



Tseshaht First Nation

Community Report

Greetings Tseshaht,

The arrival of spring signals a time of growth and transformation for Tseshaht First Nation. Council and Administration have worked steadily to update policies that reflect the governance priorities of our members. We have made steady progress through negotiations, proposal and grant writing, and planning to improve our nation's programs, services, infrastructure, and economic development opportunities. We look forward to connecting in person more often as we resume monthly community meetings on various topics.

We could not pass on the opportunity to share these pictures of the Tseshaht Lightning U13 Tseshaht Pride U17 basketball teams who competed in the Junior All Native Basketball tournament in March. To all of our young athletes, including Tseshaht members who played with other teams, we couldn't be prouder of your efforts and we raise our hands to the coaches and families that support you in the pursuit of your goals.

Kleco kleco





OUR PEOPLE

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- Human Resources
- Membership Services
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OUR PLACE

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OUR FUTURE

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COMMUNICATIONS & WELCOME CENTRE

Highlights from the Communications and Welcome Centre:

- Supported AIRS announcement, on February 21, 2023.
- Collected information for community calendar and newsletters.
- Supported drafting of facility rental and funerals policies to be presented to Chief and Council in April 2023.
- Updated website and continued work on the 'Members Only' section to feature newsletters.



HUMAN RESOURCES

Our nation's needs are growing and changing as we develop new projects to support our community. New staff hired since January 2023: Ed Samuel, Bus Driver, James LaFlamme, Fisheries Manager, and Theresa Burnip, Interim Daycare Manager. We encourage members to apply for jobs that are posted.

April 2023 Employment Opportunities:

- Early Childhood Educator, with Infant/Toddler Daycare Support Worker, Apr. 14
- Community Safety/Security Team, EOI, closed Apr. 7
- Communications Liaison, EOI, closed Apr. 4
- Daycare Services Manager, closed Apr. 6
- Emergency Response Coordinator, closes Apr. 19
- Fisheries Lead Guardian, closes Apr. 21
- Fisheries Assistant Guardian, closes Apr. 21
- Resource Management Officer Technician, closes Apr. 21
- Early Childhood Educator Daycare Support Worker, closes Apr. 21
- Youth and Recreation Worker, closes Apr. 14

MEMBERSHIP SERVICES

Children & Families

- Tseshaht is excited to see our new partnership with Kw'umut Lelum providing child and family services to our children in care and families within their service area, which includes the urban areas of Parksville, Nanaimo, and Duncan. Tseshaht continues to plan and strategize on prevention services to help keep Tseshaht children out of care.
- We are excited that the new Somass Hall will have dedicated space for providing programs, services and more to children, youth, and families.
- Children and Family Prevention services are being re-developed pending funding from Usma Nuu cha nulth Family and Child Services.

Daycare

- Tseshaht would like to take the time to honour Lizette Cartlidge who is moving on from Daycare Manager to pursue other work after serving our Nation for many years. We hold our hands up and thank her for her years of service.
- We have secured provincial funding for building improvements at the Daycare. Planning is underway.

Health & Social Development

Highlights of spring programming:

- Spring break activities,
- Inspirational workshops,
- Community and youth wellness day,
- Men's group,
- House of Regalia night,
- Personal trainer at the Maht Mahs,
- Yoga at the Family Center,
- Creating a New Path workshop, and
- Wills and Estate workshop.

Upcoming programming includes a Health Fair April 20 and 21, 2023.

Tseshaht continues to advocate for increased health programs, services, and funding as we increase capacity and governance to pursue our own health agreement in the coming years.

Membership

- 1,261 total population - needs to be updated
- 567 members on-reserve
- 694 members off-reserve (Port Alberni and away)

SPECIAL PROJECTS - ?UU?ATUMIN YAQCK^wIIMITQIN

- We thank our community for coming together as one for the announcement of Phase 1 findings, on February 21, 2023 We recognize the significance of this work and consider it a sacred responsibility. We are proud of the humble and ethical approach our team has taken to develop research methods that respect and uphold survivors.
- We are actively working to secure funding for ongoing work that will include more scanning, delivery of records to our families of lost loved ones, more research, continued engagement and so much more.
- We are preparing to host a Provincial Caretaker meeting in late May with other Nations who had residential schools in their territory.
- Donations for the memorial fund can be made to donations@tshaht.com or by cheque payable to Tshaht First Nation with note "Tshaht AIRS Donation".



