need for increased funding to support staff training and professional development. To provide culturally safe, trauma-informed, and effective care, our team must have ongoing access to specialized training in both Indigenous healing practices and evidence-based clinical approaches.
- Long wait lists for clients to attend residential treatment and detox
- More services for mental health and substance use for youth

Future Projects, Workshops and Training

- We are planning additional community-based programming and awareness events for the community.
- In collaboration with the schools both off and on-reserve, we are developing programs and awareness to be a part of their curriculum.
- We are developing a sensory room for PIB members and families that are dealing with autism, including access to therapists.
- Increase our client intake by 15% per year for all areas of service.
- Utilize more of the Okanagan-Sylix language and teachings within all of our programming.

Partnerships

- PIB Health – Community Health Nurse & Nurse Practitioner
- PIB Health Elders Program
- PIB Health – Early Years Program
- PIB Social Development
- PIB Natural Resources
- PIB FootPrints Centre
- PIB Fire Department
- PIB Education
- First Nations Health Authority
- OneSky Community Resources
- En'owkin Centre
- The Foundry
- Interior Health Mental Health Services
- SOWINS
- BC Housing
- Fairhaven
- POPS Organization
- Compass House Shelter
- Wild Mountain Clinical Counselling
- Heartways Counselling
- Ooknakane Friendship Centre
- OAT Pharmacy
- Martin Street Clinic
- South Okanagan Brain Society
- The Bridge
- Urban Matters
- ONRT
- Penticton Regional Hospital
- RCMP
- Ambulance Services

SNXĂSTWILXTN RECOVERY HOUSE

Recovery House

The Snxăstwilxtn Recovery House supports community members in healing from substance misuse through a culturally grounded, trauma-informed approach. Guided by the Penticton Indian Band's commitment to wellness, our programs integrate traditional Syilx teachings with Western wellness practices to promote a healthy, balanced life, both physically and mentally, spiritually and emotionally.

We currently operate six (6) core programs:

- Day Treatment Program – Structured psychoeducation support including group therapy, relapse prevention, and cultural teachings
- After-Care Program – Continued recovery support for individuals transitioning back into daily life
- Art for Wellness Program – Expressive Art program for healing through visual arts, storytelling, and traditional crafts
- On-the-Land Program - Land-based healing activities including cultural teachings, harvesting, and connection to Nature
- Meditation Classes – Guided mindfulness practices that support emotional regulation, inner balance, and self-awareness
- Wellbriety Circle – A culturally specific 12-step recovery circle based on the Medicine Wheel, promoting healing from intergenerational trauma and addiction through Indigenous values and community support

Through these programs, Snxăstwilxtn Recovery House helps individuals rebuild their lives with dignity, connection, and cultural pride. Continued investment will expand our capacity to deliver safe, effective, and culturally relevant community programming, promoting inclusivity of wellness for all members of the PIB community.

Other Programs offered through the Recovery House include:

- Girls Youth Group
- Men's Support Group
- Strong Okanagan Women's group
- Soup for the Soul Community Lunch Program
- Individual Support
- Community Outreach and Harm Reduction
- Elder Support & Connection

Who we are

Melissa Letendre, BSW
Recovery House Manager
mletendre@pib.ca
250-274-3403

Dale Marchand
Mental Health/
Substance Abuse Worker

Gerry Gabriel
Mental Health/
Substance Abuse Worker

Sherry Ward
Peer Navigator
(1-year Practicum)

Gerry Gabriel
Peer Navigator
(1-year Practicum)

SNXĂSTWILXTN RECOVERY HOUSE

Recovery House Demographics

Program Name	Days per week	Participants	Details
Day Treatment	4 days	• 20 Active Participants • Average number of participants: 5-8	• 19 Female/18 Male • 5 individuals completed the program and are in active sobriety
After-Care Program	1 Day	3 Active Participants	• Average number of participants: 1-3 • 3 intakes
Art for Wellness	1 Day	Average number of participants: 7-10	
Fridays On-The-Land	• Friday Afternoons • 4 Times a Month	Average number of participants: 7-10	
Mediation Classes	2 days a Month	Average number of participants: 5	
Wellbriety Cricle Group	1 Day a Week	Average number of participants: 8	
Individual Client Support	On-Going	• 16 intakes since January 2024 • 8 Active Clients	• 6 Completed Care Plan Goals • 1 Non-active • 1 Moved out of Penticton
Counselling Referrals	On-Going		14 Referrals sent to outside organizations
Residential Treatment Referrals	On-Going		9 Individuals who completed programming
Detox Referrals	On-Going		11 Individuals who completed Detox
Counselling Referrals	On-Going		14 Referrals sent to outside organizations

SNXĂSTWILXTN RECOVERY HOUSE

Recovery House Demographics

Program Name	Days per week	Participants	Details
Residential Treatment Referrals	On-Going		• 9 Individuals who completed programming
Detox Referrals	On-Going		• 11 Individuals who completed Detox
Soup for the Soul Lunch Programs	• 1 day a Month • Average Number of participants: 35	• Spring/Summer- host a community BBQ • Fall/Winter- Soup and Bannock inside • This program offers community members the chance to share a meal and connect without judgment.	
Elder Support	2 Days	• Our in-house Elder attends programs twice a week and whenever needed. • He offers individual support as needed to participants and staff	
Girls Group	1 Day	Average number of participants: 10	• The age range is 13 – 18 years old
Strong Okanagan Women's Group	1 Day	Average number of participants: 5-8	
Men's Support Group	1 Day	Average number of participants: 5-8	
Recovery House Outreach	1 Day Every Friday	Average number of individuals we support: 20	We offer harm reduction supplies, connection, mental health support/information, and nutritious snacks.

SNXĂSTWILXTN RECOVERY HOUSE

Highlights, Changes, and Key Accomplishments

- November 2025 will be the Recovery House's 2nd Anniversary
- Since the inception of opening, we have had 35 intakes for Day Treatment.
- We initiated an After-Care Support Group for clients returning from residential treatment
- The Recovery House staff works in close collaboration with the PIB MHSU team to provide comprehensive, wraparound services that ensure coordinated care and ongoing support for our shared clientele.
- We have established a partnership with ASK Wellness Society to offer drug checking services to interested community members every Tuesday, in alignment with the MHSU Team's ICOT Program. A dedicated office space is provided at the Recovery House to support their staff in delivering these services on-site
- We developed a life skills program in partnership with FootPrints Centre
- We have established basic health care services and routine testing in collaboration with the PIB Community Health Nurse to support the overall well-being of our Day Treatment clients
- One of our greatest successes has been the consistent return of clients who actively participate in all programs offered at the Recovery House, along with ongoing drop-ins from community members seeking support. This reflects the safe and welcoming environment we have worked hard to cultivate.

Challenges and Barriers

- Require long-term funding for the longevity of programs and services we offer
- Building repairs are constant, which impedes our ability to be consistent with programming
- Funding for more support staff as we grow and offer more programs, specifically a MHSU Youth Specialist
- More funding for honorariums as knowledge keepers and traditional crafts experts exceeds our current budget
- A key barrier we face is the need for increased funding to support staff training and professional development. To provide culturally safe, trauma-informed, and effective care, our team must have ongoing access to specialized training in both Indigenous healing practices and evidence-based clinical approaches.
- Long wait lists for clients to attend residential treatment and detox

SNXĂSTWILXTN RECOVERY HOUSE

Future Projects, Workshops and Training

- We are currently working with OneSky Community Resources to facilitate a parent program, Circle of Security, in the Fall of 2025. We will continue to offer parenting workshops out of the Recovery House to support PIB parents and guardians.
- Collaborating with En'owkin Centre to deliver a beginner-level Nsyilxcn language class for the Spring of 2026.
- We are developing a community art initiative called Healing Through Art, which will provide supplies and creative space for PIB members to express themes of healing, wellness, and cultural strength through various art forms. This program will embrace a wide range of artistic media, including poetry, painting, carving, beading, sewing, and more. It will conclude in a public exhibition celebrating the voices and creativity of our community.
- We are actively working with the Penticton Art Gallery to confirm the dates for a community art exhibition showcasing our cooperative art project, scheduled for the 2026/2027 year.
- Continue offering community workshops and programs that are inclusive of the community.
- We are actively researching the integration of additional alternative healing methodologies, such as yoga, breathwork, and other mind-body practices, into our programs and services to enhance holistic wellness.

Partnerships

- PIB Health MHSU Team
- PIB Health – Community Health Nurse & Nurse Practitioner
- PIB Health Elders Program
- PIB Health – Early Years Program
- PIB Social Development
- PIB Natural Resources
- PIB FootPrints Centre
- PIB Fire Department
- PIB Education
- First Nations Health Authority
- OneSky Community Resources
- En'owkin Centre
- The Foundry
- Interior Health Mental Health Services
- Ask Wellness Society
- SOWINS
- BC Housing
- Fairhaven
- POPS Organization
- Compass House Shelter
- Wild Mountain Clinical Counselling
- Heartways Counselling
- Ooknakane Friendship Centre
- OAT Pharmacy
- Martin Street Clinic
- South Okanagan Brain Society
- The Bridge
- Urban Matters
- ONRT
- Penticton Regional Hospital
- RCMP
- Ambulance Services

snx̌astwilxtn Centre
"A Place to Heal"











PIB ELDERS

PIB Elders

The PIB Elders Program serves as a welcoming and grounded space for Elders of the Penticton Indian Band to gather, connect, and share. This program fosters a sense of community and belonging by offering regular opportunities for Elders to:

- Engage in meaningful dialogue around topics of mutual interest, including community issues, cultural preservation, and personal well-being.
- Socialize in a supportive environment, promoting emotional wellness and reducing isolation among Elders.

Who we are

Cynthia McEwan
Elders Coordinator
hlth.cmcewan@pib.ca
250-274-2645

Programs we Offer

- Adult Day Program - Every other Wednesday of the month
- Chief and council meeting at PIB band hall – 3rd Wednesday each month
- Healthy Harvest Box - Every Second Tuesday of the Month
- Walk/Swim/Gym - Every other Sunday of the Month
- Elder's Nutrition program - Once every other Month
- Swifty Thrifty Program - Last Tuesday of the Month
- Bowling Day - Last Thursday of the month
- Annual PIB Father's Day Golf – Elders and community fathers
- Annual Mother Day Tea – Elders and community mothers
- Elders/Youth Okanagan Language Bingo - On going through the Year
- PIB Elder's Annual Christmas Luncheon
- PIB Elder's Dance - Twice a Year
- Okanagan Elder's Event – Quarterly event with all Okanagan bands in the Region
- Weekly Elder's Wellness Checks – Phone each Elder every Monday
- Elder's Lady Coffee – Once a month
- PIB Elder's & Tots program – in partnership with Infant Development team
- PIB Elders Events-Once a year Lunch with -Coast Salish Elders

PIB ELDERS

PIB Elders Program Demographics

Program Name	Days per week	Participants	Details
Healthy Harvest Box Day	Every second Tuesday of the Month	• Elders Boxes 25 • Deliver 7 Boxes to Elder's homes • Participants: 25	• 19 Female/18 Male • 5 individuals completed the program and are in active sobriety
Pension Day Program	Last Week of the Month	Participants: 6	Every Pension Day take Seniors/Elders out to do-Banking-Shopping
Swifty Thrifty Program	Last Tuesday of the Month	Participants: 6	Take Elders to Thrift Shop and Have Snacks after
PIB Elders/Tots	1-5 Times a Month	Participants: 15 – 20	Activity and luncheon
PIB Elders/Tots/Youth MSHU	1-5 Times a Month	Participants: 15-25	Mental Health/ Substance Use Information
PIB Elders-Tots	2 Times a Month	Participants: 5-10	Take Home Pizza Day
Adult Day Program	Every other Month CHN - 1times a month	Participants: 15-25	• Paint Day • Bingo • Lunch
Elders/MHSU Nutrition Program	1 time a month	Participants: 15-25	Youth and Elders
Health/Elders Active Program	Every other Sunday	Participants:16-up	• Gym/Swim/Walk • Harvesting Traditional Meats/Fruit • Chair Yoga with community member instructor
Elders/Youth Education School District 67	On-Going	Participants: 25-75	Okanagan Language Bingo
PIB Elders Dance	2 times a year	Participants 20-30	Tots/ MHSUW/Homecare

PIB ELDERS

PIB Elders Program Demographics

Program Name	Days per week	Participants	Details
Planning Activities In partnership with PIB Infrastructure	On Going	Participants: 15-25	• Water Master Plan • Outma School Expansion • Elder's Multi-Plex
National Resources	On Going	Participants: 15-20	Department Update
Penticton Indian Band Recovery House	On Going	Participants: 15-25	• Recovery House Community Programs • Cyber Crime and Security Workshop
PIB Chief and Council	1 time a Month	Participants: 15-40	• Elders Election Code • Governance Document Community Safety Open Letter • Elders Travel Guidelines • Flower Day in Memory
Lands Department	1-5 Times a Month	Participants: 15-25	Field Trip out with Elders to visit old and new Grave Sites for PIB
4 Pillars/Language and Cultural 5-Year plan	2 Times a Month	Participants: 5-10	Take Home Pizza Day
Footprints	Every other Month CHN - 1 time a month	Participants: 15-25	• Paint Day • Bingo • Lunch
Okanagan Nation Alliance	1 time a month	Participants: 15-25	Youth and Elders
PIB Elder Glenda Paul	Every other Sunday	Participants:16-up	• Gym/Swim/Walk • Harvesting Traditional Meats/Fruit • Chair Yoga with community member instructor
OBI/Elders/Community	On-Going	Participants: 25-75	Okanagan Language Bingo
Fernando/Elders/Community	2 times a year	Participants 20-30	Tots/ MHSU//Homecare

PIB ELDERS

Highlights, Changes, and Key Accomplishments

- Increased number of Elders involved in meetings and activities
- Increased interest in community safety matters and plans
- Increased communication between Elders and Chief & Council
- Elders expressed that their voices and concerns are now being heard
- Unprecedented involvement with children and youth
- Increased interest and participation in physical fitness and healthy lifestyle choices
- Active in looking at the genealogical information about the PIB community and history
- Increased participation in planning for the PIB infrastructure and governance of PIB

Challenges and Barriers

- Need funding for an additional staff member to:
- Ensure the safety and well-being of the Elders
- Assist with Elders that need transportation to and from meetings, and events
- Assist with taking meeting minutes while the Coordinator runs the meeting
- Assist with the set-up and clean-up of the meeting room
- Assist with the food and refreshments shopping for each meeting
- Require additional funding to provide more comprehensive programming
- Require a permanent and accessible meeting space that is dedicated only for the Elders
- Require additional funding to provide additional chaperones for Elders conferences and trips

Future Projects, Workshops and Training

- Engagement with Elders has increased significantly as the Elders are able to engage with Leadership at a much larger capacity
- Collaborate with Elders and Seniors from City of Penticton
- Extreme Weather check-in with Elders
- Working with Tots and Youth and Elders from the other Okanagan Nation bands/And outside of Okanagan Territory

Partnerships

PENTICTON INDIAN BAND

- PIB Infrastructure
- PIB Lands & Estates
- PIB Chief & Council
- PIB Natural Resources team
- Penticton Indian Health Team
- Mental Health Substance Use Team
- Penticton Indian Band Chief and Council team

EXTERNAL PARTNERSHIP

- Okanagan Nation Alliance
- Other Okanagan Band Elder's Coordinators
- Penticton Senior's Volunteer Coordinator
- Memory Café
- Footprints
- Urban Matters

ABORIGINAL INFANT DEVELOPMENT

Aboriginal Infant Development Program

We're proud to offer a variety of programs that nurture growth, connection, and wellness across all generations in our community:

- Tot Time Programming – Fun, interactive sessions for young children to play, learn, and grow
- Early Years Developmental Engagement Series – Activities and resources to support early childhood development
- Nobody's Perfect Parenting Program – A supportive space for parents to share experiences and build parenting skills
- Elders & Tot Time – Bringing together Elders and young children for meaningful intergenerational bonding
- Elders, Youth & Tot Time – Inclusive gatherings that strengthen relationships across age groups
- AIDP/CHN Services – Access to the Aboriginal Infant Development Program (AIDP) and Community Health Nurse (CHN) support
- PIB/WFN Collaboration – Joint initiatives with Westbank First Nation to enhance community programming
- Youth Soccer Program – Promoting physical activity, teamwork, and fun through organized soccer

Who we are

Suzanne Schellenberg
AIDP Coordinator

Gabby Gabriel
AIDP Assistant

Supporting Families, Youth, and Elders

When planning programming, we really look into the Social, Physical, Intellectual, Communication, Emotional and Spirtual Development. Everything we plan has these aspects in them. We really concentrate on bringing experiences into our program that helps enhance Developmental Growth

Partnerships

PENTICTON INDIAN BAND

- PIB Elder coordinator and Elders
- PIB Social Development
- PIB Knowledge keepers
- PIB Natural Resources team
- PIB MHSU
- PIB CHN
- PIB FSW

EXTERNAL PARTNERSHIPS

- Early Years
- Interior Health
- Jordan's Principle
- Boys and Girls club
- Penticton Pediatric Therapy
- Barbs place for autism services
- WFN Family Program Coordinators
- Ooknakane Friendship Centre
- Nation Knowledge Keepers and language Speakers
- Strengthening Early Years to Kindergarten Transition
- YMCA
- ONA
- OSNS
- One Sky
- Foundry
- AHSOR

AIDP Demographics

Program Name	Days per week
PIB Tot time	10 x a month
Early Years Development Engagement series	2-4x a month
Elders/Tot time program	1-5x a month
Elders/Youth/Tot time program **Gym/swim and Walk Program**	3x a month minimum
AIDP/CHN collab program	1x a month
AIDP/WFN collab program	1-2x a month
Soccer with MSHU	Every Sunday 12 weeks during the summer
Swimming and Swim/Pizza	4x a month
Harvesting	4x a month minimum
Meditation with PIB MSHU	1x a month
AIDP/ PIB Health FSW	1x month
Easter collab with Social Dev	1x a year
Nation Elders/Tot time picnic	1x a year
Honoring our children	1x a year
Back to School fair	1x a year
Baby Welcoming Ceremony	1x a year
Nobody's Perfect Parenting Program	2x a year

ABORIGINAL INFANT DEVELOPMENT

Highlights, Changes, and Key Accomplishments

- We did a FNHA questionnaire regarding programming, our biggest gap was culture and language. We have added language and drumming to our program. Which lead to our Centre making drums for all our programs to use.
- We have added more on the land days, at least once a week with Knowledge Keepers/Elders. This has included Drumming, Language, Harvesting berries, roots, medicine
- At our last AGM in our suggestion box was for AIDP to bring in more professionals. We are now bringing in a mix of Jordan's Principle representative, Interior Health Speech Language Pathologist, Penticton Pediatric Therapy, OSNS: Physiotherapists, Occupational Therapist, Speech Language Therapist, Behavior Analyst and a Family Support Worker. (Early years developmental engagement series)
- Brought in OT to do info workshops on Autism, Parent and child Behavior and Emotional Regulation
- We have added Elder/Tot time programming 1-4x a month. Started with meals together, making products together, walks, gym/swim, community walks, field trips such as bowling etc.. Now working on a nation Elder/Tot time picnic with PIB, WFN, OIB, OKIB, LSIB Elders/Tots
- We have added Elder/Tot Time/Youth programming. This includes our 6-12 year old programming as well as our 0-6 yrs programming. Adding in the youth is an all age program, which includes Gym/Swim, Walking program and Nutrition program.
- Working together with the PIB Health FSW to do a program. Pizza to go 2x month, and working canning into our schedule. This gives our busy parents a take home meal twice a month. This meal is provided in between two paydays.
- Soccer is for our 6-12 year olds with coaches, MSHU worker and is once a week
- Mediation/ Soundbath is for our adults with MSHU at the recovery house, once a month.It also gives that connection to the friendly faces at the recovery house, that could lead to a referral.
- Early Years Engagement Series, Brings professionals into our Centre to have a meet and greet, We have put in more referrals to these services
- AIDP/CHN program gives the families time to come spend time with us. This time invites clients to ask us immunization questions, ASQ questions, Growth and Development questions and Health questions in a quieter environment with other families. This sparks conversations and connections between families, AIDP and CHN
- Presented two 30-minute talks at the Provincial AHSOR Conference on Social Support and Family Involvement. I shared how our program aligns with AHSOR components and supports developmental growth, highlighting our partnerships and the intentional planning behind our calendar and programming.g we include the 6 components of AHSOR: Culture and language, education, health promotion, nutrion, social support and Parent/Family involvement.

Challenges and Barriers

- Consistent Specialists that can come in that are full time and permanent.
- Equipment to fill our Sensory room at PIB Health building so we can use it as a therapy room, bring in specialists and have meetings/appts there.
- Assessment waitlists are very long. Assessments are needed to identify the specific condition affecting our children and their development
- Long waitlists for Jordan's Principal requests to receive supplies requested for our children.
- Coverage for assessments for private companies. Sometimes the waitlists are shorter for private companies, but the big costs are then involved.
- Budgets for culture and language knowledge keepers

Future Projects, Workshops and Training

- Our main goal right now is to get the Sensory room up and running. Adding in consistent professionals and having equipment to help excel developmental growth in our children.
- To keep AIDP/AIDP Assistant valuable everyday in our family programming. We are running programs 5 days a week and a half day every other Sunday.
- To broaden the connections already made with our families. To keep and heighten the relationships between our families, community, Elders, the land and Animals.
- To provide experiences that benefits our families and their developmental growth.

PIB NURSING PROGRAM

PIB Nursing Program

CHRONIC ILLNESS PROGRAM
This program is for our community members that are living with a chronic illness such as arthritis, high blood pressure, obesity, chronic pain, diabetes etc...)
Homecare Program
This program is for community members who need extra help and assistance with their daily activities and to keep them safe and independent in their own home for long as possible

PRENATAL/POSTNATAL PROGRAM
Those who are pregnant, trying to get pregnant, breastfeeding or who have infants up to the age of 12 months can be enrolled in this program. Monthly, or as needed, health/wellness check-ins by CHN are done. Incentives are utilized to encourage and maintain connection to this specific population.

HEALTH PROMOTION/INJURY PREVENTION /HEALTH PROGRAMS
Individual, community and school-based health promotion events and activities are done each month, Includes the following mobile clinics or services by external health professionals:

- Pediatrician
- Audiologist
- Vision
- Orthotic and various other braces
-

COMMUNICABLE ILLNESS PROGRAM
This program offers immunization, TB screening and testing, STI screening and testing, infection control, communicable disease/outbreak (information/intervention/vaccination)

Who we are

Denelle Bonneau, RNc
PIB CHN
dbonneau@pib.ca
(250) 493-7799

Care Aide
3 FT
1 CASUAL

Home Support Worker
2 FT

Health Care Assistant
1 FT

Footcare Nurse
On contract

PIB NURSING PROGRAM

PIB Nursing Program Demographics

Program Name	Days per week
Pre/Postnatal Program (current ages 15 – 42)	28 clients A) Ongoing intake, individualized care plan and goals B) Monthly check in appointments C) Monthly combined activity with PIB IDP D) CM ongoing monitoring and intake
Chronic Illness	41 clients (current *ages 28 – 73*) Ongoing intake, individualized care plan and goals Nursing Footcare
Health Promotion/Injury Prevention (All ages)	A) Once per month, on average 50-60 ppl Drive Thru or Activity/Information/Resource Based B) CHN presents health info to the Elders Day Program Once per month, or as requested C) Community based social media/newsletter submissions
School Based Health Promotion (Ages 4 – 18)	PIB elementary school/high school Average is (5-6) x *1-hour* sessions per year On average 10 – 12 children
Homecare Program	27 clients (current *ages 55 – 92*) actively receiving Mon to Fri service Ongoing assessment/intake for acute and chronic illness supports
Communicable Illness (All ages)	A) Ongoing catch-up immunization (*caseload varies*) B) Active immunization caseload is 28 clients of various ages C) PIB school-based immunization supports x 2 (2-hour sessions per school year) D) Ongoing TB screening/testing (*caseload varies*) E) STI screening/testing ongoing (*caseload varies*) 177 Immunizations done Jan – July 2025 51 TB tests done Jan – July 2025
Mobile Clinics (Ages 15 years and older)	All mobile clinics come to our community at least once per year, average number of participants is 50 – 60 ppl
Peds Clinics (Ages 2 months – 17 yrs)	Pediatrician Clinic are held every 3 – 4 months with 6 – 8 infants/children/youth booked at each clinic
Nursing Footcare	Nursing footcare is provided for eligible PIB members who are living with chronic illness Total Clients 15 Number of footcare appointments done Jan – July 2025 = 60

PIB NURSING PROGRAM

Highlights, Changes, and Key Accomplishments

- Hired a Full-Time certified Health Care Assistant to support the nursing team
- Successfully recruited and hired much needed additional homecare staff
- Program participant numbers are increasing to pre-pandemic numbers

Challenges and Barriers

- INCREASING AGING POPULATION HAVE AND WILL CONTINUE TO INCREASE HOMECARE PROGRAM CLIENT LOAD, resulting in the need for additional nursing team support
- ACCESS TO EXTERNAL HEALTH CARE PROVIDERS IS A CHALLENGE BECAUSE THEIR SERVICES (THEIR AREA OF EXPERTISE) ARE DEPENDENT ON THEIR AVAILABILTY VERSUS COMMUNITY NEEDS, lengthens the time for accessing care and assessment
- INCREASED DEMAND FOR IMMUNIZATIONS FOR PARENT-DIRECTED CATCH-UP PLANS ARE INCREASING DUE TO COMMUICABLE DISEASE OUTBREAK CONCERNS which makes immunization planning more complex and demands more time

Future Projects, Workshops and Training

- Attain additional funding required for increased nursing team staff to meet the growing needs of the community
- Provide PIB Recovery House with greater nursing support and service
- Increase program activities for those registered in Chronic Illness Program

Partnerships

PENTICTON INDIAN BAND

- PIB elementary and high school teachers/administrators
- PIB Social Development
- PIB Housing Department
- PIB Daycare staff/manager
- PIB Education Department
- PIB Natural Resources Department
- PIB Infant Development Staff
- PIB elders coordinator
- PIB Mental Health & Substance Use team
- PIB food services worker
- PIB First Nation Policing
- PIB Nurse Practiontioner

EXTERNAL PARTNERSHIPS

- Interior Health (Diabetes Nurse, Wound Care, Home Support, OT, PT, Patient Navigator)
- Pharmacies/Pharmacists
- Physicians
- Healthcare Specialists (Pediatricians, Opthamologist, Podiatrist, Etc)
- PRH Staff
- Various Hospital Staff (Kelowna/Vancouver)
- Medical Supply Companies
- Red Cross
- FNHA Nursing Supports
- City Of Penticton Community Center
- Opt Bc (Options For Sexual Health)

PIB HEALTH PHOTOS





















INFRASTRUCTURE PLANNING & ENGINEERING

Planning & Engineering

The Engineering Department is focused on ensuring that the community has safe, reliable, and resilient community infrastructure. Engineering works to fulfill short and long-term objectives to improve community safety, increase water system efficiency, expand sewer capacity, and improve transportation networks. We also work to promote sustainable infrastructure development, increase infrastructure resiliency and connectivity. The department works closely with various agencies like the Ministry of Transportation, City of Penticton, and Regional District of Okanagan-Similkameen to plan and execute different initiatives related to transportation, water systems, sewer treatment, and environmental concerns. This department is responsible for management of existing infrastructure assets as well as the design and construction of new assets, including:

- Roads;
- Sidewalks;
- Street lighting;
- Potable water systems;
- Sanitary sewer systems;
- Dams; and
- Multi-use pathways.

