

TSESHAHT FIRST NATION

# Annual Report

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



# 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

### Port Alberni Port Authority

- ◆ Ongoing Inlet Headlease meetings

### Archaeology

- ◆ Working with a professional fundraiser for funding opportunities
- ◆ Secured funding from Telus & potential other donors for our successful 2024 Archaeology Dig on Nettle Island

### Addition to Reserve (ATR)

- ◆ Moving forward in application of ATR for catalyst & School Lands
  - ◆ Best use studies showed a mix of commercial & residential for Sproat School while Catalyst Lands indicated campground & agricultural uses
- ◆ Applied for non-farm use permits of the old airport lands, to build a 50-100 site campground while we wait for the ATR application, still requires OCP & rezoning until reserve land

### Temporary Office Space for Current Caldwell Hall Tenants

- ◆ Exploring funding & funds for renovations of a former workshop owned by Tseshaht

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

for NTC us to move out of Caldwell Hall

## Economic Development Park

- ◆ Secured \$1 million to service access road into new economic development area identified in community approve Land Use Plan, road is located near pump stations & billboards along highway.
- ◆ Road will provide servicing (water, sewer and power) to area for future commercial, light industrial & potential market rental housing development as per community approve Land Use Plan Plans to build a service entry road into the pump stations land, near the highway

## Economic Development

### Tseshah Market

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

### Tseshah Enterprises Corporation (Economic Development Corporation)

- ◆ Currently restructuring in Finance & Administrative functions
- ◆ Seeking a CEO, posting available here: <https://tseshah.com/employment->



## opportunities/

- ◆ We are happy to bring in external & internal expertise with our newly appointed board members, who are now in place:
  - ◆ Patricia Rivard (Tseshah)
  - ◆ Bram Rogachevsky
  - ◆ Shannon Janzen
  - ◆ Caledonia Glendale (Tseshah)
  - ◆ Jennifer Gallic (Council Representative)
- ◆ Aligns with goals & priorities identified in our community approved Comprehensive Community Plan (CCP), & Strategic Plan
- ◆ Purpose is to reduce legal liabilities & let business focus on business
- ◆ Implemented, April 1, 2024
- ◆ Further updates will be coming soon
- ◆ Thank you to former Tseshah Market Board of Directors
  - ◆ Darlene Taylor
  - ◆ Jackie Watts
  - ◆ Wendy Gallic
  - ◆ Dennis Bill
  - ◆ Chris Anderson
  - ◆ Richard (Dixie) Watts

### Microtel

- ◆ Anticipate location announcement & groundbreaking, Fall/Winter 2024 as due diligence & final steps are being taken

### Community Economic Development Initiative (CEDI)

- ◆ Working group includes: Tseshah, Hupacasath & the City of Port Alberni



# ECONOMIC DEVELOPMENT

- ◆ Working on a future development of Clutesi Haven Marina (greenspace at this time only), stay tuned for future updates

## Forestry

### **Nashuk**

- ◆ In alignment of the Comprehensive Community Plan, a joint venture was created between Tseshaht Forestry & ROGA Contracting, Nashuk
  - ◆ Will purchase own truck & excavator/machine for contracting opportunities
  - ◆ Will be used for future forestry, road building & other excavation work in the community
  - ◆ Potential employment & training opportunities are in the near future

### **Logos**

- ◆ Finalized the Tseshaht Forestry & Nashuk company logos
  - ◆ Forestry logo design contest won by Michelle Dick (see page 3)

### **Negotiations**

- ◆ Ongoing for InterFor licensing
- ◆ Completed successful Incremental Economic Reconciliation Agreement (IREA) in a portion of recognition for former logging in Nahmint, \$16.45 million (\$16 million for economic development & \$450,000 for negotiations)
- ◆ Working on landscape management & integrated resource management plans for

### **Tseshaht**

- ◆ Negotiating with Federal Government on long-term fisheries agreement as previously communicated in reports, at community meeting & special 2024 fisheries engagement
- ◆ Ongoing negotiations for stumpage reductions & other potential opportunities in our territory

**Thank you to our Firewood crew, providing firewood with no out of pocket costs to our Elders**

## Fisheries

### **Economic Opportunity (EO) Agreement**

- ◆ Council agreed to sign the EO Agreement as no objections were provided at the previous Fisheries Engagement to sign a 1-year agreement

### **Vessels**

- ◆ New landing craft (\$200K & fully funded), now in use
- ◆ 2 new monitoring boats, up & coming
  - ◆ DFO funding allocated \$1.1 million to provide these vessels
  - ◆ These support improved monitoring of the harvest in the future
- ◆ Ongoing repair & maintenance for the Fisheries fleet ahead of each season

### **Monitoring**

- ◆ Developed & acquired assets for new Fisheries Offload & Monitoring Program
- ◆ Successful grant funding provided a



# ECONOMIC DEVELOPMENT

collaborative effort between Tseshaht & Hupacasath Fisheries with two (2) new boats & several fisheries monitors

