



TLA'AMIN NATION
ANNUAL REPORT

2015-2016



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MESSAGE FROM THE HEGUS



Clint Williams, Hegus (Chief)

On behalf of the Tla'amin Nation Government we are pleased to present the 2015/2016 audited financial statements; on time for the third year in a row! The management improvements that have been made over the past few years continue to show positive effects in our overall operations.

These financial reporting improvements have made for an easier transition for us to move from an Indian Act band to a self-governing Nation. Operating in an accountable and transparent manner is the new standard, this is what our Nation deserves and we should expect nothing less. This has been committed to from the current leadership as we have agreed unanimously and signed a code of conduct at the beginning of this term endorsing these principles.

This will be the second year that we have compiled each of our entities financial reporting into one report and are holding one Annual General Meeting (AGM) to report to our people, it wasn't that long ago when each entity held their own separate AGM. This separation only created confusion and division within our community when all of these programs, services and assets are here for the benefit of the nation. We want to ensure that our people are receiving the same messages and accu-

rate information from leadership and staff.

Leadership and staff now have clear direction and support through the Laws & Regulations that were created based on our Constitution that was developed by our people and endorsed by way of a referendum in 2009. The implementation of our Laws & Regulations will be ongoing over the next few years and we want this to be a positive experience for our community.

We are very proud to have moved into our new Governance House, this building symbolizes our new fresh start as we have proudly returned to a self-governing status, we want this building to be something that our people can be proud of and also to feel comfortable and welcome in.

The future looks bright for our people; we must make the best use of our newly acquired assets and resources to generate wealth for our community in a sustainable and responsible way.

Che chah hah tahn nah pesht,

Hegus Clint Williams

ELECTED OFFICIALS



Gloria Francis



Brian Hackett



John Hackett



Dillon Johnson



Eugene Louie



Larry Louie



Shawn Louie



Walter Paul



Lori Sparrow

GLORIA FRANCIS

Gloria has been a member of the Committee's in the Accountability & Administration and Communications portfolios. She has also been a member of the Justice Committee.

BRIAN HACKETT

Brian has been a member of the Committee's in the Finance, Accountability & Administration and Natural Resources portfolios.

JOHN HACKETT

John Hackett is serving in his 4th term on Council for the Tla'amin Nation. John is the Chair of the Natural Resource Committee, and also a committee member of the Housing, Finance and Education portfolios. Recently, with the implementation of the Tla'amin Final Agreement, John has also been appointed to the Joint Fish Committee, Taxation Authority Committee and Implementation Committee. John earned a Diploma in Natural Resource Technology, at Nicola Valley Institute of Technology, and Occupational Health and Safety Auditor certificate from British Columbia Forest Safety Council.

John has been the Forestry Coordinator for Thichum Forest Products GP for 11 years now, when Sliammon's only tenure was Woodlot-1672 with an Annual Allowable Cut of 3,050m³. Today Sliammon holds 3 Crown Land Tenures, Woodlot-1672, Sliammon Community Forest, and Forest License to Cut with a total Annual Allowable Cut of 53,050m³.

DILLON JOHNSON

Dillon is serving his third consecutive term as an elected representative for Tla'amin. Dillon is the Chair of the Finance Committee and the Housing Committee, and serves on the Capital Committee, Legal Committee and Economic Development Committee. Dillon is also a liaison to the Holdings Board and the Operating Board of the Tla'amin group of companies.

He proudly carries his Tla'amin name, toqʷanən, which was given to him by his grandmother Elsie Paul, qaʔaxstales, and the Tla'amin Elders.

Dillon spends most of his time in North Vancouver where he works for Temixw Planning Ltd., providing community and economic planning and financial management advice to First Nations communities and organizations. He lives on Tseil-Waututh Nation lands with his wife Jessica and nearby his sisters and nieces.

Dillon is also a director for the Aboriginal Financial Officers Association of British Columbia ("AFOA BC"). He holds a Master of Business Administration ("MBA") from the Richard Ivey School of Business and is a Certified Aboriginal Financial Manager ("CAFM").

