

TSESHAHT FIRST NATION

Community Report

March 2024



TSESHAHT STRATEGIC GOALS



ECONOMIC DEVELOPMENT



GOVERNANCE & COMMUNICATIONS



HOUSING & INFRASTRUCTURE



CULTURE & LANGUAGE



HEALTH, WELLNESS & SAFETY



TITLE & RIGHTS



= also covered with Tseshaht's
Comprehensive Community Plan



ANNOUNCEMENT OF NEW EXECUTIVE DIRECTOR



TSESHAHT FIRST NATION

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March 15, 2024

COMMUNITY NOTICE – RE: ANNOUNCEMENT OF EXECUTIVE DIRECTOR

Tseshah Elected Chief and Council are excited to share that Connie Waddell of Huu-ay-aht First Nations has accepted the role as our new Executive Director. Connie brings with her years of experience working within her own Nation as Executive Director as well as an Elected member of Huu-ay-aht Council. Tseshah Elected Chief and Council look forward to working alongside Connie as she leads our Administrative team.

We would also like to take this opportunity to thank our Director of Membership Services, Bella Fred and Social Development and Health Services Manager, Thomas Hleck for stepping up as Interim Co-Executive Directors, guiding the work being done by our Administrative team, over the last few months. Bella and Thomas will continue to provide support to Connie on a transitional basis, alongside their regular roles.

We invite Tseshah members to read more about Connie in the enclosed biography. Members are also welcome to stop by or call the Administration Building for an introductory hello.

Sincerely,

A handwritten signature in black ink, appearing to be 'Ken Watts', written in a cursive style.

Elected Chief Councillor, Wahmeesh (Ken Watts)
Tseshah First Nation



ANNOUNCEMENT OF NEW EXECUTIVE DIRECTOR



BIOGRAPHY – Connie Waddell

Connie Waddell (nee Nookemis, traditional name Nanaa-aqs) is the daughter of Rose and Clifford Charles. Her grandparents are the late Martin and Cecilia Charles, Edward and Mable Nookemis, Joe and Frances Edgar.

Connie grew up in Bamfield, BC. She left for high school and to further her education, plus gain some work experience. She has worked as a waitress, caterer, chambermaid, guide on a whale watching boat, dispatch for floatplanes and, finally, for the Department of Indian Affairs in their Health Department.

She returned to Bamfield in 1992, where she had her son Myles and purchased the Bamfield General Store. Connie became the sole proprietor in 1994 and sold it in 1999. That year, she became the Tourism Manager with Huu-ay-aht Natural Resources.

This job was mostly managing the Pachena Bay Campground and working on the plans for Kiixin. Huu-ay-aht's heritage site was a rewarding project that involved a great team of their citizens. This position took her through two summers before becoming the Director of Tribal Operations and then Executive Director for her Nation, Huu-ay-aht.

Connie participated in the administrative behind the scenes of the Treaty negotiations. It was a hectic, challenging and exhausting, but a very rewarding part of her career. Her next step was as an elected Councillor, holding the Finance, Capital, and Infrastructure portfolios for Huu-ay-aht.

"I have been very fortunate in my life, as many significant milestones happened for me in my community of Anacla. I graduated in 1987 and my family hosted a dinner at the old community hall, which the whole village attended," she said. "I was the first person to receive the Eddy Bamfield bursary and it was also my very first speech."

Her son grew up in his community with all his family around him. Together they built a house there where they lived full-time, until it was time to leave for Grade 7. Pachena beach is also where Connie married her husband, Mark Waddell. Connie is also now a proud Grandmother to Charlie Rose.

She is a very proud Huu-ay-aht Citizen, having worked for her people has given her wonderful and fulfilling experiences. Joining Tseshaht First Nation as the new Executive Director, Connie is ready to put those experiences to work in this new and exciting challenge. Connie looks forward to meeting Tseshaht members and working alongside our Administration team and Elected Chief and Council.



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.