FISHERIES

- Tseshaht is finalizing our Economic Opportunity Agreement (EO) with plans to sign a new agreement for one year, which is a rollover of a previous agreement. This new agreement will have additional clauses around bycatch and fishing area - stay tuned for more information.
- We are proud to welcome our new Fisheries Manager, James LaFlamme who has extensive experience working with our community in both our gillnet and fish day fisheries.
- We have secured a new large 29-foot landing craft to assist with fisheries enforcement in our chinook fishery. The landing craft will also be used for transportation, emergency response and various other opportunities including bringing items to our territory in the Broken Group Islands
- We were successful in our application for funding for two (2) Resource Management Technician Officers. These positions will support enforcement efforts.
- Work continues with the We All Take Care of the Harvest (WATCH) program in partnership with the First Nations Health Authority.
- Negotiations with Parks Canada and Fisheries are ongoing.

HOUSING

- Council and Administration are proud to announce we are working with the Province of BC to pursue housing and land development off-reserve in the City of Port Alberni, Tseshaht territory. More information coming soon.
- Projects underway:
 - Housing assessment to determine what type of housing we need to construct.
 - Feasibility study on expanding Saiyatchapis with 35+ lots.
 - Potential building of two new homes on Watty's Road.
 - Construction of two new houses to be used as office space and a temporary replacement space for those using the Caldwell Hall/SEEDS building. These buildings will be converted to family homes once we secure long-term space.
 - Home energy efficiency work with Barkley Group, is ongoing.
 - Social Housing annual inspections will be scheduled and conducted in the coming months.
 - Housing Policy development for band-owned homes and rentals and member-owned homes is nearing completion.
- Completed projects:
 - Home Renovations under the NAHS Program, and 2 new builds, as well as the inspections on home renovations that were completed in 2021-2022, and 2022-2023 fiscal years.

LAND USE PLANNING

- Tseshaht Land Use Plan is nearly complete after extensive engagement of our members. Thanks to our Land Use Planning team and working group for guiding this work and special thanks to the 104 members who responded to the Land Use survey.
- Tseshaht is now exploring Additions to Reserve (ATR) for our Catalyst and Sproat School lands as we acquire private/fee simple lands in our territory.
- We are now doing feasibility studies for a new community centre along the highway between the 2 stations near the billboards and we are considering the feasibility of building a community marketplace for members to sell arts and crafts as directed under our Gaming Revenue Wishlist community exercise.



NATURAL RESOURCES

- We are still negotiating forestry with the Province of BC on a long-standing issue which we hope to conclude this fiscal year (2023-24).
- Tseshaht is very proud of our forestry operations over the last several years which has led to two distributions to our members. We have recently negotiated a new non-replacement forest license, which will provide new revenue to our nation.
- We are reviewing our forestry strategies and continue to push BC for respect of Tseshaht title and rights in terms of old growth management, economic access, and other opportunities.
- Thanks to our forestry team we secured firewood equipment and drone equipment to assist in a drone work project in our territory.
- Our team provided Elders with firewood this winter and created a program to process firewood in the spring for next Fall/ Winter. The team also supported AIRS land clearing during Phase 1.
- Tseshaht receives a high volume of referrals for activity in our territory and we are pushing BC to fund our engagement.