- ◆ Monitors will count fish on the water & in the boat & other monitoring throughout the territory

## Feasibility Study

- ◆ Working on study for cold storage & seafood processing facility

## Engagement

- ◆ Held Fisheries Engagement session with community & staff

## Inspection

- ◆ Cermaq Aquaculture facility at Great Central Lake

## Distributions

- ◆ Provided several community distributions: urchin, prawns, salmon, halibut, lingcod, rockfish & herring

## Funding

- ◆ Secured funding to build a gazebo style area at Papermill Dam Park

## Reporting

- ◆ Completing fiscal year-end reporting for all funding streams

## Education

### Education Jurisdiction

- ◆ Negotiations paused due to Haahuupayak School losing their Independent School Status as well it would create a \$100,000 or more decrease in Haahuupayak School funding

### School District 70 (SD70)

- ◆ School Board Trustee co-governance discussions continue for support of Indigenous full voting seats, seeking meaningful participation
- ◆ In-caucus meeting (Indigenous Stakeholders only) met to plan next steps, supported by SD61 (Greater Victoria) who have had Indigenous Education Division over 40 years
  - ◆ SD70 now understands the importance of having full voting seats for Indigenous communities &



# ECONOMIC DEVELOPMENT

supports pursuit of this at a provincial level

- ◆ Received funding to support
  - ◆ K-12 students
  - ◆ Raise-a-Reader Program
  - ◆ Additional tutoring
  - ◆ Education & Youth Programming
  - ◆ Haahuupayak Teacher Assistant
  - ◆ Ten (10) laptops for educational & training purposes
- ◆ Nuuchahnulth Education Workers (NEW) program, now ended & new SD70 employed workers

## Haahuupayak (HHP)

- ◆ Ongoing development of a long-term working relationship through the Local Education Agreement (LEA) including providing more resources to HHP

## School of Choice

- ◆ Engagement session with SD70 Superintendent & Director of Instruction of Indigenous Education
- ◆ Process in which First Nations choose the school their students living on-reserve will attend
- ◆ Provisions ensure a Nation designates an elementary, middle & secondary school for their students
- ◆ Parents/caregivers can opt to have their child enrolled in alternate schools under existing provisions
- ◆ Tseshaht Education Committee & representatives contributed to editing the Local Education Agreement (LEA) between NTC & SD70

## Graduation

- ◆ HUGE congratulations to all the grade 7, high school & post-secondary graduates
- ◆ Haahuupayak set a new record this year with 26 graduates moving on to high school next year
- ◆ 35 Tseshaht students received NTC Scholarships
- ◆ 10 of these received more than one in either academics, athletics or Ha Hopchu

## Back to School

- ◆ 8 laptops and 7 tablets were distributed to students going back to school
- ◆ K-12 school supply funding for 187 students totalling \$18,000 in support
- ◆ Education committee reviewed 4 student funding requests, all were approved

## Employment & Training

### Employment Equity

- ◆ Discussions continue with ACRD for hiring women, visible minorities, peoples with disabilities & indigenous peoples
  - ◆ Finalizing the approval of an Employment equity policy & started sharing job postings, this will continue into the future
- ◆ City of Port Alberni to is working towards this goal
- ◆ Coulson Aircrane created a training opportunity for Tseshaht members
- ◆ Resumes were forwarded to future contractors of Somass Hall project & we are hopeful to see Tseshaht members work on this project after the specialized trades



# ECONOMIC DEVELOPMENT

finalize their work

- ◆ Seeking opportunities for employment within School District 70 (SD70), Canadian Maritime Engineering (CME) & on all future economic development projects

## Funding & Supports

- ◆ Secured funding for training three (3) Tseshaht Market staff
- ◆ Five (5) members received materials & supplies to support new work initiatives
- ◆ Support from Occupational Skills Training (OST) funding & partnership funding from NETP
  - ◆ Culinary Arts Professional Cooks Program
  - ◆ Local Government Administration Program
  - ◆ 3rd-Year Automotive Apprenticeship Program
  - ◆ Human Services/Educational Assistant/Community Support Program
  - ◆ Harvard Business Executive Certificate Program

- ◆ Health & Life Coach Training
- ◆ Occupational First Aid Level 3
- ◆ Piping Foundation Program
- ◆ Class 4 Driver's License

## Indicators of Success

- ◆ Continued work with School District 70 (SD70), indicators of success for students attending K-12
  - ◆ 25% of Tseshaht students struggle with all three disciplines:
    - ◆ Academics
    - ◆ Attendance
    - ◆ Wellness

## Elders

### Fundraising

- ◆ Fundraising has gone extremely well
- ◆ Received a substantial donation, bring total from original \$800 to \$11, 593

### Trips

- ◆ Hoobiye
- ◆ Island Elders Luncheons
- ◆ Island Elders Dinner Meetings



# 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 & community engagement, March - April 2024
  - ◆ Final draft approved by community, May 2024, as per previous code's amendment requirements
  - ◆ [www.tseshaht.com/custom-election-code](http://www.tseshaht.com/custom-election-code)