The Planning Department acts in the public interest to prepare plans and policies to guide development of PIB's reserve land, reflecting community priorities while balancing social, cultural, economic, and environmental principles to ensure a sustainable path forward. The Planning Department houses PIB's Geographic Information Systems (GIS) program internally with data and mapping projects. The principal functions of the Planning Department are:

- To prepare land use plans and policies for consideration by PIB Chief and Council;
- To serve the community by responding to a wide range of inquiries and applications related to the use and development of land;
- To develop and administer PIB land use bylaws, standards, and policies;
- To facilitate member participation in the land use process;
- To provide support to the Engineering Department for the feasibility phase of capital projects;
- To act as a resource to PIB Chief and Council on planning and development matters;
- To update community parcel and infrastructure data;
- To support the community and departments across the organization with mapping needs;
- To generate data insights to make informed decisions on planning initiatives; and
- To provide data that is accessible in the field on mobile devices.

Both the Engineering Department and Planning Department are part of PIB Infrastructure, responsible for maintenance and operation of existing infrastructure and planning for future needs to ensure that the community has the public infrastructure to support its growth. Infrastructure is composed of several departments, including Engineering, Planning, Housing, Public Works, Utilities, and Facilities. Infrastructure plays a critical role in the long-range planning and infrastructure development of PIB's reserve land.

Who we are

Loretta Ghostkeeper
Director of Infrastructure
lghostkeeper@pib.ca
(250) 493-0048

The Director of Infrastructure in responsible for all of PIB Infrastructure, including Housing, Public Works, Utilities, Facilities, Planning, and Engineering. The Director of Infrastructure provides oversight for all capital projects, development services, existing community infrastructure and facilities, existing and new housing, and the development of policies, procedures, and bylaws related to community infrastructure and development services.

Emily Proskiw
Planner

The Planner is responsible for responsible for community planning, ensuring land development and use happens in line with the Penticton Indian Bands's objectives and policies while providing Council advise on land use issues. The Planner provides planning and land use support to community members, developers, professional consultants, and other Band departments.

Colic Christmas
GIS Administrator

INFRASTRUCTURE PLANNING & ENGINEERING

Highlights, Changes, and Key Accomplishments

Geographic Information Systems Capacity Building	In November 2024, PIB Planning hired a GIS Administrator to lead and expand our Geographic Information System (GIS) program. Since its launch in March 2024, internal GIS usage has grown from 3 to 33 users. Staff regularly access PIB's data via the online portal and parcel viewer. Departments including Emergency Management, Firesmart, Utilities, Housing, and Facilities now use GIS for inspections, mapping, and project tracking.
Civic Addressing Project (GIS)	This project aims to ensure all PIB properties have accurate, 911-compliant addresses. Funded by the Integrated Cadastral Information Society, it marks PIB's transition from RDOS-managed addressing to internal oversight. The updated data is shared with agencies like 911 Dispatch, Canada Post, and Fortis to improve emergency response and service delivery. Community engagement efforts are underway to inform and involve affected property owners.
Steering Committee (GIS)	Staff are working to establish a GIS Steering Committee to give direction about how we grow GIS capacity within the Penticton Indian Band. The committee will help make recommendations to Council about how data is managed, accessed, and shared, as well as support integration of GIS into the whole organization.
Skaha Art Installation	The intersection of Highway 97 and Skaha Hills Drive holds cultural significance for the Syilx Nation, known as qʷƛiʔs snklip (Coyote's Winter Home). A nearby space has been reserved for a cultural art installation, information kiosks, and parking to support education and awareness of this landmark. A PIB artist was awarded the art commission in summer 2025, and a full site design proposal—including civil, structural, and landscape elements—is currently in development.
Land Use Plan	Council has directed staff to develop a Land Use Plan for PIB's Reserves and Additions-to-Reserve. This visioning document will guide future land use decisions, balancing growth with cultural and environmental protection, and ensuring land is available to meet community needs. The plan builds on over 40 years of land use work, including studies from 2012, engagement from 2013–2015, mapping in 2020, and recent initiatives in housing, infrastructure, and the community core. The goal is to unify these efforts into a single, community-driven plan that reflects PIB Members' values and priorities. Funded by the National Aboriginal Land Managers Association, the project was awarded to Urban Systems in March 2025 through a competitive RFP process. Work over spring and summer 2025 includes data review and forming a Land Use Plan Advisory Committee to support the planning process
Housing Needs Assessment and Strategy	"This joint Housing and Infrastructure initiative will deliver a 20-year Housing Needs Assessment and Strategy, identifying required unit types and volumes over 5- and 20-year horizons. Funded by Indigenous Services Canada, the project was awarded to Meraki Community Planning in February 2025. Background work is complete, with community engagement beginning September 2025.". Learn more about this project and ways to get involved on our project webpage: https://map.pib.ca/portal/apps/storymaps/stories/169d69bdb9f54936a881962a7eb9e270

INFRASTRUCTURE PLANNING & ENGINEERING

Highlights, Changes, and Key Accomplishments

Regional Hazard, Risk, and Vulnerability Assessment	PIB's Planning and Emergency Operations Departments are partnering with the RDOS, three other Syilx communities, and six municipalities to complete a Hazard, Risk, and Vulnerability Assessment (HRVA). This process identifies potential threats and their impacts, with recommendations to strengthen resilience and inform emergency planning, land use, and climate adaptation. Funded by the UBCM Disaster Risk Reduction – Climate Adaptation Fund, the project was introduced to the community in spring/summer 2025. A sub-regional committee will be formed with community member participation.
KVR Addition to Reserve for Water Master Plan	Three PIB-owned fee simple parcels are needed for water infrastructure, as identified in the Water Master Plan. Since ISC doesn't fund infrastructure on non-reserve lands, Council has directed staff to convert these parcels to reserve status through the Addition to Reserve (ATR) process. The ATR application was submitted in November 2024. PIB and ISC are now working through requirements including environmental review, encumbrance clearance, and legal surveys.
Water Master Plan **City of Penticton Emergency Water Connection Design** **Okanagan Lake Intake Pre-Feasibility**	Adopted in October 2024, PIB's Water Master Plan outlines short- and long-term strategies to address urgent and future water needs in partnership with Indigenous Services Canada (ISC). • Short-Term Strategy: Establish an emergency water connection with the City of Penticton at Green Mountain Road to provide immediate supply and system redundancy. PIB has applied for $24 million in funding through the Canada Housing Infrastructure Fund and is awaiting a response. • Long-Term Strategy: Develop an Okanagan Lake Intake. PIB and RDOS are collaborating on a cost-shared pre-feasibility study to explore project costs and unlock joint funding opportunities.

Green Mountain Road Multi-Use Pathway Design	The Green Mountain Road Multi-Use Pathway is a joint project between PIB and the BC Ministry of Transportation and Transit (MoTT), involving 3.2 km of pedestrian and cyclist infrastructure from the Highway 97 bridge to Westhills Drive. PIB is currently re-engaging with MoTT and TRUE Engineering to incorporate storm drainage into the design.
Loop Road Subdivision Feasibility	Council has approved a feasibility funding application for the Loop Road Subdivision, currently under review by Indigenous Services Canada (ISC). Once approved, staff will begin the feasibility study, followed by design. The subdivision includes LOT 159 and LOT 160 off Westhills Drive and will house the Adult Community and Comfort Cubes. The project covers the horseshoe-shaped road and all required utility services.
Little Paws Daycare Construction	Little Paw's Daycare, located next to Outma Sqilx'w Cultural School, began operations in 2025 with funding from the Province of BC. The facility includes five childcare rooms with a total capacity of 123 spaces. While the building was substantially completed in winter 2025, staff continue to address minor deficiencies such as outdoor lighting, play area drainage, and HVAC adjustments.
Skaha Storm Management and Road Upgrade Construction	This project resolves two infrastructure issues from the Skaha Hills development. A 90-meter section of Skaha Hills Drive near Old Airport Road will be upgraded with curb, gutter, new asphalt, and a sidewalk to match existing road standards. The Skaha Hills Master Storm Drainage Plan now includes a stormwater detention facility that will discharge into Skaha Lake, preventing potential flooding of CP lands. Construction is expected to be completed by summer 2025.

INFRASTRUCTURE PLANNING & ENGINEERING

Highlights, Changes, and Key Accomplishments

Sage Road Subdivision Construction	This subdivision extends Sage Road with a double-loaded paved road and 1/3-acre lots to help address PIB's housing shortage. It marks the first phase of land development near Westhills, aimed at providing safe, healthy, and affordable housing for band members. Construction began after a groundbreaking ceremony on February 18, 2025, with road and servicing expected to finish by October 2025. The Housing Advisory Committee is overseeing lot development and allocation.
Outma School Expansion Construction	The new addition to Outma Sqilx'w School continues the original architectural design and expands capacity with four classrooms and support spaces for the elementary program, plus three classrooms and administrative space for the secondary program. Construction began on April 29, 2025, following a groundbreaking ceremony, and is expected to be completed by spring 2027.
Brent Lake Dam Design	A 2014 safety review identified deficiencies at Brent Lake Dam based on federal and provincial standards. This project aims to bring the dam and related infrastructure into compliance. Currently, the project is on hold due to right-of-way issues. Council is working with Indigenous Services Canada (ISC) to resolve these and resume design work.
Farleigh Lake Dam Rights of Way	A 2014 Dam Safety Review of Farleigh Lake Dam identified several upgrades needed, including raising the dam, building a new spillway and chute, replacing the intake structure, adding riprap and filter drains, and upgrading water connections. The assessment also found the upstream Shingle Creek Diversion structure and channel were failing and require rehabilitation to maintain water flow to the Brent and Farleigh Lake system. Staff and Council are addressing right-of-way issues and plan to designate PIB Holdings Ltd to hold statutory rights-of-way.

Community Core Phase 1 Feasibility	The Naqsmist Building will consolidate services for children and families, supporting the Social Development Department's program delivery. Located next to Outma School, the site was identified in the Community Core Area Master Plan. Feasibility funding was secured through Jordan's Principle (CHRT-41) in January 2025. Staff plan to present the completed study to Council by September 2025 for approval before submitting to Indigenous Services Canada (ISC).
New Administration Building Feasibility	Due to rapid staff growth, PIB has outgrown its current facilities. The Administration Building, identified in the 2023 Community Core Master Plan, will centralize government and service functions under one roof to support current and future staffing needs. Space requirements have been completed, and Council has approved the fee proposal from Iredale Architecture and the project manager to carry out a feasibility study alongside the Naqsmist Building
Shingle Creek Flood Mitigation Feasibility	Shingle Creek has historically overflowed in the Lower Village during spring freshet. With increasing flood and drought risks due to climate change, a study was commissioned to assess flood patterns under normal and extreme conditions. The report has been received and is under cross-departmental review. Once finalized, it will be presented to Council for approval and next steps.
Channel Pathway Paving Design	The Channel Pathway is a key recreational route along the Okanagan River, used by PIB Members, RDOS and City of Penticton residents, and visitors for walking, running, and cycling. Council has directed PIB to repave the pathway to improve safety and comfort. The project is currently on hold pending the design of a sewer trunk main by Sun Leisure, which is planned to run along the pathway and connect to PIB's sewer system.
Westhills Water System Upgrade Design	Upgrades to the Westhills Water System are needed to support the Community Core and improve supply to the Upper Village. Phase 1 includes decommissioning Lot 78 due to issues with Well A and low overall yield, and commissioning Lot 90's Well C, drilled in 2009. Council has approved a Design Application Request to Indigenous Services Canada for project funding.

INFRASTRUCTURE PLANNING & ENGINEERING

Future Projects, Workshops and Training

Public Parcel Viewer	PIB is working to make civic addressing, parcel fabric, and infrastructure data accessible to Members. Currently, this information is only available internally, requiring Members to contact staff for access.
Existing Cemetery Mapping	Surveying project to confirm the boundaries of the existing cemeteries, map the individual plots, and collect the information about each plot. This will be a joint initiative between the Planning and Public Works departments, with support from the Elders and Harry Gabriel.
Civic Addressing Policy	To complete our civic addressing project, staff will create a policy to guide the Planning Department to assign and manage addresses on PIB lands. This policy is important to ensure that addresses are assigned correctly and shared with the relevant agencies for emergency response and service delivery to Members.
GIS Assistant	The Planning Department would like to work with OTDC to hire a band member to work as a GIS Assistant while pursuing formal training. This role will support the GIS program and provide an opportunity for a PIB Member to enter the GIS field.
Park Naming	The Planning, Public Works, and Language & Culture Departments will collaborate to name four existing community parks. Naming will support identification, civic addressing, and foster pride in these public spaces. Elders and youth will help propose names, followed by a community poll to select the final names.
Planning and Engineering Advisory Committee	To manage growing land development and infrastructure inquiries, Council approved the creation of a Planning and Engineering Advisory Committee in March 2025. The committee will coordinate across departments to standardize development review processes and ensure projects are safe, healthy, and in the public interest. Staff will develop a terms of reference and formally establish the committee in the next fiscal year.
Comprehensive Community Plan Update	Council has given direction to update the 2012 Comprehensive Community Plan, which was last reviewed in 2018. Staff will be establishing a working group, scoping a terms of reference for the project, and seeking grant funding to support this update. This project should be formally kicked off in Fall 2026.
Sanitary Sewer Master Plan	As PIB grows, many properties remain on private septic systems, limiting development and increasing costs. PIB has a sewer agreement with the City of Penticton for the Skaha area, which requires a capacity review. To address current and future sewer needs, PIB will develop a Sanitary Sewer Master Plan to assess existing conditions and explore alternative solutions. Staff will prepare a terms of reference to support funding discussions with Indigenous Services Canada (ISC).
Roads and Drainage Upgrades	This project involves road and drainage upgrades in the Upper and Lower Villages to improve safety, access, and infrastructure. Roads will be assessed and prioritized based on urgency, with a funding application to Indigenous Services Canada (ISC) for high-priority items. The top priority is the Westhills Drive and Green Mountain Road intersection.

HOUSING

Housing

The Housing Department oversees the management of the PIB's housing program assets and facilitates day-to-day tasks related to leasing, operations, and management. This includes dealing with evictions, arrears from nonpayment of rents, abandonment of homes, and working through the estate process. The department supports the determination of short- and long-term housing needs of the community and prioritizing community lands suitable for housing development.

Housing offers extensive services through its various programs including Social Housing, Band Housing, RRAP, New Construction, Renovations & Maintenance Property Management, Tenant Relations, and Elders Emergency Repair Program, and the Individual Mortgage Program.

The Housing Department is part of PIB Infrastructure, responsible for maintenance and operation of existing infrastructure and planning for future needs to ensure that the community has the public infrastructure to support its growth. Infrastructure is composed of several departments, including Engineering, Planning, Housing, Public Works, Utilities, and Facilities. Infrastructure plays a critical role in the long-range planning and infrastructure development of PIB's reserve land.



HOUSING

Who we are

Cheryl Kruger	Housing Manager	Reporting to the Director of Infrastructure, the Housing Manager oversees the administration and delivery of PIB Housing program services in line with PIB housing policies and procedures. The role involves project and budget management, staff supervision and training, and coordination with Administration, other programs, and external government agencies.
Halle Lezard	Housing Coordinator	Reporting to the Housing Manager, the Housing Coordinator handles administrative tasks, financial coordination, and communication to support smooth Housing Department operations. The role ensures policy compliance, maintains records, and builds positive relationships with residents and partners.
Patricia Schwetje	Tenant Relations Officer	Reporting to the Housing Manager, the Tenant Relations Officer supports positive relationships between tenants and the PIB Housing Department. This role includes administrative and clerical duties to ensure efficient operations, while also ensuring tenants comply with lease agreements and housing policies.
Reeve Paul	Housing Assistant	Reporting to the Housing Manager, the Housing Assistant supports and provides administrative and clerical services to ensure efficient operations.
Steve Wade	Housing Maintenance Operator	Reports to the Housing Manager, the Housing Maintenance operator provides maintenance and repair services for housing units, including journeyman-level carpentry and general upkeep in line with BC Building Code and may supervise staff or contractors as needed.
N/A **A future role**	Housing Maintenance Operator Assistant	Assists the Housing Maintenance Operator with preventative maintenance, repairs, and general upkeep of housing units. Supports carpentry, troubleshooting, and facility maintenance tasks while ensuring safety and compliance with building codes. Helps maintain a safe and functional living environment for tenants.
N/A **A future role**	Housing Maintenance Operator	Reports to the Housing Manager and/or supervisor, the Housing Maintenance operator provides maintenance and repair services for housing units, including journeyman-level carpentry and general upkeep in line with BC Building Code.
N/A **A future role**	Housing Clerk	The Housing Clerk supports the Housing Department with administrative tasks, including tracking budgets and schedules, preparing purchase orders, maintaining records, and assisting with policy updates. The role also involves member communication and supporting the Housing Advisory Committee.

HOUSING

Highlights, Changes, and Key Accomplishments

Snpink'tn Housing Advisory Committee (HAC)	HAC supports and advises the Housing Department - for Band-Owned Rentals, Individual Mortgages, Elders Housing, RRAP, and Social Housing Programs. provides financial oversight and receives regular department reports as determined by the Committee.
Arrears Management	Staff have worked diligently to reduce arrears owed by both past and current tenants. Most current tenants with outstanding balances are now on payment plans .
4 CMHC Section 95 Homes	4 Social Housing Units were approved under the CMHC Section 95 program (new Sage Road Subdivision). This initiative aims to address the severe housing shortage by providing safe, healthy, and affordable homes
Elders Renovations/ISC Housing Support Program	In 2024–2025, four Elders received home renovations, including upgrades to decks, furnaces, and septic systems. The Housing Department also completed 17 FNHA inspections and 18 Skyview building inspections on Member homes. As a result, five applications for health and safety renovations were approved.
"Comfort Cubes"	Three 'comfort cubes' were installed on Lot 160 to provide short-term shelter for those facing homelessness, supporting safer temporary housing while long-term solutions are developed.
First Nations Child and Family Services Housing Fund (aka FNCFS or FNCHF)	We will be exploring opportunities through the First Nations Child and Family Services (FNCFS) Housing Fund to support the development of safe and culturally appropriate housing for children, youth, and their families. This funding would help address critical housing needs and strengthen family well-being within the community.
12 Unit Adult Complex	The proposed Westhills Adult Community will include three 4-plex buildings and a future gathering space. These single-story, rancher-style homes will add to PIB's affordable rental housing stock and are designed with accessibility features to support aging in place.
Housing Needs Assessment and Strategy	Joint Housing and Infrastructure initiative will deliver a 20-year Housing Needs Assessment and Strategy, identifying required unit types and volumes over 5- and 20-year horizons. Funded by Indigenous Services Canada, the project was awarded to Meraki Community Planning in February 2025. Background work is complete, with community engagement beginning September 2025.". More information about this project: https://map.pib.ca/portal/apps/storymaps/stories/169d69bdb9f54936a881962a7eb9e270

Future Projects, Workshops and Training

CMHC Section 95 Homes	We are continuing to apply for CMHC Section 95 housing in the hopes of being selected for additional subsidized homes. These efforts are part of our ongoing commitment to increasing access to affordable housing for our community.
Snpink'tn Housing Advisory Sub-committee	This review will integrate all five policies into one overarching housing policy, using the Naut'sa mawt Tribal Council framework. The goal is to ensure clear, consistent, and fair housing decisions, and to define the Housing Advisory Committee's authority—reducing reliance on Chief and Council for daily administration.
The Fundamentals of Housing, First Nations Housing and Infrastructure Council	The housing staff will be attending The Fundamentals of Housing Workshop in Kamloops this October. The workshop includes eight targeted courses designed to strengthen core competencies in housing management. Topics covered will include on-reserve housing systems, tenant relations, housing management fundamentals, funding and finance, communication strategies, renovation and construction project planning, self-care, and project delivery. This training will support staff in enhancing their skills and delivering more effective housing services.
First Nations Housing Manager Certificate Program, Vancouver Island University	Housing staff are also interest in pursuing the First Nations Housing Manager Certificate Program through Vancouver Island University. This program provides specialized training in housing administration, policy, and management with a focus on First Nations communities. The skills gained will further strengthen our capacity to manage and develop sustainable, community-based housing.
First Nations Housing Professionals Association Annual National Conference	Housing staff are attending the First Nations Housing Professionals Association (FNHPA) Annual National Conference. This event brings together housing professionals from across the country to share best practices, explore policy developments, and strengthen capacity in First Nations housing management. Participation in the conference supports ongoing professional development and helps ensure our approaches align with national standards and emerging innovations in Indigenous housing.

FACILITIES

FACILITIES

Facilities is a new department that oversees the management of all PIB's buildings. This will include the daily maintenance, operation, and safety of PIB's facilities. Manage renovations and minor construction projects, establish policies for facility use, negotiate and manage service provider contracts, and conduct regular inspections to maintain a safe and attractive environment. The Facilities department will also be working on setting up and implementing regular inspection and maintenance plans for each building.

The Facilities Department is part of PIB Infrastructure, responsible for maintenance and operation of existing infrastructure and planning for future needs to ensure that the community has the public infrastructure to support its growth. Infrastructure is composed of several departments, including Engineering, Planning, Housing, Public Works, Utilities, and Facilities. Infrastructure plays a critical role in the long-range planning and infrastructure development of PIB's reserve land.

WHO WE ARE

Jon Felker Facilities Manager jfelker@pib.ca (250) 493-0048	Work and communicate with all departments on the preventative maintenance, operations, renovations and day to day upkeep of all PIB buildings
Geraldine Kruger Janitor	Daily cleaning of PIB buildings including the Admin office, Hall, Heritage, Housing, SocDev, HR, Utilities, Taxation, Infrastructure and PW office
Anita Lanoue Janitor	Daily cleaning of PIB buildings including the Admin office, Hall, Heritage, Housing, SocDev, HR, Utilities, Taxation, Infrastructure and PW office
Jenna Kruger Casual Janitor	Daily cleaning of PIB buildings including the Admin office, Hall, Heritage, Housing, SocDev, HR, Utilities, Taxation, Infrastructure and PW office

FACILITIES

Highlights, Changes, and Key Accomplishments

Housing Building upgrade	Improve the foundation footings for the building and install proper exterior skirting
Janitorial Transfer	Transferring the responsibilities of the janitorial service from Public Works to Facilities
Admin Office painting	Repaint all Admin offices and hallways
Infrastructure Building	Renovate the old temporary NR building to hold 6 new office spaces for the infrastructure team
Hall Reno	Install new exterior siding, rain gutters, new doors with fob access abilities, new lighting and sofit in the ramp area Reno Women's and Men's washrooms, kitchen, flooring and baseboard in main hall
Master Key set up	Set up master key system for all Admin area buildings, as well as Community Hall and Heritage Building on a master key for approved key holders
Decommission old NR building	Take steps to decommission the old NR building. Main power to be disconnected, removal of any material that can be repurposed or used at another location and removal of building.
Rental of Facilities space	Establish updated rental agreements and processes with the Communications Department on both internal and external rentals of all Facility spaces.

