



HISHUK'ISH TSAWALK

TSESHAHT FIRST NATION NEWSLETTER

VOLUME 2, ISSUE 4

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2019 AGM CONTINUATION - NO QUORUM

Our 2019 AGM Continuation was to take place Sunday April 7, 2019 at Haahuupayak Gym from 9:00am—4:30pm. Unfortunately we did not have quorum for this meeting.

This will be brought forward during our next Community Meeting, Monday May 6, 2019 to discuss how the community would like to move forward on these topics.

The continuation was to discuss creation of our Vision and Mission statements, hear the Administration report, create our wish list and have departmental information displays.

OFFICE CLOSURES

*Tseshaht Administration
Office will be closed at
3pm Thursday April 18
& closed Friday April 19
& Monday April 22, 2019
for Easter Weekend*

EXECUTIVE DIRECTORS & COUNCIL REPORTS



*Please find included in this month's newsletter our
Executive Director's report from 2018 as well as
our Quarterly Council report.*

We hope you enjoy both updates!



**Tseshah
First Nation**

April 17, 2019

NOTICE OF ANNUAL INSPECTION

Attn: All Social Housing Tenants,

As part of our CMHC Operating Agreement, Tseshah First Nation will be conducting unit inspections during the months of **May & June 2019**.

Please ensure that accesses to crawlspaces are cleared away and *all* areas of the home can be entered by our Maintenance Coordinator.

19.3 Annual Inspections

"All occupied rental housing units will be inspected at least once annually. The units will be inspected to record the condition of the unit both internally and externally. These inspections will be used to determine the need for any preventative maintenance as well as to determine any misuse or negligence on the part of the tenant."

Please contact Tammy to schedule your appointment at 250-724-1225.

Thank you for your cooperation,

Housing Department



TSESHAHT **Community** *Meeting*



MONDAY - May 6, 2019
7:00 PM @ TFN Great Room

Agenda Items TBA

Prizes



?AAQIN?APHAK? - WHAT ARE YOU DOING?

APRIL 2019

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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MAY 2019

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SCHEDULE OF EVENTS

- Apr. 18 - **Administration Office Closed Early** - 3PM
- Apr. 17 - **Life Promotion Initiative** - by invitation only - Great Room - 5PM-8PM
- Apr. 18 - Mini Adult Wellness Day - Family Center - 4:30PM - 9:00PM
- Apr. 19-22 - Administration Office Closed - **Easter Weekend**
- Apr. 30 - **SA Cheque Distribution** - Great Room
- May 6 - **Community Meeting** - Great Room - 7PM
- May 17 - Administration Office Closed Early - **3PM**
- May 20 - Administration Office Closed - **Victoria Day**
- May 31 - **SA Cheque Distribution** - Great Room
- 1st Monday of the month - **ʔiichim hišumyit** - Great Room - 10AM - 12PM
- Wednesdays in April - **Elder's Support Group** - Quuasa Office - 6PM - 8PM
- Thursdays in April - **Alcoholics Anonymous** - Quuasa Office - 7PM - 8PM
- Mondays - **Men's Group** - Family Center - 6PM - 8PM
- Mon. Wed. & Fri. - **FitNation Bootcamp** - Maht Mahs Gym - 5PM

WHO'S IN THE OFFICE:

MONDAYS

RCMP

JAY/PETE/BETH

TUESDAYS

WEDNESDAYS

1:00PM - 3:00PM

NTC HEALTH NURSE

FRANCINE

THURSDAYS

QUU'ASA

FRIDAYS

1:00PM - 3:00PM

NTC HEALTH NURSE

FRANCINE

TSESHAHT HOUSING NOTICE



Fire Safety Tips

- 🔥 **Keep fire pits at least 10 feet away from any structure**
- 🔥 **Clear the area of leaves, grass and other debris that may catch fire**
- 🔥 **Never start a fire with gasoline or lighter fluid**
- 🔥 **Respect your neighbour(s)**
- 🔥 **Keep water nearby or be sure to have quick, easy access to a hose in case fire gets out of hand**
- 🔥 **Do not light fires on windy days or nights, and obey any local fire bans**
- 🔥 **Keep children away from fire pits and never leave them unattended**
- 🔥 **Never allow hotdog or marshmallow roasting without adult supervision**
- 🔥 **Do not burn any items that are toxic to the environment**

THANK YOU FOR YOUR COOPERATION



BY INVITATION ONLY



TSESHAHT FIRST NATION
čišaa?ath

This is an opportunity for Tseshah First Nation youth between 13 and 30 years old to take part in an exciting project that celebrates life and all the wonderful things there is to be thankful for.

Join us for dinner, guest speakers, and an opportunity to help us create a program which targets Tseshah Youth in developing a sense of belonging, purpose and hope.



LIFE PROMOTION INITIATIVE

APRIL 17
5PM - 8PM

TSESHAHT ADMIN BUILDING

GREAT ROOM




ʔiicim hišumyit

**1st Monday of
the month
10AM - 12PM**


**Great Room
Chumus Potluck
Everyone
Welcome!**

FITNESS GYM HOURS



Mon, Wed & Fri
4:30PM - 8:00PM

Tues & Thurs





BE FIT. BE HEALTHY.

Bootcamp
Mon, Wed & Fri
Maht Mahs
Gym
5PM SHARP!!



Tseshah First Nation **Employment Opportunity**

Early Childhood Educator **Infant & Toddler Program**

The Tseshah First Nation Administration Office is now accepting applications for the position of **Early Childhood Educator, Infant & Toddler Program**. This is a full-time position at 80 hours bi-weekly (40 hours per week).

JOB PURPOSE

The Early Childhood Educator, Infant & Toddler Program reports to the Daycare Program Manager and is responsible to work with infants and toddlers in a licensed day care facility, demonstrating an ability to contribute to a team approach, to guide and care for designated infants/children, initiating and implementing age-appropriate activities.

JOB SKILLS, EDUCATION AND EXPERIENCE

The successful applicant will possess skills and experience in the following areas:

- Early Childhood Care Infant and Toddler Diploma
- Must comply with the Criminal Records Review Act;
- Emergency Child Care First Aid & CPR;
- Able to relate well and develop rapport with children, families and staff.

HOW TO APPLY

If you believe you have the skills and ability for this position, submit a cover letter with your resume and 3 current references to the attention of the Executive Director, care of the Executive Assistant either in person at the Tseshah First Nation Administration Office; by mail to TFN Administration Office, 5091 Tsuma-as Drive, Port Alberni BC, V9Y 8X9; or by email to executiveassistant@tseshah.com on or before the closing date.

CLOSING DATE: April 23, 2019 at 12:00 Noon.

Tseshah First Nation is an equal opportunity employer and encourages/expects that its membership and other First Nation members will apply with job qualification. Where possible, employment opportunities and contracted services shall be offered to Tseshah members where qualified and eligible.



TAHII...PATHWAY TO WELLNESS OPEN HOUSE



Nas^uuk Ma?ayit Mah?tii

(Strong Family House)

3075 3rd Ave.

Port Alberni

Friday April 26, 2019

2:30PM - 4:00PM

Come meet our new Diabetes Nurse and learn
about services that are offered.