- Work underway includes:
 - High level referrals regarding the landfill
 - Specific claims
 - Old Growth Forum
 - Parks Canada Working Group discussions related to Canada's Recognition of Rights and Self-Determination (RIRSD)
 - Ongoing provincial forestry negotiations
 - Supervision and coordination of the Beach Keepers team
 - Beach Keeper completion of Coast Guard training and activities under the Planning for Integrated Environmental Response (PIER) funding program for 2022-2023.
 - Currently in negotiation with Parks Canada for funding for the 2023-2024 Beach Keeper Seasons
- Tseshaht thanks our funders for helping us secure funds over the last several years to keep our Beach Keepers on longer than usual. We thank our Beach Keepers for their important work looking after the hahoulthee.
- Tseshaht now implements a Beach Keeper Fee where all private tour/guide and kayak companies operating our territory in the Broken Group charge \$15 per day per visitor and direct those funds to Tseshaht which is 100% spent in the Beach Keeper Program. We will also be running a "Tseshaht 101" course for those companies in partnership with Denis St. Claire.
- The completion of the Iwachis settlement involved a lot of work by our administration team and we are proud of their efforts to roll out distributions to eligible members. Work is ongoing to issue payments to Estates and planning for establishment of the Trust for members under 18.
- As voted on by the nation, remaining funds will be allocated to community-identified priorities that may include new and upgraded infrastructure, housing, education and training, business/economic development, youth programs, culture and language, and health and wellness. Council will be developing a process/trust to benefit our Nation..

PUBLIC WORKS

- We are developing a facility use policy.
- We have a living infrastructure plan both short-term and long-term.
- We are in the design phase of bringing city sewer to all those homes on the Saiyatchapis subdivision and will secure funds for construction, this will be a project over \$2 million.
- We are working on a plan for teardown of SEEDS building/Caldwell Hall
- We are working on the feasibility of the Saiyatchapis subdivision expansion.
- We are advocating for Canada to fully fund a new community centre (gym, fitness gym, commercial kitchen, office space and gymnasium), our biggest issue is determining a feasible location (not in AIRS research area, geotechnically capable of handling such a large facility and ensuring the site can have water and sewer etc.)
- We are proud that we have almost completed Sproat School demolition project as we secured over \$900,000 for this long-standing initiative.



- We are finalizing the design of the new Somass Hall with the architects and will put the project out to tender in the coming months. We are hoping to start construction this fall/winter. We have secured \$3.4 million from government for this project and are now working with Canada on securing the remainder.
- Smoke Houses are complete and landscaping and scheduling plans are being developed for the upcoming fishing season.
- We are preparing for more storage units to house storage items from various program including Health and Wellness, Youth, and Emergency Response. We will be completing the renovations on the Keith Island Cabins, beginning the renovations on the Youth Center, Cultural Center, and Long House .

- Work continues to provide support for sewer line expansion, replacing collapsed culvert and old tree removal. Water quality testing is ongoing, and we are working on failed septic systems and having inspections done by FNHA. We continue work on dangerous tree removal, hydrant flushing, fixing potholes on Saiyatchapis and at Tiipis.
- We are preparing for upcoming Spring Clean-Up on April 21 and 28.

ECONOMIC DEVELOPMENT

- Tseshaht is continuing to advance our economic development restructuring and governance after numerous calls and mandate from our community through our approved CCP and Strategic Plan. We will formalize this under a new arms-length structure separate from our Nation's administration and council. It will be governed by a new board. Stay tuned as we formalize this governance process and secure office space.
- We are in the process of reviewing applications for the new Director of Tseshaht Economic Development Corporation.



EDUCATION

- We are excited to see our new bus and driver for shuttling to education, youth, employment and training programs.
- We will negotiate a new Local Education Agreement and Enhancement Agreement with SD70.
- We received formal confirmation of negative financial implications with Education Jurisdiction from Canada and BC. Tseshaht and Haa-huu-payak will continue to investigate and advocate for improved education governance and funding for our students.
- Tseshaht continues to lobby Canada for expansion from K-7 to K-12 but must complete a feasibility study first.
- Submitted a proposal to the First Nations Education Steering Committee to support students struggling with literacy and numeracy. Tseshaht would like to develop a tutoring program for all levels of support.

