

TSESHAHT FIRST NATION

# Council Report

September 2023



# TSESHAHT STRATEGIC GOALS



**ECONOMIC DEVELOPMENT**



**GOVERNANCE & COMMUNICATIONS**



**HOUSING & INFRASTRUCTURE**



**CULTURE & LANGUAGE**



**HEALTH, WELLNESS & SAFETY**



**TITLE & RIGHTS**



= also covered with Tseshaht's  
Comprehensive Community Plan





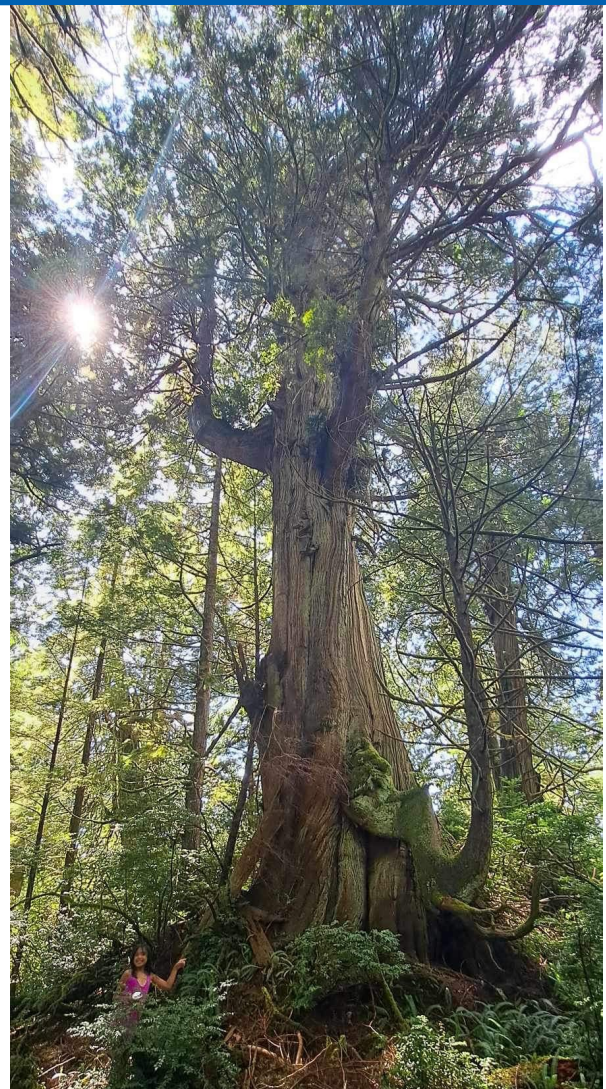
# CHIEF COUNCILLOR'S MESSAGE

Let me start out by saying how really proud I am of our Administrative team for organizing and of our people for joining our Away From Home Gatherings this past month. We were able to come together and share a meal in Nanaimo, Victoria and in Vancouver and I am pleased to hear from other Nations that they hope to do the same with their members and citizens. This was the third time in the last several years that we have visited members away from home to share a meal, give an update and more and we look forward to when we can do it again.

As Chief Councillor I try my best to only attend meetings out of town when travel support or reimbursement is available from other organizations, or when I am able to secure meetings with senior BC or Canada officials (ministers, deputy ministers or assistant deputy ministers).

Recently, the BCAFN has appointed me as a BC rep to the AFN Chiefs Committee on Justice nationally, and I attended the AFN AGA in Halifax from July 11-14, 2023. This was an exciting opportunity for me to not only advocate and lobby for Tseshaht issues, but justice issues that impact all Nuu-chah-nulth and all BC First Nations.

As you may be aware this meeting also had some media coverage due to the previous National Chief matters, which I will not discuss due to legal and confidentiality reasons. I will however say that we as Tseshaht are committed to moving our Nations forward across Canada.



Attending this meeting helped our Nation directly, as I was able to secure a side meeting with an Indigenous Services Canada (ISC) senior staff member on our infrastructure projects; in particular our Saiyatachapis sewer expansion project which is roughly a \$3 million project.

I am happy to announce we are now finalizing the funding details that will support this project and are hopeful to receive them in time for us to complete it this fiscal year.