Snacks will be available



Mondays

6PM - 8PM

Family Center

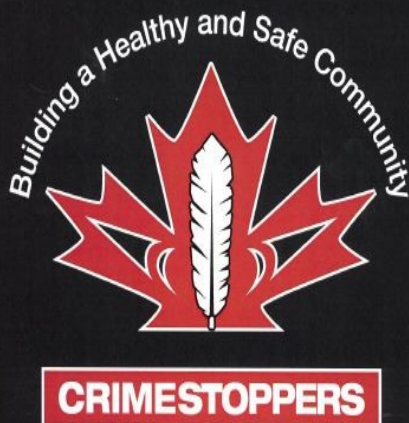
All Dudes of all ages

Welcome!

**Please confirm
w/Gail for food**

Headcount

250.724.1225



**We want your information
– not your name!**



1-800-222-TIPS (8477)



bccrimestoppers.com





Tseshah Youth Center
Friday - April 12, 2019

Easter Egg Decorating
for Tseshah Families
with Young ones
5pm - 6:30pm

Pizza Dinner
6:30pm - 10pm
for Youth ages 10-17



Tseshah Community
Easter Egg Hunt
Friday - April 19, 2019
1pm - 3pm @ Maht Mahs Area



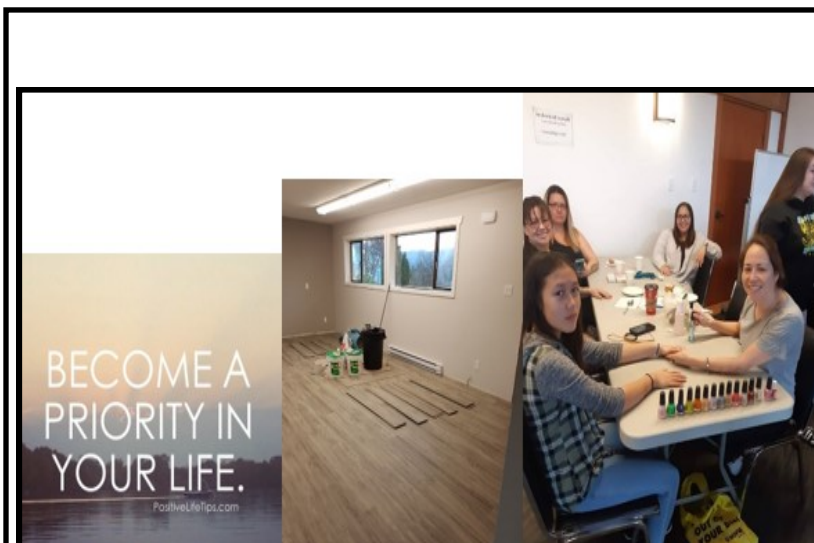
Foundations in Innovation & Technology Program coming to Vancouver Island!

Location: Port Alberni
 Length: 12 weeks, full-time, in-person
 Dates: May 13 - August 2, 2019
 Skill Level: Novice
 Tuition: Fully-funded
 Living Allowance: Available
 Requirements: Grade 10, or in-community assess-

Courses include:

- Computer Basics and Professional Practice
- Communications and Digital Marketing
- Web Development and Coding
- GIS/ GPS Mapping
- Software Testing
- Network Setup and Support

Application deadline is April 26, 2019. Begin the application by filling out an inquiry form at <http://>



BECOME A PRIORITY IN YOUR LIFE.
 PositiveLifeTips.com

Mini Adult Only Wellness Day!
 April 18th 2019 at Family Center
 Soft opening just for Tseshah Adults due to space
 With:
 Myra Hair Cuts
 Gina Pearson Facials
 Camille Nail Painting
 Andrea foot Scrubs
 Erin Cootes Massage
 Where: Family Center next to long house
 When: April 18th 4:30 pm to 9:00 pm
 Why: To showcase our new Remodeling before our Grand Reopening when the furniture comes
 Who: Tseshah Adults 18 and over



May 2019 to April 2020 Tseshaht FN

Note: Your Recycling Pickup Day is shown shaded in BLUE

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For more information on what can be put in your curbside recycling bins visit www.recyclinginbc.ca

PLEASE ENSURE THAT YOUR RECYCLABLES ARE CLEAN WHEN PUT OUT FOR RECYCLING

For service inquiries contact Waste Management @ 1-800-774-9748

 Recycling Pick-Up Day

RECYCLING BLUE BOX IS TO BE PLACED AT THE CURB BEFORE 7:00 am ON COLLECTION DAY

 Statutory Holidays

If a Statutory Holiday falls on a Monday, pick-up will happen the following day
regular pick-up day



Public Works Notice

Septic Fields - Food For Thought - Kitchen Sinks

- Properly dispose of Waste
- Toilets & sinks aren't trash cans
- Do not flush anything besides human waste & toilet paper.
- No Cooking oil or grease
- No Flushable wipes
- No Feminine hygiene products
- No Condoms
- No Dental floss
- No Diapers/wipes
- No Cigarette butts
- No Coffee grounds
- No Cat litter
- No Paper towels
- No Pharmaceuticals

Think at a Sink - avoid chemical drain openers Instead, use boiling water or a drain snake. Never pour cooking oil or grease. These items ruin your Septic field.

Over growth bushes, trees also ruin your field - driving on it....is a NO!

CONNECT WITH US!



TSESHAHT FIRST NATION
5091 Tsuma-as Drive
Port Alberni, BC V9Y 8X9
T: 250.724.1225
F: 250.724.4385



www.Tseshah.com



Tseshah First Nation



[tseshah_first_nation](https://www.instagram.com/tseshah_first_nation)

TSESHAHT COUNCIL REPORT

KEN WATTS

Economic Development

Cannabis

On December 18, 2019 the Tseshahat First Nation community had a community meeting specifically on cannabis and was one of the most well attended meetings of community in 2018 next to fisheries meetings. At that meeting the following motion was passed unanimously:

Therefore be it resolved that the Tseshahat First Nation supports our first nation entering into the cannabis industry in our community and directs the administration and Chief & Council to take the necessary steps to work with the appropriate governments and companies in the areas of cultivation/growing and a retail store/dispensary. Tseshahat also directs our nation to develop the appropriate laws and policies.

Update:

Camas or Indigenous Bloom? | After careful consideration, a business plan presentation and background checks, Council approved working with Camas Consulting to open a 100% Tseshahat owned licensed retail cannabis dispensary store. Camas will help apply for funding, our BC license and beginning operations of the store.

Financing | As reported at the AGM, Tseshahat will be applying to NEDC for an estimated \$600,000 in loans and various grants. As reported by Camas, projections for this financing is expected to be paid off in several years given the growing industry.

BC License | Tseshahat will be applying for a BC Retail license to open our dispensary and we have received word that our application will be given some priority as (1) it is owned and operated by the Nation; and (2) we do not have a municipality review required as it is on our land and is approved by our Council and community. Tseshahat is a unique position given our location and much like the Tseshahat Market will have tax benefits for status "Indians" and also be one the last licensed cannabis retail store before you leave Port Alberni.