### Policy

- ◆ Policy amendments & development for Housing, Infrastructure, Governance, Human Resources, Finance, Facility Use and Communications
- ◆ Current work on policies to align with our Financial Administration Law (FAL)
- ◆ Human Resources Policy has been completed & now undergoing needed updates to fill identified gaps
- ◆ New Housing Policy will see separate policy for band owned homes & individual owned housing
- ◆ Finalizing drafting of Governance Manual/ Policy (Nation), Governance Guidebook



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

(EcDev Corp) & Finance Policy

- ◆ New Infrastructure policy

## **Our Gathering - Hosted by First Nations Leadership Council & ISC**

- ◆ Presentations & updates on Housing, Child & Family Services, Climate Change, Capital & Infrastructure at a provincial level
- ◆ Council rep and Tseshaht Youth rep, Neve Watts attended

## **Finance**

### **Tseshaht Enterprises Corporation (TEC)**

- ◆ Transition planning of accounting functions between the new corporation & Administration
- ◆ Training MNP Associate on Forestry business entities
- ◆ Lateral transition of former Corporate Finance Officer position to Financial Controller, supporting Nation accounting department
  - ◆ Sorting accounting responsibilities between Director of Finance and Financial Controller
- ◆ Assisting Tseshaht Market transition to a Limited Partnership (LP)

### **Financial Administration Law (FAL) & Policy**

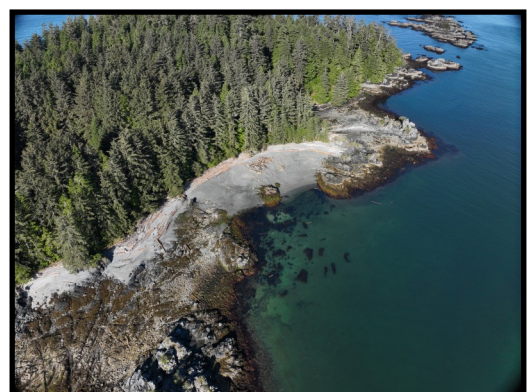
- ◆ Ongoing implementation of our FAL & development of future policies to continue good governance
- ◆ Financial Administration Law (FAL) implementation is actively being finalized
- ◆ Copies of Council's Code of Conduct &

Declaration of Conflict-of-Interest forms can be viewed at [Tseshaht.com/policies-and-other-governing-documents](https://Tseshaht.com/policies-and-other-governing-documents)

- ◆ FAL requires more financial reporting, we look forward to supporting more transparency & accountability

### **Tseshaht Iwachis Settlement Trust**

- ◆ Tseshaht Iwachis Settlement Minors Trust
  - ◆ Minors Trust & distributions are streamlined & accounting of these funds are separate
- ◆ All settlement funding will be included in a special audit, on an annual basis
  - ◆ Informing members of the structure & safeguards that will ensure funds are only spent on Community Identified Priorities ratified in vote & identified through engagement:
    - ◆ **New & upgraded Infrastructure**
    - ◆ **Housing**
    - ◆ **Education & Training**
    - ◆ **Business/Economic Development**
    - ◆ **Youth Programs**
    - ◆ **Culture & Language**
    - ◆ **Health & Wellness**



# GOVERNANCE & COMMUNICATION

- ◆ Trust is setup & revenue generated each year can only be spent on Community Identified Priorities not only be administration, but Nation will also be developing a Fund where members can apply for one-time funds as long as they meet the criteria including fitting the Community Identified Priorities
- ◆ The Nation will only be able to withdraw a maximum of \$1.5 million per year from the trust but must be spent on Community Identified Priorities. To date, the Nation has withdrawn \$1.5 million specifically for housing but only utilized a small portion to setup the non-profit housing society who will lead development of the APD lands. Other supports for housing have come in for grants but a portion of this withdraw may be needed for additional financing of other housing projects. As mentioned, these are being tracked separately into its own account for auditing purposes and transparency. A more detailed report will occur before the end of the fiscal year.

## **Band Class**

- ◆ Class Action Lawsuit as previously communicated was endorsed by community to enter into
- ◆ Settlement funds for engagement & planning process on how to utilize funds have been received, Nation will undertake engagement with members in Winter 2024

## **Communications**

- ◆ Tseshaht is happy we have support in communications & will now focus on policy, strategy, & reporting out to members, such as this report

- ◆ If you have ideas on how to increase information sharing to community, please let us know

## **Art Thompson Memorial Totem Pole Plaque**

- ◆ Funding from Parks Canada Commemoration Fund allowed Tseshaht to finalize business with the Thompson family after raising a totem in memory of the late Art Thompson in 2010
- ◆ The bronzed plaque honours Art & acknowledges his courage being one of the first male, former students of AIRS to speak out about the atrocities he & countless others faced
- ◆ Art's family & friends took part in an intimate celebration, unveiling the plaque, followed by a luncheon at the Cultural Center

