



November 2019 AGM REPORT

TSESHAHT FIRST NATION

Administration: **Executive Director**
Staff: **Executive Assistant**
Virginia Shrimpton

EXECUTIVE DIRECTOR: Darren Mead-Miller

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

IDENTIFYING NEEDS

POLICY DEVELOPMENT

Policy is key for timely administrative decision making. It helps guide administrative decisions that may otherwise cause untimely delays and lead to frustration for both membership and administration. This is a priority and we continue to research ways to advance policy development.

We are undertaking a major overhaul of the HR Policy & Procedures Handbook with work to begin this December. The new handbook will be complete, current, aligned, compliant and written with Tseshaht culture and values throughout all relevant policy and procedures. Also, the NTC Infrastructure department is helping Tseshaht develop a public works and infrastructure policy. This will include issues like sewer and water connection standards, cost estimates and delineate clear lines of responsibility for homeowner's and the Nation.

Tseshaht has had effective financial management for a number of years but this has always been because council and administration respect and follow established procedures. These procedures are best solidified in policy to ensure continuity. Finance is currently identifying options for funding development of new policy and one option is the First Nation Financial Management Board (FMB).

The FMB supports nations in developing either a Financial Administration Law (FAL) or Financial Administration Bylaw (FAB). Both have to meet the same standards and are evaluated by the FMB. Once implemented, there is a certification process and support to reach certification and is a necessary step to provide certainty to administration, council and community both in the short and long term.

BUDGET

Tseshah't's annual budget is approved by Council and Community which is administration's guide for spending throughout the fiscal year. It is largely made up of transfers from the federal government, however some programs and most projects rely on own source revenue or are funded by grants.

Own source revenue and grants contribute 46% of total program delivery cost. Grants contribute 15% to programs and 100% of project cost, however grants are not a reliable source and should not be counted on for multi-year projects or budget planning purposes. Grants can help develop new programs such as the Beachkeeper and language programs, but are not certain and should not be relied upon for long-term planning. Own source revenue is subject to market conditions, however if properly managed can be a reliable resource for budget planning.

LANGUAGE AND CULTURE

Language and Culture are the fabric that shapes Tseshah't identity and are the cornerstone of building and maintaining a healthy and vibrant community. Administration is working with the language group and leadership to build a permanent language program. Government transfers are not sufficient to meet the need to support language and culture for the long term, therefore Tseshah't has to rely on grants to introduce then try to operate new programs. An example recently introduced to Council is the Warrior program.

The Warrior program finds ways to weave traditional and mainstream leadership teachings and practices together on the land to build capability, cultural pride and confidence in young men. The Warrior program has created a safe space for Elders and community members to rebuild cultural pride through sharing skills and stories in grooming young Tseshah't men to become leaders. Administration has secured a grant to initiate the program, however if the Warrior program proves successful it will have to find resources to fund ongoing operations.

PLANNING: CCP, STRATEGIC, LAND USE & ECONOMIC DEVELOPMENT

Tseshah't's CCP Champion – Josh Goodwill has formed a working group and is now gathering important information from the community. The group is actively engaging community to ensure the draft CCP reflects community vision and values. It is a living document that once approved is meant to be updated from time to time and will continue to provide leadership with direction and a “blueprint” for planning.

Leadership will use recommendations from the CCP to draft a strategic plan, land use plan and economic development plan. The strategic plan provides Administration with an overview and direction for departmental work plans. Administration can measure progress by setting milestones and goals then provide feedback to leadership.

A land use plan is a key tool for good governance over lands and assists negotiations of service agreements, establishing economic development strategies, mitigating ad hoc development, ensuring best use of available lands, preventing incompatible land uses, protecting cultural resources and traditional sites and enabling financial impact analyses on different land use options.

An economic development plan is meant to give direction for making short, medium, and long-term economic planning decisions. It can be used as a guide for all economic development initiatives, planning and development initiatives and strategic investments. It is also a source of ideas and inspiration for ongoing community participation and involvement in community economic development.