Location and employment | Tseshahat First Nation administration will be working with the Tseshahat Market to secure the lease space of the old Tseshahat Market office for our retail store. We are expected to employ 3-5 members.

Cultivation | Tseshahat community also gave us direction to proceed as required in the area of cultivation/growing. Given this is a million to multi-million-dollar investment and section of the cannabis industry, I as Council lead for cannabis would like to focus our efforts on the retail side and simply having exploratory discussions with potential partners in the cultivation side of the cannabis industry.

Corporation

Tseshaht First Nation Elected Council received a presentation from Ratcliff and Co. legal firm to discuss economic development restructuring and the potential creation of an economic development corporation. There is more info required about previous direction from community, some Tseshaht businesses and other matters before a proposal can be brought to the community. A presentation will occur in the coming months and we hope to receive direction to go and create the corporation and board as recommended by legal counsel.

Clutesi Haven Marina

The Port Alberni Port Authority and City of Port Alberni have expressed interest in Tseshaht leading the development of the Clutesi Haven Marina site (the green space where the grass is) since the previous call for proposals did not work out and Hupacasath backed off their proposal. We will be looking to have an MOU with the PAPA with regards to next steps as there may be a commitment for Tseshaht to lead not only a development, but a potentially large art display piece at this site.

Value-Added Mill (Bell & Hector Road)

Our partners who are leasing land and purchasing fibre from our First Nation have done extensive work on preparing the site for a value-added mill project. The plans are to hire one Tseshaht member during the initial start-up of the mill and once profits have increased that employment to three Tseshaht staff members.

San Group

Tseshaht will continue exploratory discussions with the San Group about potentially working together on a fibre supply agreement for job creation and training for Tseshaht members for their new planned mill site at the Catalyst lands at the corner of Stamp and Roger Street.

Tseshaht Market

Our next board meeting is scheduled in the coming weeks and months as the previous had to be postponed.

Billboards

The four billboards along the highway bring into Tseshaht between \$250-500 a month for a very small piece of land with a steep slope and did not cost the Nation any funding. We will not receive an extra \$3000-6000 a year in revenue at no cost to the Nation.

Sproat School and Catalyst Lands

Tseshaht community voted in support of the Highest and Best Use Study for the Sproat School site (mixed residential) and non-waterfront "Catalyst" lands (mixed commercial/industrial). Our administration will be working with a consulting firm to secure funding on next steps.

Protocol Agreements

It was my task to develop joint protocols with the City of Port Alberni, the Port Alberni Port Authority (PAPA) and next with the Alberni-Clayoquot Regional District (ACRD). We have drafted and signed two non-legally binding agreements that are without prejudice to our Aboriginal Title and Rights with the City of Port Alberni (Government to Government Accord) and the PAPA (Cooperation, Collaboration and Communication Accord) as supported by Council. Some concerns were raised in regards to a particular clause which have since been addressed with the PAPA accord.

Next, I will be working with the Alberni-Clayoquot Regional District (ACRD) to develop a joint protocol to formalize our working relationship.

Language

I helped draft two language funding proposals for Tseshaht administration and we have been notified we have been approved for both. The budgets/amounts and work plans are to be finalized with FPCC both in total both applications totaled more than \$100,000 in language funding.

Infrastructure

I will be working with Tseshaht Administration to apply for \$500,000 for the construction of a new day-care. My suggestion was to consider building a new,

larger daycare at the old Somass Hall site that way we could achieve several goals including tearing down the old hall, expanding our daycare to meet our waitlist and also provided new space to the expanding school enrollment at Haahuupayak.

We have submitted to a BC/Canada Infrastructure funding program for a new hall and gym.

Governance Manual

What is the “Tseshah First Nation Governance Manual?”

The Tseshah First Nation Governance Manual will be governing policy for the Tseshah First Nation in terms of community meetings and the Elected Chief and Council. The document outlines procedures, roles and responsibilities, processes and more. Previously this draft document was referred to as “Elected Chief and Council Terms of Reference”, but it was clear that more guidelines were required in terms community meetings so it was expanded to address many “governance issues”.

Recognition

Tseshah would like to thank the following individuals who have contributed to the creation and recent editing of the current draft Governance Manual:

First draft “Terms of Reference”: Anne Robinson, Mike Watts, Darleen Watts, Gail Gus and Wendy Gallic.

Recent edits now known as “Governance Manual” : Anne Robinson, Ed Nicholson, Dave Watts, Wilma Gus, Erma Robinson, Kathy Robinson, Tom Watts, Chuck Watts, Les Sam, Darrell Ross Sr., and Gloria Ross(our apologies if we have missed anyone).

Current status

After six engagement sessions in December of 2018 with community members we have come to an almost near final draft. A copy of the draft Governance Manual can be obtained by sending an email request to kwatts@tseshah.com for an electronic copy, of if you would like a hard copy please visit the Welcome Center at the Tseshah Administration office where they will be printed upon request. Note the document is currently 24 pages in length and will still require some editing.

Next steps

1. Once community has had several weeks to review the draft there will be two engagement sessions (one in the morning/afternoon and one in the evening) as advertised below.
2. Following that engagement session, all the input all recommended changes into the document and then it will go to Council for final input.
3. Once Council has reviewed and provided their recommended changes, those changes will be made in the document and brought back to community for final review and ratification at the following duly convened community meeting (quorum required).

Tseshah First Nation Governance Manual Final Community Engagement Sessions

WHO: Open to all registered Tseshah First Nation members/citizens

WHAT: Tseshah First Nation, Governance Manual Engagement Sessions

WHERE: Tseshah First Nation Administration Building-Great Room

WHEN:

Session 1: Sunday April 1, 2019; 10am-12pm

Session 2: Monday April 22, 2019; 7pm-9pm

WHY: Council currently has the Custom Election Code and Oath of Office as governing documents. Community meetings have only been governed by previous community meeting motions (some decades old) and lack a formal written document or policy. In order for Tseshah to govern properly we require the appropriate governing documents.

How: Community members can obtain copies by emailing kwatts@tseshah.com or picking up a hard copy from the administration office. These final engagements will occur in the Great Room where members will be given hard copies to follow along as we walk through the entire document on the large monitor from beginning to end. Members will provide their input, changes will be made directly in the

document and any that require more work will be noted and added later.

LUKE GEORGE

Fisheries has literally been at a stand still as we have not had a manager in the fisheries department for some time. DFO plans to have their first round table pre-season forecast meeting on April 16. At this time, Hugh Breaker will put notice to DFO and start negotiations if they would like to negotiate allocations.

I have attended the First Nations Fishery Council meetings in Nanaimo and Richmond; I suspect this form of Consultation is a way to slow the change in proposed allocation policy; the change would put First Nations next in line to conservation for springs and Coho. I voiced my concerns it has taken a very long time for them to initiate the wild salmon policy and to recognize the Ahousaht case. And hope this process will not take decades like other First Nation Cases.

