



HISHUK'ISH TSAWALK

TSESHAHT FIRST NATION NEWSLETTER

Inside this issue:

VOLUME 2, ISSUE 11

Danger Tree - Ongoing Work2	RCMP Native Policing Officers11
Declaration of Women Meeting2	Community Dance Practice12
Youth & Rec Calendar3	Housing Notice13
Dinner & Dialogue - Opioid Program4	Boating Safety Officers - Federal14-16
Committee Elections5	Dreamcatchers Christmas Craft Fair16
?aaqin?aphak? - What Are You Doing6	Elder's Christmas Dinner17
ACAWS - Open House7	Community Christmas Dinner.....17
Pet Care7	Canoe Family Christmas Bazaar18
Patient Travel Info8	Bear Aware19
Youth Outreach & Counselling9	Recycling & Garbage Info20-24
Crimestoppers Program10	Council & Executive Director AGM Reports

AGM SUCCESS!

On November 2, 2019 our Annual General Meeting was held at Haahuupayak Gymnasium. The day started with opening remarks and a welcome from Elected Chief Councillor Cynthia Dick. There were acknowledgements highlighting the commitment and accomplishments of two Administration staff members. The first was brought forward by the Dick Family women acknowledging Marlene Dick, for her 34 years of service to the community. Marlene started as a janitor and persevered in her education to become the Accounts Payable Clerk. Kleco kleco Marlene! The second acknowledgement was of Gail K. Gus for her nearly 20 years of service to our community within the Crisis Care Coordinator role. Gail's ambition has brought forth an abundance of programs and services to the community from FitNation to Life Promotion and tackling the Opioid Crisis. Kleco kleco Gail!

Throughout the day those present heard the Executive Director's report as well as reports from Chief & Council. Each administrative department head was also in attendance with presentation boards describing the responsibilities and achievements of their departments.

With the reports engaging many questions and insightful discussion it was decided to postpone the Vision and Mission Statement exercise to a future date.

The day concluded with a community dinner prepared by Starla Watts.

OFFICE CLOSURES

Tseshaht Administration Office will be closed at 12noon Friday December 20 & will reopen Monday January 6, 2020 for Christmas Break



NOTICE:

Danger Tree removal will continue next week.

Anyone not utilizing wood from their own tree(s) is welcome to advertise it to others to take away for smokehouse use etc...



YOUTH CENTRE OPEN

MONDAY – FRIDAY (6 – 8:30 PM) 11-16 YRS.

SATURDAY – (6:30 – 9:30) 13-17 YRS.



TSESHAHT DECLARATION OF TSESHAHT WOMEN



TUESDAY – November 19, 2019
7:00 PM @ Tseshaht Great Room
Declaration of Tseshaht Women

ALL band members
invited to attend





November 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	5 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	6 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) – MAHT MAHS Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	7 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs) – TURKEY DINNER	8 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs) – TURKEY DINNER	9 Youth Centre <u>6:30 – 9:30 pm</u> 13-17 yrs.
10	11 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	12 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	6 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) – MAHT MAHS Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	14 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs) –	15 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) SWIMMING ECHO Youth Centre <u>6-8:30 pm</u> (11-16 yrs) –	16 Youth Centre <u>6:30 – 9:30 pm</u> 13-17 yrs
17	18 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	19 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	20 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) – MAHT MAHS Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	21 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs) –	22 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) STICK & PUCK-MULTI-PLEX Youth Centre <u>6-8:30 pm</u> (11-16 yrs) –	23 Youth Centre <u>6:30 – 9:30 pm</u> 13-17 yrs
24	25 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	26 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	27 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) – MAHT MAHS Youth Centre <u>6-8:30 pm</u> (11-16 yrs)	28 Afterschool Prog. <u>3-5 p.m</u> (5 - 12 yrs.) No evening activities	29 No afterschool program or evening activities	30 Youth Centre <u>6:30 – 9:30 pm</u> 13-17 yrs

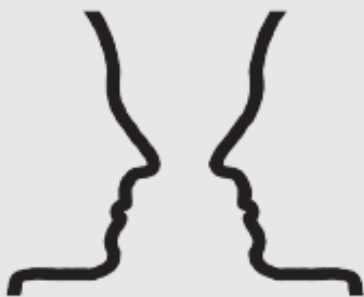


DINNER & DIALOGUE

Wednesday November 27th - 5:30 - 8:00pm
Best Western Barclay Plus Hotel

As part of our desire to assist all with the challenges of criminal behaviour affecting many local businesses and residents we have embarked on a plan of educating and learning through dialogue (and food!). The evening shall assist in working towards solutions for this ever growing challenge affecting communities across our nation and the planet.

Opioid Dialogue Program



This Dinner Meeting event is partially supported by the Port Alberni Shelter Society (PASS) and because of that we're able to offer seats to you at ONLY **\$10.00** plus GST, tickets being available only through our AV Chamber (website or 250-724-6535).

Our featured speaker will be **Mr. John Douglas**, former Mayor of Port Alberni and current advocate for people and businesses affected by the world of drug addiction. Recent work in Portugal, the United States, Canada and Italy will be presented for discussion.

"Working Towards a Solution"
can be accessed here:
<https://albernichamber.ca/events/3499>

Northern Italy Recovery Community
<https://www.sanpatrignano.com/>

Partially Sponsored by Port Alberni Shelter Society
and the Opioid Dialogue Program



COMMUNITY COMMITTEES

Term ends October 2019 *Term ends October 2020*

FINANCE

Staff resource:	Chris Anderson	Claudine Watts	Shae Doiron
Council representative:	Cynthia Dick	Aaron Watts Resigned	Darlene Taylor
Council alternate:	Melanie Cranmer		Dean Charles
			Alternate: Vacant
			Youth rep: Vacant

LANGUAGE & CULTURE

Staff resource:	Darrell Ross	Doug Wilson	Jean Thomas
Council representative:	Corey Anderson	Linsey Haggard	Alternate: Vacant
Council alternate:	Hugh Braker	Robert Watts	Youth rep: Vacant
		Marlene Dick	

EDUCATION & DAYCARE

Staff resource:	Wendy Gallic	Jackie A. Watts	Gina Pearson
Council representative:	Corey Anderson	Robyn Samuel	Wilma Gus
Council alternate:	Luke George		Maria Gomez
			Alternate: Vacant
			Youth rep: Tamiko Rampanen

HOUSING & INFRASTRUCTURE

Staff resources:	Deshana Sanderson, Lisa Gallic	Mike Watts Sharon Fred	Connie Sam Jean Thomas
Council representative:	Melanie Cranmer		Aaron Watts
Council alternate:	Luke George		Alternate: Vacant
			Youth rep: Tamiko Rampanen

MEMBERSHIP SERVICES (Health, Social Services, Membership)

Staff resources:	Bella Fred, Jane Jones	Claudine Watts	Valentine Gomez
Council representative:	Eunice Joe	Sharon Fred	Esther Thomas
Council alternate:	Corey Anderson	Doug Wilson	Alternate: Wilma Gus
			Youth rep: Vacant

FISHERIES

Staff resource:	Dave Rolston	Clinton Fred	Martin Watts
Council representative:	Richard Watts, Luke George	Les Sam	Valentine Gomez
Council alternate:	John Gomez	Alternate: Erma Robinson	Shae Doiron
		Youth rep: Brandon Pelech	

EMERGENCY PREPAREDNESS AND CLIMATE CHANGE

Staff resource:		Peter Wilson	Leisa Hassall
Council representative:	Hugh Braker	Gail Gus	Dean Charles
Council alternate:		Robyn Samuel	Youth rep: Vacant
		Alternate: Christine Fred	

PERSONNEL

Staff resource:	Darren Mead-Miller	Pamella Lange	Maria Gomez
Council representative:	Eunice Joe	Nancy Wilson	Esther Thomas
Council alternate:	Ken Watts		Wendy Gallie
			Alternate: Holly McLaughlin

FORESTRY

Staff resources:	Dwayne Hearn, Chris Anderson, Vicki Snowden, Darrell Ross Sr.	Les Sam David George	Kelly Foxcroft-Poirier Clinton Fred
Council representative:	Cynthia Dick, Richard Watts	Alternate: Vacant	Anne Robinson
Council alternate:	Eunice Joe		

MARKET BOARD OF DIRECTORS

Staff resource:	Chris Anderson	Dennis Bill	Wendy Gallic
Market representative:	Claudine Watts	Richard Watts	Darleen Taylor
Council representative:	Ken Watts	Holly McLaughlin	Alternate: Hugh Braker

?AAQIN?APHAK? - WHAT ARE YOU DOING?