# CHIEF COUNCILLOR'S MESSAGE

## Success over the last 3 years

Working hand-in-hand with our staff and external partners we have created over 30 new jobs/positions in our community with over 75% of those positions being filled by our own members, distributed more to our members, more than ever before, we brought millions of dollars for new and various projects, programs and initiatives in our community and are moving forward with housing both on and off reserve.

**We are moving forward as a community but we recognize no one person can take credit as its been a team effort and there is still much more work to do to address the housing, mental health and opioid crisis.**

## Opioid Crisis

We as Tseshaht pulled together all stakeholders in the valley to develop a Alberni Valley Opioid Crisis Strategy/ Strategic Plan. We are now working with a consultant to finalize a draft to bring to all stakeholders in the valley, so we all can get behind one united plan and strategically combat this interconnected issue.

## AIRS buildings/Maht Mahs Gym

Canada has made it clear they are committed to paying for costs of tearing down the SEEDS building/Caldwell Hall and funds for the celebration. They however are only going to fund building us a new multiplex/community center if we tear down Maht Mahs (also a former AIRS building), OR they will fund us renovating

Maht Mahs. In this case we would not receive a new facility.

I believe many in our Nation would rather see us build a new facility in our community instead of renovating a deteriorating residential school gymnasium; but that is up to our community to decide. We hope to meet early this Fall with community to get the mandate to proceed with securing funds to build a new building, and only tear down Maht Mahs once a new community center has been constructed.

## Election Code

Thanks to the community appointed working group and our indigenous consultant we are at a final draft to bring to community after legal counsel reviews the document and to amend as per our current Election Code requirements.

## Committees

Our new committees are getting off the ground and our new list can be seen on our website with new committee members having their first committee meeting and orientation this Fall. We are proud to see that we have now included many members with so much expertise on various committees and their willingness to give back.

**From nurses on health, to teachers on our education committee; we are finally leveraging some of the amazing individuals we have in our community with so much expertise and experience.**





# ECONOMIC DEVELOPMENT



*To create, manage and sustain generational wealth and prosperity through economic leadership, we will be investing in the long-term growth and financial stability of our membership and community.*

## Economic Development

- ◆ Hotel lot subdivision, awaiting confirmation, securing financing, finalizing partnership and break ground, supported by all governments, just speed of development can be slow
- ◆ Economic development corporate restructure- interviewing for board (1 councillor, one community member and three members in general which can be community or others), hire new CEO in future, create office space
- ◆ New opportunities- exploring potential road building/excavation company, also exploring potential lease and partnership for small equipment rentals along highway
- ◆ Secured funds to do study along highway by billboards for future economic development
- ◆ Still advancing a potential marketplace for members to sell arts and crafts behind Tseshaht market
- ◆ Exploring two forestry and one other economic opportunity, doing due diligence as we always look out for legal, financial, business development and community priority interests (see community approved CCP and strategic plan)



1. **Create partnerships and collaborative opportunities that increase economic development which supports education, training and employment** 
2. **Secure long-term, sustainable access to natural resource economies that honour our values and our relationship to the natural environment** 
3. **Invest in our people and infrastructure** 
4. **Create a corporate structure and related economic strategy** 



# ECONOMIC DEVELOPMENT

## Fisheries

- ◆ Pushed for funding for landing craft secured the entire boat funding over \$175,000 funds secured, will help pickup nets who break rules or go over opening time in upcoming spring, need support staff
- ◆ Collaborated with former manager Andy Olsen to apply for significant grant for monitoring (specifically documenting/tracking catches) on the water from our EO/FSC fisheries and eventually collaborating with other fisheries in our territories and in the region such as Hupacasath, Maa-nulth, commercial and sport recreation.
- ◆ Will be buying two new boats for river/harbour and Barkley sound/inlet and hiring several staff.
- ◆ Successful sockeye fishery, we were able to maximize our distribution to community
- ◆ Looking to chinook to be a sizeable run
- ◆ Halibut distribution last month after being delayed, which was out of our control
- ◆ Our of town delivery, was enjoyed and members were happy
- ◆ We are always working towards getting whatever seafood and fish we can get for community
- ◆ Fisheries process has been gaining momentum, slowly but surely, with management gaining structure and transitioning to our new manager, managing rules being implement and enforced