Fisheries

There have been no Committee meetings since January; Fisheries Committee is very active in the spring summer where the committee is actively participating in making recommendations to the Fishery for Communal and Tseshahat commercial gillnetters. There have been no Committee meetings since January. A fisheries committee meeting happen on April 8 2019 this will be a chance to meet with the new fishery manager and a chance to prioritize and orient our new manager on priorities for Tseshahat. Issues like salmon season, Halibut, and herring eggs for the community.

Meetings Attended

- Council Meetings Jan 28, Feb 7, Feb 21
- Meet with Hereditary chiefs Feb 23

- Tseshahat AGM Feb 9/10
- Feb 1 welcome ADSS Basketball Tourney
- Feb 6 City protocol Agreement
- Feb 12-13 FNFC Nanaimo Salmon allocation
- Feb 11 Land claims panel council invitation
- Feb 24 Corporate restructuring meeting for Tseshahat
- March 6 Long House Gathering
- March 7-21 Council meeting
- March 18 Tour sewage outfall area with city and DFO
- March 24-25 FNFC Richmond Salmon allocation conclusions
- March 27 Reconciliation discussion with Hupacasath, City of Port Alberni and Tseshahat Council
- March 29 Southern Killer whale meeting in Victoria, Cancelled
- April 1 Community meeting
- April 4 Council meeting
- April 7 AGM Continued meeting
- Signed cheques many times.

Councillor Notes

Over all I know fisheries is better for the 2019 season and that our freezers and smokehouses are full. When I look back to 5 years ago, Tseshahat already had an agreement signed in May. This will bring a much-needed boost to the economy for Tseshahat community members. Therefore, this year's sockeye run could turn into a better than average run this year. I am currently working with the fishery manager and committee to begin the work of fishery plans for this up coming season.

Membership Services Committee

Membership Services Committee was briefed on the Federal Collaborative Process on Indian Registration, Band Membership and First Nations Citizenship in Fall 2018. Membership Administrator has worked to coordinate a series of community engagement sessions to gather Tseshahat Feedback that was sent to Crown-Indigenous Relations and Northern Affairs Canada. Sessions were held February 22, March 11 and March 12, 2019. Combined participation number for all three sessions was 33. Recommendations included:

Stream 1: Removal of 1951 cut-off

1. Immediate removal of the 1951 cut-off.
 2. Increase reserve land base to support increased on-reserve housing.
 3. Increase financial resources for housing and infrastructure.
 4. Change funding formula from on-reserve population to a per capita basis.
 5. Provide financial resources to support bi-annual community gatherings to welcome new members into the community, provide introduction to culture, and traditional practices.
- Cultural

Stream 2: Remaining inequities related to First Nations' registration and band membership under the Indian Act

1. Following the adoption of a First Nations child, registration papers and instructions should be immediately sent to the adopted parents.
2. The categories of Indian Registration need to be significantly cut back. Tseshahat members suggest a binary system of status or non-status. This can be done by implementing a one-parent rule in which the only requirement to gain status is to have a parent who has status.

Not only does this simplify the system, it does so in accordance with the strongly held belief among the Tseshahat that having roots within the Nation deems you a member of the community.

3. Implement a one parent rule.
4. To work with border patrol to establish better understanding of our CIS and SCIS.
5. Registration applications need to be updated to eliminate gendered terminology, creating an inclusive form for all gender and sexual identities. Gender markers should be eliminated from SCIS.

Stream 3: First Nations Responsibility for Determining Membership /Citizenship

1. Amend Indian Registration Categories to reflect one category 6 (1) as all other categories create unnecessary complexity and complications.
2. Provide First Nations with more information and resources to support a fulsome understanding of legal and financial impacts of becoming exclusively responsible to status approval.
3. Nations should have the choice in whether they operate under a Custom Election Code or if they remain under Section 11.
4. Amend funding formulas to a per capita basis (rather than the current model based on on-reserve population) that increases with the Cost of Living and Inflation.
5. Provide resources for genealogical research that supports individuals with documenting lineage that is required to determine eligibility for status.

The Membership Services Committee reviewed and endorsed the draft report with recommended edits. Final Report was submitted March 28, 2019

The membership Services Committee work on recommended revisions to the Tseshah First Nations Membership Code (1987) is ongoing.

Questions for further consideration included:

- Loss of Membership – consideration of circumstances where individuals have gained membership through marriage or common-law relationship and that ends in divorce or separation. Further consideration with respect to impact of minor children who have gained status as the result of their parents' marriage or common-law relationship

Draft 20 of the Membership Code will be brought to the Language & Culture Committee meeting April 17, 2019 for input on the preamble. In addition to this the Language & Culture Committee will also be asked for input on articulation of cultural resources for the Tseshah/USMA Protocol.

Personnel Committee

Since December 2018, the Committee has completed recruitment for the positions of Fisheries Manager and an Early Childhood Education Position for Tseshah

Daycare. Recruitment is underway for a temporary Comprehensive Community Plan (CCP) Champion and a Language Coordinator position.

Personnel Committee recognized a need for Human Resource Policy and Terms of Reference review and update to reflect current organizational structure and to more clearly articulate recruitment processes.

Additional Activities

- Participation in the Tseshah AGM 2017 Continuation February 9, and 2019 AGM February 10.
- Tri-Council (Tseshah, Hupacasath, City of Port Alberni) meeting on Reconciliation to review committee recommendations providing feedback on areas of shared priority and next steps.
- Support Tseshah Crisis Care and Wellness Coordinator with correspondence pertaining to Continuing Custody Orders and Adoption of Tseshah children in care.

RICHARD WATTS

Meetings Attended

- Signed cheques on 13 different occasions.
- Attended all Chief & Council meetings as scheduled.
- Attended the Tseshah AGM in February.
- Attended Land Claims Panel meetings on February 11, March 6 and 27.
- Participated as Tseshah representative on the Alberni Valley Airport Advisory Committee on March 27.
- Attended meeting with Tseshah and City of Port Alberni Councils regarding recommendations for reconciliation.



2019 AGM REPORT

TSESHAHT FIRST NATION

Executive Director's Report
Darren Mead-Miller

INTRODUCTION

My name is Darren Mead-Miller. I began working for Tseshaht in January 2018 and it is my privilege to serve as your Executive Director. I was born on the West Coast and have ties to Toquaht, Yuułuʔiłʔatḥ and Huuayaht and am a proud father of five.

I have a passion for bringing people together to help an organization improve and progress. Relationships built on trust help me understand both personnel and organizational challenges. Connecting on a personal level creates space for open dialogue and a mutual willingness to identify barriers and explore solutions. My goal is to empower people; then we are able to empower the organization.

MY ROLE

My role is simple – take direction from Leadership, provide direction to Administration, then report progress and challenges back to Leadership.

IDENTIFYING NEEDS

COMMUNICATION

Communication is a key component that can always be improved. Community, leadership and staff helped identify the need for improving communications. One of my first tasks as ED was to hire a communication consultant to assess our communications. The first recommendation identified the need to complete a strategic communications and branding plan and the first step was to hire a communication coordinator. Next step is to develop a plan for internal and external communications with both membership and stakeholders. It is early days and we have a lot to learn, but we are beginning to see the benefit of focusing resources and improving the communications loop.