Lands & Natural Resources

- ◆ Ongoing Port Alberni Port Authority Inlet Headlease meetings
- ◆ Working with a professional fundraiser for Tseshaht Archaeology funding opportunities
- ◆ Sproat Lake School and Catalyst Lands
 - ◇ Moving forward in application of Addition to Reserve (ATR) for catalyst and school land
 - ◇ Best use studies showed a mix of commercial and residential
 - ◇ Applied for non-forma use permits of the old airport lands, to build a campground while we wait for the ATR application
- ◆ Temporary Office Space for Current Caldwell Hall Tenants
 - ◇ Utilizing government resources to build a mixed use space, offering residential and commercial/business space
 - ◇ We are hopeful that current Caldwell Hall tenants will utilize the space
 - ◇ New space will also provide opportunity for housing rentals and a community market place for

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

members to sell arts and crafts

◆ Economic Development Park

- ◇ Planning to build a service entry road into the pump stations land, near the highway
 - ◆ Aligned with our Land Use Plan that was approved by community

Economic Development

◆ Business and Office Space

- ◇ Current renovations of the former Orange Bridge Cannabis building to provide new and expanded space for the Tseshaht Enterprises (Economic Development Corporation), other businesses, as well as office space for Tseshaht off-reserve housing initiatives

◆ Tseshaht Market

- ◇ Welcome again to new Manager, Steve Little
- ◇ Management transition is going well, looking forward to continued progress

◆ Economic Development Corporation Restructuring

- ◇ In alignment with goals and priorities identified in our community approved Comprehensive Community Plan (CCP), and Strategic Plan
 - ◆ The purpose is to reduce legal liabilities and let business focus on business

- ◇ Goal to begin implementation as of April 1, 2024

- ◇ Board announcement and implementation updates will be coming soon

- ◇ We are happy to bring in external and internal expertise

◆ Microtel

- ◇ Anticipate location announcement, April 2024 and groundbreaking, summer 2024

◆ Community Economic Development Initiative (CEDI)

- ◇ Working group includes: Tseshaht, Hupacasath and the City of Port Alberni
- ◇ Working on a future development of Clutesi Haven Marina (greenspace at this time only), stay tuned for future updates

Forestry

◆ Joint venture in partnership with Roga, creation of Nashuk

- ◇ Focus on contracting, road building and civil excavation

◆ Finalized the Tseshaht Forestry and Nashuk company logos

- ◇ Watch for upcoming logo launch

◆ Negotiations on InterFor licensing

◆ Negotiations with BC Government Tree Sales regarding prior timber sales in Nahmint

◆ Working on landscape management and



ECONOMIC DEVELOPMENT

- integrated resource management plans
 - ◆ Working towards expanding the workforce with silviculture contracts for our crew
 - ◆ Ongoing negotiations for stumpage reductions
 - ◆ Thank you to our Firewood crew, providing firewood with no out of pocket costs to our Elders
- Fisheries**
- ◆ Awaiting a draft Economic Opportunity (EO) Agreement
 - ◇ These agreements historically arrive late, however we are hopeful to sign before the season begins
 - ◆ Vessels
 - ◇ New landing craft (\$200K and fully funded), now in use
 - ◇ 2 new monitoring boats, up and coming
 - ◆ DFO funding allocated \$1.1 million to provide these vessels
 - ◆ These support improved monitoring of the harvest in the future
 - ◆ Developed and acquired assets for new Fisheries Offload and Monitoring Program
 - ◆ Working on feasibility study on cold storage and seafood processing facility
 - ◆ Held Fisheries Engagement session with community and staff
 - ◆ Inspected the Cermaq Salmon Farm at Great Central Lake
 - ◆ Provided several community distributions: urchin, prawns, salmon, halibut, lingcod, rockfish and herring
 - ◆ Secured funding to build a gazebo style area at Papermill Dam Park
 - ◆ Hiring for Pacific Salmon Strategy Initiative (PSSI) and Resource Management Officer Technician (RMOT) program staff
 - ◆ Completing fiscal year-end reporting for all funding streams
 - ◆ Ongoing repair and maintenance for the Fisheries fleet in preparation for upcoming Salmon season
 - ◆ Ongoing education and development of roles and responsibilities for new hires through workplans, safe operating procedures and scheduling