- ◆ Openings have been good and staff are creating a safety first mindset
- ◆ Control has created a respectful and fair, level playing ground for all fishers
- ◆ There is still work to do as we were under our Sockeye escapement goals

## Forestry

- ◆ Signed previous FTOA, led to NRFL, now finalizing block selection on 77,000 m3 with potential revenue of \$2 million over several years
- ◆ Looking at obtaining other licenses and fibre through various reconciliation efforts and collaboration with other companies
- ◆ Collaborating to bring in regular revenue to be able to do a distribution every year but it cannot be guaranteed, we push under our forestry strategy to bring in revenue to do an Christmas distribution as we have done 2 years in a row now
- ◆ Talks of reconciliation include ways to expand volume of timber
- ◆ Keeping in mind that 41% TFL 44 is in our territory



# ECONOMIC DEVELOPMENT

## Education

- ◆ We are strengthening relationships with SD70 and attending co-governance meetings discussing strategies on how to best support our students in the school district. Tseshaht has also been requested to attend district events to provide culture, language, education, and in recognition of Tseshaht's traditional hahulthli.
- ◆ Working with the Alberni Clayoquot Regional District's Landfill Working Group we have promoted Employment Equity including a system for future hiring and retention of Tseshaht people
- ◆ Close to completion of a Memorandum of Understanding (MOU) between ACRD and Tseshaht, which will create a mechanism for Tseshaht to be included in job postings, pre-screening and referring applicants
- ◆ New local government working group was formed, Inclusive Regional Government working group, we suggested their *Terms of Reference (TOR)* include Employment Equity similar to ACRD, to increase Tseshaht employment opportunities, they agreed
- ◆ Education Jurisdiction – Our working group has agreed to pause Education Jurisdiction due to the negative funding impacts for Haahuupayak as an independent school
- ◆ We will continue to monitor First Nations Education Jurisdiction authority to stay up to date on advancements in the area of Education Jurisdiction
- ◆ Tseshaht recently celebrated 18 graduates who received their dogwood certificates and 3 post-secondary graduates receiving a

Bachelor Education Indigenous Language, Master's Indigenous Business Leadership, and Masters Business Administration

- ◆ We are working with NTC's education department on a Learning Enhancement Agreement with other Nuuchah-nulth Nations who have school districts operating in their territories

## Haahuu-payuk Board

- ◆ **2023-24 Haahuupayak School year overview:**
- ◆ **K-Gr 7 Enrollment:** 151 students: 75 tseshaht students (49.7%).
- ◆ **31 staff:** 3 admin, 13 teachers, 13 support staff, 2 Social and Emotional support workers
- ◆ **Contract:** 1 Speech and Language Pathologist and 1 Occupation Therapist, Nuuchahnulth resource coordinator
- ◆ 14 students with ministry designations and IEP's- 4 requiring 1 to 1 support, and 6 with developed learning plans
- ◆ Over past 3 years students requiring extra Social and Emotional supports (CYC) has decreased from 50% (73 students) to 44% (66 students) and this year 36% (54 students)
- ◆ **Speech and Language:** last year 37 students receiving and for this year 20 students, not including the Kindergarten students yet.
- ◆ **Occupational therapy:** last year 25 students receiving support and 19 on list for this year's support, not including K's.
- ◆ Thank you to our Haahuupayak staff for your time and dedication to our children's education and future of Tseshaht.