DEPARTMENTAL OVERVIEW

Each department is created to help Administration achieve desired outcomes outlined in work plans that derive from leadership's strategic plan. The following is an introduction for each department with a summary for what service or function they provide and brief update:

FINANCE DEPARTMENT – MANAGER: Chris Anderson

Staff:

Marlene Dick – Accounts Payable

Tina Sam – Payroll / Accounts Receivable

INTRODUCTION

The Finance Department has three primary functions. These are Payroll, Accounts Receivable and Accounts Payable.

There are many aspects to each function and staff must continually conform to changing standards, contractual obligations and reporting.

HIGHLIGHTS

- Ongoing implementation of electronic processes in banking, payroll and financial records storage

CHALLENGES

- Funding is not keeping up with the increasing costs for goods and services (inflation)
- NTC is no longer flowing large surpluses to the nations
- Budget shortfall of \$650,000 cannot be managed in the long term
- The balance between working capital needs, spending on items that do not generate revenue and the need to maintain financial ratios required by funding agencies and our lenders
- Current downturn in the forest industry means no forestry revenue is being generated and won't be for some time
- Interest on long term debt for the administration building/land loan is about \$50,600/year. It would be easier to manage the budget shortfall if staff had a mandate to focus on debt reduction. We currently budget \$225,000 per year for principle and interest payments

GOALS

- Continue to maintain a strong financial position for Tseshahat by focussing on financial management and control
- Eliminate debt associated with the administration and land loan

HOUSING – MANAGER: Deshana Sanderson

Staff:

Paula Watts – Acting Housing Assistant / CMHC Housing Intern

Richard Sam – Maintenance & Housing Coordinator

INTRODUCTION

The Housing Department actively manages the day-to-day operations of Tseshahat First Nation housing services and works with membership to transfer information relating to housing opportunities. It is responsible for planning, organizing and delivering a variety of programs and services for those living in social housing and band-owned housing. They also work with individual homeowners, Elders 65+ and persons with disabilities.

The department strives to develop and maintain respectful relationships and is dedicated to the improvement of housing services and ensure housing assets are maintained. They pursue funding opportunities to support housing needs and address health and safety concerns. The Housing Committee is often engaged to assist with decision-making and selection processes and is guided by current housing policy.

HIGHLIGHTS

- **2018-2020 – CMHC YOUTH INTERNSHIP INITIATIVE** – CMHC approved funding to provide opportunity to strengthen youth skills
- **LATE FEE:** A \$25 late rental fee has had a positive impact on arrears management
- **ISC APPLICATION APPROVED NEW APPROACH TO HOUSING SUPPORT (NAHS)- MULTI-YEAR FUNDING:** Tseshahat received approval from Indigenous Services Canada for \$1.374 million to assist with health and safety renovations to 28 Individual homes and opportunity for construction of up to 9 new homes. Health and safety renovations were priority this year. Over the course of 3 years the new home subsidy rates will be based on 20% of the total mortgage amount. For example, if building at the maximum (Tseshahat can guarantee mortgages up to \$230,000) the NAHS amount would be \$46,000
- **ISC GOVERNANCE AND CAPACITY DEVELOPMENT APPLICATION:** Submitted an application in July 2019 seeking \$100,000 to assist with advanced support to strengthen housing policy and housing management
- **NEW APPLICATION PROCESS TO APPLY FOR INDIVIDUAL HOMEOWNER RENOVATION OPPORTUNITIES:** With input from the Housing Committee and Council, creating an impartial application process. Requests will be prioritised by the Housing Committee using a blind selection process.

CHALLENGES

- Housing funding streams are continually evolving. A major impact over the past 2 years is CMHC funding cuts of 80%. Calls for applications were limited and CMHC funding is forecast to remain low
- Currently operating on a limited budget for Elders 65+/disability, and only able to assist with basic repairs and maintenance. Major renovations must apply to CMHC/ISC
- Elders 65 + mortgages and insurance budget limitations
- Housing repairs are taking longer than usual due to limited availability of certified contractors and service providers
- Storage space for recycling parts and appliances
- Housing currently have **8** Social Housing applications on wait list
- Individual Housing lot selection and location

GOALS

- Continue to address increasing demand for asset repairs and maintenance
- Research funding opportunities
- Create best practice standards and procedures for new construction and renovations with assistance from BOABC inspector
- Seek new opportunity for funding to strengthen policy and housing management
- Develop adequate housing opportunities for Tseshah members
- Address annual inspection deficiencies in social housing
- Replacement reserve planning
- Keep current with ISC & CMHC funding opportunity
- Build additional social housing units