## **Connie Watts "Strength from Within" sculpture beautification project**

- ◆ Funding from Parks Canada Commemoration Fund allowed Tseshaht to compliment the area of the "Strength from Within" with:
  - ◆ In-ground lighting
  - ◆ Seating
  - ◆ Landscaping
- ◆ Originally unveiled in Fall 2014, this newly completed work, saw Connie present her artist's description of the sculpture which is also captured on new signage placed at the entrance to the area, on September 30, 2024



# 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

### **Canada Mortgage & Housing Corporation (CMHC) Funding**

- ◆ Complete renovations & upgrades on 4 homes
  - ◆ Upgrades include: Elder's ramp, woodstove upgrade and chimney safety repairs & the installation of heat pumps in 2 Elder's homes

### **New Approach for Housing Support (NAHS) Program Funding**

- ◆ Planning for health & safety & other renovations to Elder's residence through

### **On-reserve Housing**

- ◆ Subdivision expansion of Saiyatchapis
  - ◆ Finalizing feasibility
  - ◆ Will be in a phased approach
  - ◆ Assessment & strategy for this project with Urban Systems along with previous housing surveys has given us the data about what is needed, influencing this & future housing projects
  - ◆ A 4-plex will be built in the coming months along Saiyatchapis Road



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

## Off-reserve Housing

- ◆ Announced the purchase of our first property for off-reserve housing development using \$5 million agreement with the Province of BC
  - ◆ Located at the former Western Forest Products/Alberni Pacific Division mill parking lot
    - ◆ Will Work with the City of Port Alberni to amend this purchase in their Official Community Plan & rezoning
    - ◆ Future construction of this property with see multi-family affordable units for Tseshaht member housing & the public
- ◆ Continuing pursuit of two other properties with the City of Port Alberni & School District 70 for building affordable as well as market rental housing
- ◆ Currently negotiating a shovel ready townhome project to support Tseshaht members & others with quality “middle of the road” market rental housing

## Tsuma-as Housing Society (Non-profit Housing Society)

- ◆ Currently setting up a non-profit housing society
  - ◆ Executive Director, Colin Minions
- ◆ Future board appointments with be announced soon
- ◆ Stay tuned for more information

## Social Housing

- ◆ Annual inspections, completed
  - ◆ All units’s dryer vents were services & cleaned
    - ◆ Mitigated potential for a major fire hazard
  - ◆ Repairs to deficiencies found are being addressed
  - ◆ Future introduction of preventative maintenance program for social housing tenants
- ◆ Semi-annual CMHC site visit inspections, completed
- ◆ Rental arrears have been organized & collection arrangements are ongoing
- ◆ Future work includes: policy development, condemned homes, addressing mobile homes and RV and finalizing Saiyatchapis Subdivision Housing

## Land Use Planning

### Land Use Plan

- ◆ Council & community overwhelmingly supported the finalized Land Use Plan, allowing the creation of zones within our community, can be viewed at [www.tseshaht.com/land-use-plan](http://www.tseshaht.com/land-use-plan)

### Certified

- ◆ Honoured to see Land Use Planner, Len Watts achieve his Lands Manager certificate, helping Tseshaht move forward with proper lands management on-reserve



# HOUSING & INFRASTRUCTURE

## Infrastructure

### Maht Mahs

- ◆ Installation of a new freezer and walk-in cooler for the kitchen

### Phase 2 of Sewer Expansion at Saiyatchapis Subdivision, now underway

- ◆ Secured \$3 million in funding
- ◆ Construction commenced summer 2024
- ◆ Expansion will connect over 40 homes to new city of Port Alberni sewer system, moving away from septic fields
- ◆ During construction, members have been required to use the new access road off Watty's towards Iwachis
- ◆ Members in the area reminded, all items in yards must be moved to create clear working areas for sewer line connection
  - ◆ Members that did not clear space or chose not to connect to sewer lines at are now responsible for their own connection & septic maintenance moving forward
- ◆ One-time only funding opportunity for this project
- ◆ Future funding will not be applicable to current homes in the area
- ◆ Currently this project is behind schedule due to deeper than anticipated excavation

### New Lift Station

- ◆ Replacing former sewer holding tank with a brand-new lift station system for East Somass Crescent area
- ◆ Currently all homes in the area will

have independent shut-off valves

### 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

- ◆ Engaged community to endorse the final location of the facility, after extensive feasibility study
  - ◆ Received overwhelming community support for construction located in the field at the Youth Center & also support of deconstruction of Maht Mahs Gym & Kitchen once built
- ◆ Next steps: new design of facility with architects in 24/25 fiscal year, seek construction funds in 25/26
  - ◆ Needs to be similar in size and



# HOUSING & INFRASTRUCTURE

scope to the current Maht Mahs Gymnasium and Caldwell Hall, including a commercial kitchen, fitness gym and office space

- ◆ Continue to lobby hard to get secured funding before federal election

## 4-Plex Housing Project

- ◆ Securing funds to build a 4-plex by the Youth Center
  - ◆ Engineered foundation plan to be completed by the end of September
  - ◆ Once readied, building can begin
  - ◆ Excavation will assist in new floor for Longhouse
- ◆ Exploring building mixed use space, including market rental housing near Tseshaht Market