SCHEDULE OF EVENTS

NOV 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

DEC 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- Nov 18 - **Tseshahst Elders Luncheon** - Great Room - 11AM
- Nov 19 - **CCP Wish List Community Dinner** - Great Room - 5 PM - 7 PM
- Nov 19 - **Declaration of Tseshahst Women Engagement Meeting** - Great Room - 7 PM
- Nov 23-24 - **Dreamcatchers Christmas Craft Fair** - Maht Mahs
- Nov 30-Dec 1 - **Tseshahst Canoe Family Christmas Bazaar & Loonie/Toonie** - Maht Mahs
- Dec 1 - **Community Meeting** - Great Room - 7 PM
- Dec 6 - **Tseshahst Elders Christmas Dinner** - Location TBA - 5 PM
- Dec 15 - **Tseshahst Community Christmas Dinner** - Maht Mahs - 5 PM
- Dec 20 - Admin Office Closed @ 12 noon - **Christmas Break**
- Jan 6 - **Admin Office Reopens @ 8 AM**
- 1st Monday of the month - **Elder's Chumustup** - Great Room - 10 AM-12 PM
- Wednesdays - Family Center - **Women's drop-in** - 6:00pm-8:00pm
- Wednesday's - **Community Dance Practice** - Cultural Center - 6 PM - 8 PM
- Thursdays - Family Center - **Youth drop-in** - 5:00pm-12:00midnight
- Fridays - Family Center - **Relapse prevention for NA** - 6:00pm-8:00pm
- Saturdays - Family Center - **Drop-in Counseling** - 5:00pm-12:00midnight
- Sundays - Family Center - **Families effected by Addiction Support Group** - 6:00pm-8:00pm

WHO'S IN THE OFFICE:

MONDAYS		RCMP	JAY/PETE/BETH
TUESDAYS	1:00PM - 3:00PM	NTC HEALTH NURSE	FRANCINE
WEDNESDAYS	1:00PM - 4:00PM	PES CLIENTS CHECK-IN	REGAN PLEY
THURSDAYS	1:00PM - 3:00PM	NTC HEALTH NURSE	FRANCINE
FRIDAYS			

*Alberni Community and
Women's Services Society*



Would like to invite you to an Open House

on Wednesday December 4, 2019
from 11:00 am to 2:00 pm
at 3082 3rd Avenue

Come meet our staff and tour our facility
Light refreshments will be provided

RVSP by November 29th



Pet Care

During the winter months pets require bedding that will keep them warm and dry in a wet and cold climate. Pet beds and blankets may not work because they can get wet and freeze. If your pet stays outdoors please research the proper bedding to use throughout the winter months. Some pet owners use hay or straw, please research which the best option for your beloved pet. A friendly reminder tenants in social housing are permitted to keep one pet; any additional pets must be approved by the Housing Department. Pet ownership is not permitted in any of the multi-plex buildings.



Tseshah Patient Travel Process 2019

When you have an appointment out of town you MUST bring in attendance form. You have appointment faxed to me @ 778-419-2725

When attending a dentist out of town you must be referred by a local dentist in order to qualify for patient travel out of town also you need to have the clients Care Card number in order to process. This is to the closest source.

Bring your signed Attendance form back to Patient Travel Clerk

Attendance forms are up at front desk. Not bringing this back will affect your next Patient travel request.

When filling out Patient Travel forms – do not leave anything blank as all information is required to process your patient travel cheque. incomplete forms will not be processed.

Example: A detailed explanation on why you are going to the specialist.

Example: Address and phone number of specialist.

Please remember when your appointment requires travel on the B.C Ferries you must to return the receipts. If you do not return the receipts your next travel with ferry will be reimbursement ONLY until we have the receipts.

Patient Travel requires 5 days to process. Cheque pick up day before appointment after 2:00pm.

The role of the Patient Travel Clerk is to ensure that your request is processed.

Community members who submit for Patient Trust MUST ensure that the Patient Travel Clerk has all the information required. Please read the bottom of the Patient Travel form.

You are responsible to get your patient travel request in before your appointment date in order for your cheque to be ready on time, If you are late bringing your request in on time, your travel will be done as a reimbursement and will be processed after you bring in your SIGNED Dr confirmation form

Fax – 778-419-2725

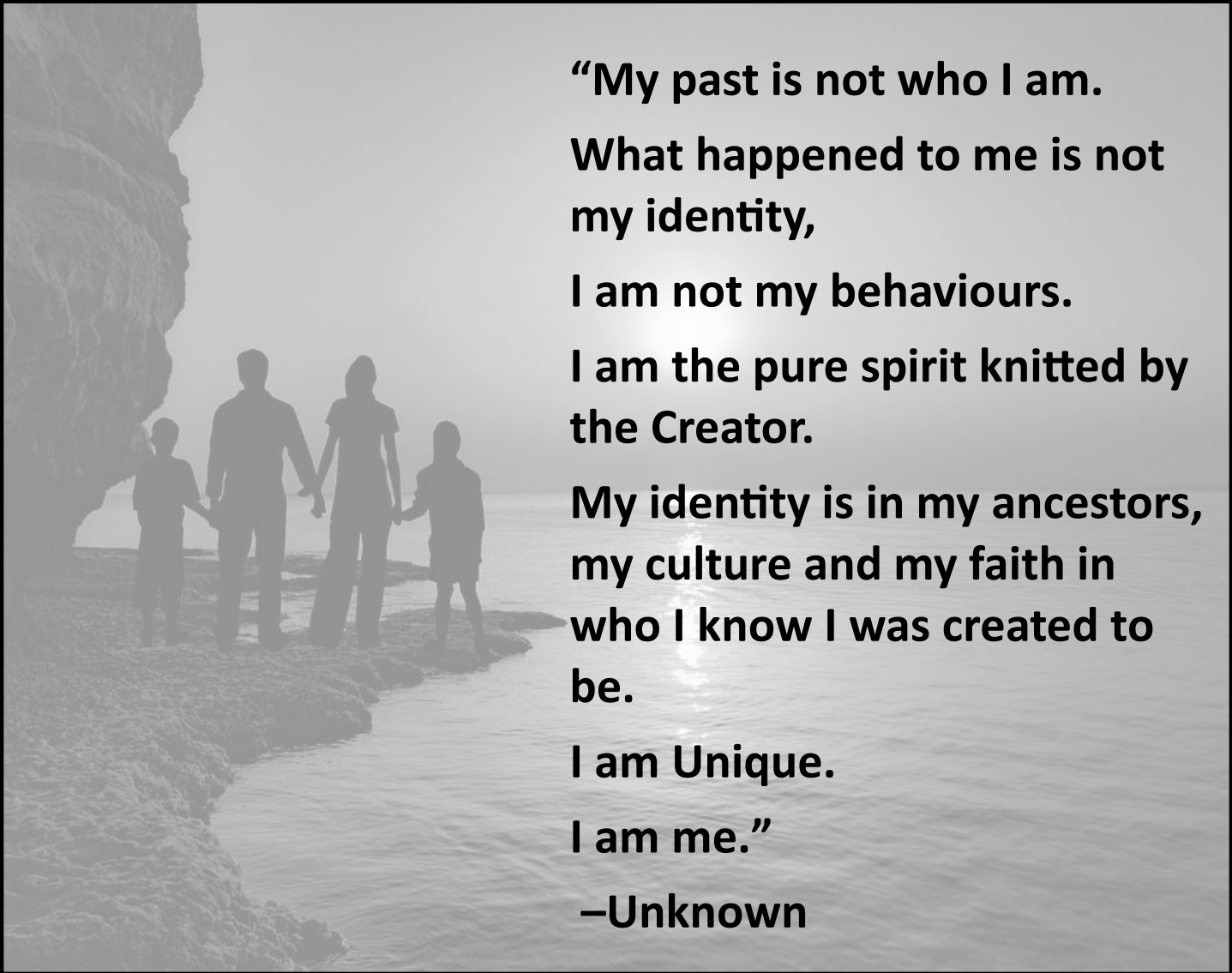
Need to stay overnight? If you need a room, please let me know ASAP. On the Patient travel forms it states that the hotel rooms need 72 hours' notice if you cannot make it to the room, If for some reason you cannot make it to the hotel and do not inform Us at the office or the hotel YOU will be responsible to pay back the cost of the room. So please read the Patient Travel form before you bring it in.