SOCIAL DEVELOPMENT AND HEALTH – MANAGER: BELLA FRED

Staff:

Gail K. Gus, Crisis Care and Wellness Coordinator

Gloria Fred, Patient Travel Clerk

Ahmer Barbosa, Social Development & Health Administrative Assistant

INTRODUCTION

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

SOCIAL DEVELOPMENT

The Social Development program provides income assistance to individuals and their families who reside on the 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 Tseshah First Nation is part of the Consolidated Contribution Agreement through the Nuu-chah-nulth Tribal Council (NTC), the monthly financial income assistance reports are sent to NTC. The NTC then combines all 8 Nuu-chah-nulth reports into one report and submits the report to Indigenous Services Canada.

ISC completes audits on the income assistance program (at a minimum of every three years) to ensure that the social development program is operated in accordance to policy. The previous audit results for the 2013/14 and 2014/15 fiscal years were that Tseshah social development was 100% compliant; this means that our nation had zero claw back in funding. As Tseshah Social Development was on of the NCN nations that received high compliance rates in previous audits, Tseshah did not have to participate in the 2017/18 audit which was scheduled for summer 2018. Staff continue to maintain client files to compliancy standards by ensuring that income assistance applications and files are fully complete with all the required documentation.

Ahmer and Bella attended the Nuu-chah-nulth Social Development Worker training in June 2019 as well as the ISC Training sessions in the fall of 2019. These workshops are a great opportunity to learn and review policy, receive any new updates as well as network with Social Development Workers from other communities.

PATIENT TRAVEL

The Tseshah First Nation patient travel program provides medical travel for all Tseshah First Nation members who reside on the Tseshah reserve, for all Tseshah members who reside off reserve and for all other status First Nations people who reside on the Tseshah reserve. Tseshah members who reside on another First Nation reserve must access patient travel through the First Nation where they reside. This program is operated under the First Nation Health Authority (FNHA) Medical Travel policy. Monthly financial reports are submitted to the Nuu-chah-nulth Tribal Council's Non-Insured Health Benefits department, who combine the reports with other NCN nation reports to submit them to FNHA.

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 has launched a new health benefits plan for Vision Care, Dental, and Medical Supplies and Equipment coverage. These three programs are now administered by Pacific Blue Cross effective October 16, 2019. An information session regarding this transition to Pacific Blue Cross was held on October 17, 2019.

The new First Nations Advocate Nurse, aka Aboriginal Liaison Nurse (ALN) is Deb Melvin. She was previously one of the NCN homecare LPN nurses that provided services to Tseshah community members. Deb's contact number at WCGH is 250-731-1370, ext. 48109.

There is now an All Nations Room at the West Coast General Hospital for families to gather while visiting a loved one in the hospital. The All Nations' Room is located just off of the foyer past the West Coast Café.

CRISIS CARE AND WELLNESS HIGHLIGHTS

Gail K. 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, Projects 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
- Nisma Garden
- Harm Reduction Conference
- Craft Fair
- Craft Night
- Mommy and Me
- Life Promotion Project: 2 video productions, 1 life promotion and eagle harvest. This was a series of workshops from April to October 2019 that included SafeTalk with Elia from Kuu-us Crisis, a trip to the Broken Group Islands with Jessica Sault's group and youth and strong mentors of the community
- Patient Voices Project: held over several months with Tseshah community being a part of making our health care system safer and addressing service gaps with doctors and hospital staff
- MMIWG Conference was hosted by Tseshah along with Quu'asa. This was held at the Italian Hall and funded through a proposal
- Returning Lost Souls event: worked with Melissa Bigmore on the funding proposal and worked many hours on planning
- Community Barter and Garage Sale: one event hosted March 2019; another event is planned for November 16, 2019.
- FNHA funding for Lateral Kindness workshop – planning future sessions for community, staff and leadership
- Strong Ties Girls Group, a funded proposal organized by Gail and Quuasa and held at the youth centre
- Funding for additional support through USMA: Linda Pelech contracted for counselling support services at the Family Centre. Funding was approved to March 31, 2020 with positive outlook to extend past March 31st.
- Funding for remodelling the Family Centre was done through a proposal. The only cost to the Nation on this project was the blinds.
- Health Promotions Project: is proposal funded and will run from November 2019 to March 2020 and will include a fitness trainer, yoga instruction, dietitian, prizes etc.
- SEEDs Program funding is in the works; we hope to roll out January 2020

