

**Yesterday, Today, Tomorrow**  
**Lake Babine Nation**



# S U M M A R Y

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Reflections from Chief Gordon Alec

## **04.** Indigenous Stewardship Program

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## **05.** Labour Market Analysis

Planning for the jobs of the future. A comprehensive Labour Market Analysis and Human Resources Strategy is underway.

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Frequently asked questions about the Foundation Agreement are answered here.

## **11.** Getting involved

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### LAKE BABINE NATION

824 Center Street  
Burns Lake, BC  
(250) 692-4700

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# H A D E E H



*On September 18, 2020 Lake Babine Nation, Canada and BC signed the 20 year Foundation Agreement.*

*Left to right (back row): Councillor Melvin Josphe, Councillor Cheyene Dennis, Councillor Verna Power, Councillor Murphy Abraham, Councillor Delores Alec, Councillor Shane Modine.  
Left to right (front row): Chief Gordon Alec and Deputy Chief Derek MacDonald*

This September Lake Babine Nation, the BC government and government of Canada signed the Lake Babine Nation Foundation Agreement.

With this agreement we have taken an important step to secure resources so that we can work together as a Nation to create our own approach to governance, re-assert decision-making, and secure an initial land-base to begin the work of building prosperity for future generations.

I want to thank our Council and staff who have worked hard to preserve and protect Lake Babine title, rights and interests throughout the process.

Most of all I want to thank our members. For attending meetings, providing your voice and shaping this agreement over many years to be one of the most powerful agreements ever concluded between the Crown and Indigenous peoples in this country's history.

But the work is not over.

Over 150 Lake Babine Nation members are needed to form Advisory Teams. Child and Family, Governance and Wildlife teams are already up and running. Justice and Fisheries teams are seeking members now, and Housing and Infrastructure, Education, Health, and Economic Development will be advertising soon. Every single member of this Nation can help shape our future by sharing their ideas, concerns and their dreams for how to move forward.

It has been a great honour for me as chief to be a part of this historic work that will lead to meaningful and real change in the lives of the Lake Babine members.

**Chief Gordon Alec**



# Many Members are asking why moose numbers are declining

A new study funded through the Indigenous Stewardship Project will find out why

**Evelyn George**

**Indigenous Stewardship Program**

**Labour Market Analysis and Human Resources Strategy**

My name is Evelyn George, daughter of Joseph Alec Sr. and Louise Alec. I am bear clan from Lake Babine Nation and a member of Old Fort Community.

I started work with Lake Babine in August 2020 and am representing Lake Babine on the ESI table. This year, LBN got an Indigenous Stewardship Project (stewardship project) approved for 150,000 and a Shared point dollars for travel and wages for the project in the amount of 50,000 for the year.

The stewardship project will study our moose within our territory. Many members are asking why moose numbers are declining. The Skeena Sustainable Assessment Forum (SSAF) are studying moose populations of all of the Nations that they are involved in and LBN joined in with the study.

The moose study has many parts and includes;

- **Moose Health Pilot Project** This project will collect 10 or 15 moose health (tissue and other data) samples and associated data. Samples will be collected through members kill, road and railway kill, and other hunters kill. This data will contribute to develop current condition understanding of moose health in the region.
- **Moose Mortality Monitoring.** The project will aim to collect mortality data collected during stewardship project fieldwork and by coordinating with the conservation officer service and Lake Babine Nation hunters. Specifically road kill and predator information, incidental observation will be collected and systematically reported.
- **Winter Habitat Validation.** We will survey approximately 20 winter habitats in our study. This will help with the other two studies. We will find out why the moose is on a decline in our territory. We will look at answers to questions about concerns from the members. This study will be in our traditional territory.

## Labour Market Analysis and Human Resources Strategy

We are also working on Labour Market Analysis and Human Resources Strategy Study with support from Firelight group. The study will help us to plan for what jobs will be available in the future.

- Identify labour and skills gaps;
- Provide a “snapshot” of LBN labour and employment baselines and trends;
- Clarify LBN human resources (HR) and capacity building priorities;
- Outline action plans to capitalize on Foundation Agreement opportunities;
- Map out an overall human resources plan and organizational structure that clearly communicates LBN labour and employment objectives;
- Include a long-term strategy to implement the Foundation Agreement at organizational and departmental levels over the next 25 years.