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

- ◆ Membership Code
 - ◇ Ongoing work with committee to draft recommended updates for community adoption
- ◆ Election Code
 - ◇ Working Group review and community engagement, March—April 2024
 - ◇ Final draft will be circulated, in alignment with our current Custom Election Code procedure, prior to presenting to community for decision
- ◆ Policy
 - ◇ Policy amendments and development for Housing, Infrastructure, Governance, Human Resources, Finance, Facility Use and Communications

Finance

- ◆ Transition planning of accounting functions between the new Economic Development Corporation and the Nation
 - ◇ Training MNP Associate on Forestry business entities
 - ◇ Lateral transition of former Corporate Finance Officer position

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

to Financial Controller, supporting
Nation accounting department

- ◆ Preparing corporations' and partnerships' year-end for auditors
- ◆ Assisting Tseshaht Market transition to a Limited Partnership (LP)
- ◆ Financial Administration Law (FAL) and Policy
 - ◇ Ongoing implementation of our FAL and development of future policies to continue good governance
- ◆ Tseshaht Iwachis Settlement Trust
 - ◇ Tseshaht Iwachis Settlement Minors Trust
 - ◇ All settlement funding will be included in a special audit, on an annual basis



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 Tseshaht

Housing

- ◆ Secured funding through CMHC to complete renovations and upgrades on 4 homes
 - ◇ Upgrades include: Elder's ramp, woodstove upgrade and chimney safety repairs and the installation of heat pumps in 2 Elder's homes
- ◆ Planning for health and safety and other renovations to Elder's residence through the New Approach for Housing Support (NAHS) Program funding from Indigenous Services Canada (ISC)

Infrastructure

- ◆ Installation of a new freezer and walk-in cooler at Maht Mahs Kitchen
- ◆ Purchased new snow removal equipment
 - ◇ Well utilized during the first snowfall of the season
- ◆ Installation of temporary, pre-made speedbumps
 - ◇ These will be replaced with permanent ones along with road-line repainting
- ◆ Phase 2 of Sewer Expansion at Saiyatchapis Subdivision
 - ◇ Secured \$3 million in funding
 - ◇ Construction commences summer



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



*We would like to acknowledge and recognize this building
híłstíis hupíʔuł,
operates on the
unceded territory (hahoulthee)
of the
Tseshaht (čišaaath) First Nation
Kʼlɛco, Kʼlɛco (thank you)*



HOUSING & INFRASTRUCTURE

2024

- ◇ Expansion will connect over 40 homes to new system
- ◇ During construction, members will be required to use the new access road off Watty's towards Iwachis
- ◆ New Lift Station
 - ◇ Replacing former sewer holding tank with a brand new lift station system for East Somass Crescent area
- ◆ Cultural Center
 - ◇ Extensive main floor and basement renovations, completed
 - ◇ Grand re-opening, March 8, 2024
 - ◇ Basement will be the new home of the Tseshaht House of Regalia, opening soon!
- ◆ Multi-plex/Community Center
 - ◇ Upcoming engagement to endorse the final location of the facility, after extensive feasibility study
 - ◆ Most appropriate, viable and feasible location would be the field at the Youth Center
 - ◆ Next steps after community endorsement: new design of facility
 - ◇ Replacement space needs to be similar in size and scope to the current Maht Mahs Gymnasium and Caldwell Hall, including a commercial kitchen, fitness gym and office space
- ◆ Highway 4
 - ◇ Continuing to meet with the Province of BC via the Ministry of Transportation and Infrastructure (MOTI), seeking improved highway conditions for members and visitors passing through
 - ◇ MOTI is also working on improvements with Tsuma-as Drive (Mission Road)
- ◆ New Somass Hall
 - ◇ Community based groundbreaking event, April 2, 2024
 - ◇ Larger public celebration will be planned once building is complete
 - ◇ Secured over \$9 million for this facility
- ◆ Housing
 - ◇ Securing funds to build a 4-plex by the Youth Center
 - ◇ Building mixed use space, including housing (see update on page 6)
- ◆ Future work includes: policy development, condemned homes, addressing mobile homes and RV and finalizing Saiyatchapis Subdivision Housing
- ◆ Off-Reserve Housing
 - ◇ Purchased first piece of land for off-reserve housing development using \$5 million agreement with the Province of BC
 - ◇ Location announcement and celebration details to be released once details are
 - ◇ Working with the City of Port