TRAINING HIGHLIGHTS

- Gathering Wisdom
- Family Care Conference (USMA) / Amendments to the CFCSA legislation training will be held in Campbell River November 5-6, 2019. There is no cost to the band for a staff member to attend. The relevant sections of the legislation, rules and regulations and new amendments will be examined. The designated band representative will consider how their function may be utilized to promote the safety and well-being of children and to ensure that the rights of children to culture and community are respected and upheld by the Courts.
- Harm Reduction (Quuasa)
- Weaving Wholistic Wellness into Health Care System
- FitNation Leadership Training will be held October 29-30, 2019 in Nanaimo at no cost to the Nation.
- Trauma Training – Gail and Linda will attend this workshop November 18-19, 2019; hosted and funded by NTC.

Successful grant proposals include:

- \$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

\$107K

Many of these programs are in collaborated with other organizations such as NTC Quu’asa Program Staff, NTC Nursing Staff, and Kuu-us Crisis Society. Many events support local Tseshaht and other First Nation artists and vendors.

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

CHALLENGES

Applying for multiple grants is necessary for delivery of many programs, however grants are not a guaranteed funding source. Also, multiple grants require additional effort for research, application process, tracking and reporting for multiple deadlines.

Physical space for boot camp (20+ people) within walking distance that is convenient for participants to attend (close to admin building or the Maht Mahs?)

DAYCARE – MANAGER: Lizette Cartlidge

Staff:

Daycare (full time) – Lizette Cartlidge, Kristin Nohr, Valerie Cartlidge, Tanya Taylor, Theresa Watts (maternity leave)

Daycare (casual) – Doreen Charleson, Alanda Atleo, Mackenzie Ross, Sharon Dick, Karma Collins, Trina Holcombe

INTRODUCTION

Tseshah Daycare offers full time daycare from 0 to 5-years. Our Infant and Toddler daycare has capacity for 12 children and 3 to 5-year Daycare Program has a total capacity for 16 children. Tseshah Daycare also offer a free Preschool program for Tseshah children Monday to Friday from 8:30 am to 11:15 am and we also offer the Head Start Program.

HIGHLIGHTS

- Infant and Toddler program is very successful and has full enrollment with 20 children on the waitlist
- Daycare program has space for 16 with 4 spaces available
- We offer elder and cultural learning each week
- Started parent cultural language class Monday evenings
- Approved for Opt-In Parent Fee Reduction for full time daycare fees

CHALLENGES

- Waitlist for the Infant and Toddler program of over 20 children
- Hiring an Infant and Toddler Diploma employee within Port Alberni
- Childcare Space for our continually growing waitlist
- New location to accommodate expansion needs
- Funding for a new facility to accommodate need for childcare spaces
- Expand outreach services
- Transportation for our children to go on field trips

GOALS

- Continue offering language and culture to our children
- Hire full time employee who holds an Infant and Toddler Diploma
- Fill 4 childcare spaces for 3-5-years daycare program or Preschool
- Focus on K4- preparing 4-year olds for Kindergarten 2020

COMMUNICATIONS & WELCOME CENTER – MANAGER: Melissa Bigmore

Staff:

Welcome Center (full time) – Myra Mack

Welcome Center (P/T) – Tamara Mack

INTRODUCTION

The Communications and Welcome Center Department is the first point of contact for people coming in or contacting the Administration Office by phone, social media or on our website. Staff look after incoming communication for all departments and assists with external communication for all departments via social media, newsletter, special notice, paper distribution and message board. This department also manages facility and meeting space rentals.