## 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
- ◆ Roof trusses, installed with wall framing of upper floor now being worked on

## Tseshaht Daycare

- ◆ Received over \$1 million in funding from the Province of BC to renovate all three daycare buildings
  - ◆ Small renovation to the staff building to use as a temporary daycare during future renovations beginning this Fall
  - ◆ New addition, currently in design phase
  - ◆ First will be the infant daycare, then the 3-5 daycare
- ◆ These renovations were much needed after no significant upgrades in over 15 years
- ◆ Will continue to explore potential to secure funds from NETP/NTC & will explore potential of building a brand-new daycare

## Former Orange Bridge Cannabis

- ◆ Renovations completed of the former Orange Bridge Cannabis building
- ◆ Expanded space will house the New



# HOUSING & INFRASTRUCTURE

Tsashaht Enterprises Limited Partnership (EcDev Corp) & Non-profit housing society with any additional office spaces left available for other organizations

## Economic Development Park

- ◆ Secured \$1 Million for creation of road & infrastructure service hook-ups (water, sewer & power) for future economic development along Pacific Rim Highway, between pump station & behind the billboards

## Public Works

- ◆ Created additional parking space at Tsashaht Administration Building
- ◆ New roof & septic system at BMO
- ◆ Danger tree removal at Papermill Dam Park
- ◆ New road line painting on IR#1 & Haahuupayak School
- ◆ Worked with the ACRD FireSmart program to remove trees, shrubs & other vegetation around buildings
- ◆ 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

## Caldwell Hall

- ◆ Currently utilized by renters
- ◆ Alternate space awaiting construction to convert into suitable space
- ◆ Will begin as soon as possible, once current user has cleared out

## Longhouse

- ◆ Upgraded lighting and ventilation, completed December 2023
- ◆ Awaiting new floor, once 4-plex excavation begins this will begin, funding through Gaming Revenue as a community Wish List priority



# 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

### Interpretive Mini-Longhouse

- ◆ Built by Mahoe Construction
  - ◆ Use as a portable Tseshaht 101 display
  - ◆ Attendance at community events:
    - ◆ Fall Fair
    - ◆ Forestry Conference
    - ◆ Ports Canada Conference
    - ◆ Alberni Valley Bulldogs Games for Home Opener & Truth & Reconciliation Night
    - ◆ September 30<sup>th</sup> (Orange Shirt Day)

### Tseshaht History Atlas

- ◆ Internal working group working with Denis St. Claire & publisher on next steps, funding through Gaming Revenue as community Wish List priority

### Haahuupa

- ◆ Program created at the request of membership
- ◆ Knowledge holders facilitate a cultural connection through:
  - ◆ Arts & crafts
  - ◆ History sharing & story telling
  - ◆ Song & dance

### Men's Group (paused)

- ◆ Seeing the need for cultural tradition for men ages 18-50+ years old, to feel safe & share



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

- ◆ Originally created by Trevor Little, continued by Aaron Watts

## Lahal (paused)

- ◆ A fun awakening to our cultural teachings held at our traditional Longhouse
- ◆ Many attended & gained interest with surrounding Nuu-chah-nulth Nations

## Dance Practice (paused)

- ◆ A past community favorite for its cultural teachings & fun

## Cultural Support

- ◆ Knowledge holders provided brushings, sharing circles and song
- ◆ Introduction of Witwaak at Alberni District Fall Fair, assisting alongside security & RCMP onsite

## Other Events & Cultural Sharing Opportunities

- ◆ Winter Solstice
- ◆ New Somass Hall project groundbreaking
- ◆ Elders Haahuupa
- ◆ History 101 with Denis St. Claire
- ◆ Drumming and singing at SD70 schools
- ◆ Traditional welcome to territory at business openings

\*\*\*\*Thank you to our staff, Council, community members, ḥawiiḥ & others who have helped ensure our cultural presences is felt throughout our territory at all the various events throughout the year

## Language

## Intensive Learning Program

- ◆ Celebrating 1, 2 & 3 year learning graduates
- ◆ A heartfelt kleco, kleco to the Language Team & learners for their hard & meaningful work & dedication to revitalizing our sacred language

## Language Classes

- ◆ 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
- ◆ Working with speakers to support classes and curriculum
- ◆ Continuous development of a “Market Walk” activity onsite at the Tseshaht Market
  - ◆ Helps students learn language in real life environments and gets language out within the community