EUGENE LOUIE

Eugene has been a member of the Committee's in the Community Services portfolio. He has also been a member of the Education Committee.

LARRY LOUIE

Larry is serving his second term as councilor for our nation. Larry held the portfolio as the council representative for the Tla'amin Health Board, Regional District Hospital Board and Culture & Language - preservation and practice of our culture and language is a must. Larry was also involved with three working groups: Lands & Natural Resources Community Working Group (CWG), Governance CWG and the Joint Steering Committee.

Larry was born and raised here in Tla'amin and is very proud to have played a role in this vital transformation of shifting from the Indian Act to a self-governing Nation.

He believes it is important to remind our youth that education is our key to success; and health and wellness is essential to us moving forward. "Through leading by example in a positive and healthy way, we will prosper as a self governing Tla'amin Nation."

SHAWN LOUIE

Shawn has been a member of the Committee's in the Communications and Natural Resources portfolios. He has also been a member of the Regional Emergency Executive Committee.

WALTER PAUL

Walter is serving his sixteenth term on Council and served two terms as the Chief for the Tla'amin Nation as well. His traditional name is Shep'ahthes, a name he was honored to receive from his great aunt from the Homalco Nation. He is married to Noreen Paul and has four daughters. His mother is Elsie Paul and his father is William Paul.

Walter serves on a number of committees including the Finance, Housing, Lands and Resources, Personnel, Education and Capital Committees.

He is honored to have served the Nation for so many years and believes that the Nation is going in the positive direction that the community has mandated. He also believes that change can be difficult but, in time, the positive will be realized by the Nation as a whole.

LORI SPARROW

Lori is serving her first term as a councilor. As a Council representative she has participated on the following committees: Finance & Programs CWG, Lands & Resources CWG, Sliammon Development Corporation Board liaison, Natural Resources, and Theodosia Watershed Shared Decision-Making. She also helped to research and develop our Monumental Cedar Harvest Plan.

Presently Lori is a Forester-in-Training and a member of the Association of BC Forest Professionals. She holds a Natural Resources Technology Diploma (NVIT), Bachelor of Science in forest resource management (UBC) and Master of Science in forest resource management (UBC). She works for our Nation's forest company, Thichum Forest Products, as a silviculture forester.

ABOUT TLA'AMIN NATION

We are the Tla'amin Nation. We have inhabited the lands and waters of our traditional territory within what is today known as the Sunshine Coast of British Columbia since time immemorial.

Our traditional territory was rich in natural resources. All of our economic and political systems along with our spirituality were based on our relationship with the traditional territory of our ancestors and their unique relationship with the land. Almost everything around us was utilized for tools, clothing, food, shelter, medicine, transportation and trade with other First Nations.

Tla'amin people are resilient, caring, strong and determined. We are industrious, creative and fun to be around. Our people are particularly experienced and skilled in fishing, aquaculture and forestry, and have a long history of trade and entrepreneurship.

"One Heart, One Mind, One Nation."

TLA'AMIN VISION

Based on our Ta'ow we will empower our citizens to be healthy, self-governing stewards of the land. With full jurisdiction, and responsible leadership we will create the economic and employment opportunities to sustain and improve the quality of life for present and future generations.



TREATY CELEBRATIONS

April 5th, 2016 was a historic day for Tla'amin people, as it marked the Effective Date of the Tla'amin treaty. On this date, the Sliammon Indian Band ceased to be and was replaced with the Tla'amin Nation, a self-governing treaty First Nation with certain rights and powers defined within the Tla'amin Final Agreement.