Future Projects, Workshops and Training

Service agreement file system	Update, track and file all service agreements for PIB Facilities. Like HVAC, Waste collection, Security, Pest control, External cleaning service, Fire protection
Septic cleaning schedule	Get all PIB Facilities on a schedule to have the septic tanks serviced to reduce the chance of back ups or emergency call outs
RFP for services	Review existing service agreements and create new RFP, Request for Proposals, to ensure PIB is getting best service and pricing with trusted service providers
Access control upgrade	Look into upgrading doors and fob access to all buildings around the Admin office
Improved exterior lighting at Little Paws	Install additional lighting around Little Paws to improve visibility around the parking lot and play areas during darker parts of the year.
Parking lot safety	Ensure all parking lots have line painting done to maximize parking in a safe way. Move mailbox at the Community hall, install barriers between road and parking lot to improve parking and safety. Improve signage for handicapped parking, fire zone, no parking or no overnight parking
Health Center parking lot	Redesign and construct new parking lot for the Health Center to improve the accessibility of emergency vehicles, flow of vehicles and improve parking spaces and safety
Ball Field improvements	Improve the playing field, both infield and out, back to a usable ball field. Explore rental opportunities to ball leagues
Heritage Park improvements	Install pergola or gazebo and picnic tables to make the park more usable for families or community members
Heritage Building improvements	Improve landscaping around building, install irrigation, improve parking
Footprints improvements	Look into repairing sections of the deck and ramp, restaining of deck, replacement of outdated Heat Pumps, repair or replace front door

INFRASTRUCTURE PICTURES















UTILITIES

Utilities

Utilities is a critical part of the community's infrastructure that provides clean drinking water which is fundamental for public health. The Utilities Department works in conjunction with FNHA to provide safe drinking water for the community.

Penticton Indian Band is currently served by 3 separate water supply areas the Lower Village, Upper village, and the Skaha System. Water is supplied from groundwater wells that are from two different shallow valley bottom aquifers. The water is treated with sodium hypochlorite to provide disinfection for the distribution system.

The Utilities Department is responsible the management, maintenance, and upkeep on the system to ensure efficient operations as well as the monitoring the treatment and distribution of potable water to the residents and business on PIB lands.

The Utilities Department is part of PIB Infrastructure, responsible for maintenance and operation of existing infrastructure and planning for future needs to ensure that the community has the public infrastructure to support its growth. Infrastructure is composed of several departments, including Engineering, Planning, Housing, Public Works, Utilities, and Facilities. Infrastructure plays a critical role in the long-range planning and infrastructure development of PIB's reserve land.





UTILITIES

Who we are

Alyssa Wilson Utilities Associate Manger awilson@pib.ca (250) 493-0048	Utilities Associate Manager	The Utilities Associate Manager is responsible for the performance and regulatory compliance of the PIB's water systems. This role involves overseeing maintenance programs, leading improvement initiatives, and analyzing operational data to enhance efficiency and cost-effectiveness.
Barry Phillip	Utilities Supervisor	The Utilities Supervisor is responsible for field support in the maintenance and operation of the plant operations, pump stations, reservoirs, infrastructure maintenance and responsible for all quality issues related to water treatment, maintains accurate records and reporting requirements for Provincial and Federal regulations.
Rober Garcia	Operator	This position takes on-call duties necessary to provide adequate coverage of the water system. This is a unique position which requires knowledge of the water industry, safety, operations, and maintenance practices within all areas of a water treatment plant, distribution system and reservoirs. The Operator is responsible for assisting in the operation, maintenance, and repair and upkeep of the water supply and distribution systems, equipment and related facilities of the Penticton Indian Band.
John D'Hondt	Operator In Training	This role's purpose is to undergo training to prepare the operator for a successful transition into a more responsible and independent role. The OIT assists with operations, maintenance, sampling, testing, documentation, inventory, health & safety. The operator will participate in a continuous training program while performing limited duties of an operational nature under direct supervision.
Graham Kruger	Youth Utilities Worker	The Youth Utilities Worker assists in various tasks related to utility maintenance, including but not limited to, general upkeep of utilities infrastructure, landscaping and groundskeeping activities to ensure the cleanliness and aesthetics of utility spaces, including dam system. Conducting routine inspections and assessments of utilities infrastructure, identifying any issues or potential hazards with senior operator.
Nixon Wilson	Youth Utilities Worker	The Youth Utilities Worker assists in various tasks related to utility maintenance, including but not limited to, general upkeep of utilities infrastructure, landscaping and groundskeeping activities to ensure the cleanliness and aesthetics of utility spaces, including dam system. Conducting routine inspections and assessments of utilities infrastructure, identifying any issues or potential hazards with senior operator.

UTILITIES

Highlights, Changes, and Key Accomplishments

ATS installed at Lot 78, Lot 90 & Booster Station	Automatic Transfer switch installed at each pumphouse funded by FNESS – (waiting on parts) Future backup power to minimize interruptions for water supply.
Backup Power	Backup power phase 1 completed (ATS) Backup power at Lot 90 for the Upper Village has been requested in the Lot 90 Well C DAR funding Request to ISC Capacity Report for Upper and Lower Village will verify Booster Station energy demands and will be included in upgrade funding request.
PIB Water Metering Water Meter Pilot Project	PIB's Water Master Plan made a recommendation for a universal water metering program. This will include the supply and installation of water meters on all service connections and meter data collection infrastructure & software. It is 100% Funded in the amount of $2,974.00. Community engagement is currently in process and the RFP is drafted.
Fee Law	Working with Taxation and Arbutus Law on a Draft PIB Service Fee Law while True is working on the cost analysis to determine fee structure. Next will be the member engagement and ratification process.
GIS Integration	Working on creating new layers on GIS for Utilities

Future Projects, Workshops and Training

Leak Detection Plan	Undetected Leaks over an extended period will cause tremendous damage to the foundation and encourage unwanted organic growth along with impacts on the water demand.
ACRS	Complete all funding and non-funded projects identified in ACRS inspection for the Utilities department.
Drought Protection Plan	A drought protection plan is a comprehensive strategy designed to prepare for, respond to, and mitigate the adverse impacts of water scarcity and recovery from drought conditions. Such plans are developed to minimize the economic, social and environmental impacts of drought.
Continuous Improvement	Review and update all the programs and plans implemented annually or as needed through the year from lessons learned, education and training.
EOCP Continuing Education Credits	The purpose of requiring continuing education is to ensure that certified operators remain well trained, current, and are capable of operating and maintaining their facilities in a responsible and professional manner.
16th Annual BC & YT First Nations Water & Wastewater Operational Excellence Conference	October 7th – 9th, 2025 for an operator themed technical trade show and presentations from peers about learned experiences, networking and Operator Excellence award dedicated in honoring Danny Higashitani.

PUBLIC WORKS

Public Works

Public Works is responsible for the maintenance and management of various community assets owned by the Band. This department manages community infrastructure such as buildings, parks, roads, sidewalks, multi-use pathways, and the Okanagan River channel. Preserving the quality and safety of these assets for the benefit of the Penticton Indian Band and the wider community.

The focus, priorities, and goals of the Public Works Department are centered around ensuring the ongoing maintenance of existing infrastructure while working closely with other departments within the Penticton Indian Band to ensure that their work aligns with the Band's overall goals and priorities.

The Public Works Department is part of PIB Infrastructure, responsible for maintenance and operation of existing infrastructure and planning for future needs to ensure that the community has the public infrastructure to support its growth. Infrastructure is composed of several departments, including Engineering, Planning, Housing, Public Works, Utilities, and Facilities. Infrastructure plays a critical role in the long-range planning and infrastructure development of PIB's reserve land.

Who we are

Eric Pierre Manager epierre@pib.ca (250) 493-0048	Manager	
Sam Mitchell	Supervisor	To create daily, weekly & long term schedules of duties and projects, To setup training courses to increase team knowledge and capabilities, to process invoices in Xyntax, Acquire supplies and tools when needed, Maintain fleet vehicle/trailer/small equipment maintenance schedules, Resolve conflict between coworkers when needed
Rodney Rosette	Maintenance Worker	The Maintenance workers duties involve routine maintenance of parks, playgrounds and playing fields; minor repairs to maintenance equipment not requiring a certified trade; minor building repairs and routine building maintenance; fire suppression work, firewood, and snow removal.
Reynold Phillip	River Channel Maintenance Worker	Maintaining the River Channel Pathway, Cleanliness and Natural Growth

Who we are Cont'd

Devin Armstrong	Maintenance Worker
Justin George	Maintenance Worker
Riley Brooks	Maintenance Worker
Keegan Baptiste	Term Maintenance Worker
Trenton Dekock-Kruger	Term Maintenance Worker
Josh Bickford	FireSmart Maintenance Worker
Taylor Butters	Youth Maintenance Worker
Silver Armstrong	Youth Maintenance Worker
Josiah Jensen	Youth Maintenance Worker
Atilo Budskin	Youth Maintenance Worker
Ncicn Kruger	Youth Maintenance Worker (exited)
Chris Marchand	Term Maintenance Worker (exited)
Harry Gabriel	FireSmart Team Lead (exited)
Dyllan Marchand	FireSmart Maintenance Worker (exited)
Harley Wilson	FireSmart Maintenance Worker (exited)
Evan Kruger	Maintenance Worker (exited)

PUBLIC WORKS

Highlights, Changes, and Key Accomplishments

Sports Court	Revitalization Project: Surface Sealing & Painting Completed, Kick Boards Replacement Ongoing, Hockey Lines Painting Completed, Basketball Lines Ongoing, Fence Repairs Completed, Installed 6ft Gates at each entrance Completed
Speetlim Place Playground Renovation	Site Assessment completed with Unique Engineering, Inspection of Old Equipment Completed, Removal of broken equipment On Going, Installation of Irrigation in partnership with PIB Utilities On Going, Power & Water Access to Site On Going
Playground Inspections	To inspect and repair all playground equipment & replace as required, setup a yearly inspection of all playground equipment in PIB Parks to align with safety codes.
Ball Park Revitalization Project	Paint & Restore Existing Bleachers in partnership with Education Centre Completed, Install 6 new Picnic Tables & Create Designated Firepit Area Completed in partnership with Westhills Aggregates, Level Outfield Surface On Going, Increase Back fence to follow Slow Pitch Requirements Future,
Road Lines & Markings	Award Contract for Centre line & Stop Bar Painting, Public Works to paint the Speedhumps on Sage Road, Westhills Cres, Outma Sqilxw Pl, Old Airport Road
Footprints & Ballpark Electrical Project	To separate Footprints & Ball Park Electrical
Ball Park Electrical Box Replacement/ Upgrade	To install seacan to house Ball Park Electrical input, Electrical Panel and Irrigation Timer
PIB Parks Naming Project	PIB Public Works, Planning & Communications Departments are consulting with Elders Committee & Youth Groups to gather name ideas for 4 PIB Parks
Traffic Calming	Install calming infrastructure across the lower and upper village and along Green Mountain Road to improve community safety. Install Speed Humps & Digital Speed Reader Signs

Public Works Administration Office	Acquire & Install 40ft Shipping Container Office
Channel Pathway Maintenance	Maintain the Channel Pathway grounds
Channel Pathway South Exit Revitalization Project	Limb Overgrown Trees, Trim Overgrown Shrubs & Plants, Repair Broken Chain Link Fencing, Install Hand Rails on Steps, Maintain Grassy Areas, Clean Up Debris & Garbage, Paint Concrete Toilets, Clean Concrete Toilets, Install Deadbolt Locks
Channel Pathway Danger Tree Removal	In partnership with NR Department & Axe Point Tree Services, Danger Trees were identified and removed
Elders & Single Parent Families Firewood Program	Working with social development, housing, and natural resources to streamline program operations and increase access to statistics.
Administration Office Irrigation	To install in ground irrigation for Administration Office lawns in partnership with PIB Utilities
Gazebo at Administration Area	To designate a location, crush pad installation and install Gazebo in the Administration Offices area
Annual Community Clean Up	Create an opportunity for on reserve community members to clean their yards and homes, Pickup Bagged Garbage & Recycling, Tires, Mattresses, Propane Tanks, Bikes, Furniture,
Irrigation Main Shut Off PRV Installation	To upgrade the existing water shut offs to include a Pressure Relief Valve and upgraded water main shut off system in partnership with PIB Utilities

PUBLIC WORKS

Future Projects, Workshops and Training

Traffic Control/Flagging Course	**To receive certification for Traffic Control Flagging**
Tractor & Skid Steer Operation Training	**To receive formal operation and safety training for Tractor & Skid Steer Operations**
Old NR Playground Equipment Relocation	**To inspect and possibly relocate the playground equipment behind Lots 150 & 160 (Old NR)**
Sacred Fire Pit Renovation	**Replace Wallboards as needed, Paint Wallboard, Replace Roofing as needed, Paint Main Structure, Repair or Replace Benches**
Heritage Building Area Project	**Install Irrigation for Grassy Area, Install Picnic Tables, Create Parking Area on Northside of Heritage Building**

PIB FIRE DEPARTMENT

PIB FD

PROGRAM OVERVIEW: PIB Fire Prevention and protection includes both our Fire Smart program and the Fire Department with the key goal of protecting the community from risks of wildland, structural fires, MVA, MVI, and medical responses.

Key Role of Fire Department and Fire Smart:

- Fire Suppression, prevention, 911 responses – respond to wildfires, structure fires, Motor vehicle accidents and/or incidents, medical responses, participate in prevention efforts, like conducting fire risk assessments and training community members on fire safety.
- Training and Education – educate the public on Fire Smart principles, share best practices, and conduct Safety demonstrations and fire prevention.
- Support in mitigation plans – work with local governments and communities to help brink risk assessments to PIB creating a wildfire mitigation strategy.

Who we are

Chris Ingle	Fire Chief	focus volunteer firefighters' time and energy on activities that have the greatest impact on the department's mission, its service to the community. serve as a leader, staff management, coordinator, District Management, capacity-builder, human resource manager, administrative duties, Emergency Responses, visionary and planner, Community engagement
Whitney Cardenas	-Fire Smart Coordinator -- Assistant Administration to Fire Chief and Fire Fighter	2 plus years. Works alongside the Fire Chief to assist with administrative duties, public engagement, department planning and organization. Coordinate the fire smart program utilizing the funding, property and land assessments for prevention and mitigations.
Jonah Cramer	Assistant Administration to Chief. Senior Fire Fighter	10 plus years with the department and a fully certified JIBC exterior Fire Fighter. Assists with Admin work to help create structure within the department, leadership and mentoring of the new volunteers.
Kreeo George	Primary pump operator. Senior Fire Fighter	10 plus years with the Fire Department. Fully certified JIBC Exterior Fire Fighter. Senior pump operator. Leadership and mentoring of the volunteers.
Jeaden Sampson **Vienna Raphael** **Devin Armstrong** **Rob George** **Vanessa Benson** **Tim Shuter** **Crystal Gabriel**	Volunteer Fire Fighters	Wide variety of experienced fire fighters. Ranging from 6 months to 5 plus years. Continuous interactions with public. High level training, and mentorship. Each member brings specific skill sets to the team to help create the ongoing evolution of the department. Selfless sacrifices for the betterment of the community's safety and individual peoples.

PIB FIRE DEPARTMENT

Highlights, Changes, and Key Accomplishments

Wildland Fire Truck	Successful in securing a donated truck from First Nation Emergency Services – Indigenous Services Canada of a New Wildland Fire Truck to support the department's response to wildland fires. A ceremony was held to push the truck into the firehall.
Lower Blue Mountain Fire	Aug 2024. A significate event within the interface of the community that showcased the excellence of our Fire Department team, mutual Aid support, Fire smart mitigation results. This incident has echoed throughout the Fire commission community and is now used as a primary example of teamwork, fire smarting, and community efforts.
Wildfire Mitigation	Based on recommendations from forestry professionals, PIB implements an annual program of controlled burns and fuel-reduction strategy to reduce the number of combustible materials that could feed a wildfire. In 2024-2025, 15 hectares were treated behind the PIB Band Office. Collaboration with other departments like Natural Resources to manage forests and other natural landscapes, ensuring that vegetation is maintained in a way that minimizes risk of fire in community.
Fire Smart	Offered 40 complete PIB home assessments to assess the risk of wildfire for your home and property. Recommendations are given to mitigate the risk and increase your home's resilience to wildfire. Encourage all homeowners and residents to participate in the home assessment. Sharing the knowledge and information through public engagements and pop up information sessions.

Future Projects, Workshops and Training

Striving to establish a Full Time Fire Chief next upcoming Fiscal Year	Council approved the Fire Department Strategy and prepared with HR to bring back a Job Description and Salary Range for consideration in the Next Fiscal Year of Budget Planning 2026/2027.
Fire Department Assessment	FNESS will come to community to assess the Fire Department for future funding for capital planning and expansion.
Training for Structural Exterior Protection	FNESS will be coordinating and providing certification training for firefighters for the exterior (structural) protection, pumps and operations, wildland and defensive driving.
Funding and Equipment	PIB has moved forward to increase funding to the Fire Department. EOC coordinator, FNESS, are assisting with acquiring the necessary grants and funding needed to supply both Fire department, and Fire Smart with equipment and training.
Training for Structural Exterior Protection	Fire House is slowly being brought up to building codes, and safety standards. Exploration into property and Fire Department expansion is active as the department's growth has proven to need more space. Collaborating with the ever-growing Fire Smart Program.
Mutual Aide and Provincial Standard Training	Plans to bring PIB FD into a provincial standard training level could open the doors to help the FD create revenue by providing equal Mutual Aid to surrounding departments derestriction's.

PIB FIRE DEPARTMENT















LANDS and ESTATES

Lands and Estates

The Penticton Indian Band Lands Department is responsible for balancing environmental, cultural and heritage values of PIB lands in conjunction with accessing economic development opportunities.

To facilitate lands transactions and other Band functions the manager has been appointed as a "Commissioner for Taking Affidavits" pursuant to the British Columbia Evidence Act.
The Penticton Indian Band Lands Department is responsible for the sustainable management of PIB lands as follows:

- Indian Reserve No. 1 18,539.8 hectares or 45,881.84 acres
- Indian Reserve No. 2 13.1 hectares or 32.37 acres
- Indian Reserve No. 3A 145.7 hectares or 360.00 acres

Who we are

Yvonne Weinert
Lands Manager
yweinert@pib.ca
(250) 493-0048

Responsible for the management of PIB lands. Facilitating the development and implementation of land codes and policies, managing resources, and providing technical expertise to support sustainable land use

Christine Saddleman
Lands Assistant
csaddleman@pib.ca
(250) 493-0048

Assist the Lands & Estates Manager in processing land and estate transactions in compliance with ISC guidelines

Highlights, Changes, and Key Accomplishments

BELL 28(2) PERMIT
Non-existing, pursued back-pay

GEN 7 LEASE
Registration of CP buckshee lease

PIB I.R.#2 DESIGN CHARETTE
Gauged "Mindful" Architecture for design/ feasibility

Additions to Reserves
2 KVR parcels in ATR for Community Lake Intake, and fast-tracking 2 Encampment parcels from MOTT

ACCESS PERMIT POLICY
Policy Creation

Future Projects, Workshops and Training

MATRIMONIAL REAL PROPERTY LAW
Preliminary Stages; gathering and formulating relevant material, developing presentation prior to community engagement.

WILLS & ESTATES
Community Information Sessions/ Promoting the Completion of Wills by members

COMMERCIAL LOCATEE LEASING
Community Informational Sessions/ Promotion of moving toward Registered Leases

ESTABLISHMENT OF NEW GRAVEYARD SITE AND CLOSURE OF EXISTING SITE(S)
Identifying, ground testing, surveying, fencing, access road and ground prep. Surveying and fencing to complete closure of existing site(s).

ESTATES MANAGEMENT
On-going work with members to complete outstanding estates

ADDITIONS TO RESERVES
On-going work with 10 parcels to enter ATR process with Canada

28(2) PERMITS
Negotiate permits for Vista Radio, CBC Broadcasting and Regional District of Okanagan-Similkameen (RDOS) on Nk'wala Mountain

CP ACCESS
Create access for CP holders preventing on-going land-lock situations.

BUDGET CONSOLIDATION
Identify expenses and amounts, do funding analysis

NATURAL RESOURCES

Natural Resources

The Penticton Indian Band səxʷtəxʔaḿ Department supports provincial crown consultation and engagement, Title and Rights, preserving, restoring and enhancing snpink'tn lands, plants, animals and waters, Okanagan Nation inter-community engagement and National engagement, proponent engagement, inter-government engagement, the snpink'tn guardian program, community and Knowledge Keeper programing and Territorial community benefit negotiations. Our main focus is on the protection of snpink'tn Title and Rights. We respond to and engage upon all crown consultation referrals which requires deep and lasting engagement with hundreds of proponents, the syilx Nation, other syilx communities and federal, provincial, regional and municipal governments. səxʷtəxʔaḿ Department field teams assess potential impacts which could result from a proposed activity and then the səxʷtəxʔaḿ Department either rejects the proposed activity, develops mechanisms to reduce or eliminate impacts or brings the activity to community, PIB Major Project Committee and/or Chief and Council. The səxʷtəxʔaḿ Department also prioritizes the restoration and enhancement of PIB lands, animals, plants and waters (tmixw). Our teams actively works to protect all sources of water and all species of plants and animals as best as possible. We fund and implement programs that restore habitat which has been damaged and enhance ecosystems that are in need to support. The səxʷtəxʔaḿ Department also supports various Guardian programs both on and off reserve. These programs identify impacts to PIB interests and work to address them right away. The səxʷtəxʔaḿ Department was composed of 38 staff and is entirely self-funded, we do not receive any funding from PIB.

The PIB səxʷtəxʔaḿ Department Vision is as follows:
The syilx people of snpink'tn have a collective right and responsibility to protect and take care of our lands, our people, our culture and our spirituality. We take care of our lands, waters, plants and animals in a respectful and proactive way that ensures that tmixw and tmxwulaxw continue to thrive in perpetuity.



NATURAL RESOURCES

Who we are

James Pepper **Director of NR** **jpepper@pib.ca** **(250) 492-0411**	Director	Assertion and protection of syilx Title and Rights, Project development and management, funding acquisition, inter-community engagement, national syilx engagement, staff management, report writing, leadership engagement, community engagement,
Maryssa Bonneau	Referrals Coordinator	Assertion and protection of syilx Title and Rights. The Referrals Coordinator, reporting to the Manager of Natural Resources, provides both office and field support for PIB Crown consultation referrals, including responding to referrals, conducting cultural and environmental research, data collection, monitoring, reporting, and community engagement. Responsibilities include supervising and coordinating in-field technical staff, maintaining positive relationships with community members, knowledge keepers, proponents, and external agencies, and ensuring that community rights and needs are protected. The role also involves implementing PIB referrals policy, attending meetings, preparing reports, letters, proposals, invoices, and communication materials, as well as engaging in crisis response, on-the-land actions, and ongoing tracking of all referral-related projects.
Caroline Stewart	Office Administrator	The PIB Office Administrator and Safety Officer is responsible for developing and maintaining an efficient and organized office environment, maintaining all department equipment, as well as a functional referral data management system. This position
Brody Armstrong	Project Manager	Assertion and protection of syilx Title and Rights. The Project Manager oversees PIBNR projects by managing scope, budget, timelines, reporting, quality assurance, deliverables, and client relationships, while working with the PIBNR team to deliver services to the community. Projects may include restoration and enhancement, Cultural Heritage Assessments, community engagement, inventory, monitoring, research, and Title and Rights initiatives.
Whitney Cardenas	Firesmart Coordinator	The FireSmart Coordinator is responsible for facilitating FireSmart activities, ensuring they are developed, supported, and implemented in alignment with Provincial and SIB guidelines and the direction and policies of the community.

NATURAL RESOURCES

Who we are

Matthew Macpherson	Tmixw Biologist	The tmix^{w} Biologist oversees PIBNR projects through proposal writing, project development and management, reporting, budgeting, quality assurance, deliverables, and client relationships, while working with the PIBNR team to provide services to the community. Responsibilities include leading restoration and enhancement work, Cultural Heritage Assessments, community engagement, inventory, monitoring, research, and Title and Rights projects. The role also leads Crown consultation responses, and serves as the lead for species at risk and species of cultural significance, including engagement, negotiation, and framework development to ensure their protection and recognition.
Gemma Almendros	Jr. tmixw Biologist	Assist the tmix^{w} Biologist with wildlife monitoring projects including rattlesnake radiotelemetry, painted turtle mark-recapture, trail camera and acoustic unit deployment, and species-at-risk surveys on and off reserve. Support environmental assessments to identify habitat restoration needs and threats, and lead small field teams in challenging conditions. Contribute to data management and analysis, from detailed field notes to bird song identification, while ensuring traditional ecological knowledge and syilx culture are integrated into all activities. Other duties as required.
Morgan Jones	Project Manager - Interfor	The Interfor Project Manager oversees PIBNR projects by managing scope, budget, timelines, reporting, quality assurance, deliverables, and client relationships, while collaborating with the PIBNR team to deliver services to the community. Projects include coordinating Cultural Heritage Resource Assessments, supporting PIB/Interfor relationship development, planning and coordination, report writing, and community engagement, with a primary focus on forestry and related activities.
Madison Terbasket	Project Manager UOMS and Communications.	The Project Manager oversees PIBNR projects by managing scope, budget, timelines, reporting, quality assurance, deliverables, and client relationships, while working closely with the PIBNR team to deliver services to the community. Key projects include Use and Occupancy Mapping, transcriptions, communications, Cultural Heritage Resource Assessments, Crown consultation support, research, monitoring, report writing, and Title and Rights initiatives
Nelson Phillip	Level IV Technician	Assertion and protection of syilx Title and Rights. The In-field Supervisor manages field crews, project coordination, reporting, safety procedures, vehicles, equipment, and staff evaluations, while collecting data according to PIB Cultural Heritage Resource (CHR) standards. The role includes developing detailed maps, preparing CHR reports for proposed development areas such as forestry cut blocks, engaging with forestry proponents to discuss findings, and tracking and preparing invoices related to CHR work for Natural Resources.