LANGUAGE AND CULTURE

Language and culture are vital to Tseshah't's overall success. They are the foundation of Tseshah't identity and are the cornerstone to building and maintaining a healthy and vibrant community. There is considerable need to find permanent funding solutions to help build an effective language and culture program. Government transfers are not sufficient to meet the need, therefore Tseshah't has to rely on own source revenue to outright fund programs and research grants to help support this vital piece to Tseshah't's overall success.

An example for what we are currently working on is a grant to initiate the Tseshah't Warrior program. This program will weave traditional Tseshah't language, culture and spirituality with outdoor survival skills and leadership development. It is designed to meet the specific needs of Tseshah't's young men, and as they begin to meet this fall one of the first tasks will be to decide what to name this program. The Warrior program model will create a safe space for young men to form their self-identity, express emotion and gather perspectives from trusted connections both physical and spiritual.

The space that the program will create will also give older men and Elders an opportunity to shape the young men within Tseshah't to be future leaders. This program launch plan is based on elements of successful reconnection programs such as the Rediscovery program, Men of the North program and other Warrior programs and will continue to be refined in the coming months to ensure it aligns to the perspectives of Tseshah't Elders and Community members.

COMPREHENSIVE COMMUNITY PLAN

All direction ultimately comes from the Community and generally this comes by way of a Comprehensive Community Plan or CCP. This plan developed by the Community for Leadership provides an ongoing process that enables the Community to plan its development and make recommendations to meet its needs and goals in all aspects of Community life. It provides Leadership with direction in order that it can fulfill its obligation to the Community.

Take Direction... Give Direction... Provide Feedback

Once the CCP is in place, leadership can use recommendations to draft a Strategic Plan. This plan provides the Executive Director with an overview for departmental planning. The ED then works with each Manager to develop departmental Work Plans. These will measure progress by setting milestones and goals that are then reported back to Leadership.

DEPARTMENTAL OVERVIEW

Each department is created to help Administration achieve desired outcomes outlined in Leadership's Strategic Plan. The following is an introduction for each department with a brief summary of the service or function they provide:

HOUSING – MANAGER: Deshana Sanderson

The Housing Department actively manages the day to day operations of Tseshah First Nation housing services. Housing is responsible for planning, organizing and delivering a variety of programs and services for those living in social housing, band owned housing, and working with individual homeowners, Elders and persons with disabilities.

ACCOMPLISHMENTS

- **POLICY:** Strengthening the Housing Policy with Committee focused involvement and guidance
- **2018-2020 – CMHC YOUTH INTERNSHIP:** CMHC Youth Internship Initiative funding was approved for a two-year term providing Tseshah youth with a unique opportunity to strengthen their skills while providing much needed support for housing administration
- **LATE FEES:** A \$25 fee for late rent payments has had a positive impact on arrears. Current Rental Arrears: \$3,364.00 Historical Rental Arrears (previous tenants): \$19,280.00 An improvement of 82.5%
- **ISC APPLICATION: NEW APPROACH TO HOUSING SUPPORT (NAHS):** Assisting with 29 applications to apply for NAHS – compiling building inspections, contractor quotes and FNHA Health inspections – application was finalized and submitted March 2019
- **2017-2018 RENOVATION PROJECTS:** Work completed under CMHC included RRAP, RETROFIT, ERP while internship and work completed under ISC included Mould Remediation, Individual Housing renovations and housing inspections
- **ISC – CMHC REPORTS FILED 2017-2018:** CMHC funding received and reporting for ISC and CMHC is up to date. Tseshah is in good standing
- **MENTORSHIP:** NTC Housing Advisor (new position) provides support and training and is point person for NTC housing assistance
- **TRAINING:** Deshana and Tammy attended Housing Manager Training. Tenant Training “Gimme Shelter” offered the opportunity for 10-Tseshah members to learn a variety of home management skills.

CHALLENGES

- Housing funding streams are continually evolving. A major impact this past year was a CMHC funding cut of 80% and applications were limited to “urgent priority”. Tseshah submitted 7 applications for Home Adaptations for Seniors Independence (HASI) and Emergency Repairs (ERP). CMHC funding forecast is to remain low
- Social housing annual inspections detect tenant related damages and identify maintenance cost and time invested to coordinate repairs. In extreme cases, damage may lead to loss of tenancy
- Housing repairs are taking longer than usual due to limited availability of certified contractors
- Housing currently have **24** Social Housing applications awaiting suitable units.

GOALS

- To work in a timely manner to conduct repairs and maintenance to ensure longevity of housing assets

- Investigate feasibility for blanket home insurance coverage for Elders 65+.
- We are optimistic our application to NAHS will be successful allowing Tseshahat to support new home construction opportunities
- Eligibility to apply for CMHC renovation support programs

SOCIAL DEVELOPMENT & HEALTH – MANAGER: Bella Fred

The Social Development and Health Department provides income assistance, patient travel, and crisis care and wellness services.

The program also provides income assistance to individuals and their families who reside on reserve to meet their basic needs (food, clothing, shelter). This program is delivered in accordance with the income assistance rates and eligibility requirements outlined in the Indigenous Service Canada (ISC) Social Development Policy and Procedure handbook.

As Tseshahat First Nation is part of the Consolidated Contribution Agreement through the Nuuchahnulth Tribal Council (NTC), the monthly financial income assistance reports are sent to NTC. The NTC then combines all Nuuchahnulth reports into a single report and submits to Indigenous Services Canada.

ISC completes audits on income assistance files (at a minimum of every three years) to ensure that the social development program is operating in accordance with policy. The previous audit results for the 2013/14 and 2014/15 fiscal years were that Tseshahat social development was 100% compliant.

PATIENT TRAVEL

The patient travel program provides medical travel assistance for Tseshahat First Nation members who reside on Tseshahat reserves and off reserve and for all other status individuals who reside on the Tseshahat reserves.

CHALLENGES

- Insufficient funds and process for approving travel extending more than 3 days is tedious. An example of insufficient funds is the \$163 weekly meal rate. This amount is for cases when a member travels solo for medical reasons or if they require an escort. If an escort is required, both patient and escort will share \$23.28 per day for food
- Patient travel clerk can only issue patient travel for up to 3 days in most circumstances. If medical travel is for 4 days or longer, there are 2 forms that need to be completed, one of which must be signed by a doctor and that can take additional time. Once the forms are completed they must be faxed to NTC and in turn faxed to FNHA. This process often takes days and does not meet patient needs in a timely manner.

HEALTH UPDATE

Health Canada programs and services were transferred to the First Nations Health Authority in 2013. The FNHA joined BC PharmaCare on October 1, 2017. FNHA clients are now part of the provincial drug benefits insurance program. FNHA is currently on a buy-back program from Health Canada for Dental, Vision Care and Medical Supplies & Equipment. The next step is to transition

remaining benefits processed by the NIHB program to a Third Party Partner (TPP) and re-define the benefits plan and administration.

CRISIS CARE AND WELLNESS

Gail Gus is the Community Crisis Care and Wellness Coordinator. She plans and implements many programs to support and promote mental health and wellness for community members as well as supporting families working with USMA and MCFD.