# CULTURE & LANGUAGE

- ◆ Monday mornings are for advanced language sessions, 3rd years and teaching team, advancing their language
- ◆ January 2024 partnered with yuułʔiłʔaṭḥ 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
  - ◆ Ongoing help to implement a similar program to ours
- ◆ Tuesday evenings, 3rd years are leading drop-in language classes
- ◆ Spring 2024, completed another year of Tseshaht Adult Intensive Language Program
  - ◆ Third year delivery of the program
  - ◆ Three different levels of learning together
  - ◆ Special recognition for Year 2 graduates for completing their two-year commitment to the program
    - ◆ Ƨuyiyiima (Brie Tate) & huupʔałukʔaqs (Jocelyn Dick)
- ◆ Drop-in evening classes paused through summer and will resume in October with language students teaching
- ◆ Summer months spent preparing for upcoming Intensive Program:
  - ◆ Reviews & editing of milestones 1 & 2
  - ◆ Mapped out new milestone
  - ◆ Drafted 10 lessons
- ◆ Hosted Immersion House, July 2024 for advanced learners
  - ◆ Tla-o-qui-aht and yuułʔiłʔaṭḥ learners participated
- ◆ Intensive Program begins October 1, 2024
  - ◆ New cohort recruitment, interviews completed
  - ◆ Implemented application & interview process for returning graduates
- ◆ **Tseshaht** Language Facebook page for updates and announcements

## Documentation & Recording

- ◆ Continued important work recording with fluent speaker, Benson Nookemis three times per week
  - ◆ Sessions assist to increase content on FirstVoices site, reviewing teaching materials & strengthening language abilities of the language team
- ◆ Editing audio, uploading & publishing words and phrases on the FirstVoices site
- ◆ 3 members of our FirstVoices Team attended the First Peoples’ Cultural Council’s celebration of 20 years of FirstVoices in Victoria
- ◆ Launched the new FirstVoices website
- ◆ During summer months more time is spent increasing content on FirstVoices
- ◆ New content is available on FirstVoices all the time, check it out at: <https://www.firstvoices.com/tseshahtlanguage/>

## Support & Sustainability

- ◆ Language consultations, translations, &



# CULTURE & LANGUAGE

support for Tseshaht programs/ departments, along with external organizations and businesses

- ◆ Communication on social media to promote language learning and use with our community and beyond
- ◆ Provided support for yuułıʔıʔaṭḥ with the development of their adult intensive language program
- ◆ Partnering with yuułıʔıʔaṭḥ on upcoming training for our Intensive programs.
- ◆ Ongoing advocacy and planning for language funding. FPCC our regular funder is not funding any new projects this fiscal year. We did receive a top-up of funding for the Pathways program with FPCC, at less than a quarter of the funding we received in previous years.
- ◆ Carry-over from previous year's projects, the top-up from FPCC, the gaming funding, and donations are supporting the continuation of our program this fiscal year.
- ◆ Language Manager attended First People's Cultural Council's AGM as part of the Advisory Board
- ◆ Language team & several students attended one-day Tla-o-qui-aht Language Gathering

- ◆ Presented about Tseshaht Language Program, highlighting the Intensive Program & Documentation work

\*\*\*\*Funding - The Band Class engagements from the lclass action settlement will occur in the near future where community can help identify priorities as the funds can only be spent on Language, Culture, Heritage & Wellness. Tseshaht must develop their own plan on how they would like to spend their annual funds until the settlement funds are exhausted (10+ years)



# 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.*

## Daycare

- ◆ School readiness program with name recognition & fine motor use
- ◆ Currently looking for a full-time infant & toddler worker fully qualified to work in the infant daycare



## Membership

- ◆ Ongoing work on a Wills & Estates project
  - ◆ Assisting members to complete planning and legally documenting their wishes
- ◆ Committee reviewing membership code & providing recommendations to Council
  - ◆ Follows current membership code (1987) requirements on amendments
  - ◆ Many areas for improvement, must be done according to legal standards

## Youth & Recreation

- ◆ Spring Break & Easter Party activities for children & family participation
- ◆ Attended the Girl Power/2BBoys Youth Workshops
- ◆ Youth Center and Gym Time Drop-in,



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

weekly

## Crisis Care & Wellness

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

## Human Resources

- ◆ New additions to our Administration team include:
  - ◆ Interim Executive Director, Thomas Hleck
  - ◆ Housing Manager, Jeremy Bowers
  - ◆ Accounting Services, Ashley Fred
  - ◆ Fisheries Technician, Kyle Miller
  - ◆ Community Health Support Worker à (Patient Travel), Patricia Jimmy (Pepsi)
  - ◆ New Housing Maintenance Coordinator, Philip Wright
  - ◆ New Fisheries staff:
  - ◆ Resource Management Officer Technician, Jay Budd
  - ◆ PSSI Monitor, Nick Ross
  - ◆ PSSI Monitor, Kyle Erickson
  - ◆ PSSI Monitor, Jeff Gallic
  - ◆ PSSI Monitor, Sebastian Fred
  - ◆ New AIRS Project Manager, Linda Seitcher
  - ◆ Community Services Manager, Maria Gomez

- ◆ These additions will assist in providing

more administrative stability, especially those in leadership roles

- ◆ Goodbyes are never easy, farewell to Executive Assistant, Virginia Shrimpton after 8+ years
  - ◆ Kleco kleco Virginia!!
- ◆ Staff & Council retreat saw work to complete work planning & support self-care
  - ◆ Worked together on our Community Comprehensive Plan & Strategic Plan outcomes