NATURAL RESOURCES

Who we are

Joe Kruger	Territorial Guardian	The PIB Guardian will patrol and protect syilx Territorial lands within the PIB Area of Responsibility (AOR) and specifically within the Okanagan Basin. The guardian will maintain a high visibility presence and observe, record and report all illegal or inappropriate actions following a specific patrol pattern. The removal of illegally deposited substance from syilx Territorial lands and PIB community and general public engagement are also key components of the position. The goal of the guardian is to detect, deter, observe and report. Additional skills and requirements: Lifting, Surveillance Skills, Dealing with Uncertainty, Judgment, Objectivity, Dependability, Emotional Control, Integrity, Safety Management, Professionalism, Reporting Skills.
Bleau Phillip	Territorial Guardian	
Weston Roberds	On Reserve Guardian	The PIB Guardian is responsible for patrolling and protecting the Penticton Indian Band (PIB) reserve lands, waters, natural resources, administrative buildings, community housing, infrastructure, and property. This role requires maintaining a strong, visible presence to deter unlawful or inappropriate activity, while responding to incidents with professionalism and integrity. Key responsibilities include observing and reporting suspicious behavior, supporting the removal of illegally deposited materials, and engaging with the community to promote safety and environmental stewardship. The ideal candidate will demonstrate strong surveillance and reporting skills, sound judgment, emotional control, physical capability, and a high level of dependability, professionalism, and commitment to public safety.
Dean Schreiber	On Reserve Guardian	
Clint Gabriel	On Reserve Guardian	
Timothy Shuter	Level III Technician	Assertion and protection of syilx Title and Rights. Provide field and office support for all projects associated with PIB səxʷtəxtaṁ Department including data collection and processing, environmental and cultural research, in-field cultural and environmental investigations, monitoring and tracking, and the conduct of all technical and Traditional Ecological Knowledge (TEK) studies associated with PIB Natural Resources Department.
Derrick Phillip	Level III Technician	
Samuel Gabriel	Level III Technician	
Ryan Fowler	Level III Technician	
Floyd Baptiste	Level II Technician	Provide field and office support for all projects associated with PIB Natural Resources including: data collection and processing, environmental and cultural research, in-field cultural and environmental investigations, monitoring and tracking, and the conduct of any and all technical and Traditional Ecological Knowledge (TEK) studies associated with PIB Natural Resources.
Phil Joe	Level II Technician	
Vicente Pulido	Level II Technician	
Logan Carpenter	Level II Technician	

NATURAL RESOURCES

Who we are

Trenton Dekock-Kruger	Level I Technician	Assertion and protection of syilx Title and Rights. Provide field and office support for all projects associated with PIB Natural Resources including: data collection and processing, environmental and cultural research, in-field cultural and environmental investigations, monitoring and tracking, and the conduct of any and all technical and TEK studies associated with PIB Natural Resources.
Kale Lawrence	Level I Technician	
Tyler Marchand	Level I Technician	
Chloe Alex	Level I Technician	
Lanae Arcand	Level I Technician	
Jaeden Sampson	Level I Technician	
Robert Allan Jack	Level I Technician	
Keith King	Level I Technician	
Nathan Dunford	Level I Technician	
Rickson Kruger	Level I Technician	
Secoya Gabriel	Level I Technician	
Quinton Lezard	Level I Technician	

NATURAL RESOURCES

Highlights, Changes, and Key Accomplishments

CROWN CONSULTATION REFERRALS
The səxʷtəxtaḿ department responded to all crown consultations within the PIB AOR in 2024/25. This involved a tremendous effort which involved the participation of all staff.Our referral team produced over 8,000 consultation and engagement documents and undertook over 45,000 consultation actions! Our team worked tirelessly to advance PIB Title and Rights across the Territory.PIB is one of the most forceful advocates for Indigenous Title and Rights in the Province.

WILDFIRE RISK REDUCTION (WRR)
The səxʷtəxtaḿ Department supports the overall process by conducting cultural heritage assessments on proposed treatment areas.We then compose a prescription which protects identified snpink'tn interests while also ensuring that the fuel reduction works can proceed. The collaboration with snpink'tn forestry is positive. PIBNR is working to find other winter work to support PIBNR staff who do not participate in the WRR program.

FIRESMART
The səxʷtəxtaḿ Department is home to the Firesmart Coordinator and supports the overall process by conducting cultural heritage assessments on proposed treatment areas. We then compose a prescription which protects identified snpink'tn interests while also ensuring that the Firesmart activities process in a good way to protect the community.

EMERGENCY OPERATIONS
During times of emergency səxʷtəxtaḿ Department staff have been ready and available to provide support to the PIB community.In 2024/25 staff engaged directly to support PIB and other syilx Nation communities impacted by wildfire.Staff assisted with fire watch, rapid response, community supports, Elder engagement, EOC directives and the development of fire lines and fire breaks. We support the PIB community directly in collaboration with PIB's amazing fire department and also support other syilx communities as needed.

RESTORATION AND ENHANCEMENT PROGRAMING
This year staff implemented a number of important restoration programs both on and off reserve. We conducted snake monitoring programs, turtle monitoring programs, on-reserve remove camera operations, surveys, removed invasive plants, stabilized riverbanks and monitored plants and animals across reserve land and beyond.We took PIB children fishing to remove invasive fish, we reintroduced burrowing owls and fed them multiple times a week to ensure for their survival. Our restoration team did an amazing job this year, we hold our hands up to them

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GUARDIAN PROGRAM
This year we had three guardian programs, one on-reserve, one Territorial and one Okanagan. Our on reserve program removed over 20 tonnes (20,000 Kg) of garbage, controlled trespassing, supported fire watch activities and worked hard every day to do what they could to protect the PIB community, its values and the environment. Our on reserve guardian program is being used as a template for other Indigenous guardian programs throughout Canada. Our off reserve programs identified, reported and addressed many non-compliance issues ranging from industrial land use to recreation and hunting. They also patrolled conservation lands within the Okanagan and monitored archeology sites including pictograph areas and village sites to ensure they were not being disrespected.

INTER-GOVERNMENTAL RELATIONSHIP DEVELOPMENT
It is important for external governments to acknowledge, recognize and abide by syilx/snpink'tn Title and Rights. Part of this process involves education but it also involves the development of relationships and processes which commit external governments to working in a meaningful way with PIB which advances PIBs Title and Rights. Your PIB Chief and Council is working hard to protect PIB rights and interests and the səxʷtəxtaḿ Department is fortunate to play a supportive role in this regard.

TERRITORIAL PROTECTION
Your səxʷtəxtaḿ Department doesn't just respond to crown consultation referrals, we engage upon all of them. Through this engagement we identify SIB interests (environmental, cultural, economic, social, governance etc) and work to prevent impacts to them.For example, the səxʷtəxtaḿ Department does not support clearcut forest harvest in most instances and substantially modifies harvest plans to protect SIB waters, plants, animals and lands.Developments on unceded lands are also rejected if they occur in areas of cultural or environmental sensitivity.Your fellow community members compose our staff and they role is to act as the front line guardians and protectors of syilx Title, Rights and interests. We hold our hands up to our amazing and dedicated team!

NATURAL RESOURCES

Future Projects, Workshops and Training

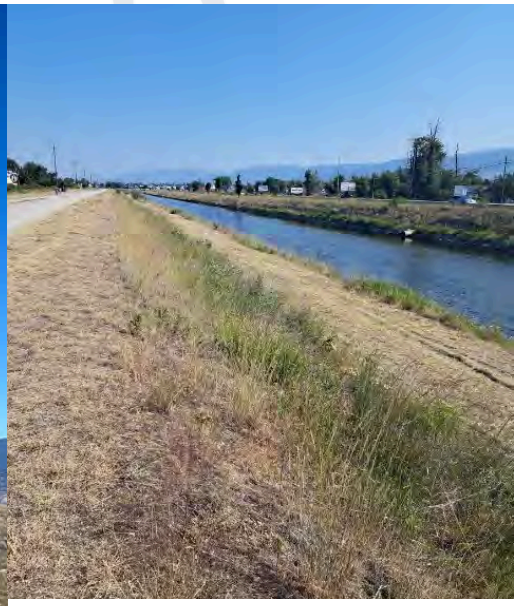
TECH TO TEKK TRAINING
Linking Elders and Knowledge Keepers with department staff. Staff learn about plants, animals, Title, Rights, protocols and syilx caretakerships roles and responsibilities.

OXBOW RESTORATION
The full and complete restoration of a large oxbow along the channel will occur during the 2025/26 fiscal year.

GUARDIAN EVENING SECURITY PATROLS
A new guardian program will run from 4 to 9pm and be focused on providing security support for SIB members.

SIB KVR PLAN DEVELOPMENT
SIB owns those portions of the KVR located from Banbury Green in Kaleden to the Summerland. We will assess the current state of the trail and develop a plan for community approval to determine if the KVR should be close or be restored and maintained for use.







ECONOMIC DEVELOPMENT

ECONOMIC DEVELOPMENT

The PIB Economic Development Department is a newly established department that plays a key role in advancing the Nation's economic growth and long-term prosperity. The department works to identify and advance business opportunities, attract investment, and manage relationships with partners, governments, and industry. It also supports community-owned business development, employment initiatives, and planning that strengthens PIB's financial independence. The department ensures that projects and partnerships align with community priorities and contribute to meaningful benefits for members. Grounded in PIB's traditional values, the department is committed to responsible and sustainable business decisions that honor cultural heritage, foster community stewardship and ownership, and provide lasting economic returns for future generations.
Also, see https://pib.ca/economic-development/

Who we are

Logan Tait-Reaume
Economic Development Officer
LTaitReaume@pib.ca
(250) 493-0048

Responsible for advancing PIB's economic priorities by identifying and assessing new economic opportunities, attracting investment, and supporting community-owned business development. The role includes conducting research and feasibility studies, preparing reports and recommendations for leadership, and securing funding through grants and partnerships. It also involves guiding members and departments with business planning, proposals, and training initiatives that foster entrepreneurship and employment. The Officer represents PIB with government, industry, and regional partners, ensuring that projects align with community values and contribute to long-term sustainability and prosperity.

Highlights, Changes, and Key Accomplishments

ECONOMIC DEVELOPMENT WEBPAGE
New webpage launched to share updates and opportunities with members.

DOCUMENT REVIEW AND STRATEGIC RESEARCH
Reviewed key documents and carried out research to build a knowledge base and map opportunities, challenges, and priorities for PIB's economic development.

ECONOMIC DEVELOPMENT PRE-PLANNING REPORT & WORK PLAN
A pre-planning report that incorporates historical context, identifies key opportunities, challenges, dependencies, enablers, and priorities, and provides a foundation for ongoing planning, discussions, and actions.

BAND-MEMBER BUSINESS DIRECTORY
Collecting band-member business information to build a directory and strengthen local entrepreneurship.

BUSINESS & PARTNERSHIP ENGAGEMENT
Introduced the Economic Development Department to businesses and external partners, beginning to build relationships for future opportunities.

Future Projects, Workshops and Training

LOW-CARBON TRANSPORTATION PROJECT
Development of a community plan to explore clean and sustainable transportation options that reduce carbon emissions and improve social mobility.

WIND FARM ENERGY PROJECT
Exploration and assessment of potential wind power opportunities, with community engagement to follow before any decisions are made.

IR2 DEVELOPMENT PROJECT
Planning and community engagement for the future development of IR2 lands to potentially support housing, commercial, industrial and community growth.

ECONOMIC DEVELOPMENT STRATEGIC PLAN
A comprehensive plan to identify PIB's economic priorities, set clear goals, and guide decision-making for long-term, sustainable growth.

BUSINESS/ENTREPRENEUR WORKSHOPS
Training and workshops to support members in starting or expanding their own businesses.

KVR AND CHANNEL LANDS PATHWAY
Exploration and planning for the revitalization of the community pathway along the KVR and Channel Lands to improve recreation, connectivity, and tourism.

TAXATION

Taxation

- Property Tax establishes how taxes are levied and what property interests are taxable.
- Establishes timelines and requirements for creating the tax roll and sending out tax notices to the taxpayers.
- The tax laws outline the enforcement and collection mechanisms available to PIB.

Who we are

Carlene George
Tax Administrator
taxadministrator@pib.ca
(250) 493-0048

To fulfill the responsibilities given to the tax administrator under the PIB Property Tax and Assessment Laws. Which include the collection of taxes and enforcement of payment under the PIB Property Tax Law. Work with the Smart Group Software Tax Data Base

Carmen George
Tax Clerk
taxclerk@pib.ca
(250) 493-0048

Communicating with taxpayers on a daily basis. Ensure invoices are completed in the xyntax software. Work with the Smart Group Software Tax Data Base. To fulfill the day-to-day responsibilities reflected in the tax cycle.

Highlights, Changes, and Key Accomplishments

PIB PROPERTY TAX IS BASED ON THE ANNUAL TAX CYCLE THAT IS CONSISTENT YEAR-ROUND.

- The Assessment Process – Assessment inspections, assessment roll, assessment notices go out in January, reconsideration, or assessment then the appeal process.
- Budget and Rate Setting – Budget setting, revenue needs, total assessed values are finalized, setting of tax rates, annual tax rate and expenditure laws prepared, ratified by PIB Chief and Council and final approval by the First Nation Tax Commission
- Property Tax Collection – Tax notices mailed out, tax payments, tax collection and enforcement process.
- **Ongoing on an annual basis. From January to December**



Future Projects, Workshops and Training

ENFORCEMENT PROCEEDINGS FOR UNPAID PROPERTY TAXES

Unpaid property tax is a debt owed to the band. The PIB Property Tax law includes enforcement mechanisms set out in the regulations to ensure PIB has the option to choose the most effective mechanism for each enforcement situation.

ATTEND THE 2026 ANNUAL FIRST NATIONS TAX ADMINISTRATORS ASSOCIATION CONFERENCE

Each year the FNTAA hosts conference on First Nations Property Taxation and related topics. Which includes a variety of First Nations Economics. This conference provides an opportunity to network with other taxing First Nations within Canada.

INFORMATION TECHNOLOGY

INFORMATION TECHOLOGY (I.T.)

The PIB Information Technology (IT) Department plays a vital role in supporting the digital systems that help our community thrive. We ensure that computers, networks, and technology tools function smoothly so that staff can work efficiently and students have meaningful access to technology in their learning.

Our team provides technical support across all areas of the Penticton Indian Band, including administration offices, education, daycare, and PIB-owned businesses. We also extend our services to support the technology needs of PIB community members.

Beyond day-to-day support, the IT Department is responsible for maintaining and securing the Band's digital infrastructure. We work to protect sensitive data, support culturally grounded service delivery, and plan for future technology needs as the Nation grows.

We are committed to advancing digital equity, upholding data sovereignty, and building the technological capacity of the Penticton Indian Band—today and into the future.

Who we are

Amadeus Mozart IT Manager Amozart@pib.ca (250) 493-0048	Responsible for managing daily IT functions to ensure systems, networks, and IT infrastructure operate smoothly. Leads and support IT staff, assigning tasks, mentoring, and evaluating performance. Working in conjunction with the IT Technician, to ensure systems are up to date, secure, and reliable, including hardware, software and products. Coordinates with third-party providers and negotiate contracts for technology services and products. Plans and manages the IT budget, optimizing spending and forecasting future needs.Implements security policies and respond to potential threats or data breaches. Leads IT projects such as upgrades, migrations, or new technology deployments.
Tara Jack IT Assistant TJack@pib.ca (250) 493-0048	Provide first-line support to staff, educators, and administrators by troubleshooting hardware, software, and network issues.Installs, configures, and maintains computers, printers, phones, and other IT equipment across administrative offices, schools, and daycare. Assists in monitoring networks, servers, and systems to ensure uptime and performance.Sets up and manages user accounts, email addresses, and access permissions in coordination with IT policies.Maintains an up-to-date inventory of IT equipment and assist with asset management across departments and facilities.Provides technical assistance for virtual meetings, presentations, and community events requiring IT support.

Highlights, Changes, and Key Accomplishments

MIGRATION OF ALL WORKSTATIONS TO WINDOWS 11
Windows 10 has upcoming End Of Life(EOL) deadline on Oct 2025. Workstations still running this Operating System(OS) after EOL will have no further security updates available and are considered a security risk. 97% of PIB IT workstations are running Windows 11.

IMPROVE NETWORK CONNECTIVITY
Replacing aging network infrastructure with newer technology to improve network connectivity and reliability(ie. Wireless communications provided to PIB Firehall, Natural Resources, Snpinktn Forestry, Little Paws Daycare, Snxastwilxtn Recovery House, Heritage Building)

STREAMING AUDIO/VIDEO
Acquired new hardware to provide better usability and quality for streaming meetings/events

MANAGED DETECTION AND RESPONSE(MDR), IDENTITY PROTECTION, EMAIL PROTECTION
Implemented a MDR solution that includes the addition of network threat protection, identity protection, and email protection for PIB network users

STREAMING AUDIO/VIDEO
Acquired new hardware to provide better usability and quality for streaming meetings/events

STANDARDIZATION
Working with security providers to identify the most suitable communications system that allows for easy and efficient changes across multiple sites under one platform.

Future Projects, Workshops and Training

PIB BRANDING IMPLEMENTATION
Working with Communication and RIM Departments to implement and roll out New Logo and snpink'tn Indian Band Name Change.

PRIVATE FIBER CONNECTIVITY ASSESSMENT
Provide fast and secure communications connectivity to all PIB infrastructure.

SERVER UPGRADES
Our current server systems no longer meet our growing needs, and we will be evaluating new technologies to identify the best solutions to support PIB's future growth.

Finance

Finance departments in First Nations organizations play a critical role in ensuring accountability, transparency, and sustainability in managing community resources. The PIB Finance department works diligently to ensure the efficient and responsible use of PIB's resources towards overall financial health, for the benefit of all PIB members.

Who we are

Jacob George	Accounts Payable (AP) Trainee	Under the mentorship of the Accounts Payable Clerk and/or senior staff, the AP Trainee is responsible for learning the payables cycle which involves invoice and payment processing (outgoing), monitoring and ensuring adherence to organizational policies and internal controls, vendor and data management, record keeping, and quality service toward community/ membership and external stakeholders.
Karen Gabriel	Accounts Payable (AP) Clerk	The AP clerk oversees the payables cycle which involves invoice and payment processing (outgoing), monitoring and ensuring adherence to organizational policies and internal controls, vendor and data management, record keeping, and quality service toward community/ membership and external stakeholders.
Judy Hansen	Accounts Receivable (AR) Clerk	AR oversees the receivables cycle which involves invoicing customers/funders, tracking and recording payments, account monitoring and collections, ensuring adherence to organizational polices and internal controls, record keeping, and quality service toward community/ membership and external stakeholders.
Tatumn Barber	Payroll Clerk	The payroll clerk oversees the payroll cycle and the compensation of employees for the work that they do. This involves the processing of approved timesheets, salary/wage calculations, benefits and deductions management, tax withholding and compliance, payment processing and distribution, record keeping and employee file management, reporting, fielding payroll inquiries, and quality service toward staff and community.
Julia Barber	Benefits Administrator	The Benefits Administrator manages PIB's group insurance and registered pension plan programs. This involves employee enrollment and eligibility management, communication and education, claims assistance, disability management, advocacy and liaising, account administration and reconciliation, ongoing cooperation and coordination with payroll function/staff, legal compliance and assurance, and quality service toward staff and community.

FINANCE

Who we are Cont'd

Julie Duchesneau	Senior Payroll & Benefits Administrator	The Senior Payroll & Benefits Administrator oversees and supervises the Payroll and Benefits functions, providing training, support and verification, ensuring accurate and compliant payroll and benefits operations within the organization. This role conducts higher level reconciliations and preparation of annual T4's and undertakes all trouble shooting and investigative pieces to resolve discrepancies, software and programming errors, and any other related inquiries.
Shannon Eneas	Intermediate Finance Officer (IFO)	The IFO manages the day-to-day financial operations, supervising the accounts payable and accounts receivable functions, providing training, support and verification. This role also conducts higher level reconciliatory pieces and provides administrative support for the banking and accounting platforms, as well as training for department managers and staff.
Sabrina Eneas	Senior Finance Officer (SFO)	The SFO manages day-to-day financial operations, supporting the financial planning & budgeting processes, provides strategic support, and ensures internal control and compliance, as well as audit coordination. The SFO supervises junior staff, providing training and mentorship to build team capacity, as well as providing training & support across the organization.
Brian Conner	Chief Financial Officer (CFO)	As the most senior position within finance, the CFO is responsible for the overall financial actions, management, and health of the organization. The CFO is responsible for the development of long-term financial strategies that are aligned with organizational goals and oversees the budgeting, forecasting and reporting functions. The CFO also maintains relations and compliance with auditors and regulatory bodies, advises Chief & Council on implications of business decisions, risk factors, and mitigation strategies, manages the capital structure, liquidity and investments and oversees the banking relationships and financing activities. The CFO provides leadership and mentorship to the finance team, developing talent and a high-performing finance function.



FINANCE

Highlights, Changes, and Key Accomplishments

ACCOUNTS PAYABLE TRAINEE
PIB finance added a trainee position to assist with the high-volume accounts payable cycle. The Accounts Payable Trainee position was designed with the intention of attracting a youth member to the finance and accounting field and developing their capacity through experiential on-the-job learning and mentorship as well as formal education opportunities.

MICROSOFT EXCEL TRAINING
PIB finance and housing staff took valuable training in Microsoft Excel to advance skill levels and enhance overall job performance and efficiency.

STRATEGIC INVESTMENT
Though interest rates in the 2024-25 period dropped comparatively to prior year (2023-24), PIB still managed to generate additional interest revenues (approx. $800,000) through the strategic investment of operational funding and banking interest, apart from interest and investment income related to trust accounts, BC Gaming dollars, and settlement monies.

NEW DAYCARE CENTRE
Through the major efforts of PIB's Planning, Engineering & Capital department with the support of PIB finance and external project partners, CML Project Services, PIB officially completed and recognized the new daycare center as a tangible capital asset (transition from work-in-progress) within approved budget. Final claim to the Province of BC was submitted, approved and paid and the daycare has shifted into its operational phase, delivering quality programming and services to the community.

GROUP INSURANCE & PENSION PLANS
PIB marketed the group insurance benefits plan that resulted in a change of providers that saw overall cost savings for the organization and participating staff members.

Additionally, through the ongoing efforts of the Benefits Administrator, PIB increased staff member enrollment and participation in the Registered Pension Plan by 22% (108 members at year ending March 31, 2024, versus 132 members at year ending March 31, 2025).

NEW AUDITORS
It has been several years since PIB has issued a Request for Proposals (RFP) for Auditors. At the request of Chief & Council PIB undertook an RFP process for the 2024-25 audit. Benefits of an RFP process include:

- Continued independence and objectivity.
- Cost efficiency – competitive bidding leads to better pricing and value and benchmarks current fees against market rates.
- Improved audit quality – updated proposals and/or new auditors may bring updated methodologies, better technologies and stronger capabilities.

Based on PIB's RFP process and evaluation criteria, MNP LLP presented the best proposal, presentation, and pricing and were therefore procured to perform PIB's audit for the fiscal year ending 2025 and forward.

Future Projects, Workshops and Training

MICROSOFT EXCEL
PIB finance intends to send additional staff to the Microsoft Excel training to advance skill sets and improve efficiency, productivity and job performance.

CULTIVATING SAFE SPACES (CSS)
PIB finance is sourcing external funding to bring in a local CSS facilitator to do a group training/team building session with the finance team.

ONGOING CAPITAL PROJECTS
PIB has numerous Capital Projects at various stages of completion. Finance plays a critical role in the success of these projects through ongoing collaboration with the Planning, Engineering & Capital department and respective project management teams and providing continued financial management support.

TEAM APPRECIATION
Being the hub of the organization, the finance team rarely gets to interact outside of the office and/or participate in organization/nation wide events. This coming year, the PIB finance team intends on implementing a team appreciation day that allows the team to connect outside of the workplace.Staff appreciation is important for improved retention, morale, and team culture, as well as enhanced productivity and staff investment.

PIB BUSINESSES



WESTHILLS AGGREGATES

Westhills Aggregates LP

Westhills Aggregates and Civil is one of the largest and most dynamic business entities of the Penticton Indian Band (PIB), operating under the Penticton Indian Band Development Corporation. Established in 1992, the company has grown into a trusted leader in aggregates supply and civil/earthworks services across the South Okanagan.