Programs and events provided by this department include:

- Wellness Day
- Weaving classes
- Moccasin making classes
- Drum making
- Baby welcoming
- Fitness health challenges
- Fitness Gym
- Boot camp
- Workshop on sexual abuse
- Awaken the spirit – overnight at the longhouse
- Naloxone Training
- Edible Tree Garden
- Community 'Nisma' Garden
- Harm Reduction Conference
- Craft Fair
- Craft Night
- Language Classes
- Tseshahht History Classes
- Mommy and Me
- Men's Group

These programs would not be possible without seeking outside funding. Gail has a very high success rate for grant approvals. The following list is up to December 2018 and includes:

- \$22,450 – Aboriginal Health Initiative Grant for Nisma Garden (Island Health)
- \$30,000 – MCFD Grant
- \$50,000 – Harm Reduction Grant for the Harm Reduction Conference
- \$4,000 – Edible Trees Grant (Tree Canada)
- \$1,000 – Winter Wellness Grant (FNHA)
- \$1,000 – Honor Your Health Challenge (FNHA)
- \$500 – Fit Nation

Many of these programs are a collaboration with other organizations such as NTC Quu'asa Program, NTC Nursing, and Kuu-us Crisis Society. Many events support local Tseshahht and other First Nation artists and vendors.

Gail also attends training necessary to implement the various programs. Training programs are funded through organizations such as FNHA, NTC, and Indigenous Sport and Physical Activity & Recreation Council (ISPARC). Training sessions that Gail attended include: Naloxone – Train the Trainer, Fit Nation Leader Training, Harm Reduction Training and Applied Suicide Intervention Skills Training (ASIST).

CHALLENGES

- Not having dedicated funding to run all the programs means applying for multiple grants and grants are not a guaranteed funding source
- Applying for multiple grants means arduous reporting requirements and multiple reporting deadlines that can be challenging to track
- Changes to the USMA reporting process. All reports to USMA are now done through MCFD centralized screening. We are not able to report directly to a social worker resulting in increased risk of a child or children falling through the cracks. Community members have indicated that they will not deal with MCFD (a non-indigenous agency) and USMA will not take an unconfirmed report from the family care worker
- Shortage of social workers at USMA which leads to a breakdown in information flow to the Nation; information that should be reported to the Nation is delayed and not reported in a timely manner.

GOALS

- Identify permanent funding solutions to help maintain and build on program success
- Work with MCFD and USMA to improve communications and reduce risk to children and youth

COMMUNICATIONS & WELCOME CENTER – MANAGER: Melissa Bigmore

The Communications and Welcome Center Department is often the first point of contact when people come in or contact the Administration Office by phone, social media or on our website. Melissa Bigmore looks after incoming communications for all departments and assists with external communications for all departments via social media, newsletters, special notices, paper distribution and message boards. This department also manages facility rentals and rental of meeting space.

ACCOMPLISHMENTS

- One of our major goals is to reach an increasing number of people via social media and our website. We have completely rebuilt our website which is now hosted in-house and gives us real-time control
- Tseshahat is able to reach out more effectively and connect with key stakeholders in the surrounding communities
- Worked with staff to complete an overhaul of the facility rentals program to create a more effective and efficient process

CHALLENGES

- Continuing to update unforeseen shortcomings for facility rentals
- Community engagement – Community members can look forward to efforts and innovations in effectively communicating information from the office and engagement with members through social media, community events and the new Concern Submission Form and process.

GOALS

- We expect to see continued growth on social media platforms and have committed to continue improving Tseshah't's website to ensure it remains a relevant resource for members.
- Meaningful engagement with community will remain a cornerstone of our efforts.
- Increase Tseshah't profile through signage and communicating Tseshah't's title and rights throughout the territory.

FISHERIES – MANAGER: Dave Rolston (Andy Olson)

The Fisheries department works for the Tseshah't community and serves their needs to supply food fish, provide fishing opportunity and support increasing access and participation in the commercial fishery. Tseshah't Fisheries department works with the community, Council representatives, Fish and Wildlife Committee and others to develop, support and implement the Tseshah't Fisheries management plan and goals.

Tseshah't First Nation receives funding for the Fisheries Manager, one full-time guardian, and one administrative assistant/technician to carry out the activities of the Tseshah't fisheries program towards the management, protection and enhancement of aquatic and fisheries resources. Also, the ATP section provides numerous commercial communal licences and quota for Tseshah't use including prawn, rockfish, lingcod, halibut, and oyster which Tseshah't Fisheries staff are responsible for managing and reporting.

As of March 11, 2019, Dave Rolston was hired as the new Fisheries Manager with interim support from Andy under a term agreement to help transition Dave into his new role. During this transition period Andy will assist with developing Tseshah't fishing plans as well as procuring and implementing distribution of halibut, rockfish, sockeye, springs, coho, prawns, tutsip, sea cucumber, crab, black cod, and seimoo.

Tseshah't Fisheries performs various surveys for fish population and spawning as well as fisheries activities such as sport vessel counts and monitoring gill net and fish days.

Tseshah't Fisheries manages all the staff and activities at Tseshah't Fish days that perform the work of fishing, counting and handing out fish as well as Elders delivery.

Tseshah't Fisheries actively manages the Tseshah't-owned commercial fishing licenses for sea cucumber and red urchins and manages the ATP licenses that Tseshah't holds including a halibut license with quota, a prawn license, and inside ZN rockfish license.

Tseshah't Fisheries manages and coordinates fishing activities for the PICFI licenses and vessels held jointly by Tseshah't and Hupacasath including a halibut license with quota, crab license and vessel, prawn license, sablefish quota, two licensed gill net vessels and the soon to be acquired longline/troll vessel with an Area F troll license.

Tseshah't fisheries participates at many consultations, fisheries sectoral meetings, Salmon Coordinating Committee, IMAWG and other various meetings dealing with issues related to or potentially impacting Tseshah't territory or resources.

ACCOMPLISHMENTS

- Over the last 3 years Tseshah't fisheries have successfully applied for and received funding above the predetermined amounts set out by the DFO PICFI program. During that process business plans were completed that supported the building of a brand-new crab fishing

vessel, the purchase of two licensed gill net vessels with married two area licenses for Area C and D and E and D respectively

- In 2018 we received \$611,000 in funding and completed the purchase of a 42' fiberglass longline/troll vessel that is licensed to fish area F troll and Tuna

CHALLENGES

- Politics regarding federal fisheries negotiations for access to adequate fish
- Low fish returns that threaten the health of future sockeye, spring and coho run size.

GOALS

- Support Dave through his first year of the Tseshahat fishery program
- Grow the department and increase community capacity to deal with complex marine/freshwater and fisheries issues
- Hire and train a junior biologist/technician and additional guardian staff

COMMENTS/RECOMMENDATIONS

The Fisheries program performs a great deal of important tasks for the Community and is meant to serve the people. Growth and development will support the needs of the community and more funds will likely be required to achieve goals of growth and staff to help meet the needs of the community.