## Social Development

- ◆ Annual spot file review to ensure completeness NTC & ISC

## Children and Family Services

- ◆ Council would like to acknowledge staff that have been providing children & families with an increased amount of community-based programming
- ◆ Preparing for prevention programming to keep Tseshaht children out of care
  - ◆ New Somass Hall will provide a strong example of a facility that



# HEALTH, WELLNESS & SAFETY

assists & creates space for various workshops, programs & services, including our Youth & Recreation 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 and youth wellness supports are coming in the near future

## Health & Wellness

- ◆ Providing members access to update children's vaccinations (measles, pertussis, etc)
- ◆ NTC COVID-19 Vaccine Study
  - ◆ Blood results are now available
  - ◆ Participants must contact the Director of Research at 705.987.6071 or email [covid19results@nuuchahnulth.org](mailto:covid19results@nuuchahnulth.org) include your legal name & date of birth
- ◆ Discussions with First Nations Health Authority on beginning to transfer Tseshaht

health services to operate on a Nation level - (Health, Wellness & Safety Strategic Plan Goal 5)

- ◆ Future engagement of the Health & Wellness Committee will see finalization of the Tseshaht Health Plan
- ◆ First Nations Health Authority started this spring to engage urban away from home First Nations peoples in various cities on topics such as:
  - ◆ Health Services
  - ◆ Accessibility
  - ◆ Clinic & Individual barriers
  - ◆ More information & their online survey can be found at [www.FNHA.ca/what-we-do/urban-and-away-from-home](http://www.FNHA.ca/what-we-do/urban-and-away-from-home)

## 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 & declared a State of Emergency with NTC on opioids & mental health

## Emergency Response and Preparedness

### **Received funding for:**

- ◆ Emergency Operations Center
- ◆ Emergency Support Services
- ◆ Cultural Safety



# HEALTH, WELLNESS & SAFETY

- ◆ Communicable Disease Plan
- ◆ Hazard-Risk-and-Vulnerability Analysis (HRVA)
  - ◆ Clear Sky to engage community and complete assessment

## In development:

- ◆ Emergency Manager Plan
- ◆ Emergency Response Plan
- ◆ Emergency Communications Plan
  - ◆ Emergency Operations Center Handbook

## Completed:

- ◆ Tseshaht FireSmart Program
- ◆ FireSmart assessments on all Tseshaht critical infrastructure

## Next steps:

- ◆ Expansion of FireSmart Program
- ◆ To complete work on critical infrastructure based on assessment recommendations
- ◆ Further assessments on social housing units in conjunction with Alberni Clayoquot Regional District
- ◆ Work with FNHA and NTC on development of Tseshaht Communicable Disease Plan
- ◆ Training of Emergency Operatios Center Team
- ◆ Recruitment of Emergency Support Services Team
- ◆ Partnered with North Island College for a Wildfire Training Program
- ◆ Earthquake Drill and Contest for Shakeout (October 17, 2024)



# TITLE & RIGHTS



*To advance our governance, use, occupancy, and enjoyment of Tseshaht ḥaahaahuuli, 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
- ◆ Tseshaht will continue ongoing monitoring of the landfill & conducting a desktop study to look at alternative locations for a future landfill

## 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

- ◆ Completed successful Incremental Economic Reconciliation Agreement (IREA) in a portion of recognition for former logging in Nahmint, \$16.45 million (\$16 million for economic development and \$450,000 for negotiations)
- ◆ Will reconvene negotiations after BC & Tseshaht elections on outstanding Tseshaht matters

### Parks Canada

- ◆ Seeking co-management agreement &



1. Leverage and resource every opportunity to assert Tseshaht Title and Rights in our ḥaahuuli
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

management plan for Broken Group Islands (BGI) within the Pacific Rim Park Reserve, currently in collaboration with Parks Canada on new management plan

- ◆ Includes new revenues for Tseshaht First Nation use in the BGI with Beach Keeper fee for operators charging \$15 per day per visitor & all funds go directly back to the Beach Keeper Program

## Fisheries

- ◆ Tabled a comprehensive fisheries package with Government of Canada, indicated they would like a longer term agreement, Council, ḥawiiḥ & community fisheries engagement all are supportive of exploring a longer term agreement with conditions including long-term funding for Tseshaht fisheries for multiple areas of priorities

## 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 & Parks/Beach Keepers & other benefits for Tseshaht thanks to this table

## Lands & Natural Resources

- ◆ Actively engaged with the province in multiple areas of United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) implementation with the Province of BC
- ◆ Port Alberni Landfill working group meeting regularly with ACRD to ensure

environmental & monitoring concerns are addressed

- ◆ Addressing overlapping claims with other Nations on Tseshaht territory, we hope to resolve this through ongoing active engagement

## Island Corridor

- ◆ Nation actively involved at local/regional table along with other Island Nations to ensure our Title & Rights are recognized & respected, along with a potential shared vision for the railway line which may include trail, rail or other options.
- ◆ Future community engagements will occur on this topic where community will be presented with useful information to make an informed decision on Tseshaht's position for next steps.