HOUSING & INFRASTRUCTURE

Alberni on other lands purchase and housing development opportunities

- ◆ Reminder, this is general housing within the City of Port Alberni for both Tseshiht members and city residents
- ◇ We look forward to future work with the developers (Matthews West) at the former Somass Mill site
- ◇ Setting up Tseshiht non-profit housing society and properties company, we look forward to investing in building capacity for both
- ◆ Tseshiht Daycare
 - ◇ Funding from the Province of BC has provided opportunity to renovate both Daycare buildings
 - ◇ These renovations were much needed after no significant upgrades in over 15 years

working relationship through the Local Education Agreement (LEA)



Education

- ◆ School District 70 (SD70)
 - ◇ Ongoing work with SD70 Co-governance, seeking meaningful participation
 - ◇ Nuuchahnulth Education Workers (NEW), please watch for future communications from NTC and SD70 for a status update on this program
- ◆ Haahuupayak (HHP)
 - ◇ Ongoing development of a long-term



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.

Language Classes

- ◆ 4 months remaining for this year's Tseshaht Adult Intensive Language Program
 - ◇ 3 different levels taking place at the same time
 - ◇ All students helping each other advance
 - ◇ Everyone, including 1st years, teaching what they know
 - ◇ This supports quicker language acquisition
- ◆ Worked with speakers to support classes and curriculum
- ◆ Continued to develop a "Market Walk" activity onsite at the Tseshaht Market
 - ◇ Helps students learn language in real life environments and gets language out within the community
- ◆ Monday mornings are for advanced language sessions, 3rd years and teaching team, advancing their language
- ◆ January partnered with yuulu?iɬ?ath Government, Intensive Program students and Teaching Team trained together with "Where Are Your Keys"
 - ◇ Focused on the skills of "hunting" language from more advanced speakers
- ◆ Providing support to yuulu?iɬ?ath Government, helping to implement a similar program to ours
- ◆ Tuesday evenings, 3rd years are leading drop-in classes



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

Documentation & Recording

- ◆ Recording sessions with fluent speakers 4 afternoons a week
 - ◇ Sessions help with increasing content on FirstVoices site, reviewing teaching materials, and increasing language abilities of the team
- ◆ 3 members of our FirstVoices Team attended the First Peoples' Cultural Council's celebration of 20 years of FirstVoices in Victoria
 - ◇ Editing audio
 - ◇ Uploaded and published words and phrases on the FirstVoices site
- ◆ Working with FirstVoices as they develop a new website and app for Tseshaht language
- ◆ Launch of the new FirstVoices website

Support & Sustainability

- ◆ Completed and submitted interim report for Tseshaht Language Technology Program grant
- ◆ Held initial meeting with the Tseshaht Language Committee
- ◆ Language Manager attended First People's Cultural Council's AGM as part of the Advisory Board
- ◆ Supporting advocacy for language funding with Tseshaht Elected Chief

and Council, Local MP and MLA

- ◆ Ongoing reporting to Tseshaht Elected Chief and Council and community through scheduled updates, reports, bulletins, and social media

Culture

- ◆ Development of a portable Tseshaht 101 display, Interpretive Longhouse
- ◆ Selecting a publisher and team for a Tseshaht History Atlas



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.

Membership

- ◆ Working on a Wills and Estates project
 - ◇ Assisting members to complete planning and legally documenting their wishes

Youth & Recreation

- ◆ Planning for Spring Break and Easter Party activities for children and family participation
- ◆ Attended the Girl Power/2BBoys Youth Workshops

Crisis Care & Wellness

- ◆ Food Box program, to assist members access healthier food options
- ◆ Planning for upcoming Intergenerational Healing Workshops
- ◆ Relocation of the nisma community garden to Youth Center area

Human Resources

- ◆ New additions to our Administration team include:
 - ◇ Executive Director, Connie Waddell
 - ◇ Human Resource Advisor, Denae Edgar
 - ◇ Housing Manager, Jeremy Bowers
 - ◇ Accounting Services, Ashley Fred
 - ◇ Fisheries Technician, Kyle Miller
 - ◇ Community Health Support Worker