Who We Are

Chris Gibbons	Director	The Director for the aggregates or civil construction company provides strategic leadership across large-scale infrastructure projects, ensuring operational excellence while leveraging management teams for day-to-day execution.
Chris Ingle	Co-Manager WHALLP Aggregates division	Oversee daily operations of aggregate supply facilities, ensuring efficient production and distribution of materials such as sand, gravel, and crushed stone. Manage staff, coordinate with suppliers and clients, and ensure compliance with safety and environmental standards. Key responsibilities include optimizing production, maintaining equipment, managing budgets, and analyzing data to boost efficiency and cut costs. Also handle customer service, negotiate contracts, and drive business growth through strategic planning. Strong leadership and communication skills are essential for cross-functional coordination.
Craig Gabriel	Co-Manager WHALLP Civil Division	• Project Leadership: Manage end-to-end delivery of earthworks and infrastructure projects, ensuring timelines, budgets, and quality standards are met. • Technical Oversight: Approve methods, designs, and equipment; resolve on-site issues. • Resource Management: Optimize allocation of personnel, equipment, and materials for peak efficiency. • Safety & Compliance: Enforce safety protocols and ensure environmental and regulatory adherence. • Stakeholder Engagement: Communicate proactively with clients, subcontractors, regulators, and the community. • Mentorship & Training: Build team capabilities through structured training in equipment operation, Class 1 driving, and mechanical apprenticeships.
Lisa Stephenson	Financial Admin	Ensure the smooth, accurate, and compliant management of all financial operations — from day-to-day transactions to strategic reporting — supporting both entities operations efficiency and long-term financial health.
Vera Gabriel	Financial Assistance	Provide accurate, timely, and efficient support to the finance team — handling day-to-day transactions, maintaining records, and assisting with reporting — to ensure smooth financial operations and informed decision-making.

Who We Are Cont'd

Chris Roberds	Trucking Foreman	Lead and coordinate the daily operations of the trucking division — ensuring safe, efficient, and timely transport of aggregates and materials, while supervising drivers, maintaining fleet readiness, and upholding Westhills' high standards for service and safety.
Sandy Hall	Dispatch	Coordinate and oversee the daily scheduling, routing, and communication for the company's trucking fleet — ensuring safe, efficient, and on time delivery of aggregates and materials, while maintaining strong relationships with drivers, customers, and partners.
Bobby Khul	(Pit) Supervisor	Oversee and coordinate all day-to-day activities in the aggregate pit — from extraction and processing to load-out — ensuring safe, efficient, and compliant operations that meet production targets and quality standards.
Jonah Cramer	HR manager	Provide strategic and operational leadership for all human resources functions — ensuring the company attracts, develops, and retains top talent, fosters a safe and positive workplace culture, and supports the Penticton Indian Band's commitment to community employment and growth.
Reginald Barber	Safety coordinator	Promote and maintain a safe, healthy, and compliant work environment across all operations — from aggregate pits to trucking and civil/earthworks projects — by developing, implementing, and monitoring safety programs that protect employees, contractors, and the public.
Tyrell Supernault Corry Gardiner	Civil Superintendent	Oversee and coordinate all on-site civil construction and earthworks activities — ensuring projects are on time and are on budget, and to the highest safety and quality standards — while fostering a collaborative, productive work environment.
Tyanna Supernault	Civil Coordinator	Coordinate and support all aspects of civil construction and earthworks projects — ensuring schedules, resources, and communications are aligned so work is delivered efficiently, safely, and to specification.

Who We Are Cont'd

Leonard Baptiste **Chance Eagleson** **Gerry Gabriel** **Brennon Stevens**	Pit labor Quality control Inventory/shop	Ensure all materials, parts, and equipment meet quality standards, inventory levels are accurate, and the shop is organized, safe, and fully equipped to support aggregates, trucking, and civil/earthworks operations.
Chris Weinart **John McLennan** **JD Kovac** **Kevin Gabriel** **Jeremiah Kruger** **Dylan Lerner**	Truck Drivers for the WHALLP fleet	Operate company dump trucks to safely and efficiently transport aggregates, soil, and other materials to and from job sites — supporting production, construction, and delivery schedules while upholding Westhills' safety and service standards.
Aaron Gabriel **Robert George** **Cody George** **Cole Kruger**	Screener, crusher, production operators for WHALLP Pit and Quarry	Operate and maintain heavy equipment in the aggregate pit — ensuring safe, efficient extraction, movement, and loading of materials to meet production targets and quality standards.
Blue Jay Kruger **Ryan Kruger** **Jason Ponto**	Crusher operators and skilled laborers	Operate and maintain crushing equipment, support aggregate production, and perform general labor tasks — ensuring material is processed to quality standards, equipment runs safely, and the worksite remains clean, organized, and efficient
Kylie Kruger **Raymond (Todd) Nicholas** **Sandy Khal** **Micheal Peeman** **George Stogrin** **Mike Squakin** **Elijah Sanders** **Max Waters**	Heavy equipment operators for WHALLP Civil Division Skilled labor, and some leads	Operate heavy machinery and equipment to support civil construction and earthworks projects — including excavation, grading, trenching, and material transport — ensuring work is completed safely, efficiently, and to project specifications

WESTHILLS AGGREGATES

Who We Are Cont'd

Aaron Terbasket **Cody Poitras** **Evan Kruger** **Chase Chartrand**	Skilled civil laborers	Perform a variety of skilled and semi-skilled tasks to support civil construction and earthworks projects — ensuring work is completed safely, efficiently, and to specification, while contributing to a productive and positive jobsite environment.
Billie Kruger **Marlon Lezard** **Fred Creighton**	Lead pipe layers, foreman roles	Supervise and perform the installation of underground piping systems — including water, sewer, and storm infrastructure — ensuring work is completed safely, accurately, and to specification, while leading crews and mentoring team members
Sam Thibault	Site Surveyor	Provide accurate measurements, mapping, and layout services for civil construction and earthworks projects — ensuring designs are translated into precise on-site execution, and that all work meets engineering, safety, and regulatory standards.
Dave Hrabchuck	Principle estimator and P.M. (Consultant)	Consultant for WHA for estimating on projects that are out for tender to bid. Project Management (PM)of civil construction and earthworks projects ensuring accurate cost projects stay with in budget and on time.

Highlights, Changes, and Key Accomplishments

AGGREGATES DIVISION

- Wholesale Supply: Provides high-quality construction aggregates — including sand, gravel, crushed rock, and screened materials — to the public and commercial clients.
- Logistics Strength: Operates a large, modern trucking fleet to ensure efficient delivery across the region.
- Reputation: Known for competitive pricing, reliability, and long-standing relationships with contractors and municipalities.

CIVIL & EARTHWORKS DIVISION

- Civil Construction: Road maintenance, development prep, site excavation, snow removal, Civil infrastructure —water, storm & sewer line installations, and septic system install full design to engineer specifications and sign off.
- Growth: Rapidly expanding into a strong competitor against other established companies in the region.
- Equipment: Maintains a robust fleet of excavation and construction machinery to handle projects of all sizes.

EMPLOYMENT & SKILLS DEVELOPMENT

- Workforce: Employs 40+ people during peak season.
- Career Pathways for PIB Members:
- Mentorship programs in laboring and equipment Operation
- Class 1 commercial driving training
- Apprenticeships in heavy-duty mechanics
- Community Impact: Creates sustainable employment, builds local capacity, and supports economic self-determination for the Penticton Indian Band.

VALUES & COMMITMENTS

- Sustainability: Integrates environmentally responsible practices, including habitat restoration projects in partnership with the Okanagan Nation Alliance.
- Innovation: Continuously seeks new solutions to meet evolving client and environmental needs.
- Community Engagement: Actively supports cultural, social, and economic initiatives that strengthen the PIB and surrounding communities.

Future Projects, Workshops and Training

PETER BROTHERS CRUSHING
Planning a future contract with neighboring Road works company to crush and supply Aggregates and trucking for their annual inventory forecasting**.**

TOWN OF OSOYOOS – UNIVERSAL LARGE WATER METER VAULTS
Project out to tender that we are currently going to biding for in the Town of Osoyoos – Contract # 302-2081. Tender closes August 28th, 2025

PIB DEVELOPMENTS SUCH AS FUTURE LITTLE PAWS DAY CARE STRUCTURE, AND OUTMA HIGHSCHOOL EXPANSION
WHALLP Civil Division plans to be part of the awarded work for the development of PIB Infrastructure growth. Civil divisions provide the earthworks and utilities required while working with the prime contractors.

BONDING FOR WHALLP CIVIL DIVISION
Securing Bonding to have capabilities to bid for jobs off reserve outside of PIB properties to allow healthy competitive growth as a whole in the company.

NORTH BEACH SLIDE
Working with the ministry to establish secure work for WHALLP trucking and civil division. Establishing a strong working relationship with Ministry and the awarded Prime contractor of said project.

snpink'tn Forestry (SFLP)

Annual Allowable Cut of 59,175m3. SFLP will then engage with Kruger Forestry Services (KFS) to identify this timber in the forests by conducting a field reconnaissance to gauge the potential harvest ability of the timber. KFS will then locate block and road boundaries and identify them with ribbons and subsequently conduct a timber cruise that specifies the species and estimated volume in the stand. The next steps are to collect GPS data and generating a map of the area.SFLP will then submit a bid package outlining the area, volume and species of the proposed development to local licencees to provide pricing for this timber. During this time, SFLP monitors the markets for the timber to ensure we receive the best return for the timber, if the market is not favourable, SFLP can opt to defer the harvest until the market is more favourable. The purchasing mill then coordinates harvesting and hauling of the timber to deliver to their mill site. This process may take upwards of 2 years from identifying the harvest area to sale and delivery of the timber.

SFLP also undertakes Wildfire Risk Reduction (WRR) activities within PIB's area of responsibility. As projects become available SFLP will put together pricing for conducting the work which includes felling, spacing, pruning, bucking and piling the material for burning the debris. SFLP coordinates its own crews (5 person) to carry out the work as well as utilizing Band owned businesses to sub-contract additional work as required.

Who We Are

Warren Houde	General Manager (GM)	Responsible for overall management of the company's organization. Coordinating with staff and sub-contractors to carry out applications for cutting permits, bid projects, pricing for projects, organization of crews and staff for projects. Also responsible to gather all relevant information for projects. Overseeing safety program to ensure the company remains in good standing under the BC Forest Safety Council (SAFE Companies) program. Liaising and discussions with funders for projects as well as with sub-contractor representatives.
Norma Pierre	Office Manager (OM)	Responsible for all financial reporting for the company, including remittances on behalf of the company. Responsible for payroll, ensuring all necessary deductions are accurate for employees. Responsible for handling all accounts payable after review of GM. Filing all relevant credentials for workers, filing contracts and agreements. Working with SFLP staff and sub-contractors to assist with the Safety Program and general office management.
WRR Crew (5)	Field workers	One member is the field supervisor that coordinates and plans the crews work for the day, outlining safety concerns or hazards within the worksite and assigning tasks to crew members as required. Also ensuring quality control of the work is up to prescriptive standards set out by the prescribing forester. The remaining crew is responsible for cutting, pruning, piling and burning of debris within the project area.
Kruger Forestry Services	Field crew workers	Responsible for identifying areas suitable for harvest including; field reconnaissance, identifying and marking road and block locations, GPS traversing of areas, and generating maps of areas. Assisting in quality control of WRR projects.
Doug Campbell	Contracting Forestry Technician	Assist with application of forest licences, logging supervision, coordinating contractors for salvage wood opportunities in coordination with the GM, WRR crew coordination for field work, coordination with GM for WRR project applications. Safety Program assistance with GM and OM to carry out safety meetings and safety audit submissions.

snpink'tn FORESTRY

Highlights, Changes, and Key Accomplishments

RFL
Planning harvest for RFL volume

NRFL
Organizing ongoing layout and development for harvest of Non-Replaceable Forest License (NRFL).

WRR PROGRAM
Completed various WRR projects including; PIB on reserve project, White Lake, Naramata Project, District of Summerland WRR project, completion of 148.5 hectares of treatment under the WRR program. Provided work opportunities for up to 20 workers.

SAFETY PROGRAM
Revised safety program and reestablished SAFE Certification for the company including providing first aide training for all five WRR workers to meet new regulations by Worksafe BC, no lost time injuries during the year

COLLABORATION WITH OTHER COMPANIES
Built on relationships established within the WRR program to provide opportunities for Band member workers and acquiring additional work within the WRR program

Future Projects, Workshops and Training

RFL
Continue to monitor markets for harvest to ensure profitable return for timber

NRFL
Continue to monitor markets for harvest to ensure profitable return of timber

WRR
Continue to provide employment opportunities for Band members under the program through securing additional contracts as well as providing further opportunities for identifying areas for WRR work and layout of such areas

WRR
Collaboration with outside entity to apply for additional WRR projects

WILDLAND FIREFIGHTING
Pursue opportunities for SFLP crews to participate in firefighting activities

ADDITIONAL FORESTRY WORK FOR WRR CREWS
Seek opportunities with non-government entities to pursue further forestry work such as woodlot holders

COLLABORATION WITH PIB DEPARTMENTS
Plan on working collaboratively with PIB departments within the Natural Resource sector to seek opportunities to learn and provide opportunities for both entities

2024/2025 PIB FINANCIAL STATMENTS REVIEW by CFO Brian Connor

PIB FINANCIAL STATEMENTS REVIEW

snpink'tn (Penticton) Indian Band
Audited Financial Statement Review:
Year ended March 31, 2025

August 15, 2025

Dear PIB Members:

PIB Council and Finance staff are pleased to provide you with the PIB audited consolidated financial statements for the year ending March 31, 2025. The audited statements were prepared by PIB's new auditor, Meyer Norris Penny (MNP) LLP, from information provided by PIB management and Council.

The audited statements were reviewed by the PIB Finance and Audit Committee (FAC) on July 24th, 2025 and delivered to Chief and Council for final approval and signatures in a special Council meeting on July 29th, 2025. The statements have been submitted to ISC and will be posted to the ISC website after their review. You can also find the 5 years of audited statements on the PIB website, www.pib.ca, in the PIB Members Only Portal.

The audited consolidated statements include the entirety of PIB operations. This includes: ONTEH, PIB Property Tax, PIB Utilities, Band and Social Housing, Public Works, Social Development, Health, Education and Natural Resources. The PIB businesses results are added at the end of he statement of operations including PIB's share of net income from each of the operations. This includes Snpink'tn Forestry, Westhills Aggregates, Coyote Cruises, the 2 remaining K'ul companies and the 2 partnerships at Skaha Hills.

2025 saw two very significant intergovernmental settlements received into revenues:

1. The Columbia River Treaty (CRT) Settlement funds $4,958,649.
2. The Clean water settlement funds $3,349,883.

Both settlements have been segregated from PIB operations and deposited, intact, into Guaranteed Investment Certificates (GIC's). When the GIC's mature, the entire amount including earned Interest is reinvested. $96,000 interest was earned and added to the funds in 2025. The funds will remain segregated in separate investment vehicles, accumulating interest, until Council and Members determine their best use.

In addition, to the 2 settlements totalling 8,4 million, PIB ran an operating surplus of $3.3 million. Combining these 2, cerates a total surplus of $11.7 million. Unfortunately, the PIB businesses - Westhills Aggregates, Snpink'tn Forestry, and the K'ul group (final winding up costs) - combined to create a deficit of $1.6 million, reducing the overall surplus to $10.1 million. This information is summarized in the green highlighted column below.

Table 1: PIB Multi year consolidated statement of operations

	2018	2019	2020	2021	2022	2023	2024	2025
PIB Total Revenues *(not including Settlement funds)*	$16.8 M	$22.4 M	$17.8 M	$22.2 M	$27.7 M	$34.9 M	$36.0 M	**$30.2 M**
PIB Total Expenses	$14.0 M	$15.2 M	$16.9 M	$19.3 M	$21.9 M	$22.8 M	$26.7 M	**$26.9 M**
PIB Surplus from Operations	$2.8 M	$7.2 M	$0.9 M	$2.9 M	$0.4 M	$12.1 M	$9.4 M	**$3.3 M**
Settlement funds	-	-	-	-	-	-	=	**$8.4 M**
PIB Surplus including settlement funds before business deficit	$2.8 M	$7.2 M	$0.9 M	$2.9 M	$0.4 M	$12.1 M	$9.2 M	**$11.7 M**
Net Income (deficit) from PIB Businesses	$2.0 M	$2.4 M	($2.5 M)	($1.7 M)	$0.8 M	$.05 K	$1.3 M	**($1.6 M)**
Annual Surplus	**$4.8 M**	**$9.6 M**	**($1.6 M)**	**$1.2 M**	**$6.6 M**	$12.2 M	**$10.7 M**	**$10.1 M**

In the table above, note that expenses were very similar to 2024 - $26.9 vs $26.7 million, and the surplus is down slightly from $10.6M in 2024 as a result of the business losses.

PIB FINANCIAL STATEMENTS REVIEW

snpink'tn (Penticton) Indian Band
Audited Financial Statement Review:
Year ended March 31, 2025

Chart 1, below shows summary results since 2018. The **green line** tracks the surplus each year, which you can see, is quite consistent over the past 3 years.

Chart 1: PIB consolidated Statement of Operations 2018-2025

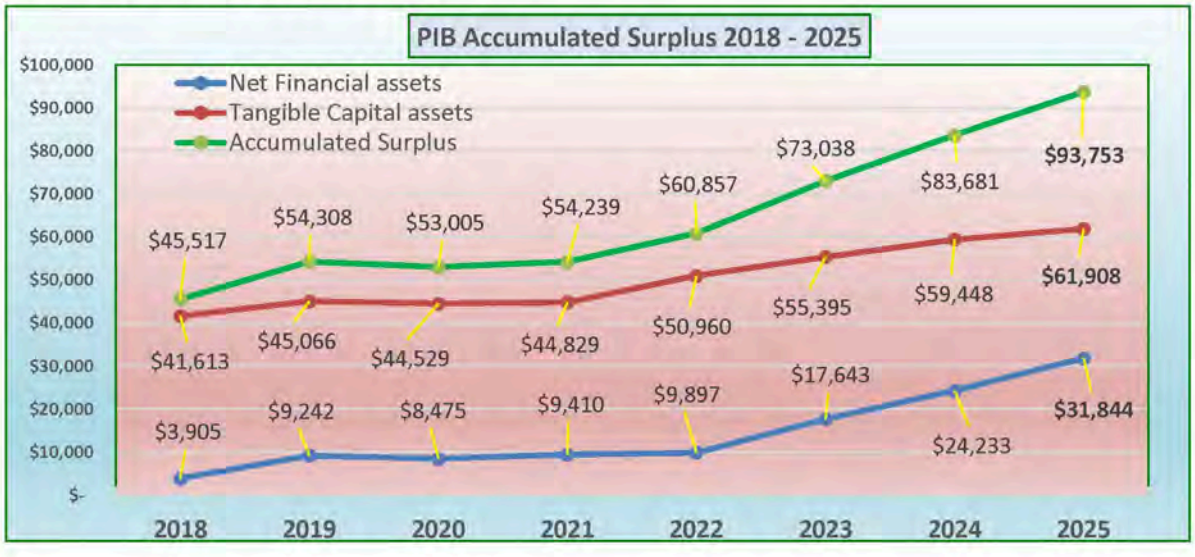


A couple of other points from **Chart 1**.

1. Revenues (Blue line) have increased almost 100% since 2018 and are now close to $37 million annually.
2. Expenses (Red line) have of course also increased steadily but not quite as much, and are now 92% over the 2018 level.
3. PIB net income (Green Line) fell to a deficit of 1.533 million in 2020 but has increased steadily since then and has stayed over $10 million per year for the past 3 years.

The PIB audited balance sheet, summarized year to year in **Chart 2,** below, tracks the assets, liabilities and accumulated surplus. In 2025, PIB Financial assets, (blue line) increased $7.6 million to $31.8 million. Capital assets (red line) increased $2.5 million to $61.9 million. The accumulated surplus (green line) was up $10.1 million to $93.75 million.

Chart 2: PIB Accumulated Surplus 2018-2025



PIB FINANCIAL STATEMENTS REVIEW

snpink'tn (Penticton) Indian Band
Audited Financial Statement Review:
Year ended March 31, 2025

Some important items are reflected in **Table 2**. This includes paying off $6.5 million of long term loans reducing long term from $15 million in 2024 to $8.5 million in 2025. PIB is also proud to have completed and inaugurated the brand-new Little Paws Daycare in 2025, at a cost (funded primarily by the Province of BC) of $5.7 million.

In summary, PIB concluded its fiscal 2025 with excellent financial results for the fourth consecutive year. The continually improving financial position means that, while PIB still faces many challenges, and critical decisions going forward - building more housing, increasing water supply, handling environmental emergencies, restoring language, community health - to name a few, the community is able to take on an overcome the challenges and make the best of opportunities.

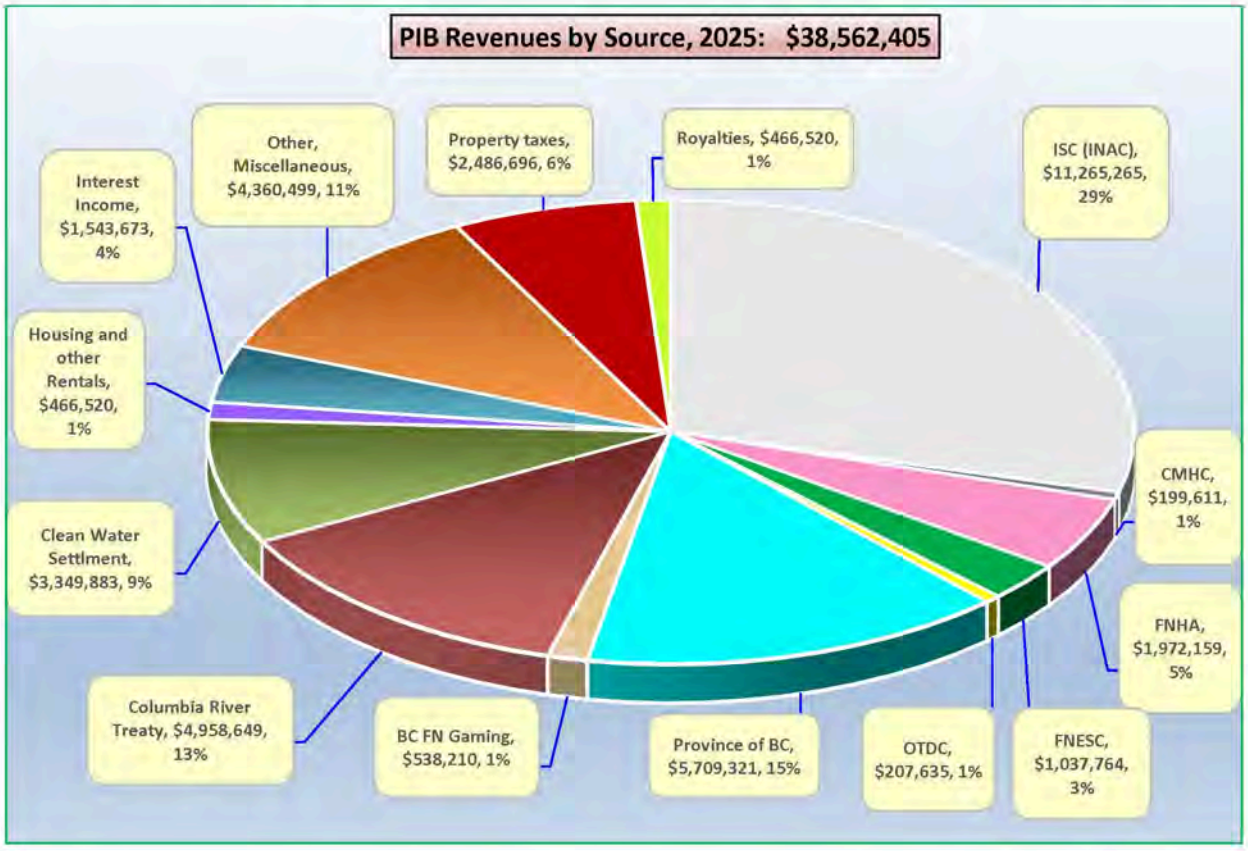
Once again, I need to give the deepest thanks to the amazing PIB Finance, Property tax and IT group who care so much about the community and work passionately to support PIB Members. Lim Limt!