## Negotiations

### BC

- ◆ Successful in receiving \$5.15 Million for off-reserve housing
- ◆ Proceeded to negotiating outstanding infringements on forestry that previous Councils were supported by community to address
- ◆ Announcement of \$16.45 Million, September, 17, 2024 (Incremental Economic Reconciliation Agreement) where funds will specifically help Tseshaht economic development & future negotiations
- ◆ Outcome from negotiations over the last 3 years



# TITLE & RIGHTS

## Canada/RIRSD Table (Recognition of Indigenous Rights and Self Determination)

- ◆ Previously mentioned table set-up with Canada called “Recognition of Indigenous Rights & Self-Determination” to look at fisheries, Parks Canada relations & outstanding infringement
  - ◆ Provided a presentation at community fisheries engagement & will proceed with next steps, updates will be provided to community once we have progress
  - ◆ This table has shown to take quite some time in progress but we have focused our efforts strategically on fisheries at this time
- ◆ Thankful for the support & increase in other federal funding in the interim such as Beach Keepers, fisheries landing craft & new monitoring , which includes two (2) new boats & staff totalling over \$1 Million

## Beach Keepers

- ◆ Hosted a successful Tseshaht 101 session with multiple companies operating in Tseshaht territory
- ◆ Started the 2024 season & look forward to working with Parks Canada increasing funds & collaboration in our unceded territory in the Pacific Rim National Park Reserve with the Broken Group Islands (BGI)
- ◆ Continuing the implementation of a \$15 per day visitor fee for all companies operating in BGI

## ʔuuʔatumin yaqckʷiimitqin (Doing it for our Ancestors)

- ◆ Council would like to acknowledge this work is challenging for not only Survivors but our entire Tseshaht community, including our membership, intergenerational Survivors, Council, Staff and ʔawiih

## Records Delivery

- ◆ Meeting families & planning with them the future delivery of records about their loved one that passed away because of attending the Alberni Indian Residential School (AIRS)
- ◆ Contacted 9 of 22 families
- ◆ Planning delivery of information back to families in the coming months
- ◆ Ensuring we are reaching as many families as possible
- ◆ Where there is no family available, reaching out to Chief and Council of communities for assistance

## Research

- ◆ Successfully achieved full access to the National Centre for Truth & Reconciliation (NCTR) internal database
- ◆ Support Phase 2 archival research & help access names of former students for the AIRS Memorial
  - ◆ Considerable gap in attendance records from early operational years (pre-1942)
    - ◆ Seeking support from families to identify former students



# TITLE & RIGHTS

during this timeframe

- ◆ Invited to Tsuu T’ina First Nation (Treaty 7 Territory) to share more about the ʔuuʔatumin yaqckʷiimitqin (Doing it for our Ancestors) project's Phase 1 research process in support of their missing children project
- ◆ Visited the site of the former Sacree (St. Barnabas, Anglican) residential school
  - ◆ All that remains are a few old missionary buildings
  - ◆ Memorial honours missing children with four large eagle feathers with silhouette sculptures of two pairs of boys & girls holding hands & two others with bows
  - ◆ They are still finalizing wording for a plaque & how to acknowledge missing children with a memorial list

## Memorial

- ◆ Working with a consultant on draft designs for the AIRS Memorial
- ◆ Memorial design considerations include:
  - ◆ Location (where the monument will be built)
  - ◆ Materials used (Cement, Wood, etc...)
  - ◆ What elements to include (Fire, Water, Cedar, etc...)
  - ◆ Names to include & how to ensure future additions are possible as further information becomes available
- ◆ Final drafts will be engaged on prior to construction, we are also securing funds to carve a

memorial pole with the goal of having artists from Nations who had students attend AIRS to assist in carving

## Engagement

- ◆ National Day for Truth & Reconciliation (Orange Shirt Day)
- ◆ Monthly Survivor Working Group sessions
  - ◆ Project updates and Self-care opportunities
- ◆ Planning community engagement sessions for Tseshaht members

## Land Clearing & Scanning

- ◆ Phase 2 has been completed & will be shared during Phase 2 Announcement
- ◆ Phase 3 will see a different approach with capacity building opportunities for Tseshaht members to learn how to Ground Penetrating Radar (GPR) & Light Detection & Ranging (LiDAR)
- ◆ Thank you to our Land Clearing Crew this year, who have supported with community beautification and future areas for scanning

## Caldwell Hall

- ◆ This will see a large-scale event to include AIRS Survivors & Intergenerational Survivors & their families from all over BC to help tear down in 2025 once we find a new location for current tenants

## Security

- ◆ Continuation of community security patrols 7 days a week
  - ◆ Mondays-Thursdays
    - ◆ Terrence Watts 250.730.1526
  - ◆ Thursdays-Sundays
    - ◆ Justin Heck 250.730.2762