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THIS STUDY WILL LOOK AT LAKE BABINE HEALTH STATISTICS, EDUCATION, SKILLS AND TRAINING, HOUSING AND OTHER MEASURES. IT WILL DOCUMENT GAPS AND SHORT FALLS AS RELATED TO THE LABOUR MARKET.

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The funding for this study is not coming from the Foundation Agreement. Funding is provided through a grant from the Employment Labour Market Services Division within the BC Ministry of Social Development and Poverty Reduction. We are creating a Steering Committee and seeking one LBN member from each community.

If you have any questions or want to apply, please contact Evelyn via email at [evelyn.george@lakebabine.com](mailto:evelyn.george@lakebabine.com).

Thank you everyone. God bless you

## HOW DID WE GET HERE? Our Journey to the Foundation Agreement

The journey to the Lake Babine Nation Foundation Agreement has included many steps taken through a progressive set of Agreements with B.C. and Canada.

2014

### Lake Babine Nation Incremental Treaty Agreement (March 2014)

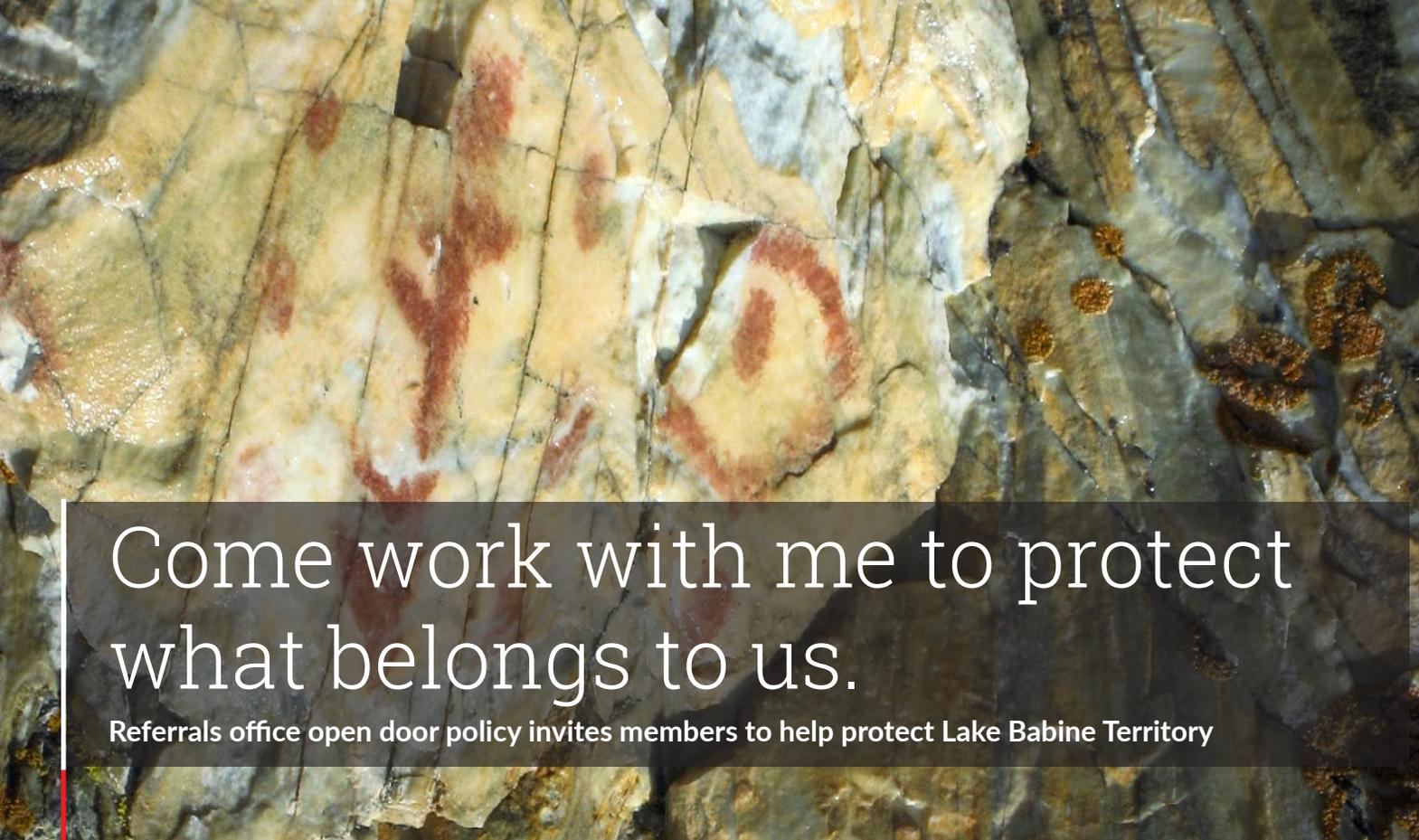
The LBN Incremental Treaty agreement is intended to demonstrate some of the benefits of treaty in advance of a final agreement. The ITA transfers four parcels of land to LBN to support opportunities for forestry and eco-tourism; capacity funding was also secured to help develop these opportunities.