HIGHLIGHTS

- The Communications and Welcome Center was honoured to take the lead on the Reclaiming Lost Souls of the Albern Indian Residential School Healing Event. The department is committed to continue supporting the Nation in an effort to create annual opportunity to promote healing. We also look forward to assisting and supporting other communities that are interested in creating their own event.
- 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 which gives us real-time control
- Tseshahat is able to more effectively reach out 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 Concerns Submission Form

GOALS

- We expect to see continued growth on social media platforms and have committed to continue improving Tseshahat's website to ensure it remains a relevant resource for members
- Meaningful engagement with community will remain a cornerstone of our efforts
- Increase Tseshahat profile through signage and communicating Tseshahat's title and rights throughout the territory

FISHERIES – MANAGER: Dave Rolston

Staff:

Fisheries Technician – Frank Cartlidge

INTRODUCTION

The Fisheries department works for the Tseshahat community and serves their needs to supply food

fish, provide fishing opportunity and support increasing access and participation in the commercial fishery. Tseshaht Fisheries department works with the community, Council representatives, Fish and Wildlife Committee and others to develop, support and implement the Tseshaht Fisheries management plan and goals.

Tseshaht First Nation receives funding for the Fisheries Manager, one full-time guardian, and one part-time administrative assistant/technician to carry out the activities of the Tseshaht fisheries program towards the management, protection and enhancement of aquatic and fisheries resources.

Also, the ATP section of the AFS agreement along with the PICFI Partnership provides numerous commercial communal licences & quota for Tseshaht use including prawn, rockfish, lingcod, halibut, and oyster which Tseshaht Fisheries staff are responsible for managing, and reporting.

Tseshaht 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.

Tseshaht Fisheries manages all the staff and activities at Tseshaht Fish days that perform the work of fishing, counting and handing out fish as well as Elders delivery.

Tseshaht Fisheries actively manages the Tseshaht owned commercial fishing licenses for sea cucumber and red urchins and manages the ATP licenses that Tseshaht holds including a halibut license with quota, a prawn license, and inside ZN rockfish license.

Tseshaht Fisheries manages and coordinates fishing activities for the PICFI licenses and vessels held jointly by Tseshaht and Hupacasath. Assets include a halibut license with quota, crab license and vessel, prawn license, sablefish quota, 2 licensed gill net vessels and the soon to be acquired longline/troll vessel with an Area F troll license.

Tseshaht fisheries participates in many consultations, fisheries sectoral meetings, Salmon Coordinating Committee, IMAWG and other various meetings dealing with issues related to or potentially impacting Tseshaht territory and/or resources.

HIGHLIGHTS

- Over the last 3 years Tseshaht 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 2 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

- 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

INTRODUCTION

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

HIGHLIGHTS

- Assisted in various funding opportunities including a \$212,000.00 First Peoples language grant and development of Tseshaht Language House
- Coast Guard Contract of \$220,000 for additional winter season Beachkeeper patrols, purchase a new zodiac, canoe and construction of visitor's cabins for Keith Island
- Kwispaa LNG Federal/Provincial environmental assessment discussions
- Applied /pursuing Guardian Initiatives to fund expansion of Beachkeeper program
- 4.5-month \$120,000 contract for Beachkeepers summer work and summer interns
- Finalizing Tlukwatkwu7is installation art piece on Harbour Quay clock tower
- Tseshaht Lost Souls assistance and planning that concluded September 28, 2019
- Assisted with work for Maamiikwendan Gathering: Remembering Residential Schools & Cemeteries as Indigenous Sites of Conscience. October 16-17
- Working with DGW Law on sharing Tseshaht archive data, comprehensive mapping for comprehensive claim court case and preparing for further interviews
- Provided input to; Tseshaht members on historic Tseshaht 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
- Planning for archaeology work together with UVic, Huu-ay-aht, Parks Canada, Bamfield Marine Sciences Center, UVic on Keith Island archaeology dig in July including Cole Gomez working as a summer intern on dig. Geoduck find was big news!
- 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 Tseshaht calendar 2019 and working on 2020

CHALLENGES

- Regional District landfill long term renewal review and negotiating funding comprehensive review by Tseshaht

- Tlukwatkwu7is Village (Wolf Village) Colonial Specific Claim negotiations and Iwachis IR#3 specific claim negotiations
- Ongoing forest harvest applications in territory (i.e. BCTS)
- Negotiating 3 to 10-year comprehensive operating agreement with Parks Canada

