



Community. Leadership. Pride.

**Policy
2015-56**

Member Dividends

	AUTHORIZED BY	ȳilmix ^w m nał səx ^w k ^w inaŋməm/Chief and Council
	EFFECTIVE DATE	2024-06-13
	DEPARTMENT	Financial Services
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Revision History			
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2008-11-24	02	WFN Member Dividend Policy approved by Council resolution #112408-04 and signed by the Director of Operations.	
2018-01-24	03	Policy 2015-56 WFN Member Dividends approved and signed by the Director of Operations.	
2024-06-13	04	Policy 2015-56 Member Dividends approved by Council resolution #240318-11 on March 18, 2024 and signed by the Acting Director of Operations on June 13, 2024.	

Member Dividends

1. Policy

stqá?tk^w+niwt sqilx^w/Westbank First Nation (WFN) recognizes the need for each i? sqilx^w t! stqá?tk^w+niwt/Member to benefit from development on Westbank Lands and the financial prosperity that WFN is able to generate. Member Dividends are a way to share WFN's wealth with individual Members while also ensuring that WFN remains in a financially strong position.

2. Purpose

The purpose of this Policy is to establish the process through which Member Dividends are authorized and administered.

3. Scope

This Policy applies to yí səx^wk^wínma?m/Council, səx^wk^wulm/Workers responsible for administering Member Dividends, and Members.

All dollar amounts in this Policy are in Canadian funds.

a) Dividend Amount and Source

- i. Subject to the overall financial health of WFN, each Member will receive a base five-hundred-dollar (\$500) Dividend, to be sourced from First Nation Sales Tax revenues, and distributed to Members by the second smasqt/Thursday of every smík^wtən/December.
- ii. The Dividend under Section 3.a)i. of this Policy will be increased by an equal distribution of one hundred percent (100%) of any dividend revenues received from Ntityix Development Corporation.
- iii. The Dividend under Sections 3.a)i. and ii. of this Policy;
 - 1) Includes an amount equal to the value of a typical Christmas hamper, which now replaces the Christmas hampers previously distributed by Membership Services each year; and
 - 2) Will, subject to any changes in WFN's Membership Code, remain in place for a period of five (5) years, after which it must be reviewed by the səx^wk^wulm k! yfayfat/Director of Operations in consultation with the xatus k! i? sqlaw/Director of Finance and Director of Community

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- c) The Director of Finance or designate is responsible for;
 - i. Assisting in the review and recommendations under Section 3.a)iii.2) of this Policy; and
 - ii. Ensuring dividends are paid and distributed in accordance with the provisions of this Policy.
- d) The Director, Community Services or designate is responsible for assisting in the review and recommendations under Section 3.a)iii.2) of this Policy.
- e) The Membership Services Manager or designate is responsible for providing the Director of Finance with the Membership roll in effect on August 31 of each year.
- f) Members who wish to minimize Dividend deductions are responsible for repaying to WFN any arrears owing to WFN by themselves or their wholly owned Corporation.

5. Monitoring and Reporting

This Policy must be reviewed in accordance with Section 3.a)iii.2) of this Policy.

6. Definitions

“Corporation” means any entity that engages in business.

“Dividend” means an annual discretionary payment paid equally to all Members.

“Minor” means a person under the age of nineteen (19) years, who is therefore considered to have not reached the age of majority in British Columbia. On the day a person turns nineteen (19) years old, they cease to be a Minor.

“Worker” (səxʷkʷuɪm) means any employee, volunteer, contractor, client, or other visitor who performs tasks on behalf of WFN at any WFN workplace through a formal arrangement including, but not limited to, an employment agreement, contract, remote work agreement, or approved volunteer application, or WFN terms of reference agreement.

7. Cultural Context

- a) **Cultural Context of Policy**

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In syilx tradition, wealth was to be enjoyed by all in times of plenty, and hardship was to be faced by all in bad times. Everyone shared equally in the work and its benefits. In this way the syilx stayed strong together. Provision of goods to Membership historically comes from the context of the potlach ceremony where goods would be shared within the community. It would be the role of the Chief and Council to take from such goods last, and ensure the necessities of life were provided to the community first.

b) Cultural Context of ḡsyilxcn Terms

iḡ sqilx^w tḡ stqáḡtk^w+niwt (Member) The people (iḡ sqilx^w) from stqáḡtk^w+niwt sqilx^w.

pæckḡtán (March) Moon of budding leaves (pæckḡ).