*John Rustad, Minister of Aboriginal Relations and Reconciliation, and Wilf Adam, Chief of Lake Babine Nation after the signing of the Lake Babine Nation Incremental Treaty Agreement.*

### Lake Babine Nation Memorandum of Understanding [MOU 1] (October/2014)

BC and Lake Babine signed this first MOU to launch negotiations of a Strategic Engagement Agreement. That is a standard type of agreement in BC that supports consultation on lands and natural resources decisions and revenue-sharing. As the remainder of the timeline shows, BC and Lake Babine gradually moved on to negotiate the Foundation Agreement.



# Come work with me to protect what belongs to us.

Referrals office open door policy invites members to help protect Lake Babine Territory

## Georgina West Natural Resource Referrals Officer

Hadeeh Lake Babine Nation Members

This year has been different because of Covid. Many things had to change for everyone's safety. On March 18, 2020, I started working from home, there was no field work done at the time. It was tough to adjust to all this. Not interacting with anyone and not being able to do any field work, I was not able to be out on the land and check cut blocks or any planned harvesting.

Before the pandemic, in December 2019, I was invited to sit in on Environmental Stewardship Initiatives (ESI) Project. This project is for First Nations and the Government of Canada to create opportunities for developing new environmental projects with Natural Resources. I attended a few meetings, this is a great project where we discuss water sampling, and protecting wetlands and moose.

As the pandemic wears on and we are back in office, I am still limited to being out in the field. I continue to meet with industry to talk about each cut blocks and making sure we are protecting all sensitive areas. I know many of us want logging to stop altogether, the Government are the ones who decide on Annual Timber Supply. Lake Babine Nation territory is broken up into four timber supply



areas which is Kispiox, Bulkley, Morice and Lakes. Each industry is allowed a certain amount of timber. The way forestry planning goes is that LBN receives five year Forest Stewardship Plans (FSP). This large document explains what each companies' plans are, and as a Referral Officer I look at how they will plan their harvest in each area, how they will protect waters, streams, wetlands, Cultural Modified Trees (CMT's) and many other cultural values such as access management which is deactivating a lot of the roads, spur roads to limit access for exploration companies and poachers.

This year LBN also dealt with Pacific Inland Resources (PIR – West Fraser) about the Old Fort area which was infested with beetles, our interest was protecting this area from forest fire. We had many discussions where elder Alex Michell joined us to talk about sensitive areas around Old Fort area. Once the harvesting is done, any roads built will be deactivated so that no vehicles start going on Old Fort Reserve.

Another area we have been dealing with this year was increase in beetle is Morrison and Friday Lake. These areas are on the map for harvest so the collection of culture value data from Lake Babine members is very important, there are a lot of areas that we must protect. We go through each cut block and make sure we continue expressing concerns of Lake Babine Nation.

If you have a trapline number and are not receiving any referral notifications, please contact me so that we can fix that. You do not have to be on trapline to come forward with any concerns regarding forestry, if you have any concerns with harvesting or would like to know where they are harvesting, where are the sensitive areas, your hunting trails, camping areas, cabins, even where you plan to put a cabin, we can mark those areas and put a buffer zone around the area. I hear many say everything is gone, but we can fix the forestry. It may not bring back how forestry use to be but we can start putting in more sensitive areas, no go zones, stop the clear cuts and protect moose and many other wildlife. We can all work together and get on same page to become a stronger nation. Come and speak to me, work with me to protect what belongs to us.

