

TSESHAHT FIRST NATION

Administration Report

October 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



EXECUTIVE DIRECTOR'S MESSAGE

Over this past year, administration has been focusing on regular program and membership support services such as housing, health, medical patient travel, social development, membership, fisheries, forestry, public works, capital infrastructure, natural resources, land use, land referrals, Employment, Education, and training, Day care services. In addition, we support new work activities connected to our Nation Strategic Plan.

I want to start by holding my hands up to members, Council, ha'wiih, and our administration team. We have hosted many gatherings this past year and have demonstrated our connection to each other, the land, cultural protocols and community values. As Executive Director, I do my best to limit my time away from the office and only choose to attend meetings which bring value to the Nation on Governance, Economic Development, Education, Health, Residential school, and social supports.

Administration works closely with Council to engage with external partners and securing funding for programs that help move us toward our short and long term goals that are outlined in our CCP and Strategic Plan. We have created over 30 new positions, some in temporary capacity based on funding but that are in support of our goals. With new position, I am pleased to report that we have been successful in filling a majority of the roles with our own members.

I work to support the Governance work connected to the Financial Administrative Law (FAL) which includes reviewing and updating many policies. Part of this work is



extensive work with external partners to conduct gap analysis, create new policy, review and edit draft policies and support the decision making process to adopt policies. This work is fundamental to establishing a strong financial foundation with better transparency, accountability, business reputation, and improved borrowing options. The first milestones are the completion of the new committee Terms of Reference and the Information Technology policy. In addition, we have completed the overall review of the new Housing polices and this year we will focus on condensing the policies before they are reviewed by Council. We are in the 2nd draft phase of the Governance Manual and we are in the final stages of updated the Election code.

We cannot do this work individually and we are pleased to work with community and council to support initiatives that are directly connected to our Mission statement of being "... a unified, self-determining Nation, rooted in our teachings and ways of being, taking a proactive role to improve the health & well-being of our members and those yet unborn."

It continues to be an honor to support the work of the community, the administration staff, Chief and Council, and Ha'wiih.

Tlecko Tlecko



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

- ◆ Awaiting finalization of the partnership for the hotel development
- ◆ Exploring potential road building/excavation company, with possible lease or partnership for equipment rentals on the highway.
- ◆ Exploring two sustainable forestry opportunities.
- ◆ Secured funds to do study along highway by billboards for future economic development.
- ◆ Continuing to explore the potential market place for members to sell art, we acquired and are almost complete a feasibility study
- ◆ Continue to work with MNP and DGW Law to implement a new corporate structure to address liability, taxes and business governance, expected to roll out in 2024
- ◆ We have started to interview for Board members for the Economic Development Board
- ◆ In the future we will need to hire a CEO and create an office space
- ◆ Worked on potential forestry partnerships such as ROGA road building and drone company.

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

Education

- ◆ Secured funding for three summer youth workers, a tutor who will be at the youth centre 2 nights per week, and an education bus driver.
- ◆ Obtained funding to trade in the education van for a newer model.
- ◆ Hosted a graduation event for Tseshaht at the Best Western Barclay and celebrated 20 grade 12 and post-secondary students.
- ◆ Partnered with INEO to host a Skills Training and Employment Program for Young Adults (STEP-YA) that runs from September 19 - November 9, 2023. The program will take place Monday to Thursday at the old SEEDS building.
- ◆ Partnered with NETP to host a class 4 Drivers Training and four Tseshaht members received their licenses. Two of them are now working on contract with Tseshaht.
- ◆ Sponsored Tseshaht Fisheries Department with SVOP Training, six members received their certificate.
- ◆ Established a fundraising group for the Tseshaht Elders. This started with just over \$800 in the account and now have over \$7,000. A loonie-twoonie event is planned for November and another 50/50 before Christmas.
- ◆ Education will be focus on OST funding supports, monthly student allowance cheques, the clothing allowance cheques and tutoring support.
- ◆ Proposals have been written and submitted in application to fund an after-

school program that will work in conjunction with the youth centre

- ◆ Raise a reader program
- ◆ Increased tutoring support at Klitsa Tutoring for grades 11-12
- ◆ Computer site with 10 laptops with Microsoft and instructor, printer and scanner
- ◆ Support for HHP and their extra-curricular after school program
- ◆ Working on a proposal for a 10-module life skills program and training and finalizing outstanding work and creating a training plan for the newly hired term Education and Employment Coordinator







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



Communications

- ◆ Communications strategy draft being reviewed and updated for both internal and external communications
- ◆ Hired a fulltime Communication liaison on a term to have a dedicated position to assist with increasing communication with members
- ◆ AIRS Project Support for the 50th Anniversary of closing the AIRS and Orange Shirt Day
- ◆ Completed Council Report outlining updates over the last spring and summer and how they relate to the Strategic Plan
- ◆ Worked on social media presence on Facebook and Instagram
- ◆ Communications is currently working on:
 - ◆ Communications Policy for review and approval by Council
 - ◆ Supporting the Annual General Meeting that takes place November 25 & 26, 2023
 - ◆ Completing training on a new Hawk Communications App, which will provide up-to-date information on everyday and emergency items on any smart phone/device.