RESEARCH & PLANNING – MANAGER: Darrell Ross

Reporting to the Executive Director and working in a research capacity to assist all operating areas of the Tseshahat First Nation (TFN) organization, this position works with Advisory staff (such as Forestry and Fisheries) and coordinates or directly undertakes research of Tseshahat culture, history and political matters.

ACCOMPLISHMENTS

- Coast Guard Contract of \$150,000 for additional winter season Beachkeeper patrols, purchase a new Zodiac vessel and construction of visitor's cabins for Keith Island
- CCG Marine Advanced First Aid Training
- Applied to Guardian Initiatives to fund Beachkeepers for 3 years beginning 2020
- Marine Advanced First Aid equipment purchases such as defibrillators and Search and Rescue SAR training
- Signed 4.5-month 2018 summer season one-year contract for Beachkeepers summer work and summer interns
- Close to finalization of Tlukwatkwu7is installation of a significant art piece on Harbour Quay Clock tower
- Tseshahat celebrate bringing Children Home day August 2, 2018 in recognition of the historic day Alberni Indian Residential School was shut down August 2, 1973
- Working with DGW Law on sharing Tseshahat archive data for comprehensive claim court case and preparing for further interviews

- Skills link funding for 2 positions filled by Jade Jensen and Brandon Pelech which also enabled Tseshahat to host Tseshahat forestry careers planning workshops
- Provided historic input to Tseshahat members on historic Tseshahat language, photos and family tree data and other areas such as Valley Vibe magazine and on ACRD trail signage for Alberni Inlet Trail and Horne Lake Trail, and SD#70
- Provided input for billboards, Tsum-as Forestry International Inc and Saiyatchapis sewer expansion
- Planning MOU Archaeology work together with UVIC, Huu-ay-aht, Parks Canada, Bamfield Marine Sciences Center, University of Victoria on Keith Island archaeology dig in July including Cole Gomez working as a summer intern on dig
- Assisted with Community visit to dig site and canoe journey welcome at Keith Island
- Numerous mapping data such as IR roads and IR housing updates, IR boundary data, and historic Google Earth data
- Developed Tseshahat calendar 2019
- Processed First Peoples ALI/BC ALI Language applications for the coming year

CHALLENGES

- Regional District Garbage dump long term renewal review and set negotiations for funding comprehensive Tseshahat review
- Tlukwatkwu7is Village (Wolf Village) Colonial Specific Claim negotiations and Iwachis IR#3 specific claim negotiations
- Ongoing forest harvest applications in territory (i.e. BCTS)

GOALS

- Assist to mitigate risk for Port Alberni Sewer upgrade impacts on fishing sites
- Assist review process for long-term renewal impacts of Regional District landfill
- Provide critical research and assistance with the Tlukwatkwu7is Village (Wolf Village) and Iwachis IR#3 specific claim negotiations
- Finalize long term Beachkeeper contracts with Parks Canada and Coast Guard
- Continue Tseshahat archaeology in BGI
- Have Harbour Quay Clock Tower art piece fully installed with Tseshahat celebration late spring
- Continue working in a research capacity to assist all operating areas and territories of Tseshahat

COMMENTS/RECOMMENDATIONS

- Work with the City to continue raising Tseshahat profile by building on the Harbour Quay project
- Continue relationship building with Coast Guard. Coast Guard is eager to work with Tseshahat to build capacity through training and employment opportunities, however Tseshahat will need to be proactive and seek discussions with CG senior management
- Tseshahat Tlukwatkwu7is Village (Wolf Village) Colonial claim negotiations and Iwachis IR#3 specific claim negotiations are underway – it is Darrell's hope and recommendation

that Leadership adopt a clear mandate and cohesive communication process between Tseshah Council and Land Claims Panel.

ELDERS – COORDINATOR: Jennifer Gallic

Responsibilities include delivery of elder's firewood program, activities, trips and events, and coordination of elder's committee meetings. We currently have over 120 Elders and the number is growing at a rapid pace.

ACCOMPLISHMENTS

- Monthly Island Luncheons – Elders will take an overnight trip in Nanaimo end of this month. If Elders would like to go on Monthly Island Luncheons, contact Jennifer to be added to the list. The next scheduled Island Monthly Luncheon is May 29 in Cowichan. Tseshah hosts its own Island Luncheon in June. Date TBD
- After years of anticipation, we purchased a brand-new Elders bus in June of 2018 and was first used for the Elders Gathering in Duncan, BC
- Tseshah Elders are also provided an Annual Christmas Dinner with a Christmas Bonus
- Elders in our community are provided firewood annually. Previously, Elders were allotted 2 cords or \$300.00/year/Elder household. In 2017, there was a motion to double the budget so Elders may access up to 4 cords or \$600.00 annually
- Tseshah hosts Elders' luncheons/meetings quarterly or on an as needed basis. The Elders Committee will meet next week and determine the upcoming schedule
- Elders Coffee Break & Chat Session on first Monday of every month from 10:00 am-12:00pm. We are hoping Elders bring favorite chumaastup to share with the group. The intention is not a formal meeting, but to catch up on what's happening with each other and in our community. There was great discussion and we hope you will join us for the next one May 6th, 2019 in the Tseshah Great Room.

CHALLENGES

- Keeping our Elders informed. We are working internally to find a cost-effective way to improve communications
- Due to high costs, we are currently looking for an alternative event to replace the elders gathering in Vancouver. There has been some discussion to attend a mini gathering held in Campbell River, but no confirmation as yet

GOALS

- Add new logos and brand on Elders bus
- Set up automated calling system for communication
- Find alternative trip if Campbell River mini-gathering doesn't take place

YOUTH & RECREATION – SUPERVISOR: Jennifer Gallic

Responsibilities include working with Administration and Social Development & Health Services department to plan, schedule and deliver recreational programs which provide Community

Members with opportunities to enjoy sports, fitness activities and family-oriented events. This position plans, coordinates and monitors the weekly use of the Gym and Fitness Centre by sports teams, community members, fitness groups and instructors and ensures that recreational equipment and facilities are maintained in accordance with facility use policy.

ACCOMPLISHMENTS

- Five summer students were hired and worked through the summer of 2018. Mercedes Marshall and Memphis Dick were the Youth and Recreation assistants and were great representatives for Tseshah's young talent
- Summer 2018 highlights included: Science Camp, Tlu-piich games and the NTC Youth Gathering (16 Youth and 5 chaperones), trips to Keith Island and Beecher Bay to join Tribal Journeys' protocol
- Bell Lumber & Pole donated laptops and tablets for use at the Youth Center
- Aging items such as fridge, stove, dishwasher, TV and games/activities have been replaced at the Youth Center
- Lillian Dick was hired as Recreation and Youth Programs Coordinator at the end of October 2018. Since then Lil has set up the Youth Center with arts, crafts, games, events and other activities. The Youth Center has drop-in times Monday to Friday evenings excluding Wednesday evening (for now)
- Community Halloween Party took place in October and the Tseshah Community Christmas Dinner was a huge success. During Christmas Break, there were two Winter Wonderland skate sessions, three Gymnastics sessions and Family Bowling
- Family Day Weekend was filled with many activities including 17 families (55 people) that took part in a trip to Nanaimo to spend time with one another at Airhouse, Jumping Jiminy's, the Wave Pool and Movie Theatre. Family Day events continued in Port Alberni with over 200 ppl attending Maht Mahs Gymnasium. Clowns provided a Magic Show, Face Painting and Balloon twisting. Entertainment was followed by dinner and a showing of the movie Small Foot
- Gathering our Voices (March 19-22, 2019) was another great success! The event sold out within 35 minutes of registration being posted online back in early Fall 2018. Tseshah was able to obtain 15 tickets to the event. With an overabundance in interest, we were able to get more tickets to supply the demand. 19 Youth and 2 Adults attended the opening ceremonies, various workshops, a talent show, youth dance and closing ceremonies. Youth involved were very happy and thoroughly enjoyed the event
- Easter Hunt is a coming event on Good Friday – April 19 from 1:00pm-3:00pm at Maht Mahs