PLEASE SIGN your Travel form at the bottom

The role of the Patient Travel Clerk is to ensure that your request is processed.

Community members who submit for Patient Travel MUST ensure that the Patient Travel Clerk has all the information required. Please read the bottom of the Patient Travel form.

Patient Travel Clerk ~ Gloria Fred



**“My past is not who I am.
What happened to me is not
my identity,
I am not my behaviours.
I am the pure spirit knitted by
the Creator.
My identity is in my ancestors,
my culture and my faith in
who I know I was created to
be.
I am Unique.
I am me.”
–Unknown**

Youth Outreach & Counselling @ The Family Center

When: 5:00pm-12:00 midnight

Who: Any Youth or Adult

Wednesdays: Women’s drop-in 6:00pm-8:00pm

Thursdays: Youth drop-in 5:00pm-12:00midnight

Fridays: Relapse prevention for NA 6:00pm-8:00pm

Saturdays: Drop-in Counselling 5:00pm-12:00midnight

Sundays: Families effected by Addiction Support Group 6:00pm-8:00pm



Most people know about Crime Stoppers:

"If you have information about this, or any other Crime, call 1-800-222-TIPS"

"We want your information, not your name. Call 1-800-222-TIPS"

When you think of Crime Stoppers, you might think about T.V. shows like "Cops" and "America's Most Wanted", but Crime Stoppers is Canadian too. Crime Stoppers is an anonymous way for people to report information about crimes. While Crime Stoppers is not the police, they do work closely with police forces all over Canada.

Healthy Communities have to have ways to support victims of crimes. The first step in supporting victims is reporting the crime. Reporting the crimes doesn't necessarily mean 'putting bad guys in jail'. Reporting crime is the first step in making sure the culprit does not create any more victims.

Reporting crime in small or isolated communities can be very challenging. "What if he finds out I called it in?"

"Will I be safe?"

"Will everyone get mad at me?"

All legitimate concerns if the culprit is your spouse, your sibling, your parent, your neighbor, your father's best friend – well you get the idea. So how can you "rat" these people out and why would you?

The reality is that you aren't "ratting" anyone out. You are doing your part to keep your community safe and healthy. You are supporting victims and you are stopping people from creating more victims and you can do your part and stay anonymous by calling Crime Stoppers.



1-800-222-TIPS (8477)



bccrimestoppers.com

RCMP



ROYAL CANADIAN MOUNTED POLICE

PORT ALBERNI RCMP INDIGENOUS POLICING SECTION

Cpl. Jay Donahue



Cpl. Jay Donahue is the Non Commissioned Officer in charge of Port Alberni Indigenous Policing services, living and working in the Valley for the past ten years. He is an Aboriginal person and of Metis decent. His maternal family are Cree, from the traditional territory of the Michel First Nation in Alberta. He has 23 years of policing services and a passion for working with Aboriginal peoples.

Jay previously worked as an RCMP officer in Campbell River and New Hazelton; working extensively with the Wei Wai Kum, Campbell River, Gitksan and Wet'suwet'en Nations. His priority is the same wherever he works, ensuring stronger and safer communities for our Aboriginal people.

"If you show respect, you get respect"
- Jay

Cst. Pete Batt



Cst. Pete Batt comes to you from the traditional territories of the Mi'kmaq Peoples. Pete is passionate about issues that affect Indigenous Youth and sees our Youth as the future for all of us. Cst. Batt holds a Bachelor of Science from Dalhousie University and enjoys boating, hiking, hunting and fishing with his family but spends much of his free time celebrating his culture by playing bagpipes in the West Coast Highlanders Pipes and Drums along with his family.

"By knowing and understanding our own cultures, we gain respect for the cultures around us." - Pete

Cst. Elizabeth O'Connor



Elizabeth O'Connor joined the RCMP in 2015 and was posted to Port Alberni out of Depot. She is originally from Hamilton Ontario, the traditional territories of the Haudensaunee and Anishnaabeg people.

Before joining the RCMP Cst. O'Connor worked as a Paramedic with BC Ambulance, a Support Worker with youth leaving the criminal justice system, and as a Corrections Officer.

Through her employment and volunteer work in drug and alcohol detox programs, she learned a great deal about the complexity and barriers people face every day. Cst. O'Connor was drawn to a career in emergency services out of a desire to impact others in a positive way and to promote positive change and progress.

"I feel fortunate to have been assigned to the Indigenous Policing Section and I am excited to learn and be involved in this partnership"
- Beth



WORKING TO BUILD SAFER, HEALTHIER, INDIGENOUS COMMUNITIES

Community Dance Practice

Wednesday's
@ Cultural Center
6:00 PM - 8:00 PM

*Snacks provided
Everyone Welcome!*

Elder's Chumustup & Chat



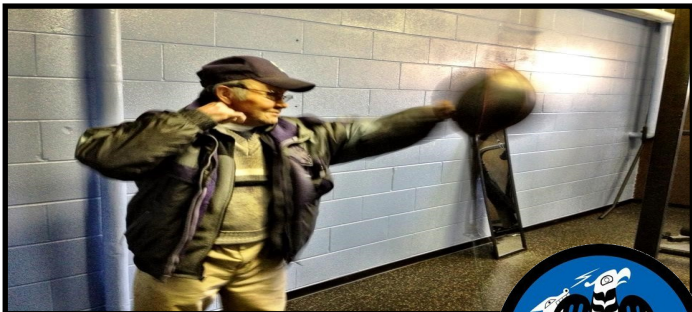
1st Monday of the
month

10AM - 12PM

Great Room
Chumus Potluck
Everyone Welcome!

(Please note if the 1st Monday
lands on a holiday we will meet
the following day)

FITNESS GYM HOURS



Mon, Wed & Fri

5:00PM - 7:00PM

Summer Hours starting May 27

Everyone Welcome!



GENERAL NOTICE

All tenants, occupants and homeowners who reside on Tseshaht reserve lands are responsible for the care and upkeep of the property grounds, including mowing lawns, yard care, and garbage disposal.

We would like to ensure all community residents take pride in their homes and maintain their property. By having yards cluttered it attracts rodents, wildlife, poses health and safety hazards to the households, the environment and families in the neighborhood.

Please conduct regular yard maintenance, remove all unnecessary belongings and debris/garbage from yards.

We appreciate your cooperation.



We are looking for engaging people!

- Do you have great communication skills?
- Travel is a must, do you like to travel?
- Are you an energetic people person?
- Are you Indigenous? Or do you have Indigenous ancestry?

The GT-04 salary range is \$62,556 to \$71,124.

Federal Public Servants receive pension and group insurance benefits as well. For your information:

<https://www.canada.ca/en/treasury-board-secretariat/topics/pension-benefits.html>

We would love you to join our team!

What is the job?

Transport Canada is hiring two (2) Boating Safety Officers to promote safe boating practices with coastal Indigenous communities in the Lower Mainland of BC and on Vancouver Island. The position is based out of our Marine Safety and Security Regional Office in Victoria, BC and involves travelling to communities, occasional overtime, and some weekend work.

What does that mean?

The **two (2) Boating Safety Officers** will engage with Indigenous communities throughout the South Coast of British Columbia and will lead outreach activities to increase boating safety awareness among all community members, including school aged youth, experienced fishers, recreational boaters, and Elders. One of the primary goals of this position will be to collaborate with communities to create a safe boating message that resonates with community members and promotes on-the-water safety in ways that reflect the unique interests and values of the community.

How long is the position?

We are looking for two individuals to join us for approximately two years, with the possibility of extension. Extension will depend on funding.

Do you have the following education, experience, abilities and skills?

- Have you completed a secondary school diploma? Or do you have employer-approved alternatives such as an acceptable combination of education, training and/or experience?
- Do you have recent (within the last three years) and significant experience (at least one year) in the following areas?
 - Researching, analysing and making recommendations.*
 - Writing reports and/or creating educational materials.
 - Using Microsoft Office, specifically PowerPoint, Excel and Word.
 - Building relationships with Indigenous peoples or non-governmental organizations.
 - Coordinating and delivering training and education.
 - Operating pleasure craft, small commercial vessels or fishing vessels.

*Being able to research and answer questions on marine regulation and laws.



Here's what you must have to be a Boating Safety Officer...