sæx^wk^wuḡm (Worker) The person or profession (sæx^w) to work, fix, or create (k^wuḡ). The root of sæx^wk^wuḡm comes from k^wḡncutn, the word for “Creator”. WFN’s sæx^wk^wuḡm are, in a sense, creators, working to provide important and valuable programs, services, and tools, and to solve issues as they arise, to ensure a productive, excellent, and fruitful government and community. The word also denotes value. Originating from the Creator, sæx^wk^wuḡm have inherent value and are to be treated as such by their supervisors, colleagues, and clients.

sæx^wk^wuḡm kḡ ḡḡayḡat (Director of Operations) The sæx^wk^wuḡm who is over (kḡ) everyone (ḡḡayḡat). Through their team of Directors, they oversee all WFN’s sæx^wk^wuḡm.

siyaḡtæn (June) Moon of Saskatoon berry (siyaḡ means Saskatoon berry).

sk’ælwístæn (September) Moon of the spawning fish (sk’ælwíst means spawning fish).

skḡaciḡws (Sunday) Day of the hanging.

smasḡt (Thursday) mus sḡḡḡait/four (4) days from skḡaciḡws/Sunday (mus means four [4]).

smík^wtæn (December) Moon of the snow (m’q^waq^w means snow coming down).



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stqá?tk^w+niwt sqilx^w (Westbank First Nation) The people (sqilx^w) living where wind blows (niwt) and forms swamps or puddles alongside a large lake (stqá?tk^w). Being a windy area, the winds would cause the water to wash upon the shore leaving puddles and pools to cleanse the land and which would either seep into the land, creating wet, marshy areas or wash back into the lake. This area has been identified as the portion of syilx territory from Antler's Beach/Hardy Falls area to around the Gellatly/Green Bay area (essentially from the bend in the lake along the whole shoreline) but it includes a few other areas, including x^wa† mnik, the area closer to Tsinstikeptum Indian Reserve #10 and many other areas that have specific place names.

xatus k'í i? sqlaw' (Director of Finance) Leader (xatus) of the (k'í i?) financial wellbeing (sqlaw').

ǰ^wi?ǰ^wi?tán (August) Moon of sharp grass (ǰ^wi?ǰ^wi?t means grass that is sharp enough to cut you).

ǰílmix^wm na† səx^wk'ina?məm (Chief and Council) The Chief of WFN has been chosen by the people to be the overall manager or leader (ǰílmix^wm) of WFN. ǰílmix^wm includes "ǰil" which references the binding or weaving together of different strands to make one strong whole. The Chief is responsible for ensuring that all the workings of the community are connected and bound together. This leadership position is one of servanthood and self-sacrifice. Traditionally, the ǰílmix^wm represented the will of the people in carrying out the rights of being syilx, as well as representing the guarantee that the syilx will continue on. The ǰílmix^wm also represented good decisions of the people while protecting the land and the natural laws. The Chief's willingness to be a good role model and lead by example through lifestyle, experience, and wisdom sets the example for səx^wk'ina?məm, the other members of Council chosen by the people to be responsible for (səx^w) working (k'^w) to oversee things (ínma?m), and for the youth, and for all the people. In seeking to lead well, Chief and Council are dependent on each other's willingness to sacrifice for the good of others. "na†" is simply the nsyilxcn term for "and".

ǰí səx^wk'ínma?m (Council) Those who have been chosen by the people to be responsible for (səx^w) working (k'^w) to oversee things (ínma?m). Traditionally, ǰí səx^wk'ínma?m were chosen to oversee hunting and fishing or to serve as



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policemen but the term has now been broadened to incorporate the oversight of government.



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8. Approval

This Policy was approved by Council resolution #240318-11 on the 18th day of pæckttán/March, 2024 and signed by the Director of Operations on the 13th day of siyaʔtən/June, 2024.

Julia Buck, səxwíkw̓ dím k̓l yʕayʕat/Acting Director of Operations



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9. References and Related Authorities

[i? sckwłt skcxipla?tat i? scxanwixwtat/Westbank First Nation Self-Government Agreement](#)

WFN Governance

[stqá?tkwniwt i? Stkwnkwinpla?s/Westbank First Nation Constitution](#)

[i? sckwłt skcxiwipla?tat i? kacxla?pusa?x/Comprehensive Community Plan](#)

[WFN Government Strategic Plan](#)

[Policy 2015-01 Governance Instrument Creation, Revision, and Rescindment](#)

[Policy 2015-49 Accounts Receivable](#)

[Policy 2015-57 WFN Minors Trust Program](#)

10. Attachments

Nil