CHALLENGES

- Jenn took on all responsibility for coordinating and supervising the Youth and Recreation Department along with Elders and Education through spring and summer
- Finding permanent funding source to assist with program administration

GOALS

- Start after-school program to help pay for additional youth activities throughout the year

- Start a Youth Council and to take Youth on Tribal Journeys
- To engage more youth in a variety of activities in the upcoming months

EDUCATION, EMPLOYMENT & TRAINING – COORDINATOR: Jennifer Gallic

Responsibilities include coordinating the delivery of educational programs/services to membership, coordinating the delivery of employment programs/services to membership, administer education authority support agendas for K-12 and is staff resource for the Education Committee.

ACCOMPLISHMENTS

- Over 50 applications/requests were approved in Occupational Skills Training in the 2017-2018 fiscal year
- Youth Forestry Management and Technology Workshop with 16 Youth in attendance – March 2, 2018
- Youth Economics, Business and Trades Workshop with 16 Youth in attendance – March 9, 2018
- An average of 12 students are accessing tutoring support regularly throughout the year and there has been an increase in requests to obtain support in coming months
- Marine Advanced First Aid training held March 2018 – 20 people participated in the training
- Tseshaht provided a graduation ceremony for grade 7, 12 and post-secondary graduates last summer
- Tseshaht took part in providing VAST (8th Ave Learning Centre) students with cultural activities at Tseshaht Longhouse and at 8th Ave Learning Centre
- The education department helped provide employment opportunities and experience to 7 Youth within Tseshaht Administration Office this past year
- Small Vessel Operating Proficiency course and MEDA3 were held February 2019 – 12 people participated in the training
- An 8-week entrepreneurship/leadership course recently started at SEEDs building. This program will help participants complete a business plan and start their own businesses with mentorship training that will continue for one year. It is not too late to join – the program offers flexibility in attendance. Contact Jenn to register. The next section includes Marketing, Social Media, and Branding. Schedule is Monday to Friday 9:00am-3:30pm
- SD#70 will be putting on Eagle teachings with Jessie Sault at Tseshaht Longhouse April 29 – May 3 from 9:00 am-12:00pm. Sessions are geared for Grade 4-7 students and community members are invited to attend if they so wish.

CHALLENGES

- Maintaining balance with two other departments
- With more resources, Jenn could provide more training within our community and offer more programs and services for our youth and elders.

GOALS

- Provide Tseshahat with more training opportunities such as food safe, first aid and others
- Provide more employment opportunities for summer students and casual/part-time workers
- To review alternatives for another tutoring program

OPERATIONS AND IT ASSISTANT – Wilfred Robinson

Provides Computer support for the staff and councils day to day operation along with Network Administrator duties such as user creation, data directory creation and security. Provides Welcome Center support on an as-needed basis. Reports directly to the Executive Director.

ACCOMPLISHMENTS

- New Tablets were connected to network for council use
- New data back up equipment installed

CHALLENGES

- The cost of new hardware/software with built-in shelf life
- Spam and filter upgrades are constantly changing

GOALS

- Replace our current servers by 2020 (current servers are on the end of their life cycle and will no longer be supported by the manufacturer in 2020)
- Switching organization to Office 365 which is constantly updated instead of standalone upgrades we experience with Office software
- Wilfred is researching technical training and education to increase proficiencies in networking, security and other new and emerging opportunities designed to keep our organizational systems operating smoothly and with low risk.

FORESTRY – MANAGER: Dwayne Hearn

Manages the day to day operation of the Tseshahat Forestry Corporation, including its business entities, forestry engineering operations, timber development and the management of the bids, tenders and contracts associated with its forestry business relationships. This department also manages the field engineering duties and actively undertakes site supervision of forestry contractor work sites to ensure that professional standards are maintained for all aspects of field engineering, harvesting and logging.

Capacity Forest Management is currently reviewing Tseshahat Forestry operations. The result of this review will help Tseshahat develop a 5-year strategic forestry plan. Also, Capacity Forest Management is reviewing Tseshahat's Bill 13 agreement with Western Forest Products to improve the value and long-term viability of this important asset.

ACCOMPLISHMENTS

- **Woodlot** – Tseshaht Forestry has completed engineering for the next 5 year cut control which begins in 2019. Cutting permits will be submitted in March for this period.
- **Bill13**: Probyn is actively harvesting this licence for Tseshaht. 2019 cutting permits are prepared and ready for submission. This is a challenging licence due to high fixed costs, high stumpage and lower log values
- **Cous FNWL**: This is for an annual cut of 25000m³ in the Cous operating area. We are in year 4 of the cut control period. Timberwest is actively harvesting this volume for Tseshaht. Bell Pole is also involved by managing the Pole harvest
- **Cataract FNWL**: FNWL is with the ministry for consultation
- **New NRFL**: Licence for 52,000m³ now awarded

CHALLENGES

- Improve access to timber. Current licences are almost complete; therefore, Tseshaht Forestry must begin negotiating for additional access to timber
- Increase current levels of revenue by renewing current access and working with industry and government to find new access

GOALS

- Short term – to complete the 5-year strategic plan
- Longer term includes finding an additional 150,000m³ in volume over the next 2 years in order to ensure the Tseshaht Forestry program remains a success

PUBLIC WORKS – MANAGER: Lisa Gallic

Public Works Administrator actively leads the processes associated with the maintenance and annual inspections and record keeping and monitoring community-based systems and facilities.

This position places a high standard on Community infrastructure including 6 sewer lift stations and 2 domestic water pump stations and 2 reservoirs. Tseshaht is currently operating as a level 1 small water system. All systems are monitored daily to remain compliant with federal health procedures and regulations.

ACCOMPLISHMENTS

- Water Study – discovered many water leaks within the Community – abandoned homes were main issue
- Reservoirs – added HMI unit with solar panels to upgrade the pump station to improve accuracy
- Pump station upgrades included new piping installation and emergency eye wash center

CHALLENGES

- Resources to replace aging infrastructure. Some infrastructure is 50+ years old and is in need of major repair or replacement

- Operating and maintenance funding is less than adequate and requires additional resource and personnel support in order to ensure safe delivery of services

GOALS

- Continue building capacity through MTS training for principal operators
- Increase infrastructure training
- Acquire new technology and additional resources (both human and funding) to assist operations and maintenance.