- General knowledge of the following:
 - o *Canada Shipping Act (CSA), 2001* and regulations relating to small vessel safety
<https://laws-lois.justice.gc.ca/eng/acts/c-10.15/>
 - o safe boating practices and procedures – Safe Boating Guide Link
<https://www.tc.gc.ca/media/documents/marinesafety/TP-511e.pdf>
 - o small vessel safety equipment – Small Vessel Regulations
<https://laws.justice.gc.ca/eng/regulations/SOR-2010-91/index.html>
- The ability to:
 - o demonstrate integrity and respect
 - o think things through
 - o work effectively with others
 - o show initiative and be action-oriented

Here's what you must be able to do:

- interpret, apply and explain legislation
- analyze information and make recommendations
- develop and deliver presentations
- communicate effectively orally in English
- communicate effectively in writing in English

Bonus skills and experience! They are not required, but we could use more of these qualifications or skills:

- Post-secondary training or diploma in education, communication or in any other field relevant to the position
- Experience designing and delivering public consultations
- Experience working with multi-disciplinary teams

What the job requires:

- Willingness and ability to:
 - o travel alone for extended periods of time.
 - o travel by helicopter, small aircraft, vessel and special purpose vehicles in various weather conditions and over various terrains.
 - o board unstable platforms such as boats and floating docks.
 - o work overtime, including weekends and/or irregular hours on short notice.
- Possession of a valid Provincial/Territorial driver's license.
- Possession of an approved Pleasure Craft Operators Card (PCOC).
- Reliability security clearance is required for all Federal Public Service positions and can take a minimum of three weeks to process

Where to send your cover letter and resume and when:

Please email us your cover letter detailing your education and experience. Your skills and abilities be assessed through an exam, interview and reference checks.

APPLICATIONS WILL BE ACCEPTED BY EMAIL TO: michele.fung@tc.gc.ca and sadie.donovan@tc.gc.ca by **November 29th, 2019**.



Our intention is to communicate with candidates via email. Candidates who apply on this selection process must include in their application a valid e-mail address and make sure that this address is functional at all times and that it accepts messages from unknown users (some email systems block these types of email). It is the candidate's responsibility to provide any changes to their personal information to the contact indicated on this job advertisement.

What you need to know about the process

Candidates will be asked to provide references.

Candidates who possess the required education and experience will be invited to an interview to discuss skills and abilities.

A written examination on the following will be administered:

- o *Canada Shipping Act (CSA), 2001* and regulations relating to small vessel safety
- o Safe boating practices and procedures; and
- o Small vessel safety equipment.

Candidates must meet all of the requirements in order to be appointed to a position.

Let us know if you meet the bonus qualifications as that might help us fill the positions.

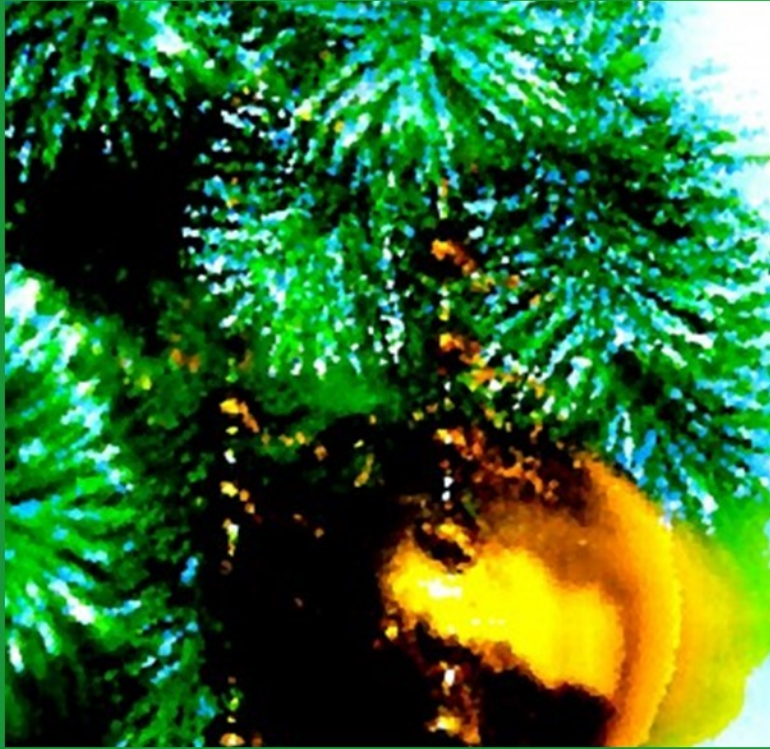
We are not able to acknowledge receipt of applications. We will, however, notify those candidates selected for an interview.

Candidates are welcome to participate in the application process in either of Canada's official languages – English or French. Please indicate your preferred official language in your application.

Please let us know if accommodation measures are needed to enable you to be assessed in a fair and equitable manner.



Dreamcatchers
Christmas
CRAFT FAIR
LOONIE TOONIE
NOV 23rd / 24th
5000 mission rd
9am-6pm



**Elders Christmas
Party**

Friday Dec 6 (5:00PM)

Venue TBA



**COMMUNITY
CHRISTMAS
DINNER**

SUN. DEC. 15 @ 5PM

MAHT MAHS GYM



CHRISTMAS CRAFT FAIR

SAT, NOVEMBER 30th

&

Sun, DECEMBER 1st

Craft Fair Garage Sale Loonie Twoonie Baked Goods

**FREE
ADMISSION**

SATURDAY 10-4 SUNDAY 11-4
MAHT MAHS GYM
5000 Mission Rd

**FREE
ADMISSION**

\$15 per table per day OR \$20 per table for two days
(paid in advance, e-transfer available)



Vendor Contacts

Esther Thomas : 250-724-5272 Home
or 250-731-5433 Cell

Corey Anderson : tseshahtcanoefamily@gmail.com



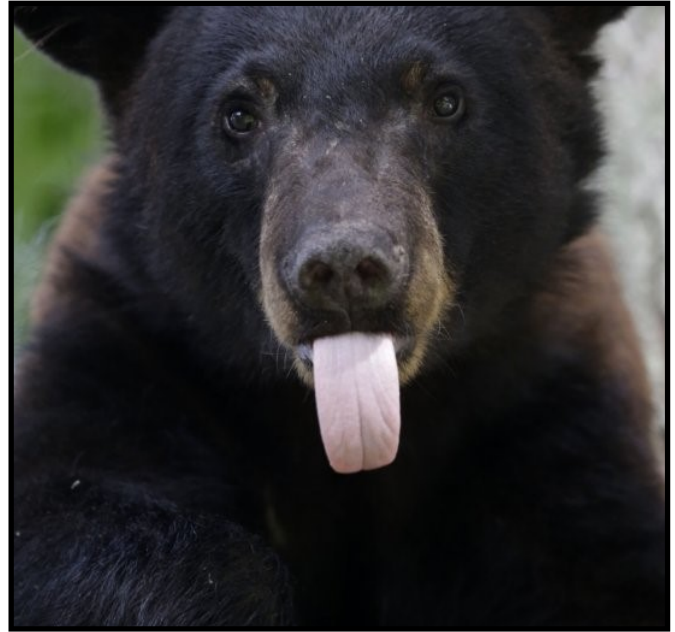
Reminder to everyone:

Be wildlife aware!

There have been two incidences this past week with a very domesticated momma bear around the office as well as a cougar sighting between the Tseshaht Market and Orange Bridge Cannabis.

If you encounter wildlife, please get to a safe place, being as loud as possible. Then call:

Conservation at 1-877-952-7277



TAX EXEMPT

HYDRO, TELEPHONE, OR CABLE

Your Hydro, Telephone or Cable are tax exempt if you live in the Tseshaht First Nation Community and have a status number.

Leave a copy of your status Card, Hydro, TELUS or Cable (Shaw etc.) at the Admin Office and a letter will be sent to the provider to remove the tax.

Please contact Jane Jones at 250.724.1225 or email jjones@tseshaht.com . If you require further information.