# GOVERNANCE & COMMUNICATION

*To establish operational excellence and a positive organizational culture, with effective governance and inclusive communication. Policies and procedures will be updated to reflect sustainable growth and updated planning for the Nation*



## Governance and Finance

- ◆ Restructuring of committees and their Terms of Reference has now been completed, new structure implementation and orientation is currently under way
- ◆ Housing Policy - close to completion
- ◆ Draft Governance Manual – under review
- ◆ Economic Development Governance Manual – under review
- ◆ Custom election code final draft from community working group finalized, going to legal counsel for final review and then back to membership for vote
- ◆ Once all draft documents are reviewed, they will be readied and passed along to Council and then community for approval
- ◆ Membership code, new committee will review with legal counsel and hopefully have new final amendment voted on in the next year
- ◆ **Land use plan approved integral to our governance, community review open house, September 14, 2023 10am-8pm in the Great Room**
- ◆ FAL and finances, we are still working on implementing the FAL as we setup the new committees, create new policies and adhering to our new law. We thank you for your patience. Copies are available on website

1. Create a communication strategy that is inclusive and actionable



2. Establish a governance manual and related policies and codes that facilitate reciprocal accountability



3. Ratify the current draft Governance Manual, relating to policies and codes that facilitate reciprocal accountability and good governance



4. Revisit committee structure and where appropriate draft/redraft the terms of reference

5. Explore community governance and create opportunities for Hereditary and elected leaders to collaborate for the greater good



6. Establish a data governance strategy that captures key information to inform sound decisions





# HOUSING & INFRASTRUCTURE



*To ensure we have sufficient water, sewer, roads, facilities and housing to promote community health and safety, plans will be put in place to assess our current needs and guide our work in providing these necessary amenities and supports for Tseshah*

## Infrastructure

- ◆ Replacement of AIRS buildings/multiplex but Members will have to decide about tearing down Maht Mahs or get a new building **cannot do both**
- ◆ Infrastructure such as sewer on Saiyatchapis, water to Polly's Point
- ◆ Pushed Canada for \$500,000 for temporary space to get everyone out of SEEDS Building/Caldwell hall, working on location now

## Land/Territory

- ◆ ATR for Sproat School and Catalyst properties
- ◆ In interim, nonfarm use permit application for 50-100 campsites
- ◆ Looking at creating new office space by renovating former shop behind Cultural Centre, owned by Nation
- ◆ Land use plan, thanks to staff who have developed a final draft land use plan, a final engagement/open house will occur for members to have their final feedback on the land use plan and an option to provide their endorsement to the plan (see open house info on previous page)
- ◆ BGI trips, these were listed on gaming revenue wish list exercise, council and staff



1. Create a comprehensive housing plan to meet the needs of our Nation
2. Finalize a complete infrastructure plan
3. Develop and ratify a Land Use Plan
4. Access resources to address buildings/areas that are a safety concern





# HOUSING & INFRASTRUCTURE

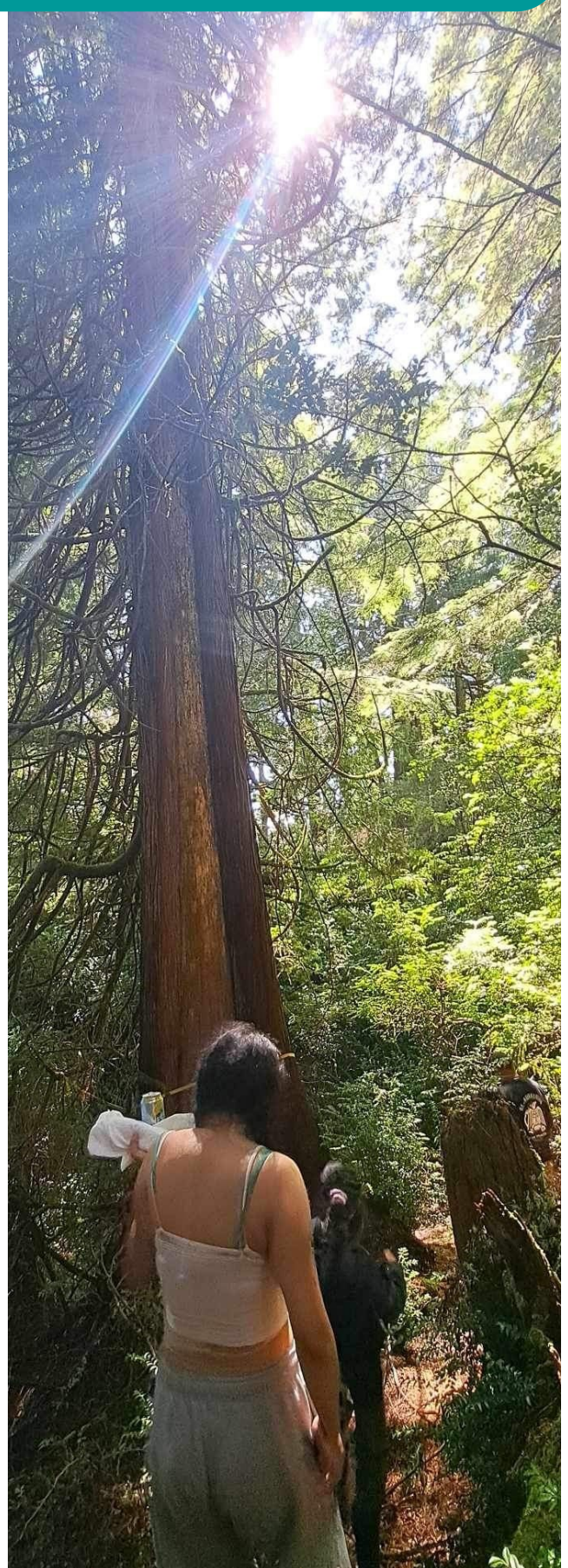
thought it was important to follow through, amazing trips and thanks to everyone who helped make it a reality