Mesiy Georgina West  
Natural Resource Referral Officer

## 2015

### Lake Babine Nation Memorandum of Understanding [MOU 2] (May/2015)

BC and Lake Babine signed this second MOU to shift their negotiations from a Strategic Engagement Agreement to a more ambitious Reconciliation Agreement. The eventual agreement was to include forestry tenures, lands and processes for Lake Babine and BC to collaborate on BC's lands and natural resource management decisions in Lake Babine Territory. MOU2 also provided significant training dollars, which Lake Babine Nation used to deliver Cultural and Environmental Monitor Certification and Camp Management Services Certification. These programs were tailored to meet the needs of Lake Babine learners and delivered in Woyenne.

### Prince Rupert Gas Transmission Natural Gas Pipeline Benefits Agreement (May 2015)

The Prince Rupert Gas Transmission Project would be a 900-kilometre natural-gas pipeline to deliver natural gas from the Hudson's Hope area to the proposed Pacific NorthWest LNG facility near Prince Rupert. BC had already approved the pipeline when Lake Babine signed this Pipeline Benefits Agreement with BC to secure revenue-sharing. The project has not yet gone ahead. And although Lake Babine signed this Agreement, Lake Babine reserved the right to withdraw its support if a key part of the Pipeline route changes. Lake Babine did this to protect Nilkitkwa.

## 2016

### Lake Babine Nation Reconciliation Framework Agreement (March 2016)

This was an agreement between BC and Lake Babine Nation to build on MOU2 and guide and fund the negotiations towards a Reconciliation Agreement. This Agreement also provided Lake Babine with funding to hire a referrals officer to start engaging on land and natural resource referrals from the Crown and companies, and it confirmed some initial land protection measures in Lake Babine Territory.

# Indigenous Skills Training Development Program

## Deanna Brown Nolan Program Coordinator

Good day! My name is Deanna Brown Nolan and I am the new Program Coordinator for the Indigenous Skills Training Development Program (ISDTP) here at Lake Babine Nation. I coordinate the Community Campus in collaboration with Nicola Valley Institute of Technology (NVIT), based out of Merritt, BC.

Priscilla Crouse, has moved from this position into a new position as Grant Writing Director for the Nation, she will continue with our program in the transition of our positions, funding proposals, curriculum development and mentorship of staff. We wish her well and look forward to working with her in other capacities through our program. Also new to the program we welcome Jessica Brown as the Student Support Worker, she will provide wrap around supports to our students as well as management of the classroom.

### Human Services Diploma

Our program welcomed back 10 students to the second half of the Human Services Program. These ten students met the pre-requisites to move onto the second half and

completed their first year with passing all the necessary courses. They began their school year on September 2, 2020 and will be in the program until August 2021.

Our students will also be doing practicum placements within Lake Babine Nation, their first placement began October 26, 2020. Each week the students will work 4 days in office being mentored by staff, and on the fifth day they will be in class doing their debriefing and seminar with their field supervisor, Jen Dustin based out of the NVIT in Merritt. You will see our students in different placements within the Education, Health and Economic Development departments.

### Adult Upgrading Fort Babine and Tachet

Our program will be expanding into Fort Babine and Tachet with Essential Skills, Cultural and Community Orientation/Personal Development and Adult Upgrading. The program was introduced in September at a Community Barbeque in Fort Babine. Thank you to Shauna Alec and her staff in the Early Years Program for putting this together. Due

to a few challenges, we faced a delayed start with this program, but it is beginning to move ahead now!

We have secured program support staff within each community who will be able to coordinate the program in Tachet and Fort Babine. We will begin recruiting six new students per each community who want to get their Grade 12. Due to Covid-19 Restrictions and not having an adequately sized class space, we are only able to work with 6 students for the first offering of this program. Vickie West and Mark Powers will be working with us part time on this initiative for their respective communities. We are excited at the growth and look forward to bringing more programming to all our communities.

**New Program Alert** - Please keep an eye out for our upcoming Foundational Trades Program that will be done with NVIT and their Mobile Trades Unit! Coming soon to Tachet, Fort Babine and Woyenne!