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**



GOVERNANCE & COMMUNICATION

Governance

- ◆ Gov. Manual-Draft 2 of Governance manual is ready for review by Council.
- ◆ Election code-Final draft of Election Code is near completion and will be sent to legal counsel for review, then it will move towards editing and ratification
- ◆ Continue to support implementation of the Financial Administration Law, this will take up to 3 years. It will help with better transparency, accountability, business reputation and borrowing options for the Nation
- ◆ The first milestone is the approval of New Committee Term of Reference
- ◆ The second milestone is the approval of an Information Technology policy, that is currently being reviewed for creation of an implementation plan
- ◆ Membership Code - will work with consultant, committee, council and bring to community for decision in 2024
- ◆ Business License policy adopted by Council Logo use policy- drafted but not adopted as of Oct. 2023
- ◆ Housing policy -drafted but requires extensive editing to condense the documents
- ◆ Finance- Working with FNFMB and MNP to align with FAL in 2023
- ◆ HR policy- Completed a Gap analysis and one draft revision to the HR will be ready for review by the committee in the coming month
- ◆ New committees are now established and new TOR are adopted by Council
 - ◆ There are a few committee member vacancies to be filled for alternate seats
- ◆ Tseshaht Council reps and staff meet with Ha'wiih monthly
- ◆ Tseshaht council and administration not only works with Ha'wiih on ceremonial events in territory but also on larger natural resource discussions including land, fish, forestry etc
- ◆ Data governance is being explored and a consultant will be hired in 2024 to create the strategy
- ◆ Currently have a temporary data analyst working who has helped prepare a Housing needs assessment, that will be rolled out in Oct. 2023



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

- ◆ New sewer city connection for Saiyatchipis worth over \$2million in 2023-2024 was secured and additional funding was secured to build an egress road for traffic management during the construction phase
- ◆ Public Works is currently focused on:
 - ◆ A new lift station for East Somass
 - ◆ A water meter installation at the Pump House
 - ◆ Video Surveillance for the Community Septic Field, and water meters.
- ◆ Completed projects so far in 2023 include:
 - ◆ New roof Tseshah Admin
 - ◆ 10 new fire hydrants replaced
 - ◆ Perimeter drainage around Culture Centre
 - ◆ Hydrant flush program
 - ◆ Certification of Asset Management

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

Land/Territory

- ◆ Applied for Declaration Act Engagement Funding through the New Relationship Trust
- ◆ Working towards continuing on the Tseshaht History Atlas, the BC Timber Sales MOU, and PAPA Tseshaht Resource Boat Moorage PAPA/Tseshaht - Joint Venture

Housing

- ◆ Tseshaht has developed a draft housing strategy and implementing our Infrastructure plan
 - ◆ Plan will have to be adequately resourced with potential gaming revenue and housing came up as a priority in Iwachis engagements
 - ◆ First Nations Infrastructure Investment Plan (FNIIP) 2.0 was completed in October 2022. It is currently being reviewed for implementation and future planning that lines up with the CCP and other community priorities
 - ◆ Land Use Plan- engagements have occurred, workbook being filled in by members the working group has reviewed
 - ◆ Sproat School- Secured over \$750,000 to tear down Sproat School - Completed
 - ◆ Addressing rentals of older buildings rented by members and ensuring legal and liability issues addressed- in progress
 - ◆ Continue to pursue housing renovation funding for member homes
- ◆ Continue to seek funds to get water pressure and suppression for hydrants at Paper Mill Dam and Polly's Point



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.

Culture

- ◆ History and culture work such as Tl'huuwa Archaeology and Cultural Resilience Project.
- ◆ Assisted Tseshaht days activities and logistics.
- ◆ New Canoe for the Tseshaht Family Canoe and Tribal Journeys Welcome to our homelands
- ◆ Supported the Alberni Valley Bulldogs and Junior B Port Alberni Bombers Hockey Club to learn about the territory, values and principles of the Tseshaht First Nation and the history of the Alberni Indian Residential School.
- ◆ Hired Kashas Dick for Beach Keepers
- ◆ Tseshaht has had one of its strongest presence in Port Alberni with numerous events from:
 - ◆ June 21- National Aboriginal Day
 - ◆ September 30 - Orange Shirt Day/National Truth and Reconciliation day
 - ◆ AIRS Phase 1 Announcement