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
- Work on other priority specific claims McCoy Lake/Highway 4
- Finalize/seek long term Beachkeeper contracts with Parks Canada and Coast Guard
- Continue Tseshaht archaeology in BGI
- Harbour Quay Clock Tower art piece fully installed with Tseshaht celebration
- Research: Charlotte Morton – assist to work on study resilience and the cultural strength of the Tseshaht First Nation in the present day around residential school healing
- Continue working in a research capacity to assist all operating areas and territories of Tseshaht

COMMENTS/RECOMMENDATIONS

- Work with the City of Port Alberni to continue raising Tseshaht profile by building on the Harbour Quay project
- Continue relationship building with Coast Guard. Coast Guard is eager to work with Tseshaht to build capacity through training and employment opportunities, however Tseshaht will need to be proactive and seek discussions with CG senior management
- Tseshaht 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 negotiation template for matters such as land and resource allocation to instill a cohesive communication process between Tseshaht Council and Land Claims Panel
- Educate membership on what traditional Tseshaht membership meant and reflect those concepts in the new Membership Code

COMMUNITY SERVICES – MANAGER: Wendy Gallic

Staff:

Youth and Recreation Coordinator – Lillian Dick

INTRODUCTION

The Community Services Manager position, known formerly as Education, Elders and Employment Coordinator has been filled by Wendy Gallic as of July 25, 2019 after being vacant for approximately two months.

The position coordinates and delivers community-based education and employment services, elder's programs, and youth and recreation activities.

Over the last ten years the Tseshah membership has increased 31%, and on-reserve population has increased from 360 in 1999, to 522 in 2019 – an increase of 45%. The main concern for the community services manager is that the budgets have not had a significant increase, and in fact have remained the same for the last five years.

In the recreation program the budget for programming has remained at \$12,000, and the band picnic and Christmas party budget has remained at \$10,000 even with the significant increase in population.

The largest increase is in elder's population. There were 13 elders between the ages of 60 to 84 in 1999; today we have 135 elders. The wood for pensioners did see a 50% increase from \$10,000 to \$20,000 since 2015-2016, however the elder's Christmas dinner budget has remained at \$1,500 and the elders Christmas gift budget has remained at \$13,800 for the last five years. As well, the elder's general budget that they manage for trips etc., has also remained at \$23,500.

Education and employment have seen some increase over the last five years and further analysis by the manager will take place to determine specific needs, programming and budgets for the future.

YOUTH AND RECREATION

HIGHLIGHTS

- July 30 – Sept 2, four sponsored Summer Youth Employees
- Aug 6 – 11, Tlu-piich Games with approximately 25 participants
- Aug 12 – 16, Start of on-going youth center activities and programs
- Aug 12, Youth meeting at the Youth Centre
- Aug 14, Attended Path Forward Women & Girls Safety workshop with two of the summer students and the Recreation Coordinator
- Aug 15, Petting Farm at the youth centre with 30 children and parents attended the event
- Aug 19 – 23, Science Camp with Uu-a-thluk; 22 children participated
- Aug 23, BGI trip with Uu-a-thluk and 14 Tseshah youth
- Aug 28, Youth meeting at the youth centre
- Sept 5 – 8, Tseshah Fall Fair Booth
- Sept 7, Fall Fair parade with Tseshah youth participation
- Oct 7, Start of the after-school program with 16 children ages 5 – 12
- Oct 11, Youth sleep over at the youth centre
- Oct 27, Halloween Party

ELDERS

HIGHLIGHTS

- July 19, Canoe Journey Trip (Lummi)
- Aug 6, Elders lunch hosted by the Comprehensive and Specific Claims Panel
- Aug 28, Island Luncheon in Campbell River

- Sept 3, Elder's fish distribution (Clutesi Haven)
- Sept 5, Elder's Committee meeting
- Sept 25, Elders lunch in Campbell River
- Oct 16, Elders lunch hosted by Hupacasath FN
- Oct 20, Elders lunch hosted by the Canoe Family
- Oct 26, Elders lunch hosted by the Land Claims Panel

EDUCATION & EMPLOYMENT

HIGHLIGHTS

- Assisted nine Tseshaht members with updating and creating resumes
- Two education committee meetings
- Education committee supported eight members with funding for occupational and skills training
- Established a data base system for student supplies, clothing and allowance cheques
- Completed the nominal roll for NTC

Challenges

- Budget adjustment for current and future needs
- Process to update addresses on the Xyntax data base system
- Establish evening youth program
- Administrative duties leave very little time to plan, organize and establish current and future program needs
- Future planning for elders – expecting increase of 62 elders within five years
- Outdated policies not meeting current need
- Lack of facility access for youth activities
- Lack of youth supplies, equipment and a storage area
- Budget should align with growing population in all community services program areas

OTHER

Attending FNEESC board meetings as the Tseshaht board representative. Also, attending the Aboriginal Education Advisory Committee meetings and the West Coast Regional Aboriginal Education Advisory Committee meetings.