CRIMESTOPPERS

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

 **1-800-222-TIPS (8477)**

 **bccrimestoppers.com**



May 2019 to April 2020 Tseshaht FN

Note: Your Recycling Pickup Day is shown shaded in BLUE

MAY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

JULY						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

AUGUST						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER						
S	M	T	W	T	F	S
1	2	3	4		6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

OCTOBER						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JANUARY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29


MARCH						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		


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



RECYCLEBC™



ALBERNI-CLAYOQUOT
REGIONAL DISTRICT





Recycle *right* at the curb

YES! Recycle these at the curb



MIXED PAPER



EMPTY AEROSOL CANS
NO HAZARDOUS MATERIALS



CARDBOARD
& BOXBOARD



PAPER BEVERAGE
CUPS & LIDS



TIN & ALUMINUM
CONTAINERS/FOIL



PAPER PACKAGING
THAT CONTAINED
LIQUIDS



PLASTIC BOTTLES,
CONTAINERS
& TUBS <25L



PLASTIC GARDEN
PLANT POTS & TRAYS



Recycling tips

- Place recyclables into totes loose; **do not bag materials**
*Exception: shredded paper must be contained in a clear plastic bag or paper bag
- Ensure recyclables are clean
- Remove all caps, lids and spray nozzles. Plastic caps and lids can go in the tote once separated
- Place tote at the curb by 7:00 am on your collection day
- Flatten containers as much as possible to save space
- Ensure all items fit securely in the tote. Ensure light items are weighted down
- No hazardous materials

NOT at the curb! Bring to 3rd!

These items can be recycled at the 3rd Ave. Recycling Depot or the AV Landfill Recycling Depot



PLASTIC BAGS &
OVERWRAP*



GLASS JARS &
CONTAINERS*



STYROFOAM*

Recycling locations for other items

Electronics (TVs, computers, printers) - 3rd Ave. Recycle Depot, 3620 3rd Ave. and the Bottle Depot, 3533 4th Ave.

Small Appliances & Power Tools - 3rd Ave. Recycle Depot, 3620 3rd Ave.

Residential/Household Paint, Flammable Liquids, Pesticides or Gasoline - 3rd Ave. Recycle Depot, 3620 3rd Ave.

Lights, Lamps, Ballasts and Fixtures - 3rd Ave. Recycle Depot, 3620 3rd Ave.

Donate textile items to the *Diabetes Canada Clothesline* at the Drop Box located at the 3rd Ave. Recycle Depot. Clothesline accepts: Gently used clothing, bedding, sleeping bags, belts, ties, handbags, yarn, blankets, drapes, jewelry, hats, pillows, shoes and all footwear.



Reminder- Please Do Not Put Plastic Bags and Overwrap in your curbside tote. (Bring them to the Recycle Depots)

Not sure what goes in your recycling tote?

ACRD: 250-720-2700

WEB: www.recyclinginbc.ca

EMAIL:

recyding@acrdr.bc.ca

Don't bag your curbside recycling

Why? Bagged recyclables can't be sorted by automated machines and end up in the landfill. Keep recyclables loose in your curbside tote and take plastic bags to the recycling centre. **Learn to recycle *right* at the curb.**



For a complete list of what can be recycled and where, visit www.acrd.bc.ca/recycling-directory



 Recycling Directory

What to do with items that are **not included** in the Curbside (Blue Box) program.

Anti-freeze	Alberni Chrysler – 2611 Port Alberni Hwy., Port Alberni AV Landfill – 7080 McCoy Lake Road, Port Alberni Canadian Tire – 3550 Johnson Road, Port Alberni Terrapure Environmental– 4715 Roger Street, Port Alberni Method Marine Supply - 380 Main Street, Tofino
Appliances (Small)	ACRD Recycling Depot – 3620 3 rd Avenue
Batteries – Automotive	AV Landfill - 7080 McCoy Lake Road, Port Alberni Canadian Tire – 3550 Johnson Road, Port Alberni Terrapure Environmental- – 4715 Roger Street, Port Alberni Kal Tire – 4938 Dunbar Street, Port Alberni ACRD Recycling Depot – 3620 3 rd Avenue The Bottle Depot - 3533 4th Ave, Port Alberni Ucluelet Petro Canada, 2040 Peninsula Road, Ucluelet WC Landfill - 1500 Alaska Pine Rd, Tofino
Batteries – Household	Alberni-Clayoquot Regional District – 3008 Fifth Avenue, Port Alberni AV Landfill - 7080 McCoy Lake Road, Port Alberni ACRD Recycling Depot – 3620 3 rd Avenue The Source – 3555 Johnston Road Unit 102, Port Alberni Windsor Plywood – 2020 Peninsula Road, Ucluelet
Beverage Containers	The Bottle Depot - 3533 4th Ave, Port Alberni Ucluelet Bottle Depot – 325 Forbes Street, Ucluelet
Cassette Tapes, VHS Tapes, CDs, DVDs, Flopping Disks, Game Cartridges	ACRD Recycling Depot – 3620 3 rd Avenue The Bottle Depot – 3533 4 th Ave., Port Alberni Ucluelet Bottle Depot – 325 Forbes Street, Ucluelet
Cell Phones	Alberni-Clayoquot Regional District – 3008 Fifth Avenue, Port Alberni AV Landfill - 7080 McCoy Lake Road, Port Alberni The Source – 3555 Johnston Road Unit 102, Port Alberni Tom Harris Cellular - 4006 Johnston Road, Unit B, Port Alberni Windsor Plywood – 2020 Peninsula Road, Ucluelet
Clothing and Textiles (Gently Used)	ACRD Recycling Depot – 3620 3 rd Avenue <i>(Canadian Diabetes Clothesline Program)</i>
Computer equipment	ACRD Recycling Depot – 3620 3 rd Avenue The Bottle Depot - 3533 4th Ave, Port Alberni Ucluelet Bottle Depot – 325 Forbes Street, Ucluelet
Electronics	ACRD Recycling Depot – 3620 3 rd Avenue The Bottle Depot - 3533 4th Ave, Port Alberni Ucluelet Bottle Depot – 325 Forbes Street, Ucluelet
Gasoline, Pesticides, Solvents (Flammable Liquids)	ACRD Recycling Depot – 3620 3 rd Avenue The Bottle Depot - 3533 4th Ave, Port Alberni
Glass Bottles and Jars (non-deposit) <i>(does not include drinking glasses, dishes, cookware, whole or broken window glass or mirrors)</i>	ACRD Recycling Depot – 3620 3 rd Avenue AV Landfill - 7080 McCoy Lake Road, Port Alberni Tofino Recycle Depot – 240 Warren Way, Tofino, BC Ucluelet Recycle Depot - 333 Forbes Road, Ucluelet, BC
Grass Clippings and Leaves	AV Landfill - 7080 McCoy Lake Road, Port Alberni WC Landfill - 1500 Alaska Pine Road, Tofino
Light Bulbs - all	Canadian Tire - 3550 Johnson Road, Port Alberni ACRD Recycling Depot – 3620 3 rd Avenue Ucluelet Bottle Depot – 325 Forbes Street, Ucluelet Tofino Co-op Hardware - 140 1st Street, Tofino