EMPLOYMENT & TRAINING



We are proud of the various employment and training programs we have had with trades and deconstruction of Sproat School, we are turning our attention to new skills training programs. These will include a Life Skills program (SEEDS) and Youth at Risk Skills Training & Employment program with INEO. We have identified project funding to support hiring a temporary Employment and Training coordinator, please watch for this posting in the coming weeks.

EMERGENCY PREPAREDNESS

- We have two senior managers training to handle our Emergency Response. We identified Emergency Operations Centre positions to be better prepared for an emergency. This new structure will continue to be developed over the coming year.
- During a recent water emergency, the internal team worked with the Council lead to coordinate and organize a response, provide communication, and to aid to members with water delivery.
- We received funding to hire an Emergency Response Coordinator for one year and to purchase emergency supplies.
- We utilized Covid Surplus funding to hire an Outreach Connections worker on a Contract for six months. This position helps members and supports families with their children who are experiencing barriers to education in Port Alberni, the position will also aid in communication with membership about event and activities.
- We hired two (2) Security Guards on six-month contracts for community patrols, to enhance safety in the community and ease community concerns with covid/crime prevention by this presence, and on call evening support for alarms.

To reach Security, phone:

250-730-2762 John

250-730-0955 Josh



FINANCE

- Tseshaht continues to take steps to implement our First Nations Financial Administration Law (FAL). This involves governance work and the development of new policies including finance. Once implemented we will provide more regular financial updates, audits and budgets to members with the goal of increasing accountability and transparency. We thank our membership for their patience as WCB recently had our finance department do two (2) WCB Audits that were very extensive and took them away from their work. This FAL work is required to become eligible for a Ten-Year Grant with the federal government, which would allow us to step away from the NTC "block agreement".
- We hired a support worker in Finance to help catch up on current year and to prepare for the 2022-2023 audit this summer.
- Working with MNP to support development of financial reporting to Council on an interim basis until the FAL is complete and the Finance policy is complete.
- Finalized the Letter of Agreement and the On Reserve Home Loan Program with BMO.
- Completed distribution of Forestry Revenue.
- Completed distribution of the Iwachis settlement funds to members and work is ongoing to issue payments to Estates and planning for the Trust for Children is ongoing.
- Our Corporate Finance Department is currently preparing Dec. 31 year ends for MNP for (6 corporations and 3 partnerships). Will be assisting with new corporate structure books, catching up on delinquent reporting for the Nation, and providing support to Nation Finance department.

GOVERNANCE

- Tseshaht has partnered with Indigenous consultant and leader Shana Thomas to work with the community working group to edit the last draft of the Custom Election Code which will go before council soon for next steps. We hope to have a new Election Code adopted this calendar year.
- We are excited to share all of the new elected positions to committees, which will become fully effective once the remaining elections and council appointments occur.
- Community passed a motion recommending community meetings return to monthly sessions.
- Policy work has continued to ensure our policies align with the Financial Administrative Law.
- Here are some of the policies under development:
 - Business License Policy completed,
 - Donation Policy completed,
 - Committee Terms of Reference (TOR) complete and in final stages,
 - Communication draft complete and in final stages,
 - Election Code draft 80% complete,
 - Facility Rental policy drafted,
 - Funeral Policy is being drafted,
 - Governance Manual draft 60% complete,
 - Housing draft 90% complete,
 - Human Resources draft 75% complete, and
 - Membership Code draft in progress

LANGUAGE

- Highlights of work in the Language Program include:
- Recording and documentation of Elders.
- Gathering phrases for word audio with no phrases on FirstVoices
- Uploading edited words and phrases on FirstVoices
- Verifying uploaded words and phrases prior to publishing on First Voices
- Developing lessons and curriculum for Language Intensive Program – testing with two speakers and working with linguist
- Delivering the Language Intensive Program to a year 1 and year 2 cohort concurrently. Immersion House once a month for Year 2's and Barkley advanced speakers – Jeneva Touchie from Yuu-cluth-aht First Nation has joined us.
- Next steps: Test and make edits to lessons in Milestone 2, solidify plan to expand program for year, and budget to plan to extend intensive days for next fiscal year.