UPCOMING

- Community Christmas Party - Dec 15 (Sun)
- Elder's Christmas Party – Dec 6 (Fri)
- Yes Symposium - November 18-21, 2019
- Five day Marine First Aid (March 2020)
- Youth Gathering 2020 (being investigated, invitation to co-host with other Nations)

FUTURE

Looking at the demographics of the community and the growth, the Community Services Manager will be conducting a survey in the future to seek the community's thoughts and ideas for future programming and activities for elders, youth, education and employment.

The Community Services Manager thought it best to seek direction from the community to ensure the needs of the community are being met and adhere to policy and current budgets. The vision includes increasing youth, elder and community participation and address budget concerns.

OPERATIONS AND I.T. ASSISTANT – Wilfred Robinson

INTRODUCTION

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

HIGHLIGHTS

- New server purchased to replace end of life servers
- New tablets added to network for Public Works use
- Maintaining back-up system
- Implementing security measures

CHALLENGES

- The cost of upgrading new hardware/software with built-in shelf life
- Continual network monitoring for new security threats

GOALS

- Finish configuring new Server
- Create guide for future hardware upgrades and acquisitions that's both cost effective and time efficient
- Move remainder of users to Office 365
- Security and Network training
- Maintain secure operating environment for Administrative staff

FORESTRY – MANAGER: Dwayne Hearn

Staff:

Field Engineer/Crew Supervisor – Jamie Jensen

INTRODUCTION

Manages day-to-day operations of the Tseshaht Forestry Corporation, including business entities, forestry engineering operations, timber development and management of bids, tenders and contracts associated with forestry business relationships. This department also manages field engineering duties and contractor supervision for all aspects of logging.

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

HIGHLIGHTS

- **Woodlot** – Tseshaht Forestry has the next 5 year cut control permit approved with harvest will begin April 2020
- **Bill 13:** Harvesting has been curtailed since June due to ongoing United Steelworkers Strike. This licence is on TFL44 therefore workers must be USW union members and are currently on strike
- **Bill 13 (cont.)** 2020 cutting permits have been prepared and are ready for submission. Making a profit on this license is a challenge due to high fixed costs, high stumpage and low log value. We are looking at a number of options for the future of this licence. The main objective is to move the Licence Area to an area that will give greater harvest profile and not limit logging due to weather
- **Cous FNWL:** This provides an annual cut of 25000m³ in the Cous operating area. Tseshaht finished harvesting operations for 2019 and did well to sell volume at the peak of the market. The market is now down and stumpages rates are still very high. Harvesting under this license will continue in Spring of 2020
- **Cataract FNWL:** FNWL is with the ministry for consultation
- **New NRFL:** Licence for 52,000m³ now awarded. Engineering is complete and Tseshaht is in the process of combining cut blocks and reviewing data to develop a cut permit. Stumpage rates are high and log values are low so management recommends not moving forward with this project until stumpage rates and markets return to more favorable conditions. Management predict conditions to improve the second quarter of 2020

CHALLENGES

- Current licences are almost complete; therefore, Tseshaht Forestry must continue to press the province for additional access to timber
- Increase revenue by renewing current access and continue working with industry and government to locate new access
- Uncertainty in the forestry sector. Tseshaht are market loggers and need to manage cash flow by staying ahead of cutting permits and reacting quickly to market conditions. Management believe Tseshaht can be successful by maximizing volume and diversifying summer and winter harvest areas, timber profile and second growth vs old growth. However, the key is increasing access to timber.