Medication, Antibiotics, Needles	Medicine Shoppe – 4833 B Southgate Road, Port Alberni Save on Foods Pharmacy – 3756 10 th Ave. Port Alberni Shoppers Drug Mart – 3717 10 th Ave., Port Alberni Shoppers Drug Mart – 3855 – 9 th Ave., Port Alberni Barry's Drugs – 1685 Peninsula St., Ucluelet People Drug Mart – 1892 Peninsula St., Ucluelet Tofino Pharmacy – 360 Campbell St., Tofino
Metal	AV Landfill - 7080 McCoy Lake Road, Port Alberni ACRD Recycling Depot – 3620 3 rd Avenue WC Landfill - 1500 Alaska Pine Road, Tofino
Oil Heaters	Terrapure Environmental – 4715 Roger Street, Port Alberni
Oil – Motor (incl. filters & containers)	Ace Automotive – 4691 Dundalk Road, Port Alberni Alberni District Co-op – 4885 Beaver Creek Road, Port Alberni AV Landfill – 7080 McCoy Lake Road, Port Alberni Canadian Tire – 3550 Johnston Road, Port Alberni Terrapure Environmental – 4715 Roger Street, Port Alberni
Outdoor Power Equipment	ACRD Recycling Depot – 3620 3 rd Avenue
Paint (Household) & Paint Aerosols	ACRD Recycling Depot – 3620 3 rd Avenue The Bottle Depot - 3533 4th Ave, Port Alberni
Pesticides (Domestic)	ACRD Recycling Depot – 3620 3 rd Avenue The Bottle Depot - 3533 4th Ave, Port Alberni
Photocopiers & Fax Machines	ACRD Recycling Depot – 3620 3 rd Avenue The Bottle Depot - 3533 4th Ave, Port Alberni Ucluelet Bottle Depot – 325 Forbes Street, Ucluelet
Plastic Bags and Film Plastic	ACRD Recycling Depot – 3620 3 rd Avenue Tofino Recycle Depot – 240 Warren Way, Tofino, BC Ucluelet Recycle Depot - 333 Forbes Road, Ucluelet, BC
Printer Cartridges	Staples Business Depot - #501, 3555 Johnston Rd, Port Alberni
Propane Tanks (incl. small green)	AV Landfill - 7080 McCoy Lake Road, Port Alberni
Refrigerators/Freezers/Dishwashers	AV Landfill - 7080 McCoy Lake Road, Port Alberni WC Landfill - 1500 Alaska Pine Road, Tofino (Refrigerators & Freezers \$20.00 ea.)
Small Appliances	ACRD Recycling Depot – 3620 3 rd Avenue Ucluelet Bottle Depot – 325 Forbes Street, Ucluelet
Smoke Alarms	ACRD Recycling Depot – 3620 3 rd Avenue Home Hardware – #114 - 3550 Johnston Ave, Port Alberni Ucluelet Bottle Depot – 325 Forbes Street, Ucluelet Tofino Bottle Depot – 671 Industrial Way, Tofino
Styrofoam (Foam food containers, trays and foam cushion packaging)	ACRD Recycling Depot – 3620 3 rd Avenue AV Landfill - 7080 McCoy Lake Road, Port Alberni Tofino Recycle Depot – 240 Warren Way, Tofino, BC
	Ucluelet Recycle Depot - 333 Forbes Road, Ucluelet, BC
Thermostats (Mercury)	Alberni-Clayoquot Regional District – 3008 5th Ave., Port Alberni
Tires	AV Landfill - 7080 McCoy Lake Road, Port Alberni Jack's Tires – 3279 Kingsway, Port Alberni Kal Tire – 4938 Dunbar Street, Port Alberni Ucluelet Petro Canada, 2040 Peninsula Road, Ucluelet WC Landfill - 1500 Alaska Pine Road, Tofino
Wood & Yard Waste	AV Landfill - 7080 McCoy Lake Road, Port Alberni J.W. Berry Trucking Ltd. – 4586 Glenwood Drive, Port Alberni WC Landfill - 1500 Alaska Pine Road, Tofino

UPDATE GARBAGE PICKUP SCHEDULE

		REVISED		2019		Garbage Pick-up/Holiday																							
January		February		March		April																							
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S		
		1	2	3	4	5						1	2			1	2	3	4	5	6			1	2	3	4	5	6
6	7	8	9	10	11	12	3	4	5	6	7	8	9	3	4	5	6	7	8	9	7	8	9	10	11	12	13		
13	14	15	16	17	18	19	10	11	12	13	14	15	16	10	11	12	13	14	15	16	14	15	16	17	18	19	20		
20	21	22	23	24	25	26	17	18	19	20	21	22	23	17	18	19	20	21	22	23	21	22	23	24	25	26	27		
27	28	29	30	31			24	25	26	27	28			24	25	26	27	28	29	30	28	29	30						
May		June		July		August																							
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S		
			1	2	3	4						1					1	2	3					1	2	3			
5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10		
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17		
19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24		
26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31				25	26	27	28	29	30	31		
September		October		November		December																							
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S		
1	2	3	4	5	6	7			1	2	3	4	5					1	2	1	2	3	4	5	6	7			
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14		
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21		
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28		
29	30						27	28	29	30	31			24	25	26	27	28	29	30	29	30	31						

Dates are subject to change

CONNECT WITH US!



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



www.Tseshaht.com



Tseshaht First Nation



tseshaht_first_nation



2019 COUNCIL AGM REPORT

TSESHAHT FIRST NATION

Chief Councillor: **Cynthia Dick**
Portfolio(s) held: Finance
Forestry
November 2, 2019

Introduction

With just over 6 months remaining in our term on this council I would like to say it has been an amazing learning journey to be in this position. Together as council, administration and community it is so important to look back and acknowledge the successes we share and regroup to remind ourselves of our goals and next steps for moving forward. I would like to acknowledge all of the council members, staff and community members for their commitment to our Nation. Together we continue to improve on the services and support to our members which makes us stronger as a Nation. I am optimistic about how far we have come and the direction we continue to go as one.

Portfolio Reports

Finance Committee

- With resignations we have had a very difficult time achieving quorum for finance committee meetings. In October 2019 new committee members were elected and we had our first committee meeting and plan to meet more regularly
- Review budgets, audits and quarterly financial statements and provide recommendations to Chief and Council for decision
- Currently reviewing and updating the Tseshaht Finance Policy
- Council remuneration was reviewed by community and increased by motion; direction provided to review chief councillor remuneration
- Priority to address annual \$600,000 deficit each year
- \$1,000,000 paid last fiscal year towards long term debt

Forestry

- Regular meeting schedule to be set, updates to be provided quarterly to council
- In 2016 community motion to add 5 community members to committee
- Current review of Economic Development Corporate Structure and decision-making processes
- Funding provided by MFLNRORD in SFAI to do work in land use planning, cedar management strategy and referral process, drafts to be reviewed
- MIRR negotiations on BCTS logging in Tseshaht territory have been stalled as we continue to hear inconsistent messages from the Ministry about their mandate
- Review of Forestry program ongoing, development of 5 year plan

Other Boards and Committees

NTC Board of Directors

- NTC Board of Directors meet once a month, appointed by Tseshaht First Nation Council until next Tseshaht election

NTC Human Resource Committee

- The NTC Human Resource Committee meets on an as needed basis, elected by the NTC Board of Directors

Bread of Life Board of Directors

- Bread of Life Board of Directors meet once a month for approximately 2 hours, approached by the Board of Directors to consider appointment on the board, elected to a 3 year term ending 2021
- Serve 33,000 meals per year to community members in the Alberni Valley, many of which include Nuu-chah-nulth and Tseshaht members

Declaration of Tseshaht Women

- Direction provided to invite all community members to one more meeting to provide input before bringing to community.

Reconciliation Committee Co-Chair

- Completed mandate to provide a reconciliation report to Port Alberni City Council
- Representatives for Tseshaht include myself and Anne Robinson
- Joint meeting between City of Port Alberni Council, Tseshaht First Nation and Hupacasath First Nation to review recommendations.
- Report has been sent to all Councils for review and feedback for moving forward with recommendations
- Advancing reconciliation in the Alberni Valley, example street names, moving forward with process for the school name change

Other Projects

Policy Manual

- Review of current policies, which policies need to be developed, reviewed. We have sent a list of policies to Castlemain for them to provide a quote to complete this work
- Policies include: Credit Card, Facility Use, Housing, Finance, Human Resource, Drug and Alcohol, Bullying and Harassment, Communication, Fisheries, Businesses on Reserve
- Received funding to update HR Policy

Port Alberni Port Authority

- Appointed by Province of BC to sit on the PAPA Board of Directors until 2021
- Goal to change the letters patent to include permanent First Nations representations on all Port Authorities in Canada

Alberni Clayoquot Regional District

- Working with ACRD and UBCM to lobby for Tseshaht voting representation on the ACRD

BC Gaming Revenue Sharing

- Council passed a BCR to sign onto the Limited Partnership and should be receiving the first year of revenue sharing Fall 2019
- The split between First Nations in British Columbia will be based on 50%- divided equally, 40%- based on population, and 10%- remoteness formula
- Funding needs to be spent in the following areas 1.health and wellness, 2.infrastructure, safety, transportation and 3.housing,4.economic and business development, 5. education, language, culture and training, 6. community development and environmental protection, and capacity-building, fiscal management and governance.
- Ken Watts engaging staff, council and community on priorities for this funding
- Commitment from Province of BC for 25 years of Revenue Sharing Agreement

Community Initiatives

- Continuing Council Cooks Breakfast for the Community
- Bread of Life; sponsor meal every December in place of Council Christmas Dinner

Presence at Harbour Quay

- Commitment from City of Port Alberni to include Tseshaht in the process for Request for Proposals in the development of Harbour View Lands
- Clock Tower project (on hold)
- Mural at CME building (on hold)
- Office space at harbour quay

Haahuupayak Expansion

- School built in 1997 with approximately 87 students, today 22 years later, approximately 150 students enrolled.
- Vision to have K-12 immersion school for our students
- Currently restricted by Federal funding and current funding formula for on reserve infrastructure.
- Lobbying both Federal and Provincial governments

Microhydro Project

- BC Hydro discontinued the standing offer program

Healing Event

- Funding received from FNHA to host AIRS Reclaiming Lost Souls Healing Event September 27-28, 2019 in Port Alberni
- Hundreds of people attended from all Nations across British Columbia