## Other

- ◆ Collaborating with survivors working group for AIRS memorial with all names
- ◆ Would like to see a memorial pole for those impacted by AIRS

## Housing

- ◆ Housing announcement, partnered with BC for funding of \$5 million to purchase urban land for the purpose of building housing for members
- ◆ Securing land from private owner for off reserve housing
- ◆ Working with city on obtaining land back for housing specifically
- ◆ Excited about developments on Saiyatchapis subdivision expansion and creation of new lots for members
- ◆ Collaborating with homeowners of condemned lots to build new much need housing
- ◆ Members need to realize biggest issue on reserve is lack of suitable land with proper water and sewer access, limited, that's why ATR and off reserve housing is moving forward
- ◆ Funding takes time and we want to ensure we have everything in place first





# CULTURE & LANGUAGE



*To strengthen and honour our language, culture and protocols through active teaching and practice, the Tseshaht First Nation will ensure our future generations are connected to their ancestors, helping to keep our way of life alive and well.*

## Grounded in culture and lead by culture

- ◆ Ensuring our AIRS work remains grounded in our culture
- ◆ Surrounded by Cedar (organization that monitors our kids in care, Saanich area), assisted in transfer of children’s traditional regalia home to Tseshaht that had been used in Victoria for cultural programming
- ◆ Was so empowering, hearing these children proudly speak of how the regalia was created by artists, some as no longer here or retired, some lost to addiction but they created something so strong to that has supported kids in finding their way to come home and find their identity
- ◆ Listening to this process helped us gain strength via sharing culture
- ◆ Over the summer the Tseshaht Language Team celebrated two years of completion of the Adult Intensive Language Program with 4 graduates.
- ◆ The team also accepted applications for year 3 cohort of language learners. Tseshaht is beyond proud of our Language Team and how far they have come and developed the language program within our community.
- ◆ Tseshaht will continue to advocate at a higher level for access to funding and resources to ensure Tseshaht has what we need to advance our language program and fluency.



**1. Secure predictable and sustainable long-term funding for our language program**



**2. Implement our 2022-2030 language strategy**



**3. Prioritize our language and culture at all times in all spaces**



**4. Create opportunities to share our culture and build a sense of community with those present in our ḥaḥuuli**



**5. Undertake community engagement to prioritize cultural protocols, laws and practices**





# HEALTH, WELLNESS & SAFETY



*We will promote health and well-being and improve the quality of life for our members, in a manner that is rooted in Tseshaht and western practices; including updating our policies and structures and our cultural practices involved in community development.*

## Human Resources

- ◆ 70-80% of Administrative Staff are Tseshaht members – 30+ new positions
- ◆ HR policy - draft in review



## Children and Family Services

- ◆ Kw'umut le lum protocol agreement was signed and we celebrated with them in Snuneymuxw
- ◆ This agreement will provide our in care children in the southern region with services
- ◆ We are developing a protocol agreement with USMA and other agencies that have Tseshaht children in care across the province
- ◆ We are consistently advocating for support services, resources, and continuously building relationships with organizations that will benefit the well-being of all members