**Staff and Human Service Diploma Students on Orange Shirt Day, Sept 30, 2020**

# Foundation Agreement Advisory Teams

## Governance Advisory Team

Fred William – Fort Babine  
Evelyn George – Old Fort  
Heather Joseph – Tachet  
Beatrice Michell – Donalds/Pinkut  
Wilf Adam – Woyenne  
Frank Alec – Lakh Ja Bu  
Vanessa Bull – Lakh Tsa Mis Yu  
Cindy Lowley – Jilh Ts'ekh Yu  
Ronnie West – Gil Lan Tin  
Beverly Michell – Elder Advisor  
Mackenzie Adam – Youth (On Reserve)  
Victor Tom – Urban  
Mildred George – Urban

Bessie West – Lake Babine Council  
Cheyene Dennis – Lake Babine Council

## Child and Family Advisory Team

Ronnie West, Donalds Landing Rep  
Anthony Tom, Hereditary Rep  
Richard Williams, Woyenne Rep  
Margie Alec, Old Fort Rep  
Brianna Michell, Youth Rep  
Mildred George, Urban Rep  
Clara Williams, Fort Babine Rep  
Daisy Charlie, Tachet Rep

Cheyene Dennis – Lake Babine Council  
Murphy Abraham – Lake Babine Council

## Wildlife Advisory Team

Peter Alec – Lakh Ja Bu  
Eugene Patrick – Jilh Ts'ekh Yu  
David Tom – Gil Lan Tin  
Aaron Joseph – Lakh Tsa Mis Yu  
Jason Charlie – Donalds/Pinkut  
Sonny West – Fort Babine  
Mathew Alec – Old Fort  
Roy West Jr. – Tachet  
Ray Abraham – Woyenne

Derek MacDonald – Lake Babine Councillor  
Murphy Abraham – Lake Babine Councillor  
Verna Power – Lake Babine Councillor

Want to join our advisory teams?  
Check out page 11 for the call for interest!

2017

## Lake Babine Nation Foundation Pathway Agreement (September 2017)

The Lake Babine Nation Foundation Pathways Agreement set out a commitment for BC and Lake Babine to negotiate a Foundation Agreement, a 25-year framework to strengthen the government-to-government relationship, reconcile respective jurisdictions and responsibilities, and provide certainty and benefits.



A first-of-its-kind 25-year agreement is signed by John Rustad, Minister of Aboriginal Relations and Reconciliation, and Wilf Adam, Chief of Lake Babine Nation.

2018

## Tripartite MOU to Guide Rights Implementation and Reconciliation Negotiations. (December 2018)

In this MOU, Canada joined the Foundation Agreement negotiations that Lake Babine and BC had already started. This created the potential to address aspects of Lake Babine rights and title, including Lake Babine's inherent right of self-government.



Carolyn Bennett, federal Minister of Crown-Indigenous Relations, Gordon Alec, Chief of Lake Babine Nation, and Scott Fraser, B.C.'s Minister of Indigenous Relations and Reconciliation, along with their respective negotiators and staff.

# Foundation Agreement Questions and Answers

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## Verna Power & Cheyene Denis

### **Is the Foundation Agreement a Treaty?**

No, it's not. LBN keeps its title and rights. With a treaty everything is negotiated and finalized before the treaty comes into force.

This Agreement sets out a 20-year road map for the work that Lake Babine, Canada and BC must do to fully implement Lake Babine title and rights, including our inherent right of self-government. It won't happen all at once, LBN receives funding for nation-building and program and service improvement work along the way. It also includes some lands and forestry tenures and an economic development fund to create opportunities today.

### **Is 20,000 hectares the full land deal?**

No, 20,000 hectares is just a start, and BC and Canada acknowledge this in the Foundation Agreement. One step within the Foundation Agreement is the work of us identifying our Aboriginal title lands and negotiating with BC and Canada

### **Does the Agreement set out all the funds we will receive?**

No. The 43 million confirmed in the Agreement is BC's contribution for the first five years. Lake Babine is currently discussing with Canada what their contribution will be. It is slower to come because Canada joined the negotiations partway through and is still catching up. The Agreement recognizes the need for ongoing funding and Lake Babine will negotiate more funds for the next phase of implementation.

### **Does this Agreement affect Status or Tax-exemption?**

No the agreement does not alter our status or tax exemption in any way. It's not a treaty so does not alter our rights.

### **Will there be a vote?**

The Foundation Agreement did not require a vote because it simply recognized our rights and title without affecting them. Some of the Milestones under the Foundation Agreement may require a vote. For example, once Lake Babine develops a governance model to replace the Indian Act Chief and Council it will need to be approved by the membership. If members want to put the governance model to a vote, there will be a vote. Our governance model is not developed yet, but it's good to start talking about whether it will need go to a vote. Please share your views on this with Lake Babine's Governance Advisory Team or Governance Research Team.