GOALS

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

PUBLIC WORKS & INFRASTRUCTURE – MANAGER: Lisa Gallic

Staff:

Public Works & Infrastructure Supervisor – Thomas Fred

Maintenance Assistant – Rick Mack

INTRODUCTION

Public Works Administrator actively leads processes associated with maintenance, annual inspections, 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 and remain compliant with federal health procedures and regulations.

HIGHLIGHTS

- Water Study – located and repaired numerous leaks within the community. Abandoned homes were main problem. Curb stop installations to remedy the situation are ongoing
- Reservoirs – upgrades included adding solar HMI unit to improve pump station accuracy
- Created new space for parking at the Paper Mill Dam
- Pump station upgrades include new piping installation and emergency eye wash center
- Replaced 4 hydrants with new and repaired 3 with new parts
- Repaired major waterline leak on Pacific Rim highway
- Repaired major watermain leak in Somass River
- Installed gates at new Paper Mill Dam parking lot and entrance to Catalyst Lands
- Danger trees reassessed and first phase P1 tree removal underway (P1= highest danger)

CHALLENGES

- Resources to replace aging infrastructure – some infrastructure 50+ years old and is in need of major investment (repair or replacement)
- Resources to fund operating and maintenance to ensure acceptable delivery of services
- Resources to fund additional staff
- Additional resources to fund septic replacement. Septic replacement costs average \$15,000 and program only supports \$7,000 (onetime only) - remainder to be paid by homeowner

GOALS

- Continue building capacity through MTS training for principal operators
- Increase ISC infrastructure training through grant application – due November 2019
- Acquire new technology and additional resources (source funding) to assist operations and maintenance
- Training and implementing tablets for in-ground infrastructure and site work
- Purchase Bobcat and Mini excavator
- Additional training for lead supervisor and assistant
- Finalize cemetery beautification – work includes new signage and walkways
- Build small shelter at cemetery for equipment – will require power and water
- Build small shelter at Paper Mill Dam to hold chairs and tables
- Summer student program to stain the Longhouse 2020

YAA?AŁAT ʹAAʹAAQSAYAK MAHTI

KATHY ROBINSON LANGUAGE HOUSE UPDATE

HIGHLIGHTS

- The main highlight was the event to honour our language champion Kathy Robinson and the naming of our language house
- Tremendous amounts of work have already been done over the last decade to document Tseshaht language and develop resources. The Nation is so fortunate to have this strong foundation to build from. This year the focus has been to do a review of the resources we already have in our archive, to a cross-check and see what has made it onto the FirstVoices online portal, to do a review of the FirstVoices portal and identify missing audio, to review the t'aat'aaqsapa dictionary and add these words and phrases to our FirstVoices portal (approximately 2752 words/phrases)
- Over the summer we test drove a Team-Based Mentor Apprentice learning model with other advanced Barkley learners. We had 4 Tseshaht apprentices and 2 apprentices from neighbouring Nations. Through this test-drive, a plan and activities were developed to support an immersion environment. Our activities included: sharing daily news, presenting wordless storybooks, playing games like UNO and Yahtzee, and sharing a meal. Through this process, language learning resources were created and tested and have been used to support other Tseshaht language programs such as the beginner evening class
- Ongoing sessions with speakers to support all aspects of the program
- Developing a video language resource based on the seasonal round
- Developing draft Language Strategy to support planning forward and to support funding applications to keep the language program going. The Nation has a draft that has been approved by the Language and Culture committee (October 24, 2019) to support upcoming funding applications. Continuing to engage with community to get direction on the implementation and will be doing an annual review

OPPORTUNITIES:

- Partnerships with other Nuu-chah-nulth communities, learners, and teachers to support language initiatives
- Upcoming funding grants through First Peoples Language and Cultural Council including the BC Language Initiative and the Aboriginal Language Initiative

- Collaboration with the City of Port Alberni to increase language signage
- Collaboration with other Tseshaht departments and programs

NEXT STEPS:

- To start the recording process with fluent speakers and have audio to accompany additions of words and phrases for our FirstVoices portal
- Continue to work on making language a long-term sustainable program for our community
- Apply for grants to support the implementation of our Language Strategy and support the next step of developing immersion curriculum based on proven methods of developing speakers. This will result in the development of more language learning resources for all applications
- Host a community language event in June in partnership with the Hesquiaht Language Program to highlight the FirstVoices resources