Regular Meetings Attended on Behalf of Tseshaht

- **Union of BC Indian Chiefs** (quarterly)
- **BC Assembly of First Nations** (quarterly)
- **First Nations Summit** (quarterly)
- **Assembly of First Nations AGM-** (annual)
- **Advisory Planning Commission** (monthly)
- **City of Port Alberni** (on hold)
- **Nuu-chah-nulth Health Caucus**
- **BC Cabinet and First Nations' Leaders Gathering 2018** (annual)-November 2019

Council Project List

Ken Watts	<ul style="list-style-type: none"> • Governance Manual • Cannabis • Clutesi Haven Marina • Economic Development Structure • Protocol Agreements (PAPA, City, ACRD, Nations) • Landfill
Hugh Braker	<ul style="list-style-type: none"> • Election Code • Emergency Plan • Matrimonial Property Law • Kwispa LNG
Eunice Joe	<ul style="list-style-type: none"> • Membership Code
Corey Anderson	<ul style="list-style-type: none"> • Comprehensive Community Plan • Tseshaht Longhouse
Cynthia & Richard	<ul style="list-style-type: none"> • Forestry <ul style="list-style-type: none"> ➤ Committee Terms of Reference ➤ Land Use Plan ➤ Cedar Strategy ➤ Referral Process ➤ MIRR Negotiations
Land Claims Panel (Hugh, Ken and Richard)	<ul style="list-style-type: none"> • Land Claims • Specific Claims • Comprehensive Title Claim • Maa-nulth Infringement
Ken and Corey	<ul style="list-style-type: none"> • Sproat School • Somass Hall • Catalyst Lands • Education Enhancement Agreement
All Council	<ul style="list-style-type: none"> • Parks Canada Management Plan • Policy Manual • Committee Terms of Reference • Strategic Planning • Micro-hydro Project
Richard, Hugh and Luke	<ul style="list-style-type: none"> • Fisheries Agreement
Cynthia and Corey	<ul style="list-style-type: none"> • Haahuupayak Expansion
Cynthia, Eunice and Melanie	<ul style="list-style-type: none"> • Women's Declaration
Melanie Cranmer	<ul style="list-style-type: none"> • Housing Policy

Comments/Recommendations

- September 2019 community meeting a motion was made to declare the seat of John Gomaz on Council as vacant in accordance with the Custom Election Code that a seat shall be declared vacant if 3 consecutive meetings are missed without just cause. At the same meeting a motion was also made not to have a by election to fill the vacant seat as we are so close to the next election

- Need to complete Comprehensive Community Plan, Governance Manual, Mission and Vision statements for Tseshaht, Committee Terms of References, and Policy Manual
- Finalize work on Custom Election Code and Membership Code
- Communication- continue to improve on a communication strategy between council, administration and community
- Strategic plan for each council and regular review
- Stronger orientation for council, administration and community on Tseshaht history
- Need to focus on reducing annual deficit and increase revenue for Nation



2019 COUNCIL AGM REPORT

TSESHAHT FIRST NATION

Councillor:	Corey Anderson
Portfolio(s) held:	Education & Daycare Language & Culture
Other boards/committees:	haahuupayak Board (Council Rep.) Youth, Sports & Recreation CCP
Alternate Portfolios:	Membership Services

Introduction

It has been a great 3 years so far as a council member for Tseshaht. Taking on the Language & Culture portfolio this year has been very rewarding and has allowed me to expand my cultural knowledge. I have enjoyed serving our community as best as I can and continue to learn about our culture teachings and language. I look forward to this next year ahead.

Portfolio Reports

Education & Daycare

Chairing of Education Committee meetings continues and is pleasing to see our youth and adults continue to seek additional education and schooling.

Tseshaht continues moving forward with the design phase for the haahuupayak school expansion.

Language & Culture

Acquired Language Initiative Funding has allowed Tseshaht to create a full-time immersion learner position, a language coordinator position, and a data tech position, as well as open Tseshaht's own language house, named "yaaʔat", after Kathy Robinson Sr.

Additional funding received from the Coast guard for the Beach Keepers program has allowed Tseshaht to purchase a 36' fibreglass canoe which was used on Tribal Journey's to Lummi, WA this summer. The funding also allowed Tseshaht to purchase 3 cabins, 2 of which are already assembled on Keith Island.

Our language has reached a critical stage in its existence. At this time, only 5 fluent speakers have been identified which works out to be 0.2% of our total population. A full-time language program strategy is being developed to help accelerate our language fluency efforts in order to allow our language to survive through the generations to come.

Chairing of the Language & Culture Committee meetings continues.

Reports on Other Boards/Committees

Youth, Sports & Recreation

With the addition of the community services manager, Wendy Gallic, Lillian Dick is able to dedicate more time opening the youth centre and develop more youth programming.

This year's Junior All Native Tournament participant celebration was held at the longhouse for the second year in a row. Our youth were held up and honoured for their efforts in fundraising and participation in JANT.

haahuupayak Board

Due to other meeting conflicts and a potlatch preparation, I was only able to attend a few haahuupayak School Board meetings as Tseshaht council rep. However, despite this year's low student enrollment, the school is financially healthy and has acquired more funds through Tseshaht, brought on by revisiting the schools financial funding formula.

Comprehensive Community Plan (CCP)

Work on the comprehensive community plan was delayed due to a turnover in CCP champions but is now gaining traction and the goal is to have a final draft ready for ratification in the Spring/early Summer.

Meetings Attended on Behalf of Tseshaht

Ministry of Forests, Lands & Natural Resources

- participated in discussions with the ministry regarding environmental assessments and tenures for the landfill. The ministry has recently obtained provincial funding to assist Tseshaht to undertake independent environmental studies and research in regards to the A.C.R.D.'s consolidated landfill application.

Tri-Council Meeting on Reconciliation

- council members, staff and representatives of Tseshaht, the City of Port Alberni, the Port Alberni Friendship Centre and Hupacasath met to discuss the draft report on reconciliation. The report was reviewed and recommendations around reconciliation and moving forward together were discussed.

2019 Cruise Ship Committee

- a debrief meeting with all participating party organizers and a meeting of the 4 participating first nations were held separately to discuss the maasdam cruise ship visits. From the Port Alberni Port Authority, Alberni Valley Chamber of Commerce and City of Port Alberni perspective, the cruise ship visits were very well received by the cruise line who was particularly impressed with the first nations welcome, on water and land. Although this specific cruise line does not plan to return to Port Alberni in the future, there is interest by other cruise lines with a passenger demographic more suitable to our community offerings.

Economic Development

- participated in the initial meeting between Tseshaht and Hello Nature Adventure Tours business to discuss any possible business opportunities or partnerships.

Comments/Recommendations

With just under 7 months left in our terms, having the community's input on creating one attainable goal for each council member and their portfolio, would allow us to focus our energy on what is important to the community.

There is a lot of important work which needs to be started/completed in our community, especially the healing of our spirits and physical well being. The only way we are going to be self sufficient is to help each other heal and work together to become as strong as our ancestors were. Although Tribal Journey's isn't part of my council work, participating in it for two years now has showed me that success will come if we work together.

We must realize that the colonial way of governing ourselves ties us to a system designed for us to fail and it should only be temporary. Bringing back our hereditary system of government and combining it with modern methods of governing needs to happen in order to make us stronger.

Implementation of our Comprehensive Community Plan will set out a guide for future councils & chiefs to follow, so the communities voice and vision will be heard for many years to come.

Our language is what distinguishes us from the rest of the world and without it, we are no longer whole. We have reached a stage of dire concern when it comes to fluent speakers in our community. We must set aside as much financial resources as possible in order to recover from a loss of language fluency.



2019 COUNCIL AGM REPORT

TSESHAHT FIRST NATION

Councillor: **Eunice Joe**
Portfolio(s) held: Membership Services
Personnel
Other boards/committees: Declaration of Tseshaht
Women
DATE: **November 2, 2019**

Introduction

Since the February 2019 Tseshaht Annual General Meeting (AGM), I have continued to support the Membership Services Committee, Personnel Committee and other ad hoc Council engagements.

Portfolio Reports

Membership Services

The Committee continues to consider membership additions, transfer requests under the current (1987) Membership Code. The committee has continued work to on drafting recommended revisions to update the Membership Code.

The Membership Services Committee has made good progress on recommended updates to our current Membership Code. This is significant document that requires a very thoughtful and thorough approach to our review.