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

(Patient Travel), Patricia Jimmy (Pepsi)

and youth wellness supports are coming in the near future

- ◆ These additions will assist in providing more administrative stability, especially those in leadership roles

Children and Family Services

- ◆ Council would like to acknowledge staff that have been providing children and families with an increased amount of community based programming

Prevention Funding

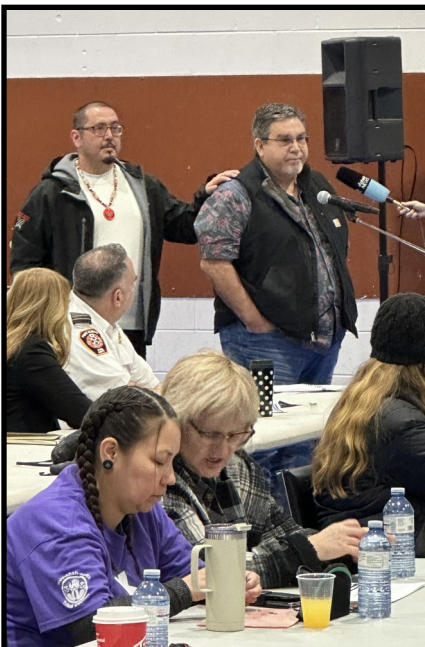
- ◆ Government funding provided federally has supported prevention funding to all First Nations
 - ◇ With this funding, many members may notice an increase in programming focused on children, youth, families and parenting
 - ◇ The funding goal is to prevent children and youth going into care
 - ◇ Tseshaht's new Somass Hall will have strong, focused space for prevention programming
 - ◇ These exciting opportunities for more children

Health & Wellness

- ◆ Supporting the NTC COVID-19 Research project
- ◆ Providing members access to update children's vaccinations (measles, pertussis, etc)

Mental Health & Opioid Crisis

- ◆ Opioid Crisis Strategy
 - ◇ Thanks to all our partners for their assistance in creating a strategy for the entire Alberni Valley
 - ◇ Tseshaht has received overwhelming support and we are now working on implementation with governments and funders



TITLE & RIGHTS



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

Landfill

- ◆ Negotiating the practice of Employment Equity to ensure Tseshaht is provided job postings and member opportunities to work at ACRD

Inclusive Regional Governance

- ◆ Initial meeting was held July 2023, with a roundtable to discuss terms of reference
 - ◇ Employment Equity was presented to be included and upon agreed unanimously

Canada & BC Negotiations

- ◆ BC
 - ◇ In final stages of INCREMENTAL/ INTERIM Economic Reconciliation agreement, addressing outstanding forestry matter with Tseshaht and BC
- ◆ Canada/RIRSD Table (Recognition of Indigenous Rights and Self Determination
 - ◇ Parks Canada
 - ◆ Seeking co-management agreement and management plan for Broken Group Islands (BGI) within the Pacific Rim Park Reserve
 - ◆ Includes new revenues for Tseshaht First Nation use in the BGI
 - ◇ Fisheries
 - ◆ Tabled a comprehensive fisheries package with



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

Government of Canada,
indicated they would like a
longer term agreement

- ♦ Council has discussed this with ḥawiiḥ and at our recent fisheries engagement with members
 - ♦ We will continue exploratory discussions with Canada on this
 - ♦ Other
 - ♦ Continue other potential Government of Canada opportunities including LAND BACK to our Nation
 - ♦ Thank you to the Government of Canada as we have secured additional resources for fisheries and parks and other benefits for Tseshahṭ thanks to this table
- ♦ Council would like to acknowledge this work is challenging for not only Survivors but our entire Tseshahṭ community, including our membership, intergenerational Survivors, Council, Staff and ḥawiiḥ
 - ♦ Department priorities for this year include:
 - ♦ Delivery of information to families
 - ♦ Building a new memorial
 - ♦ Announcement of Phase 2 scanning results
 - ♦ Continued engagement of Survivors
 - ♦ Thank you to our Land Clearing Crew this year, who have supported with community beautification and future areas for scanning

AIRS