## Health and Wellness

- ◆ We are developing a plan to provide our own health services – eg: own nurses and counsellors etc
- ◆ We have a seat on the West Coast General Hospital Safety Committee, which recommends and advises on how to be culturally sensitive and welcoming as well as artwork and signage within their facilities



1. Develop a community safety plan which includes but not limited to: safety of women and children, domestic violence, addictions, abuse, lateral violence and an animal bylaw 
2. Finalize human resource policy
3. Finalize a community health and wellness plan which includes but not limited to: food safety, security and sovereignty, emergency management and prevention
4. Revitalize cultural protocols to protect our community safety 
5. Advocate for and implementing the creation of a complete health department with adequate resources and capacity including full-time qualified professionals to address mental health, maternal health, addictions and all other health programs and service delivery
6. Embrace Tseshaht practices of connection and relationship to our Creator, each other and the environment



# HEALTH, WELLNESS & SAFETY

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## Emergency Response and Preparedness

- ◆ A busy season for Tseshaht Emergency Response and Preparedness Team, wildfires, highway construction, and security have been areas of focus.
- ◆ We want to thank our team for their continued dedication to Tseshaht's safety, health and wellness. Klecko Klecko!

## Cameron Bluffs Wildfire

- ◆ Date: June 3, 2023
- ◆ Total Hectares: 229
- ◆ Tseshaht was and continues to be in close contact and in collaboration with Ministry of Transportation and Emergency Management BC.
- ◆ Tseshaht's EOC Director and Assistant Director joined coordination calls daily, often multiple times a day in the first few weeks
- ◆ Our main priorities were access to essential goods for our members and of course an alternate route for emergency evacuations. In a joint letter addressed to Honourable Justin Trudeau, Prime Minister, Tseshaht and neighbours called for a permanent secondary access road.
- ◆ Joint Letter: Request for Secondary Access Route | City of Port Alberni
- ◆ Highway 4 is on track to fully reopen to two-lane travel at Cameron Lake Bluffs before the Labour Day long weekend, after a successful day of rock scaling allowed crews to move toward stabilizing the bluffs



# HEALTH, WELLNESS & SAFETY

## Arbutus Wildfire

- ◆ Date: August 3, 2023
- ◆ Total Hectares: approximately 0.3
- ◆ A wildfire sparked on Mosaic private lands on Tseshaht territory east of Devil's Den Lake less than two kilometers from our reserve
- ◆ After first spotting signs of smoke our Tseshaht EOC acted quickly to determine the location of the fire and began communication and coordination with Mosaic, BC Wildfire Services, Port Alberni Fire Department, ACRD, and others
- ◆ We were grateful that the province hit the fire hard with both air and land crews to contain the fire within a few hours of discovery
- ◆ We want to thank all wildfire crews who continue to keep our communities safe. In the fall Tseshaht will plan to host local wildfires crews for a meal and express our deepest appreciation for the work that they do

## Covid 19

- ◆ After community engagement, Tseshaht has signed on to participate in the NTC Covid 19 Research Project.
- ◆ NTC applied for funding to bring this project to our Nuuchahnulth communities to better understand the virus and how it effected our population
- ◆ [Home | Nuuchahnulth Covid19 \(nuuchahnulthhealthresearch.org\)](https://www.nuuchahnulthhealthresearch.org)

## Tseshaht Security

- ◆ Tseshaht has re-introduced the Community Security Patrol program. To ensure the safety of our community
- ◆ We have hired Tseshaht members who will be patrolling the community in the evenings 7 days a week

## Kuu-us Crisis Line Society Board of Directors

- ◆ The Kuu-us Crisis Line Society is a non-profit registered charity that provided 24 hour crisis services through education, prevention, and intervention services.