Key areas for community deliberation and direction:

- 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. Acknowledgment of opposing views and the need for further consideration.
- Implementation of an application fee for registration with the exception of individuals entitled to register.

Membership Services Committee has worked with the Language & Culture committee to draft a clear and concise statement that provides historical context to ground the work in traditional customs, values and protocols. Next steps include bringing the most current draft to the Elders Committee and Council for review prior to bringing to community. As changes to the Membership Code require a high threshold of approval we want to ensure time is taken to clearly articulate the recommended changes and the rationale for those changes.

Membership Services Clerk and Council representative supported three (3) community engagement on Government of Canada Collaborative Process on Indian Registration, Band Membership and First Nations Citizenship in February 2019. There were a total of 33 participants that included Elders, on and off reserve members, and community leadership. All participants were given copies of the consultation process background information and discussion questions. Final Report was submitted to Indigenous Services on March 28, 2019. Summary of feedback and recommendations is noted below:

Stream 1: The removal of the 1951 cut-off from the Indian Act

Recommendations

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

Recommendations

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. Tseshah 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 Tseshah 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.*

Other areas of focus for Membership Services include Social Development and Health. Social Development program is driven by NTC/Federal policy. I work with the Program Manager of Health & Social Development on updates related to First Nations Health Authority, the Nuu-chah-nulth Health Caucus, and Nuu-chah-nulth Health Directors Table.

Goal:

Complete recommended revisions by March 2020 and prepare for community adoption as soon as possible in the next few months.

Personnel Committee

Since February 2019 the Committee has completed recruitment for the positions of:

- Fisheries Manager
- Comprehensive Community Plan Champion
- Early Childhood Education Worker (daycare)
- Language Coordinator
- Language Worker
- Language Data Tech.
- Community Services Manager
- Office Services Assistant

Recruitment is currently underway for:

- Early Childhood Educator, Infant & Toddler Program

Key Challenges:

- Need for Human Resource Policy and Terms of Reference review and update to reflect current organizational structure and to more clearly articulate recruitment processes.

Goals:

- To support review of Human Resource Policy.

Reports on Other Boards/Committees

Tri-Council Meeting on Reconciliation

Port Alberni City Council, Tseshaht Council and Hupacasath Council met on March 27, 2019 to review draft Reconciliation Committee report. Feedback included:

- Consideration for designating two (2) School Board Trustee positions for Tseshaht and Hupacasath.
- Consideration for the City to look at implementing a representative work force based on the percentage of First Nations population in the area.
- Recommendation to look at opportunities for cultural safety and humility training, education and awareness initiatives.

Comments/Recommendations

I continue to stress the importance of working with community to articulate the Vision of our Nation. I believe this activity will facilitate a sense of unification and direction for Council, Administration and Community. It would assist with prioritization of investments, community, strategic & work planning, program design and development. I look forward to ongoing work to serve our community.



2019 COUNCIL AGM REPORT

TSESHAHT FIRST NATION

Councillor:	Wahmeesh (Ken Watts)
Portfolio(s) held:	Economic Development
Other boards/committees:	Protocol agreements Governance NTC Homelessness Working Group Market Board of Directors Personnel Committee (alternate) AV Chamber of Commerce
Alternate Portfolios:	Membership Services

Portfolios/Council Lead/Projects/Initiatives

1. Economic Development
 - a. Cannabis/Orange Bridge Cannabis
 - b. Sproat School development (mixed residential/commercial)
2. Protocols agreements
 - a. City of Port Alberni/Tseshaht Accord
 - b. PAPA/Tseshaht Accord
 - c. Explore an economic protocol with other First Nation(s)
 - d. Tseshaht Council and Ha'wiih Protocol
3. Port Alberni Landfill
4. Governance
 - a. Governance Manual
 - b. NTC Constitution Working Group
 - c. Protocol/Welcome request process
5. NTC Homelessness Working Group
6. Honouring and Recognition of Tseshaht Members
7. FPCC Language Proposal(s) of ALI and BCLI
 - a. Language House
8. Wish list Exercise (staff, Council and community) for Gaming Revenue sharing

2018-2019 Success Stories

1. PAPA and Tseshaht Accord (January 2019)
2. City of Port Alberni and Tseshaht Accord (February 2019)

3. Securing language funding for 2019-2020 fiscal year from First Peoples Culture Council (\$140,000+)
4. Opening of Orange Bridge Cannabis (September 2019)
5. Opening of Language House (September 2019)

2019-2020 Plans/Next Steps

1. **Landfill**-Tseshaht will be having high level discussions with the Province of BC as the ACRD is applying to merge 8 tenures into one for 5 years and then apply for a crown land grant/convert to fee simple. Our legal counsel has supported us in expressing our concerns, the lack of consultation, funding and how our consent is required.
2. **Governance Manual**- a group of council reviewed the last draft of the Governance Manual and provided recommended edits that will come to community hopefully for review and adoption very soon. We had 8 community engagements on the document and in my opinion, it is near a final draft and we will not know the success of the document unless community approves it.
3. **Honouring/Recognition**- I have brought a document forward to Council and administrations consideration which will create regular community recognition awards and a “wall of honour” for members we would like to honour who are no longer here with us today.
4. **Formalizing protocol/welcome process**- Tseshaht is often called upon to do a welcome at various events in our territory. It is important that we work with our Ha’wiih, council, admin and community to ensure that we always have Tseshaht representation at these types of events.
5. **Wish list**- As I am nearing a final “wish list” from Council and Staff, we will be having a special community meeting or agenda topic where members will be able to provide their feedback to a wish list exercise that will assist the Nation in expenditures of the BC Gaming Revenue Sharing we will be receiving every year now. These funding has restrictions on what it can and cannot be spent on but this wish list exercise will provide guidance to the Nation on how these funds are to be used.
6. **Negotiate Section 119 agreement with BC**- Orange Bridge Cannabis and Tseshaht are facing some provincial issues that can be addressed under section 119 of the Cannabis Control and Licensing Act which permits the government to enter into agreements with Indigenous Nations. I hope we can get a final agreement to the Nation before the end of the fiscal year to advance Tseshaht interests in cannabis.
7. **Sproat School site/project**- I previously submitted a report in my quarterly report for the bulletin which outlines the next steps for the Sproat School site and the community approved highest and best use study which recommended a mixed commercial/residential development. I hope we can secure more funding and also have the land rezoned and school demolished before the end of 2020.
8. **Economic Development Corporation**- Tseshaht has a number of businesses that are all managed, administrated, and governed in different ways. I hope that in the near future we can secure funds and resources to create a corporation and have a board that governs all of our businesses.



2019 COUNCIL AGM REPORT

TSESHAHT FIRST NATION

Councillor: **Richard Watts**
Portfolio(s) held: Fisheries
Forestry
Market Board of Directors
DATE: **November 2, 2019**

Portfolio Reports

Fisheries

This year we went through a terrible sockeye fishery. The expected return didn't materialize and the total allowable catch was reduced. The Chinook fishery was better. These two fisheries are based on the DFO formula and in no way reflect our population growth or economic needs.

Market Board of Directors

I am happy to say we finally got our tax exempt to a competitive level. So now you can fill up at our market and feel good about supporting our business.

We have done our best as Chief & Council to make Tseshaht's voice heard and get the best results for us in regards to businesses, etc. We need to get more revenue generated for ourselves to pay our own way as usual. As possible I will do my best to accomplish this.



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 Tseshah culture and values throughout all relevant policy and procedures. Also, the NTC Infrastructure department is helping Tseshah 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.

Tseshah 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 Tseshaht 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 Tseshaht 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:** Tseshaht 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 (Tseshaht 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.

Ahmber 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 Tseshaht 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 Tseshaht 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

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 Tseshah 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.

ACCOMPLISHMENTS

- 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 Alberni 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 Tseshahst 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 Tseshahst culture, history and political matters.

HIGHLIGHTS

- Assisted in various funding opportunities including a \$212,000.00 First Peoples language grant and development of Tseshahst 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
- Tseshahst 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 Tseshahst archive data, comprehensive mapping for comprehensive claim court case and preparing for further interviews
- Provided input to; Tseshahst members on historic Tseshahst 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 Tseshahst calendar 2019 and working on 2020

CHALLENGES

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

- 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 FNEC 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?ALAT TAA?AAQSAYAK MAHTI

KATHY ROBINSON LANGUAGE HOUSE UPDATE

HIGHLIGHTS

- The main highlight was our 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 our 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 of 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, we developed a plan and activities that 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