Respectfully submitted

Brian Conner

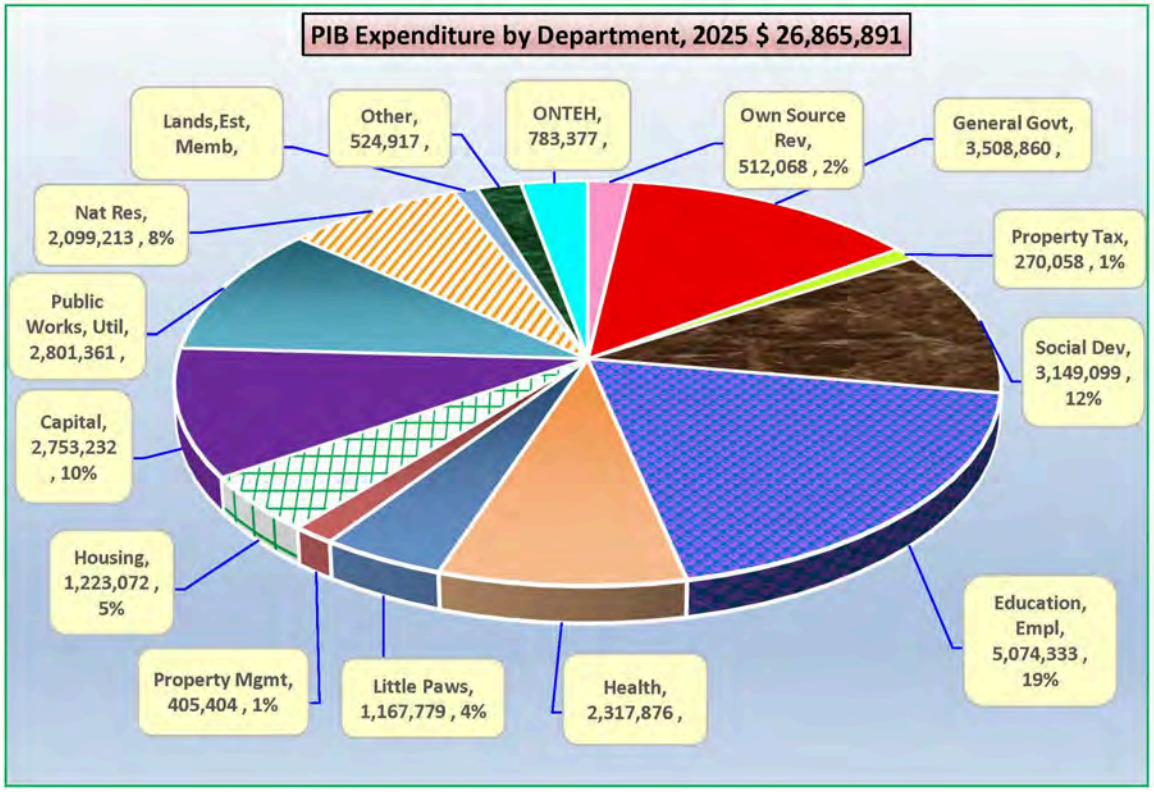
CFO, Penticton Indian Band

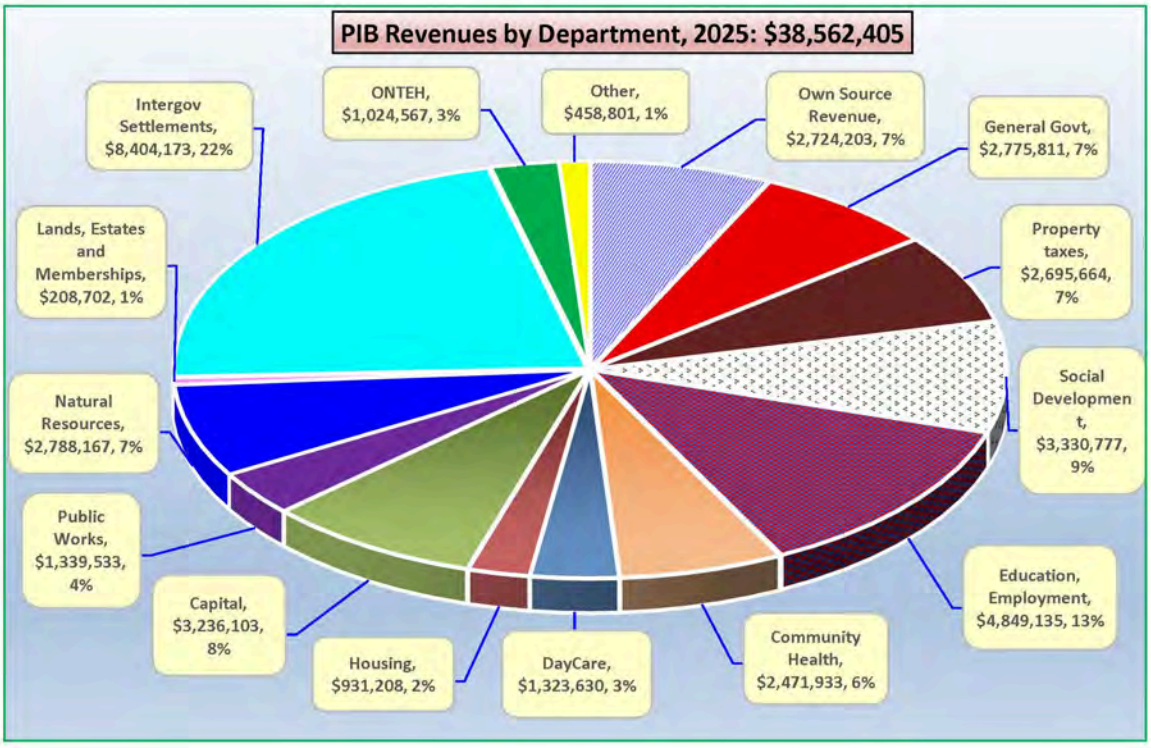
The following pages graphically represent tables and statement the 2025 audited statements. Current audited statements along with previous years are available anytime on the PIB website, pib.ca. Please contact PIB CFO, Brian Conner, bconner@pib.ca or SFO Sabrina Eneas seneas@pib.ca if you require any further information or have any questions.



PIB FINANCIAL STATEMENTS REVIEW

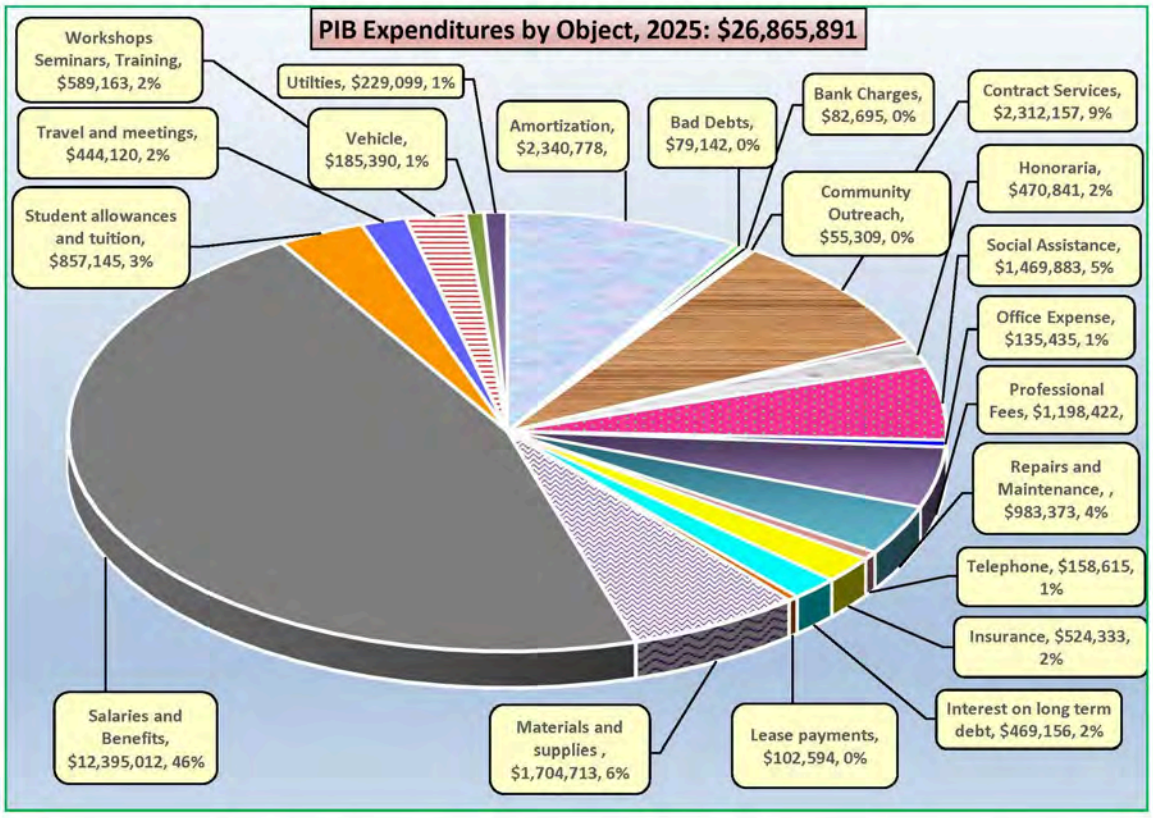
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Year ended March 31, 2025

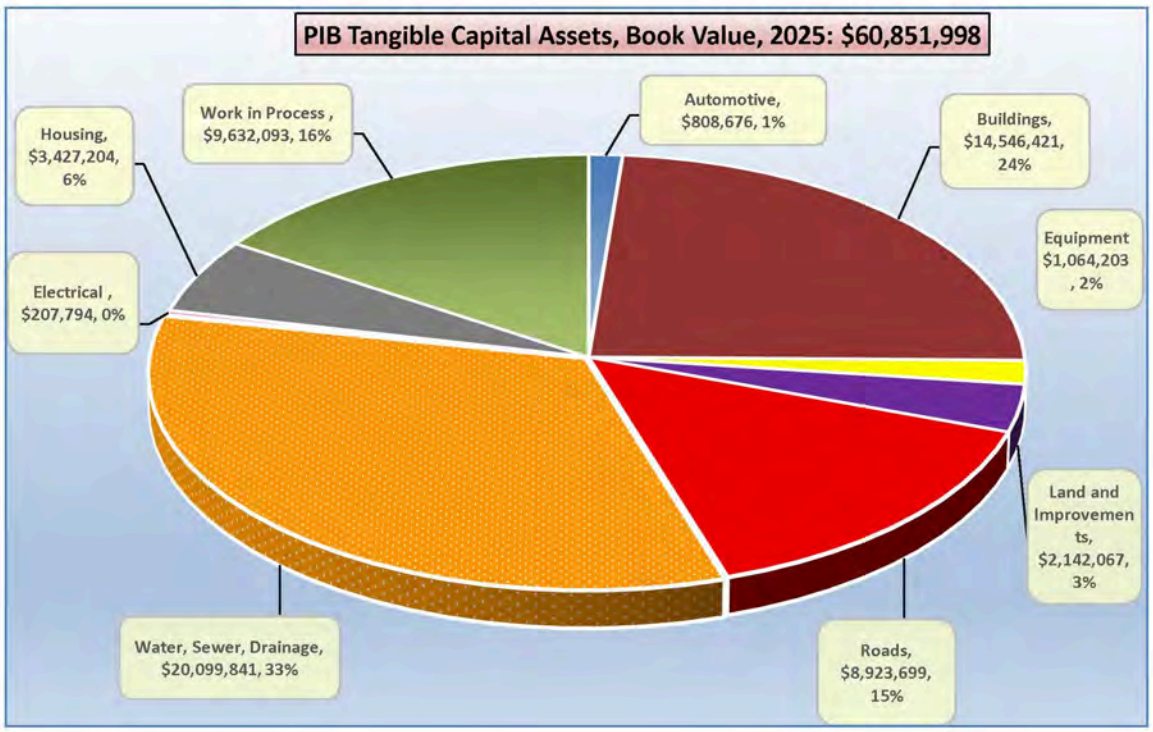




PIB FINANCIAL STATEMENTS REVIEW

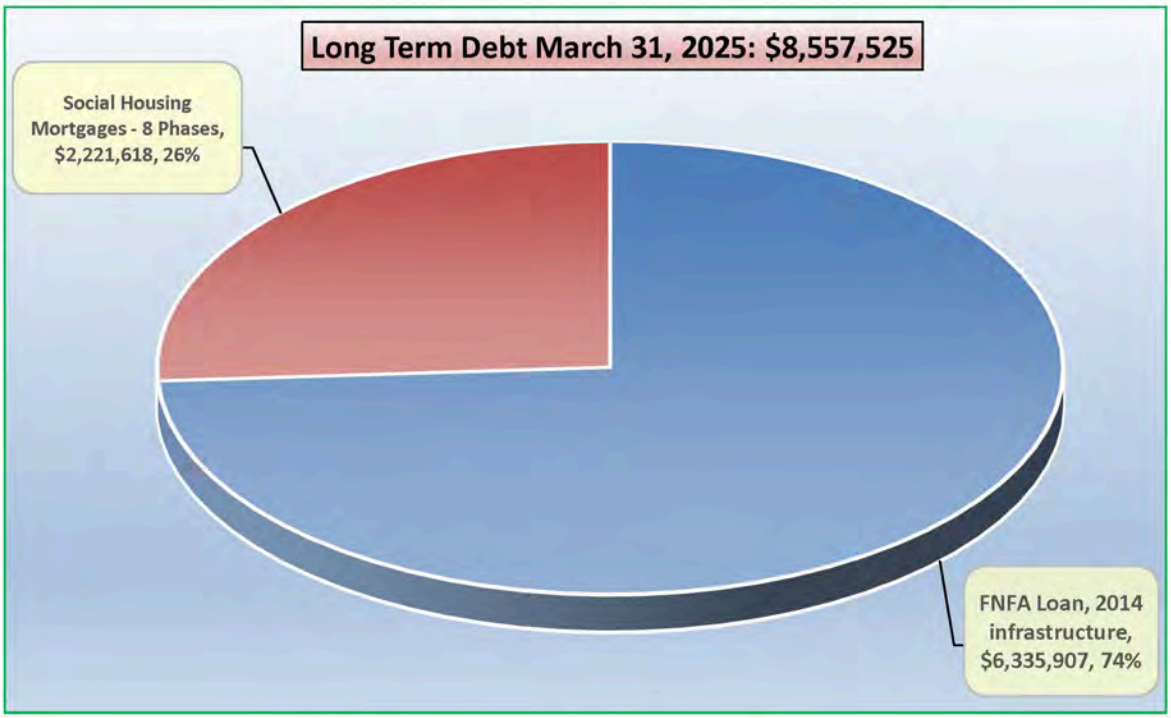
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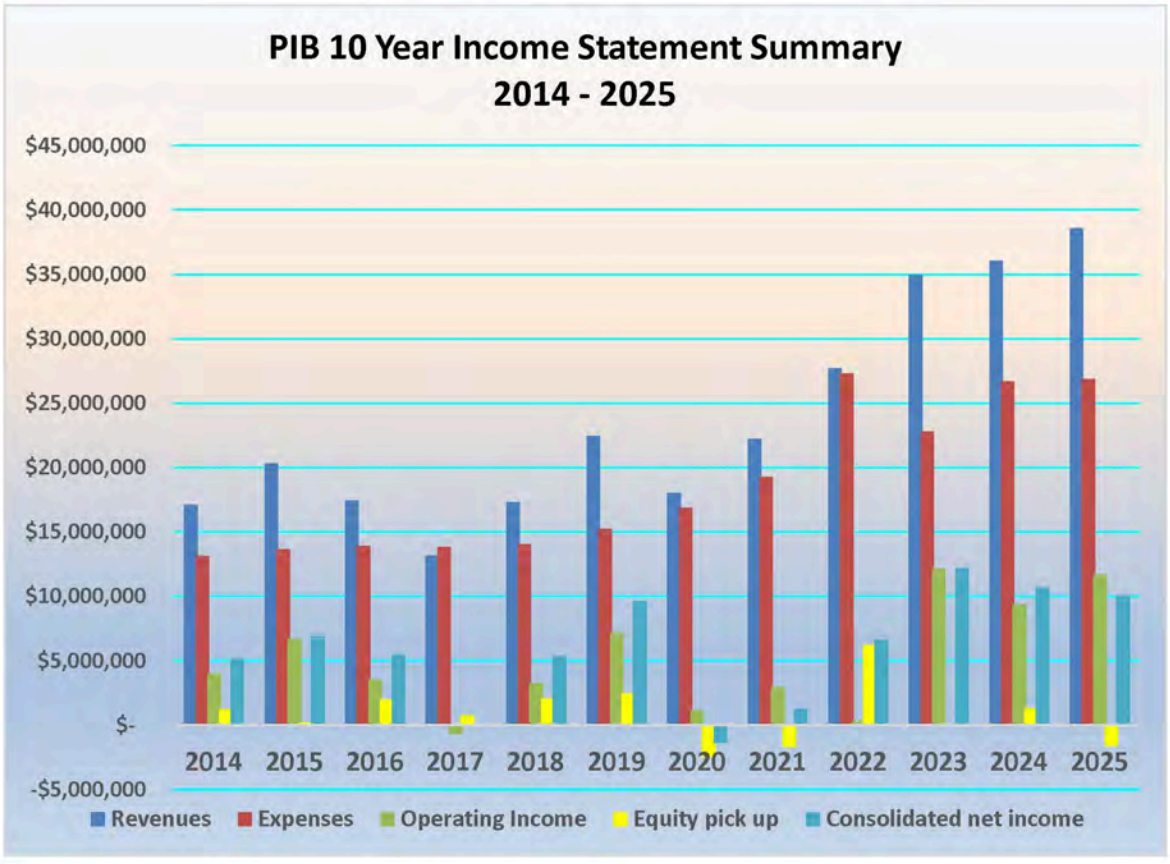




PIB FINANCIAL STATEMENTS REVIEW

snpink'tn (Penticton) Indian Band
Audited Financial Statement Review:
Year ended March 31, 2025





2024/2025 PIB CONSOLIDATIED AUDITED FINANCIAL STATEMENTS

Penticton Indian Band
Consolidated Financial Statements
March 31, 2025

Penticton Indian Band
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Independent Auditor's Report

To the Chief and Council of Penticton Indian Band:

Qualified Opinion

We have audited the consolidated financial statements of Penticton Indian Band (the "Band"), which comprise the consolidated statement of financial position as at March 31, 2025, and the consolidated statements of operations and accumulated surplus, changes in net financial assets and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Band as at March 31, 2025, and the results of its operations, changes in its net financial assets and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Qualified Opinion

Effective April 1, 2022, the Band was required to adopt PS 3280 Asset Retirement Obligations which requires the recognition of the legal obligations associated with the retirement of tangible capital assets by public sector entities. Under the modified retroactive application method, the asset retirement obligation is to be recorded using the assumptions as of the comparative period opening, restating to reflect this change in accounting policy. Management has not completed its assessment of the tangible capital assets for potential asset retirement obligations. As a result, it is not possible to quantify the impact of this departure from Canadian Public Sector Accounting Standards on; expenses and the annual surplus for the years ended March 31, 2025 and 2024, tangible capital asset balances and the asset retirement obligation liability as at March 31, 2025 and 2024 and the accumulated surplus balance as at March 31, 2025 and 2024.

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 Consolidated Financial Statements section of our report. We are independent of the Band in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Other Matter

The consolidated financial statements for the year ended March 31, 2024 were audited by another practitioner who expressed a qualified opinion on those statements on July 29, 2024.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Band's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Band or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are 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 these consolidated financial statements.

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 consolidated financial statements, 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 Band's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Band's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Band to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Band to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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.

Kamloops, British Columbia

July 29, 2025

MNP LLP

Chartered Professional Accountants

Penticton Indian Band
Consolidated Statement of Financial Position
As at March 31, 2025

	2025	2024
Financial assets		
Cash and cash equivalents *(Note 5)*	**19,269,810**	11,275,504
Short-term investments *(Note 5)*	**18,335,947**	19,907,835
Funds held in trust *(Note 7)*	**316,598**	309,095
Accounts receivable *(Note 8)*	**17,058,592**	4,229,146
Debt reserve fund *(Note 9)*	**437,102**	693,573
Investment in business enterprises *(Note 10)*	**-**	9,179,888
Investments in business partnerships *(Note 10)*	**9,067,428**	525,056
	64,485,477	46,120,097
Liabilities		
Accounts payable and accruals	**3,154,417**	2,715,489
Advances from related entities *(Note 19)*	**306,745**	384,790
Deferred revenue *(Note 11)*	**20,622,517**	3,781,073
Long-term debt *(Note 17)*	**8,557,525**	15,005,863
	32,641,204	21,887,215
Net financial assets	**31,844,273**	24,232,882
Commitments *(Note 22)*		
Non-financial assets		
Tangible capital assets *(Schedule 1)*	**60,851,998**	58,502,300
Prepaid expenses	**1,056,379**	945,658
Total non-financial assets	**61,908,377**	59,447,958
Accumulated surplus *(Note 12)*	**93,752,650**	83,680,840

Approved on behalf of the Council

e-Signed by Greg Gabriel
2025-07-30 09:57:34:34 PDT
Chief

e-Signed by Brian Conner
2025-07-29 16:02:20:20 PDT
Chief Financial Officer

e-Signed by Joseph Pierre
2025-07-30 10:02:31:31 PDT
Councilor

e-Signed by Sukhvinder Chouhan
2025-07-29 20:36:09:09 PDT
Finance and Audit Committee Chair

The accompanying notes are an integral part of these consolidated financial statements

Penticton Indian Band
Consolidated Statement of Operations and Accumulated Surplus
For the year ended March 31, 2025

	2025 Budget	***2025***	*2024*
Revenue			
Indigenous Services Canada	**10,311,821**	**11,265,265**	13,145,807
Canada Mortgage and Housing Corporation *(Note 18)*	**192,334**	**199,611**	186,601
Province of BC	**3,814,901**	**5,709,321**	7,843,667
First Nations Health Authority	**1,453,738**	**1,972,159**	1,940,945
Other revenue *(Note 13)*	**5,390,973**	**6,837,212**	8,292,662
Columbia River Treaty Settlement *(Note 14)*	**2,485,767**	**4,958,649**	-
Drinking Water Settlement *(Note 14)*	**-**	**3,349,883**	521,822
Property taxation *(Note 16)*	**3,531,000**	**2,486,696**	2,174,851
First Nations Education Steering Committee	**1,262,219**	**1,037,764**	1,110,005
BC FN Gaming	**650,000**	**538,210**	662,786
Okanagan Training & Development Council	**107,216**	**207,635**	154,843
	29,199,969	**38,562,405**	36,033,989
Program expenses			
Capital infrastructure	**801,600**	**2,753,232**	2,623,066
Community health	**2,077,552**	**2,040,458**	1,843,514
Community wellness	**288,984**	**277,418**	289,614
Economic development	**641,360**	**79,658**	829,645
Education and employment	**5,169,174**	**5,074,333**	4,714,843
General government	**7,415,950**	**3,508,860**	5,127,422
Housing	**1,003,121**	**1,223,072**	1,036,993
Land, estates, and memberships	**437,002**	**275,242**	203,214
Language and culture	**420,624**	**199,654**	40,191
Little Paws daycare	**1,232,185**	**1,167,779**	1,142,690
Natural resources	**2,761,679**	**2,099,213**	2,419,224
Okanagan Nation Family Intervention and Services Society	**936,000**	**783,377**	817,149
Own source revenue	**377,000**	**512,068**	14,637
Property management	**588,297**	**405,404**	-
Property taxation	**-**	**270,058**	144,589
Public works	**2,275,156**	**2,801,361**	2,034,222
Social development	**3,284,238**	**3,149,099**	3,058,460
Specific claims	**376,000**	**245,605**	333,201
	30,085,922	**26,865,891**	26,672,674
Surplus before other items	**(885,953)**	**11,696,514**	9,361,315
Other items			
Loss on disposal of capital assets	**-**	**(19,946)**	-
Loss on reorganization *(Note 3)*	**-**	**(938,685)**	(120,017)
Net income (loss) from business partnerships *(Note 10)*	**-**	**(666,073)**	1,421,182
	-	**(1,624,704)**	1,301,165
Annual surplus	**(605,953)**	**10,071,810**	10,662,480
Accumulated surplus, beginning of year	**83,680,867**	**83,680,840**	73,018,360
Accumulated surplus, end of year	**78,985,705**	**93,752,650**	83,680,840

The accompanying notes are an integral part of these consolidated financial statements

Penticton Indian Band
Consolidated Statement of Change in Net Financial Assets
For the year ended March 31, 2025

	2025 Budget	***2025***	*2024*
Annual surplus	**(605,953)**	**10,071,810**	10,662,480
Purchases of tangible capital assets	**-**	**(4,716,944)**	(6,245,684)
Amortization of tangible capital assets	**220,879**	**2,340,777**	2,153,379
Loss on sale of tangible capital assets	**-**	**19,946**	-
Acquisition of prepaid expenses	**-**	**(126,862)**	-
Effect of change in accounting policy	**-**	**22,664**	(19,884)
Use of prepaid expenses *(Note 8)*	**-**	**-**	39,452
Increase in net financial assets	**(385,074)**	**7,611,391**	6,589,743
Net financial assets, beginning of year	**23,991,450**	**24,232,882**	17,643,139
Net financial assets, end of year	**23,606,376**	**31,844,273**	24,232,882

The accompanying notes are an integral part of these consolidated financial statements

Penticton Indian Band
Consolidated Statement of Cash Flows
For the year ended March 31, 2025

	2025	*2024*
Cash provided by (used for) the following activities		
Operating activities		
Cash receipts from contributors	**41,030,838**	34,555,480
Cash paid to suppliers	**(11,411,239)**	(11,883,503)
Cash paid to employees	**(12,246,244)**	(10,659,927)
Interest on long-term debt	**(469,156)**	(772,175)
Interest received	**1,543,676**	1,642,509
	18,447,875	12,882,384
Financing activities		
Repayment of long-term debt	**(6,448,338)**	(776,922)
	(6,448,338)	(776,922)
Capital activities		
Purchases of tangible capital assets	**(4,716,944)**	(6,245,684)
Investing activities		
Purchases of marketable securities	**-**	(3,838,912)
Redemption of marketable securities	**1,571,888**	-
Net change in debt reserve fund	**256,471**	(23,655)
Flows from related entities and reorganization	**(1,109,143)**	1,247,397
Net change in funds held in trust	**(7,503)**	(7,360)
	711,713	(2,622,530)
Increase in cash resources	**7,994,306**	3,237,248
Cash resources, beginning of year	**11,275,614**	8,038,366
Cash resources, end of year	**19,269,920**	11,275,614

The accompanying notes are an integral part of these consolidated financial statements

1. Operations

Penticton Indian Band ("the Band") provides services and support to its Band members. Penticton Indian Band is an Indian Band and, as such, is exempt from income tax under section 87 of the Indian Act.