Language

- ◆ Language classes
 - ◆ Building our language community - visited and trained with Kwak'wala in Port Hardy who have a similar Adult Intensive Program as us. Participated in their language sessions, exchanged best practices, took home ideas for our language space and classes.
 - ◆ Recruitment and interviews for our Adult Intensive Language program
 - ◆ Prepared our lessons and space ready to



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



CULTURE & LANGUAGE

- launch another year of our program
- ◆ Implementing the Adult Intensive Language Program four mornings a week. Welcoming in new students and returning students. Added a morning a week for our graduates to hold advanced language sessions.
- ◆ Training for our intensive class with Where Are Your Keys
- ◆ Planning and implementing drop-in evening classes
- ◆ Work with speakers to support classes and curriculum
- ◆ Continue our Adult Intensive Class and Evening Classes
- ◆ Continue to develop language activities and curriculum for these classes
- ◆ Documentation and recording
 - ◆ Recording sessions with fluent speakers three afternoons a week. These sessions help with increasing our content on our FirstVoices site and with reviewing teaching materials.
 - ◆ Two members of our FirstVoices team attended training in Vancouver put on by First Peoples' Cultural Council specifically around our FirstVoices work
 - ◆ Working weekly with fluent speakers to check and record language.
 - ◆ Editing audio previously recorded getting it ready for uploading on the FirstVoices site.
 - ◆ Continue meeting with speakers weekly.
- ◆ Upload and publish words and phrases on the FirstVoices site.
- ◆ Editing recorded materials
- ◆ Support and Sustainability
 - ◆ Interim report for our Pathways Grant
 - ◆ Preparations for language committee
 - ◆ Involvement on the First Peoples' Cultural Council's Advisory Board
 - ◆ Begin to draft more language books.
 - ◆ Language posts on Facebook monthly
- ◆ Continue to meet with multiple ministers to push for long term funding and core funding from federal government in our annual transfers under new Language Act
- ◆ Secured gaming support on an ongoing basis which is under a 25 year agreement
- ◆ Supporting lobbying and securing funding where possible
- ◆ Council took some language classes and lessons
- ◆ Successfully started a third group of a language intensive program
- ◆ Started evening language classes for community (Tuesday)
- ◆ Language team provided videos and lessons for council and administration
- ◆ Signage throughout territory including stop signs
- ◆ Using language when possible including our community approved values and principles



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

Children and Family Services

Health and Wellness

- ◆ House of Regalia made gifts that were given away at our September 30th Truth and Reconciliation event. Hundreds of various handmade necklaces, earrings and salves were given to all our AIRS Survivors and guests
- ◆ Youth programming has continued to offer engaging opportunities for our Youth at the newly renovated Tseshaht Youth Centre:
 - ◆ New healthy cooking program with Jen Cody from NTC who works as a Registered Dietician
 - ◆ Splashdown waterslides trip
 - ◆ Fall Fair bracelet and admission give away
 - ◆ Science camps
 - ◆ Surfing trip
 - ◆ Stars program
 - ◆ Hikes
 - ◆ Movie Nights
 - ◆ Yoga
 - ◆ Bowling
 - ◆ and many other fun activities for our Youth with Memphis and Mercedes planning many other great events upcoming



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

- ◆ Increased access to NTC nursing services at the Tseshaht Family Centre
 - ◆ Community visits with our nurses are increasing so stop by and visit the NTC nurses and say Hi
- ◆ Thank you to everyone for participating in our Foodsafe course and we thank FNHA EHO team for facilitating.
- ◆ Thank you to NTC and the Covid research team for working with us to survey our membership on how covid impacted us
 - ◆ We look forward to sharing more information when results are compiled
- ◆ Our event with Dr. Martin Brokenleg on October 7th went very well
- ◆ Community Hallowe'en Party, details coming soon!
- ◆ Watch out for the Immunization Clinic where we will offer flu shots, covid immunizations and more - dates to be announced soon!
- ◆ Staff and Council reps of health working group held a session, gathering initial drafts of Tseshaht Health and Wellness Plan in Oct 2022
 - ◆ In spring of 2023 the draft document was reviewed in detail with staff and council.
 - ◆ The final draft is being completed by the program area manager for presentation to the Health and Wellness Committee



TITLE & RIGHTS



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



Recognition of Indigenous rights and self determination

- ◆ Tseshaht has successfully asserted our Title to Tluu-kwat-kuu-us and other parts of our territory
- ◆ Embraced working groups in almost every department bringing together all applicable staff and council to meet regularly
 - ◆ Streamlines our work, creating efficiency
- ◆ Worked with legal counsel/DGW law to provide a recommended draft
- ◆ Council is now working with the Land Claims Panel to not only align with our FAL but the law and requirements for Council- in progress

BC Reconciliation table

- ◆ Meeting with Federal ministers and senior officials this last year and are also meeting with Provincial ministers annually

City of Port Alberni & ACRD

- ◆ Have a strong working relationship with the City of Port Alberni and ACRD

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