# TITLE & RIGHTS



*To advance our governance, use, occupancy, and enjoyment of Tseshaht ḥaḥaahuuli, establishing our connection to our rightful territories and setting precedent for future use of our natural resources*

## Recognition of Indigenous rights and self determination table

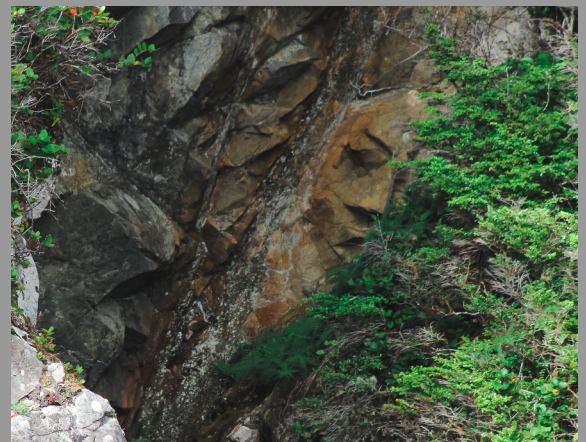
- ◆ Fisheries and Parks Canada as well as on other outstanding matters, this is a slow-paced table but have seen some good outcomes on interim matters like improvements to our EO agreement and new monitoring funding as well as more movement on Parks Canada/BGI/ Beach Keepers matters
- ◆ Canada wants to sign new management agreement for parks and a long-term fisheries agreement for EO, Tseshaht must receive more through this table to commit

## Infrastructure

- ◆ Pushing Canada to fund remaining funds for Somass hall, \$3.6 million
- ◆ Pushing Canada to replace all AIRS buildings, including build new multiplex, expected to be over \$25 million, biggest issue is location and commitment from community to tear down Maht Mahs and replace with new building, cannot do both and have secured funds for interim replacement of SEEDS/Caldwell Hall to get all parties out of this old building.
- ◆ Pushing Canada to fund our subdivision expansion Saiyatchapis, already secured funds for designing the subdivision.



1. Leverage and resource every opportunity to assert Tseshaht Title and Rights in our ḥaḥuuli
2. Coordinate internal communication and governance protocols to strengthen assertion, negotiation and legal approval processes
3. Regular review of the Terms of Reference for the land claims panel
4. Establish focused and strategic advocacy/lobbying efforts with Federal, Provincial and Municipal governments



# TITLE & RIGHTS

## AIRS

- ◆ Pushed government for AIRS funding, \$2.7 secured with specific outcomes and deliverables focused on phase 2 scanning, records delivery
- ◆ 50th Anniversary celebration of closing and National Day for Truth and Reconciliation (orange shirt day)
- ◆ Building a memorial and providing continued survivor engagement.

## AFN

- ◆ Attended AFN national meeting in Halifax as Ken was recently appointed by BCAFN to AFN National Chiefs Committee on Justice, met with Canada on sewer project finalizing funds to secure final \$2.4 M for sewer expansion, already secured \$700k. Meeting went fairly well and as a voting member and Elected Chief Councillor of Tseshaht, spoke up about language funding on a solution which would have been detrimental to our funding, it was defeated as it would have seen less funds to BC, happy with outcome

## BC Reconciliation table

- ◆ Seeking to resolve an outstanding matter with BC which has been on the table for several years which previous community meetings gave direction for the nation to resolve, we are there and hope to have it complete by end of calendar year.

## Pushing on all referrals

- ◆ PAPA headlease pushing for our priorities, management, accommodation, and other matters
- ◆ Headlease is from Polly's Point to Barkley Sound, we are pushing for not only our interests but ensuring our title and rights are respected.

## FNLC

- ◆ have regularly attended BCAFN, FN Summit and UBCIC
- ◆ Supported BCAFN Regional Chief Teegee in nomination, acclaimed.
- ◆ Speak to Tseshaht issues but more importantly able to speak directly to ministers and senior officials in the meetings and on the side.
- ◆ Recently supported to sit on a provincial working group to address matters with respect to Metis matters in BC.

## Landfill

- ◆ Regularly scheduled meetings

## City of Port Alberni/local

- ◆ Pushing for land for housing
- ◆ Always keeping pressure on local issues including housing, mental health, opioid crisis, and territorial matters like the sewage lagoon
- ◆ Looking to collaborate on entire waterfront including Clutesi haven marina in collaboration with Hupacasath and City of Port Alberni