2. Significant accounting policies

These financial statements are the representations of management, prepared in accordance with Canadian public sector accounting standards and include the following significant accounting policies:

Basis of presentation

Sources of revenue and expenses are recorded on the accrual basis of accounting. The accrual basis of accounting recognizes revenue as it becomes available and measurable; expenses are recognized as they are incurred and measurable as a result of the receipt of goods or services and the creation of a legal obligation to pay.

Reporting entity

The financial statements consolidate the financial activities of all entities and departments comprising the Band reporting entity, except for government business entities.

The Band has consolidated the assets, liabilities, revenues and expenses of the following entities which use accounting principles that lend themselves to consolidation:

- Penticton Indian Band
- K'ul Management Group Limited
- Okanagan Nation Family Intervention and Services Society ("ONTEH")
- PIB Utilities Limited Partnership
- K'ul Development Inc.
- Westhill Aggregates GP Inc.
- Coyote Cruises GP Inc.
- Snpink'tn Forestry GP Inc.
- Penticton Indian Band Utilities Corportation

All inter-organization accounts and transactions have been eliminated on consolidation, including outstanding working capital balances and promissory notes.

The Band accounts for investments in government business enterprises ("GBE's") and government business partnerships ("GBP's") using the modified equity method basis of accounting. It includes the cost of the Band's investment in the entities, plus the undistributed proportionate share of earnings. Under this method, interorganizational balances are not eliminated.

The following entities have been accounted for on the modified equity basis:

- Skaha Hills Residential Development Limited Partnership
- Westhill Aggregates Limited Liability Partnership
- Coyote Cruises Limited Partnership
- Snpink'tn Forestry Limited Partnership
- Skaha Hills Limited Partnership
- Snpink'tn Developments Limited Partnership

2. Significant accounting policies *(Continued from previous page)*

Reporting entity *(Continued from previous page)*

Any gains or losses identified on reorganization, including prior year balances as a result of changes in the basis of accounting, have been taken through Other income/expenses in the Statement of Operations.

Asset classification

Assets are classified as either financial or non-financial. Financial assets are assets that could be used to discharge existing liabilities or finance future operations. Non-financial assets are acquired, constructed or developed assets that do not provide resources to discharge existing liabilties but are employed to deliver government services, may be consumed in normal operations and are not for resale. Non-financial assets include tangible capital assets and prepaid expenses.

Cash and cash equivalents

Cash and cash equivalent consist of cash on hand, bank balances and investments in money market instruments with maturities of three months or less. Cash and cash equivalents on the consolidated statement of cash flows is represented by cash and short term investments as disclosed on the consolidated statement of financial position.

Short-term investments

Marketable securities with prices quoted in an active market are measured at fair value while those that are not quoted in an active market are measured at cost less impairment. Marketable securities consist entirely of Guaranteed Investments Certificates ("GIC's") and mutual funds.

Defined contribution plan

The Band has a defined contribution pension plan for all full-time employees. The Band's pension costs are charged to operations as contributions are due. Contributions are a defined amount based upon a set percentage of salary.

Revenue recognition

Revenue is recognized as it becomes receivable under the terms of applicable funding agreements. Revenue received under the funding arrangements which relates to a subsequent fiscal period is reflected as deferred revenue in the year of receipt and classified as such on the consolidated statement of financial position.

Taxes are recorded at estimated amounts when they meet the definition of an asset, have been authorized and the taxable event occurs. For property taxes, the taxable event is the period for which the tax is levied. As taxes recorded are initally based on mangement's best estimate of the taxes that will be received, it is possible that changes in future conditions, such as reassessments due to audits, appeals and court decisions, could result in a change in the amount of tax revenue recognized. Taxes are recognized net of an allowance for anticipated uncollectible amounts.

Taxation arrears and interest revenue are recognized at the time of issuing overdure property tax notices to the rate payers for the fiscal year based on the time overdue.

Rental revenue is recognized when the services are provided to tenants, and collection is reasonably assured. When rental payments are received in advance of contracts services, the Band records this as deferred revenue.

Interest income on loans receivable and on GIC's are recorded as revenue when received by the Band.

Government transfers are recognized as revenues when the transfer is authorized and any eligibilty criteria are met, except to the extent that transfer stipulations give rise to a liability. Transfer revenue is recognized in the statement of operations as the stipulation liabilities are settled.

All other revenues are recognized in the period in which the transactions or events occurred that give rise to the revenues, the amounts can be reasonably estimated and collection is reasonable assured.

2. Significant accounting policies *(Continued from previous page)*

Use of estimates

The preparation of financial statements in accordance with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future. Assessing the valuation of accounts receivable and calculating the amortization of the tangible capital assets are the primary estimates evaluated by management on an ongoing basis.

Tangible capital assets

Tangible capital assets are initially recorded at cost which includes all amounts directly attributable to acquisition, construction, development, or betterment of the asset. Contributed tangible capital assets are recorded at their fair value at the date of contribution.

When conditions indicate that a tangible capital asset no longer contributes to the Band’s ability to provide goods and services, or that the value of future economic benefits associated with a tangible capital asset is less than its net book value, the Band reduces the cost of the asset to reflect the decline in its value. Write-downs of tangible capital assets are not reversed.

Amortization

Tangible capital assets are amortized annually using the straight-line method at rates intended to amortize the cost of the assets over their estimated useful lives:

Automotive equipment	5 to 15 years
Buildings	20 to 50 years
Electrical	40 years
Equipment	2 to 10 years
Infrastructure	15 to 60 years
Land improvements	15 to 20 years
Roads	10 to 40 years
Social housing	Agreement term
Water, sewage and drainage	20 to 60 years

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods financial instruments are reported at cost or amortized cost less impairment, if applicable. Financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, sale or issue of financial instruments are expensed for those items remeasured at fair value at each financial statement date and changed to the financial instrument for those measured at amortized cost.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm’s length transaction (“arm’s length financial instruments”) are initially recorded at their fair value.

At initial recognition, the Band may irrevocably elect to subsequently measure any arm’s length financial instrument at fair value. The Band has not made such an election during the year.

The Band subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of the Band’s performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

2. Significant accounting policies *(Continued from previous page)*

Financial instruments *(Continued from previous page)*

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in annual surplus. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Related party financial instruments

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

At initial recognition, the Band may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

The Band subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Financial instruments that were initially measured at cost and derivatives that are linked to, and must be settled by, delivery of unquoted equity instruments of another entity, are subsequently measured using the cost method less any reduction for impairment.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in annual surplus.

Segmented Information

Penticton Indian Band is a Band that provides a wide range of services to its members including social, education, health, housing, public works and economic activities. For management reporting purposes, the Band's operations and activities are organized and reported by fund. Funds were created for the purpose of recording specific activities to attain certain objectives with special regulations, restrictions or limitations. Services are provided by programs and their activities are reported in these funds. Certain programs have been seperately disclosed in the segmented information, along with the services they provide, and are detailed in the Schedule of Segmented Information.

2. Significant accounting policies *(Continued from previous page)*

Segmented Information *(Continued from previous page)*

Capital infrastructure
The Capital infrastructure program is responsible for infrastructure development and improvement within the community. It involves planning, funding, and executing projects aimed at enhancing essential services and facilities for Band members.

Community health
The Band provides health programs and services under an agreement with First Nation Health Authority, and the Province of British Columbia.

Community wellness
Community wellness includes a variety of programs designed to support health and wellness for community Members. This includes nutrition, food security, mental health support, combatting addiction and strengthening identity through cultural and language revival.

Economic development
The Economic development program provides planning and capacity development initiatives under agreements with the Province of British Columbia.

Education and employment
The Education program provides services to eligible Indigenous students enrolled in elementary/secondary education programs and eligible post-secondary education programs, as well providing services to eligible Band members seeking employment.

General Government Services
The General Government services program provides administration support to other Band operated programs and services.

Housing
The Housing program provides on-reserve housing to eligible members under the CMHC housing programs for Indigenous organizations.

Land, estates and memberships
The Land, estates and memberships program negotiates and implements land claim and self-government agreements on behalf of the Band.

Language and culture
Language and culture has been established to restore and revive the traditional language and cultural practices of the Sylix Okanagan people. This is done through teaching, translation, supporting cultural events, encouraging traditional practices and other activities.

Little Paws daycare
The Little Paws daycare program provides on-reserve daycare services and is a provincially subsidized daycare site.

Natural resources
The Natural resources program is responsible for the management and stewardship of the natural resources within the Band's traditional territory. This program is aimed at ensuring the sustainable use of resources, protecting the environment, and promoting economic opportunities for the community.

Okanagan Nation Family Intervention and Services Society ("ONTEH")
The ONTEH program is a Band-run organization that operates a transition house.

Own source revenue
The Own source revenue ("OSR") funds are the reserve from the General Government services program to fund other programs in the future.

Property management
Property management has been established to provide dedicated management and oversight of the PIB government buildings such as Health, Community Hall, Firehall, NR Building, Daycare administration offices and others, with the

2. Significant accounting policies *(Continued from previous page)*

Segmented Information *(Continued from previous page)*
exception of Outma School. This has been done so that the buildings are properly and consistently maintained while the program Managers do not have to dealt with building management issues.

Property taxation
The Property Taxation program collects and reports the taxes owed for on-reserve housing owned by non-Band individuals and business.

Public works
The Public Works program is responsible for the construction and maintenance of public spaces within the community and includes the Penticton Indian Band Utilities Limited Partnership ("PIBULP").

Social development
The Social Development program provide the financial benefits and services to individuals and families, resident on reserve, who are in need.

Specific claims
Specific claims tracks ongoing negotiations between the Band and the Crown Indigenous Relations and Northern Affairs Canada ("CIRNAC") regarding 2 significant specific land claims, the Nicola Prairie IR3 specific claim and the South Okanagan Commonage Claim. Ongoing costs are paid by the Band and funded by the proceeds of loans from CIRNAC.

3. Reorganization

During the year, the Band undertook a reorganization of its investment holdings. As a result of this reorganization, the basis of accounting for certain controlled entities was changed to better reflect the nature of the Band's oversight and control. These changes have been accounted for in accordance with Public Sector Accounting Standards.

In the 2024 financial year, the consolidated statements consisted of the following organizations;

- Penticton Indian Band
- Penticton Indian Band Utilities Limited Partnership
- Okanagan Nation Family Invervention and Services Society.

In the 2024 financial year, the Band held a 100% interest in a government business enterprise, K'ul Management Group Ltd., which in turn held controlling interests in the following entities;

- K'ul Management Group Limited Partnership
- K'ul Development Inc.
- Skaha Hills Residential Development Limited Partnership
- Westhill Aggregates GP Inc.
- Westhill Aggregates Limited Liability Partnership
- Coyote Cruises GP Inc.
- Coyote Cruises Limited Partnership
- Snpink'tn Forestry GP Inc.
- Snpink'tn Forestry Limited Partnership
- K'ul Construction Inc.
- K'ul Construction Limited Partnership.

The following entities were dissolved on December 31, 2024 as part of the reorganization:

- K'ul Management Group Limited Partnership
- K'ul Construction Inc.
- K'ul Construction Limited Partnership

4. Economic dependence

Penticton Indian Band receives a significant portion of its revenue from Indigenous Services Canada as a result of agreements entered into with the Government of Canada. These treaties are administered by Indigenous Services Canada under the terms and conditions of the *Indian Act*. The ability of the Band to continue operations is dependent upon the Government of Canada's continued financial commitments as guaranteed by these treaties.

5. Cash and short-term investments

Cash and short-term investments are comprised of the following:

	2025	*2024*
Cash	**19,269,810**	11,275,504
BC First Nation Gaming	**110**	110
GIC's	**8,249,898**	10,327,533
Mutual funds	**10,085,939**	9,580,192
	37,605,757	31,183,339

GIC's are one-year in duration, at rates varying from 2.00% to 5.48% per annum, maturing between April 2025 and May 2026.

6. Restricted funds

The Band designates and tracks separately the following funds and reserves in accordance with internal management policies. These funds are designated to assist with fund management and to comply with legislation.

	2025	*2024*
Externally restricted funds		
Ottawa trust funds	**10,949**	8,200
Social housing replacement reserve	**549,582**	528,233
Social housing operating reserve	**1,036,018**	995,693
	1,596,549	1,532,126
Internally restricted		
Band capital trust OSR funds	**2,570,372**	2,464,387
Band revenue trust OSR funds	**4,274,068**	4,001,237
Capital fund	**1,339,672**	1,286,603
Contingency fund	**316,228**	304,039
	8,500,340	8,056,266

6. Restricted funds *(Continued from previous page)*

In 2004, the Band removed their funds from the Ottawa trust funds and have set up a separate trust fund account administered by the Band Council. The amount remaining in this fund represents the interest earned in the fiscal year that transfers to the Band on April 1 of each year.

The Band holds Revenue and Capital Trusts which are funds retained from Band OSR for investment.

OSR funds received from recurring sources such as government business profits, rents, and local casino agreement are allocated to the Revenue Trust investment account. These funds may be authorized by Council, to provide services or benefits to members which would not otherwise be provided by government transfers.

OSR funds received from items such as long-term land leases, specific claims and resource extraction royalties are allocated to the Capital Trust investment account, and may be used, once authorized by Council, for capital and infrastructure projects.

The capital funds is designed to be used as designated by Chief and Council from time to time for extraordinary capital capital expenditures which benefit or service rate payers. The capital fund is currently fully funded.

The contingency fund is designed to be used as designated to hold any surplus monies remaining in the taxation fund at the end of the fiscal year as specified in the Expenditure By-law Annual Budget Schedule, and may be applied towards the operation and administration costs for the next fiscal year. The contingency fund is currently fully funded.

The Band's mutual funds are all considered to be Level 1 financial instruments for which the fair value is determined based on quoted prices in active markets. Change in fair valuation methods or in the availability of market observable inputs may result in a transfer between levels. During the year there were no transfers of securities between different levels.

7. Funds held in trust

Funds were held for Penticton Indian Band as follows:

	2025	*2024*
Cedar Law Corporation, Barristers and Solicitors	**316,598**	309,095

Peace Hills Trust (Minors Trust) holds $77,433 (2024 - $77,433) on deposit in a Minors Trust fund for minor Band members. The Minors Trust amount is not included in these consolidated financial statements.

8. Accounts receivable

	2025	*2024*
Government funding receivable	**14,304,018**	22,678
Trade receivables	**2,907,304**	3,806,230
Rent receivable	**491,258**	569,994
Property taxes	**182,359**	875,525
CMHC subsidy assistance receivable	**16,646**	14,898
	17,901,585	5,289,325
Less: Allowance for doubtful accounts	**842,993**	1,060,179
	17,058,592	4,229,146

Government funding receivable consists of balances due from ISC which were substantively collected in April 2025.

9. Debt reserve fund

The Penticton Indian Band has the option to issue its long-term debt through the First Nation Finance Authority ("FNFA"). As a condition of borrowing, 5% of the gross debenture proceeds are withheld by the FNFA as a debt reserve fund. The debt reserve fund is invested by the FNFA and interest earned and expenses incurred are reported annually to the Council. If at any time the FNFA does not have sufficient fund contributions due on its obligations, the payments will be made from the debt reserve fund. Details of cash deposits held in the debt reserve fund are as follows:

	2025	*2024*
Debt Reserve Fund - Cash Deposit	**437,102**	693,573

10. Investments in business partnerships and business enterprises

The Band holds investments in the following entities:

	2025 Total investment
Business Partnerships – Modified Equity:	
Westhills Aggregates Limited Partnership (WALP) - 100%	**7,044,320**
Sn'Pink'Tn Forestry Limited Partnership (SFLP) - 100%	**1,311,522**
Snpink'tn Developments Limited Partnership (SDLP) - 25%	**438,195**
Skaha Hills Limited Partnership (SHLP) - 20%	**264,745**
Coyote Cruises Limited Partnership (CCLP) - 100%	**236,994**
Skaha Hills Residential Developments Limited Partnership (SHRDLP) - 100%	**(228,348)**
	9,067,428

	2024 Total investment
Business Enterprise - Modified Equity:	
K'ul Management Group Ltd. - 100%	9,179,888
Business Partnerships – Modified Equity:	
Skaha Hills LP - 20%	330,762
Snpink'tn Developments LP - 25%	194,327
	525,089
	9,704,977

Continued on next page

10. Investments in business partnerships and business enterprises *(Continued from previous page)*

Summary financial information for each business enterprise, accounted for using the modified equity method, for the respective year-end is as follows:

	SHLP As at March 31, 2025	*SDLP As at March 31, 2025*	*SHRDLP As at March 31, 2025*	*WALP As at March 31, 2025*	*CCLP As at March 31, 2025*	*SFLP As at March 31, 2025*	*2025*	*2024*
Assets								
Current	**115,175**	**14,163,645**	**38,884**	**3,909,907**	**183,449**	**1,249,043**	**33,938,923**	5,155,759
Non-current	**1,216,000**	**-**	**1,077,675**	**4,270,552**	**64,000**	**937,126**	**8,781,353**	6,464,820
Total assets	**1,331,175**	**14,163,645**	**1,116,559**	**8,180,459**	**247,449**	**2,186,169**	**42,720,276**	11,620,579
Liabilities								
Current	**7,300**	**2,805,558**	**25,703**	**737,486**	**7,785**	**422,150**	**6,818,840**	1,734,073
Non-current	**-**	**9,605,186**	**1,319,227**	**398,279**	**-**	**451,183**	**21,379,061**	706,618
Total liabilities	**7,300**	**12,410,744**	**1,344,930**	**1,135,765**	**7,785**	**873,333**	**28,197,901**	2,440,691
Partners' capital (deficit)	**1,323,875**	**1,752,901**	**(228,371)**	**7,044,694**	**239,664**	**1,399,551**	**13,285,215**	9,179,888
	1,331,175	**14,163,645**	**1,116,559**	**8,180,459**	**247,449**	**2,272,884**	**41,483,116**	11,620,579
Total revenue	**312,707**	**7,816,172**	**6,867**	**7,659,033**	**93,163**	**1,195,418**	**24,899,532**	10,014,626
Total expenses	**342,792**	**6,840,604**	**235,238**	**8,026,418**	**9,254**	**1,499,127**	**23,794,037**	8,777,566
	(30,085)	**975,568**	**(228,371)**	**(367,385)**	**83,909**	**(303,709)**	**1,105,495**	1,237,060

11. Deferred revenue

Deferred revenue consists of contributions other than government transfers and transfers from the federal, provincial and local governments that include repayment stipulations that are for specific projects or programs for which the expenditures have not yet been incurred.

	Balance, beginning of year	***Contributions***	***Revenue Recognized***	***Balance, end of year***
Indigenous Services Canada	**1,727,214**	**16,679,258**	**393,654**	**18,012,818**
Province of BC	**1,623,448**	**643,438**	**774,523**	**1,492,363**
Other	**423,412**	**732,120**	**378,661**	**776,871**
First Nations Education Steering Committee	**6,999**	**340,465**	**6,999**	**340,465**
	3,781,073	**18,395,281**	**1,553,837**	**20,622,517**

12. Accumulated surplus

Accumulated surplus consists of the following:

	2025	*2024*
Investment in tangible capital assets	**52,294,473**	43,496,437
Restricted cash	**8,500,340**	8,056,266
Investments in business entities	**9,067,428**	9,704,944
Debt reserve fund	**437,102**	693,573
Funds held in trust	**316,598**	309,095
	70,615,941	62,260,315
Unexpended funding available for operations	**23,136,709**	21,420,525
	93,752,650	83,680,840

13. Other revenue

	2025	***2024***
Other contracts and miscellaneous	**4,360,499**	**5,910,702**
Interest and investment income	**1,543,673**	**1,669,795**
Rental income	**466,520**	**463,980**
Royalties	**466,520**	**248,185**
	6,837,212	**8,292,662**

14. Columbia river treaty and drinking water settlements

The Band received $8,308,532 (2024 - $521,822) as a result of settlements. These funds are unrestricted and determination of their use has yet to be made by Chief and Council.

15. Property tax collected for other governments

The Band collects taxation revenue on behalf of other entities for government services as follows:

	2025	*2024*
Fire protection	**427,847**	383,049
Hospital	**129,313**	117,856
Sewer	**61,973**	30,986
Regional District Okanagan-Similkameen	**59,099**	46,290
Library	**33,495**	32,505
BC Assessment Authority	**27,288**	26,443
	739,015	637,129

16. Property taxes

	2025	*2024*
Gross property taxation revenue	**3,768,548**	3,415,057
Less: Homeowner grants	**(542,837)**	(603,077)
Less: Collections on behalf of other governments (Note 12)	**(739,015)**	(637,129)
	2,486,696	2,174,851

17. Long-term debt

	2025	*2024*
First Nations Finance Authority demand loan, repayable at $39,113 monthly, including interest at prime + 0.50% per annum, maturing February 2047, secured by Debt Reserve Fund (Note 9)	**6,335,907**	6,672,535
CMHC mortgage repayable at $9,152 monthly, including interest at 4.49% per annum, renewing October 2028	**1,118,035**	1,176,806
CMHC mortgage repayable at $3,809 monthly, including interest at 4.02% per annum, renewing March 2029	**608,236**	629,290
CMHC mortgage repayable at $2,207 monthly, including interest at 0.70% per annum, renewing September 2025	**268,050**	292,573
CMHC mortgage repayable at $2,634 monthly, including interest at 3.04% per annum, renewing June 2027	**95,357**	123,631
CMHC mortgage repayable at $1,230 monthly, including interest at 1.57% per annum, renewing December 2026	**94,489**	107,662
CMHC mortgage, repayable at $1,403 monthly, including interest at 1.69% per annum, maturing June 2026	**20,913**	37,136
CMHC mortgage repayable at $2,368 monthly, including interest at 0.68% per annum, renewing October 2025	**16,538**	44,739
First Nations Finance Authority demand loan repaid during the year	**-**	3,683,529
Bank of Montreal term loan repaid during the year	**-**	2,237,962
	8,557,525	15,005,863

All Social Housing mortgages are secured by a ministerial guarantee from ISC, and facilitated by All Nations Trust Company.

Principal repayments on long-term debt in each of the next five years, assuming long-term debt subject to refinancing is renewed with similar terms, are estimated as follows:

2026	731,462
2027	701,501
2028	697,756
2029	666,654
2029	666,141
Thereafter	5,094,011
	8,557,525

Interest on long-term debt amounted to $469,156 (2024 - $772,175).

Prime rate as at March 31, 2025 was 4.95% (2024 - 7.20%).

18. Federal assistance payments - CMHC

The Social Housing Fund receives federal assistance through CMHC to reduce mortgage interest expense to 2% to enable the project to provide housing to low income individuals. The amount of the assistance received for the year ended March 31, 2025 was $199,611 (2024 - $186,601), and this amount is included in CMHC revenue on the consolidated statement of operations.

19. Related party transactions

Amounts due to/from related Band entities are as follows:

	2025	*2024*
Due to:		
K'ul Management Group Ltd.	**-**	384,790
Skaha Hills Residential Developments LLP	**93,703**	-
Westhills Aggregates LP	**6,390**	-
Coyote Cruises LP	**17,000**	-
Snpink'tn Forestry LP	**118,784**	-
	235,877	384,790

During the year, transactions with related parties which the Band owns and controls, that are not disclosed separately in these consolidated financial statements are as follows:

(a) Royalties received from Westhills Aggregates LP of $160,777 (2024 - $248,184);
(b) Fees paid for services to Westhills Aggregates LP of $682,301 (2024 - $265,654);
(c) Purchase of Land from Skaha Hills Residential Developments LP of $nil (2024 - $316,549)
(d) Loss on debt forgiveness of Skaha Hills Residential Developments LP of $nil (2024 - $490,066);
(e) Loss on reorganization of the K'ul Management Group Limited Partnership investments of $938,685 (2024 - $120,017.

These transactions are measured at the exchange value, which is the amount of consideration established and agreed to be the related parties.

20. Financial Instruments

The Band is exposed to risks of varying degrees of significance from its use of financial instruments which could affect its ability to achieve its strategic objectives. The Chief and Council ensures that the Band has identified its major risks and ensures that management monitors and mitigates these risks.

Market and interest rate risk

Market risk is the risk that changes in market prices, such as interest rates, will affect the Band's income. The objective of market risk management is to control market risk exposures within acceptable parameters while optimizing the return on investments. The investment balance comprises of GIC's, mutual funds and funds held in trust. The GIC's, mutual funds and funds held in trust are deemed to be low risk and are not subject to significant changes in market prices or interest rates.