### **Why did the signing happen so fast?**

The Foundation Agreement took about four years to negotiate. Canada and LBN had already approved it and we had been waiting for months for BC to approve it when BC decided to hold an early election. LBN wanted to protect what we had negotiated, so when BC confirmed on September 16, 2020 that it was ready to sign the Foundation Agreement, we signed it. The September 18 signing happened on the last day of business before BC went into its election period. Because of Covid we couldn't gather and celebrate in the ways that we are used to. Once we are vaccinated and safe from Covid-19, we will gather and properly celebrate this, in our way.

### **Is the Foundation Agreement leading towards self-government?**

Yes, implementing self-government is a goal of the Foundation Agreement. Lake Babine's Governance Advisory Team have started seeking input from all members about how our governance model should look and work. Once a governance model is developed, we will review and discuss it as

a Nation, and decide whether to adopt it. Once it is up and running, our government will gradually take back jurisdiction in priority areas, like child and family, language and education, and lands and resource management. Lake Babine Advisory Teams will engage with members across all communities and away from home to develop our plans in all these areas. Every aspect of our self-government will be developed by Lake Babine, for Lake Babine.

### **How will this Agreement impact future generations?**

It is called the Foundation Agreement because it provides us a starting point, a foundation to build something for our young and coming generations. The Agreement recognizes, but does not alter, LBN rights and title.

Instead, the Agreement is for the long term and will require many generations to work with Canada and BC to implement LBN rights and title over the coming years. Right away the Agreement provides us with funding to expand and improve our child and family, education, health, and other programs along with lands and forestry tenures.

### **How can the community get involved?**

LBN is currently inviting over 150 LBN members to be on our advisory teams. These teams will

- Drive change in areas like Children and Families, Justice, Fisheries and Governance.
- Help LBN allocate funds to make improvements today and help us plan to take control in the future through self-government.
- Speak with members and gain advice - both at home and away from home - about how to implement our rights and develop programs and services that meet our needs.

# We need you!

## Lake Babine Nation is seeking Advisory Team Members

Lake Babine Nation is currently inviting over 150 LBN members to serve our advisory teams which will,

- Drive change in areas like Children and Families, Justice, Fisheries and Governance.
- Help LBN allocate funds to make improvements today and help us plan to take control in the future through self-government.
- Speak with members and gain advice - both at home and away from home - about how to implement our rights and develop programs and services that meet our needs.

Child and Family, Governance and Wildlife teams are already up and running.

Justice and Fisheries teams are seeking members now, and Housing and Infrastructure, Education, Health, and Economic Development will be advertising soon.

Every single member of this Nation can help shape our future by sharing their ideas, concerns and their dreams for how to move forward.

To apply, please send a letter of interest to Dorothy Patrick

dorothy.patrick@lakebabine.com

2020

## Lake Babine Nation Foundation Agreement - September 2020

Lake Babine Nation, Canada and BC sign a 20 year agreement including initial land parcels, forestry tenures, and Nation-building funds, valued at about 200 million. The Agreement provides a road map to implement Lake Babine Nation Aboriginal title and rights, including Lake Babine's inherent right of self-government. This work will be led by Lake Babine and done in collaboration with Canada and BC. The Agreement recognizes that Lake Babine will be enacting programs, services and law pursuant to its inherent right to govern itself and in a way that that meets LBN political, social and economic needs and aspirations.



Chief, Council, Directors, Hereditary Chiefs at Foundation Agreement signing ceremony. (photo credit: Beatrice MacDonald) Left to right (back row): Monty Palmantier, Executive Director; Emma Palmantier, Health Director; Betty Patrick, FPA Manager; Cheyenne Dennis, Verna Power, Melvin Joseph, Delores Alec, Murphy Abraham, Deputy Chief Derek MacDonald, Shane Modine Left to right (front row): Frank Alec, Hereditary Chief: Dunen (Bear Clan); Ronnie West, Hereditary Chief: JeDimSkaNes (Caribou Clan); Chief Gordon Alec; Eugene Patrick, Hereditary Chief: Losah (Frog Clan); Herbert William, Hereditary Chief: DewSimTsuk (Beaver Clan)



LBN Negotiator Doug White, Chief Gordon Alec, Minister Carolyn Bennett and Minister Scott Fraser at the virtual signing event on September 18, 2020.



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824 Center Street  
Burns Lake, BC  
(250) 692-4700