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in the market interest rates. It is management's opinion that the Band is not exposed to significant interest rate risk arising from its financial instruments.

There have not been any changes from the prior year in the Band's exposure to market or interest rate risks or the policies, procedures and methods it uses to manage and measure these risks.

Liquidity Risk

Liquidity risk is the risk that the Band will not be able to meet its financial obligations as they become due.

The Band manages this risk by monitoring cash activities and expected outflows through budgeting and forecasting cash flows from operations and anticipated investing and capital activities. It is management's opinion that the Band is not exposed to significant liquidity risk arising from its financial instruments.

There have not been any changes from the prior year in the Band's exposure to liquidity risk or the policies, procedures and methods it uses to manage and measure the risk.

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss to the other party by failing to discharge an obligation. The Band is exposed to credit risk from its operating activities, which are primarily accounts receivable, and its investing activities, which includes deposits with financial institutions. Accounts receivables includes grant receivables from the Federal and Provincial Government.

The credit risk on accounts receivables is mitigated by the agreement approval and monitoring processes. A majority of the accounts receivable balances are compliant with signed funding agreements and signed general agreements for recovery work. The Band undergoes continuous monitoring of amounts that are not collectible or realizable and accounts for a specific bad debt provision when management considers that the expected recovery is less than the amount receivable. The Band considers all accounts receivable that arepast due to be impaired, with the exception of funding from federal or provincial agreements. See Note 8 for further details.

The Band has deposited cash and investments held with reputable financial institutions. Management believes the risk of loss is unlikely, however the balance to exceed insured amounts. See Note 5 for further detail.

21. Budget

The disclosed budget information was approved by the Chief and Council of Penticton Indian Band on March 26, 2024.

22. Loan guarantees

Westhills Aggregates Limited Partnership has an available credit facility that the Band has guaranteed. The maximum amount of the facility is $2,985,000 (2024 - $2,985,000). In addition to the corporate guarantees, the facilities are secured by a general security agreement with first ranking over all personal property of Westhills Aggregates Limited Partnership. There are no financial covenants. As at March 31, 2025 the balance owing on debt was $451,297 (2024 - $896,430).

Skaha Hills Limited Partnership has an available credit facility for an amount up to $8,750,000 (2024 - $8,750,000). The Band has guaranteed up to $1,750,000 (2024 - $1,750,000) of this amount. In addition to Penticton Indian Band's corporate guarantee, the facility is also secured by a mortgage, an assignment of rents on the property under development, general security agreements by Penticton Indian Band and Brenlar Investments Ltd. and Greyback Development Ltd. As at March 31, 2025 this facility was not drawn upon.

Snpink'tn Forestry Limited Partnership has an available credit facility that the Band has guaranteed. The maximum amount of the facility is $1,050,000 (2024 - $1,050,000). In addition to the corporate guarantees, the facilities are secured by a general security agreement with first ranking over all personal property of Snpink'tn Forestry Limited Partnership. There are no financial covenants. As at March 31, 2025 this facility was not drawn upon.

ISC has provided ministerial loan guarantees to various financial institutions for certain loans to the Band and individual Band members. The Band is contingently liable for these loans and has provided repayment agreements to ISC in the event of default.

23. Pension plan

The Band and certain of its employees contribute to the Penticton Indian Band Pension Plan (the "Plan"). The Plan is a defined contribution plan. Capri Insurance administers the Plan through Great West Life, including the payment of pension benefits on behalf of the employer and employees in accordance with the federal legislation.

During the year, the Band paid $301,798 (2024 - $248,587) to the Plan on behalf of its employees.

24. Comparative figures

Certain comparative figures have been reclassified to conform with current year's presentation.

Penticton Indian Band

Schedule 1 - Consolidated Schedule of Tangible Capital Assets

For the year ended March 31, 2025

	Automotive Equipment	*Buildings*	*Equipment*	*Land & land Improvements*	*Roads*	*Water, Sewer, & Drainage*	*Subtotal*
Cost							
Balance, beginning of year	**2,436,610**	**19,251,419**	**3,203,926**	**3,264,701**	**14,536,023**	**26,248,296**	**68,940,975**
Acquisition of tangible capital assets	**117,296**	**250,936**	**531,676**	**84,184**	**-**	**27,472**	**1,011,564**
Construction-in-progress	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Disposal of tangible capital assets	**(159,946)**	**-**	**(53,900)**	**-**	**-**	**-**	**(213,846)**
Transfer of tangible capital assets	**-**	**5,697,263**	**125,000**	**-**	**-**	**-**	**5,822,263**
Balance, end of year	**2,393,960**	**25,199,618**	**3,806,702**	**3,348,885**	**14,536,023**	**26,275,768**	**75,560,956**
Accumulated amortization							
Balance, beginning of year	**1,513,090**	**9,901,960**	**2,480,462**	**1,178,469**	**5,299,817**	**5,646,218**	**26,020,016**
Annual amortization	**229,035**	**751,237**	**292,573**	**28,349**	**312,507**	**529,709**	**2,143,410**
Accumulated amortization on disposals	**(156,841)**	**-**	**(30,536)**	**-**	**-**	**-**	**(187,377)**
Balance, end of year	**1,585,284**	**10,653,197**	**2,742,499**	**1,206,818**	**5,612,324**	**6,175,927**	**27,976,049**
Net book value of tangible capital assets	**808,676**	**14,546,421**	**1,064,203**	**2,142,067**	**8,923,699**	**20,099,841**	**47,584,907**
2024 Net book value of tangible capital assets	923,520	9,349,458	723,465	2,086,232	9,236,206	20,602,078	42,922,983

Penticton Indian Band
Schedule 1 - Consolidated Schedule of Tangible Capital Assets
For the year ended March 31, 2025

	Subtotal	*Electrical*	*Work in progress*	*Social Housing*	*2025*	*2024*
Cost						
Balance, beginning of year	**68,940,975**	**285,917**	**11,748,976**	**6,219,270**	**87,195,138**	81,007,745
Acquisition of tangible capital assets	**1,011,564**	**-**	**-**	**-**	**1,011,564**	6,245,684
Construction-in-progress	**-**	**-**	**3,705,380**	**-**	**3,705,380**	-
Disposal of tangible capital assets	**(213,846)**	**-**	**-**	**-**	**(213,846)**	(58,291)
Transfer of tangible capital assets	**5,822,263**	**-**	**(5,822,263)**	**-**	**-**	-
Balance, end of year	**75,560,956**	**285,917**	**9,632,093**	**6,219,270**	**91,698,236**	87,195,138
Accumulated amortization						
Balance, beginning of year	**26,020,016**	**70,975**	**-**	**2,601,846**	**28,692,837**	26,597,752
Annual amortization	**2,143,410**	**7,148**	**-**	**190,220**	**2,340,778**	2,153,377
Accumulated amortization on disposals	**(187,377)**	**-**	**-**	**-**	**(187,377)**	(58,291)
Balance, end of year	**27,976,049**	**78,123**	**-**	**2,792,066**	**30,846,238**	28,692,838
Net book value of tangible capital assets	**47,584,907**	**207,794**	**9,632,093**	**3,427,204**	**60,851,998**	58,502,300
2024 Net book value of tangible capital assets	42,922,983	214,942	11,748,976	3,617,424	58,502,301	

Penticton Indian Band

Schedule 2 - Segmented Information

For the year ended March 31, 2025

	Own Source Revenue	General Government	Property Taxation	Social Development	Education & Employment	Community Health	Little Paws Daycare	Housing	Capital Infrastructure	Public Works
Revenue										
Indigenous Services Canada	-	1,354,394	-	3,140,939	3,537,684	-	-	601,209	1,143,569	490,910
First Nations Health Authority	-	-	-	-	-	1,967,159	-	-	-	5,000
Okanagan Training & Development Council	-	70	-	-	176,531	-	21,932	-	-	9,102
Province of BC	1,864,264	63,774	-	66,467	124,938	165,088	750,934	-	2,092,224	45,553
Drinking Water Settlement	-	-	-	-	-	-	-	-	-	-
Columbia River Treaty Settlement	-	-	-	-	-	-	-	-	-	-
Non-profit on-reserve housing	-	-	-	-	-	-	-	40,231	-	-
Housing charges and rental	6,588	-	-	-	25,258	50,430	-	167,850	-	52,440
Interest and investment income	381,227	616,174	162,877	122,458	5,333	-	57,660	75,130	-	-
Other contracts and miscellaneous	311,346	178,272	46,091	913	180,137	289,256	279,510	46,788	310	736,528
Royalties	160,777	-	-	-	-	-	-	-	-	-
Property taxation	-	-	2,486,696	-	-	-	-	-	-	-
BC FN Gaming	-	538,210	-	-	-	-	-	-	-	-
First Nations Education Steering Committee	-	24,916	-	-	799,254	-	213,594	-	-	-
	2,724,203	2,775,811	2,695,664	3,330,777	4,849,135	2,471,933	1,323,630	931,208	3,236,103	1,339,533
Expenses										
Advertising and promotion	-	8,574	-	-	-	-	-	-	-	1,280
Amortization of tangible capital assets	-	-	8,830	-	-	-	39,547	56,476	2,061,627	-
Automotive	-	265	-	-	26,334	13,791	7,212	-	-	70,992
Bad debts	-	75,286	1,186	-	-	-	7,145	(27,830)	-	23,355
Bank charges and interest	18,879	16,498	26,452	3,771	-	-	1,444	6,940	-	5,931
Community outreach	-	-	-	-	-	-	-	-	-	-
Contracted services	-	251,043	829	226,686	266,353	118,448	70,231	184,872	63,202	776,479
Direct social assistance	-	-	-	1,469,883	-	-	-	-	-	-
Honoraria	-	281,230	-	355	36,548	11,155	-	3,311	-	57,428
Insurance	-	50,457	-	-	26,792	2,129	10,638	206,038	1,790	134,001
Interest on long-term debt	-	356,969	-	-	-	-	-	3,468	-	-
Lease payments	-	16,394	2,658	1,617	25,208	10,374	28,260	2,978	41	3,985
Office	-	(11,447)	28,424	774	3,371	8,995	5,478	5,709	11,850	3,474
Office supplies	493,189	199,801	-	248,990	182,819	136,618	77,583	10,184	13,979	175,178
Professional fees	-	292,753	12,618	122	473	26,762	184	4,482	239,683	55,734
Rent	-	12,848	9,600	24,253	10,800	6,168	-	-	-	1,470
Repairs and maintenance	-	699	-	-	99,972	133,972	13,180	400,210	110	230,891
Salaries and benefits	-	1,762,083	172,412	995,163	3,292,187	1,167,130	866,321	351,999	338,977	1,119,441
Student allowances and tuition	-	-	-	-	856,241	-	-	-	-	904
Supplies	-	-	-	-	47,381	-	-	-	-	9,021
Telephone	-	47,300	1,019	15,817	15,910	45,914	2,798	2,460	1,980	10,601
Workshops, seminars and training	-	95,847	-	128,140	78,002	201,494	11,618	3,280	1,943	15,628
Travel and meetings	-	42,922	3,221	31,375	62,069	124,085	15,840	4,469	5,871	3,836
Utilities	-	9,338	2,809	2,153	43,873	33,423	10,300	4,026	12,179	101,732
	512,068	3,508,860	270,058	3,149,099	5,074,333	2,040,458	1,167,779	1,223,072	2,753,232	2,801,361
Surplus (deficit) before transfers	2,212,135	(733,049)	2,425,606	181,678	(225,198)	431,475	155,851	(291,864)	482,871	(1,461,828)
Transfers between programs	1,324,051	(186,154)	2,153,889	10,762	(107,000)	(91,651)	208,594	(325,053)	(1,434,521)	(1,289,950)
Gain (loss) on business operations	-	-	-	-	-	-	-	-	-	-
Annual surplus (deficit)	888,084	(546,895)	271,717	170,916	(118,198)	523,126	(52,743)	33,189	1,917,392	(171,878)

Penticton Indian Band

Schedule 2 - Segmented Information

For the year ended March 31, 2025

	Natural Resources	Land, Estates & Memberships	Intergovernmental Settlements	Specific Claims	Community Wellness	Language & Culture	Economic Development	ONTEH	Property Management	2025
Revenue										
Indigenous Services Canada	-	127,677	-	-	-	-	50,252	818,631	-	11,265,265
First Nations Health Authority	-	-	-	-	-	-	-	-	-	1,972,159
Okanagan Training & Development Council	-	-	-	-	-	-	-	-	-	207,635
Province of BC	536,079	-	-	-	-	-	-	-	-	5,709,321
Drinking Water Settlement	-	-	3,349,883	-	-	-	-	-	-	3,349,883
Columbia River Treaty Settlement	-	-	4,958,649	-	-	-	-	-	-	4,958,649
Non-profit on-reserve housing	-	-	-	-	-	-	-	-	159,380	199,611
Housing charges and rental	-	-	-	-	-	-	-	1,841	162,113	466,520
Interest and investment income	-	31,001	95,641	-	-	-	(38,723)	34,894	-	1,543,672
Other contracts and miscellaneous	2,252,088	50,024	-	-	10,804	114,975	-	169,201	-	4,666,243
Royalties	-	-	-	-	-	-	-	-	-	160,777
Property taxation	-	-	-	-	-	-	-	-	-	2,486,696
BC FN Gaming	-	-	-	-	-	-	-	-	-	538,210
First Nations Education Steering Committee	-	-	-	-	-	-	-	-	-	1,037,764
	2,788,167	208,702	8,404,173	-	10,804	114,975	11,529	1,024,567	321,493	38,562,405
Expenses										
Advertising and promotion	-	-	-	-	-	-	-	-	-	9,854
Amortization of tangible capital assets	-	-	-	-	-	-	-	40,554	133,744	2,340,778
Automotive	59,822	-	-	-	-	-	-	6,974	-	185,390
Bad debts	-	-	-	-	-	-	-	-	-	79,142
Bank charges and interest	-	-	-	-	-	-	240	2,540	-	82,695
Community outreach	-	-	-	-	-	-	-	55,309	-	55,309
Contracted services	239,591	8,907	-	36,271	512	28,060	38	29,931	10,704	2,312,157
Direct social assistance	-	-	-	-	-	-	-	-	-	1,469,883
Honoraria	50,729	-	-	11,600	1,774	1,200	-	15,511	-	470,841
Insurance	14,412	-	-	-	-	-	-	14,546	63,530	524,333
Interest on long-term debt	-	-	-	-	-	-	28,972	-	79,747	469,156
Lease payments	5,166	3,638	-	-	-	-	-	2,275	-	102,594
Office	8,507	6,666	-	-	-	-	-	6,436	-	78,237
Office supplies	88,152	2,859	-	-	26,019	4,070	-	20,896	24,376	1,704,713
Professional fees	243,918	37,003	-	197,484	-	-	50,408	25,592	11,206	1,198,422
Rent	1,309	400	-	-	7,200	3,926	-	-	542	78,516
Repairs and maintenance	20,703	-	-	-	-	-	-	14,838	68,798	983,373
Salaries and benefits	1,263,385	203,458	-	-	210,514	109,800	-	533,783	8,359	12,395,012
Student allowances and tuition	-	-	-	-	-	-	-	-	-	857,145
Supplies	-	-	-	-	-	-	-	(9,058)	-	47,344
Telephone	3,604	1,888	-	-	978	720	-	7,566	60	158,615
Workshops, seminars and training	10,805	13,240	-	-	22,247	985	-	4,526	1,408	589,163
Travel and meetings	88,041	(2,817)	-	250	8,174	50,893	-	5,682	209	444,120
Utilities	1,069	-	-	-	-	-	-	5,476	2,721	229,099
	2,099,213	275,242	-	245,605	277,418	199,654	79,658	783,377	405,404	26,865,891
Surplus (deficit) before transfers	688,954	(66,540)	8,404,173	(245,605)	(266,614)	(84,679)	(68,129)	241,190	(83,911)	11,696,514
Transfers between programs	276,390	(68,822)	-	-	(256,617)	(84,679)	(94,578)	-	(34,661)	-
Gain (loss) on business operations	-	-	-	-	-	-	(1,624,704)	-	-	(1,624,704)
Annual surplus (deficit)	412,564	2,282	8,404,173	(245,605)	(9,997)	-	(1,787,411)	241,190	(49,250)	10,071,810

Penticton Indian Band

Schedule 2 - Segmented Information

For the year ended March 31, 2024

	Own Source Revenue	General Government Services	Property Taxation	Social Development	Education and Employment	Community Health	Little Paws Daycare	Housing	Capital Infrastructure	Public Works and Utilities
Revenue										
Indigenous Services Canada	-	2,332,531	-	3,892,370	3,076,175	-	82,000	123,164	1,652,189	681,741
First Nations Health Authority	-	-	-	-	-	1,940,945	-	-	-	-
Okanagan Training & Development Council	-	8,294	-	-	135,583	-	10,966	-	-	-
Province of BC	1,788,690	271,355	-	39,557	346,060	151,239	873,209	-	3,536,811	45,500
Drinking Water Settlement	-	-	-	-	-	-	-	-	-	-
Non-profit on-reserve housing	-	-	-	-	-	-	-	186,601	-	-
Housing charges and rental	1,250	-	-	-	17,588	46,228	-	332,950	-	65,965
Interest and investment income	316,444	720,798	144,531	147,955	5,663	-	46,387	87,464	-	-
Other contracts and miscellaneous	562,801	246,119	116,147	6,610	222,947	482,758	688,120	(3,572)	40,000	642,577
Royalties	248,184	-	-	-	-	-	-	-	-	-
Property taxation	-	-	2,174,851	-	-	-	-	-	-	-
BCFN Gaming	-	662,786	-	-	-	-	-	-	-	-
First Nations Education Steering Committee	-	-	-	-	1,110,005	-	-	-	-	-
	2,917,369	4,241,883	2,435,529	4,086,492	4,914,021	2,621,170	1,700,682	726,607	5,229,000	1,435,783
Expenses										
Amortization	-	-	8,830	-	-	-	39,547	205,517	1,865,780	-
Administration	-	-	10,000	-	-	-	-	-	-	-
Advertising	-	23,926	-	-	-	-	-	-	-	-
Automotive	-	-	-	-	27,127	5,873	6,059	-	-	59,989
Bad debts	-	213,653	(156,917)	-	-	-	-	5,681	-	(8,688)
Bank charges and interest	14,637	16,161	21,064	3,990	-	-	1,286	5,347	-	4,909
Community outreach	-	5,000	-	-	-	-	-	-	-	-
Contracted services	-	160,966	7,250	171,895	224,655	94,466	42,816	38,030	97,055	424,050
Equipment lease	-	17,997	(7,404)	1,395	24,199	10,051	27,627	1,984	138	3,470
Honoraria	-	291,024	-	152	152	24,934	6,298	-	9,958	47,453
Insurance	-	89,215	-	-	14,393	6,815	10,168	198,876	2,040	158,739
Interest on long-term debt	-	413,291	-	-	-	-	-	66,621	-	-
Loss on assumption of debt	-	-	-	-	-	-	-	-	-	-
Materials and supplies	-	725,667	-	166,948	171,067	202,948	89,509	14,132	3,382	108,563
Office	-	(10,670)	30,539	214	5,063	209	1,808	(741)	1,200	1,269
Professional fees	-	1,336,040	68,846	-	102	1,251	-	24,103	103,527	61,144
Rent	-	13,023	9,600	22,860	13,650	5,200	-	-	-	2,419
Repairs and maintenance	-	45,075	-	74	132,903	192,707	26,993	243,672	2,487	171,986
Salaries and benefits	-	1,491,763	147,256	801,657	2,906,573	1,015,919	832,011	214,301	289,749	884,893
Social assistance	-	-	-	1,743,960	-	-	-	-	-	-
Student expenses	-	-	-	-	906,271	-	-	-	-	-
Supplies	-	-	-	-	98,808	-	-	-	-	5,482
Telephone	-	34,575	1,113	11,932	16,761	52,441	3,839	1,260	1,620	11,325
Travel	-	37,315	1,867	22,117	73,097	58,398	7,123	3,635	11,650	3,267
Utilities	-	9,665	2,545	2,709	64,061	28,913	7,377	6,178	-	82,683
Workshops, seminars, and training	-	213,736	-	108,557	35,961	143,389	40,229	8,397	234,480	11,270
	14,637	5,127,422	144,589	3,058,460	4,714,843	1,843,514	1,142,690	1,036,993	2,623,066	2,034,223
Surplus (deficit) before transfers	2,902,732	(885,539)	2,290,940	1,028,032	199,178	777,656	557,992	(310,386)	2,605,934	(598,440)
Transfers between programs	1,279,881	(767,302)	2,019,653	18,400	(93,657)	(21,400)	(82,000)	(105,200)	(815,029)	(805,155)
Gain (loss) on business operations	-	-	-	-	-	-	-	-	-	-
Annual surplus (deficit)	1,622,851	(118,237)	271,287	1,009,632	292,835	799,056	639,992	(205,186)	3,420,963	206,715

Penticton Indian Band

Schedule 2 - Segmented Information

For the year ended March 31, 2024

	Natural Resources	Lands, Estates, and Memberships	Intergovernmental Settlements	Specific Claims	Community Wellness	Language and Culture	Economic Development	ONTEH	2024
Revenue									
Indigenous Services Canada	-	184,194	-	-	-	-	48,444	1,072,999	13,145,807
First Nations Health Authority	-	-	-	-	-	-	-	-	1,940,945
Okanagan Training & Development Council	-	-	-	-	-	-	-	-	154,843
Province of BC	641,246	150,000	-	-	-	-	-	-	7,843,667
Drinking Water Settlement	-	-	521,822	-	-	-	-	-	521,822
Non-profit on-reserve housing	-	-	-	-	-	-	-	-	186,601
Housing charges and rental	-	-	-	-	-	-	-	-	463,981
Interest and investment income	-	19,255	-	-	-	-	148,350	32,949	1,669,796
Other contracts and miscellaneous	2,723,229	-	-	-	11,500	-	-	171,465	5,910,701
Royalties	-	-	-	-	-	-	-	-	248,184
Property taxation	-	-	-	-	-	-	-	-	2,174,851
BC FN Gaming	-	-	-	-	-	-	-	-	662,786
First Nations Education Steering Committee	-	-	-	-	-	-	-	-	1,110,005
	3,364,475	353,449	521,822	-	11,500	-	196,794	1,277,413	36,033,989
Expenses				-					
Amortization	-	-	-	-	-	-	-	33,703	2,153,377
Administration	-	-	-	-	-	-	-	-	10,000
Advertising	-	-	-	-	-	-	-	-	23,926
Automotive	81,727	-	-	-	-	-	-	671	181,446
Bad debts	-	-	-	-	-	-	-	-	53,729
Bank charges and interest	-	-	-	-	-	-	406	1,556	69,356
Community outreach	-	-	-	-	-	-	-	124,316	129,316
Contracted services	449,693	11,191	-	14,813	-	-	7,112	48,444	1,792,436
Equipment lease	5,059	4,200	-	-	-	-	-	2,272	90,988
Honoraria	26,636	-	-	-	244	-	-	20,885	427,736
Insurance	16,598	-	-	-	-	-	-	17,493	514,337
Interest on long-term debt	-	-	-	-	-	-	292,264	-	772,176
Loss on assumption of debt	-	-	-	-	-	-	490,066	-	490,066
Materials and supplies	90,499	4,586	-	-	39,423	292	-	41,940	1,658,956
Office	11,180	4,701	-	-	-	-	-	7,793	52,565
Professional fees	313,244	23,210	-	318,388	-	-	38,973	34,674	2,323,502
Rent	570	-	-	-	9,600	-	-	-	76,922
Repairs and maintenance	22,671	-	-	-	-	-	-	30,590	869,158
Salaries and benefits	1,261,256	151,252	-	-	196,463	39,404	-	427,430	10,659,927
Social assistance	-	-	-	-	-	-	-	-	1,743,960
Student expenses	-	-	-	-	-	-	-	-	906,271
Supplies	-	-	-	-	-	-	-	-	104,290
Telephone	4,051	1,392	-	-	669	300	-	7,463	148,741
Travel	124,721	74	-	-	10,662	194	824	4,415	359,359
Utilities	2,837	-	-	-	-	-	-	5,250	212,218
Workshops, seminars, and training	8,482	2,608	-	-	32,553	-	-	8,254	847,916
	2,419,224	203,214	-	333,201	289,614	40,190	829,645	817,149	26,672,674
Surplus (deficit) before transfers	945,251	150,235	521,822	(333,201)	(278,114)	(40,190)	(632,851)	460,264	9,361,315
Transfers between programs	354,929	(60,617)	-	-	(278,114)	(44,389)	(600,000)	-	-
Gain (loss) on business operations	-	-	-	-	-	-	1,301,165	-	1,301,165
Annual surplus (deficit)	590,322	210,852	521,822	(333,201)	-	4,199	68,314	460,264	10,662,480

2024/2025 PIB ANNUAL REPORT

wai	Hello / Goodbye
ǔast sx̌lx̌ʕalt	Good Day
ǔast s̓yakʷqín	Good Afternoon
ǔast sḵ̓laxʷ	Good Evening
lim limt	Thank you