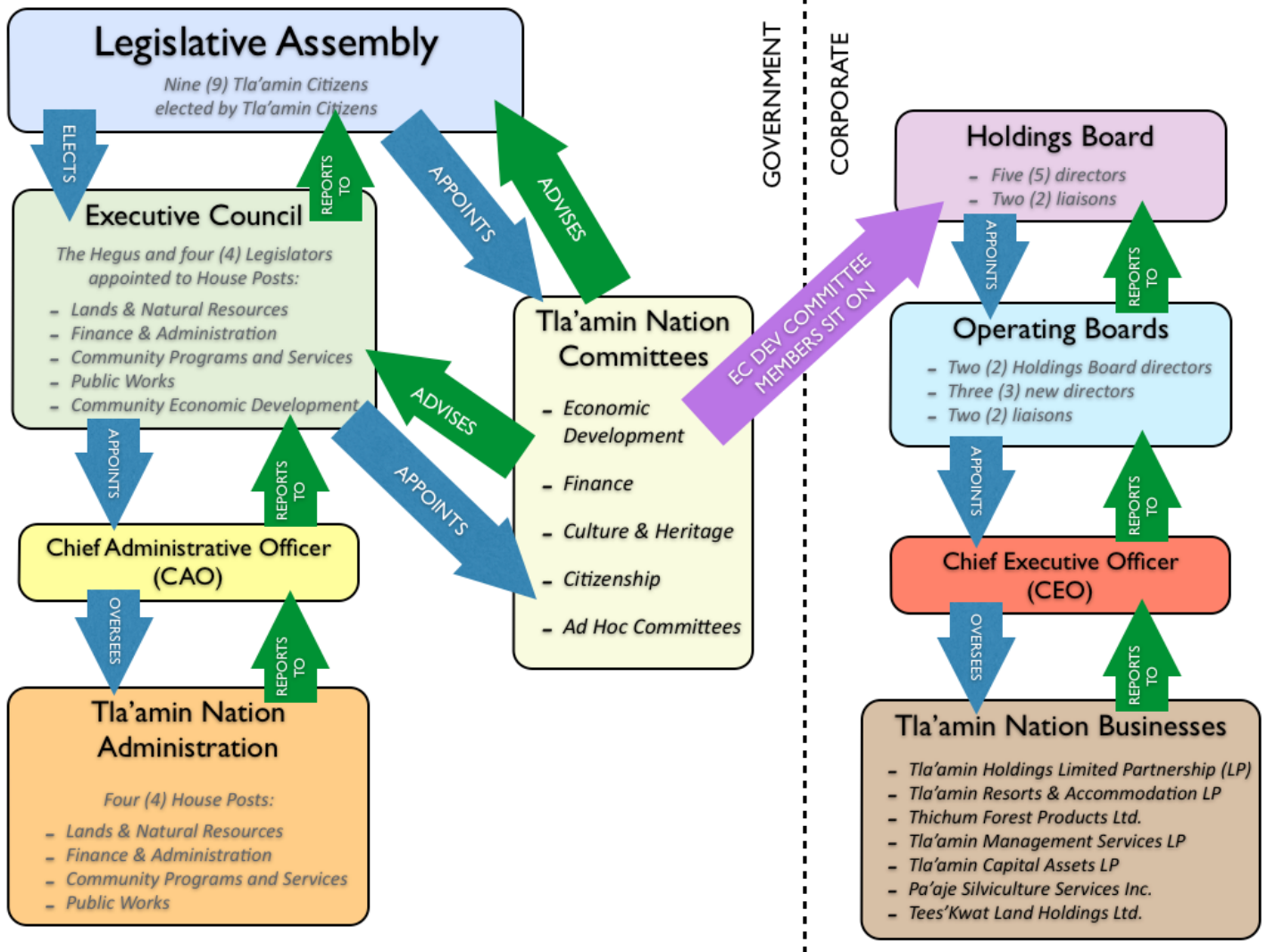
The Tla'amin treaty provided ownership and law-making authority over 8,300 hectares of land, comprised of more than 6,400 hectares of former Crown land and over 1,900 hectares of former Indian Reserves.



The treaty also provides for cash payments to support Tla'amin culture and language, salmon enhancement and stewardship, the acquisition of commercial fishing licenses, as well as:

- a capital transfer of about \$33.9 million paid over 10 years, less the outstanding negotiating loan;
- an Economic Development Fund of about \$7.9 million; and,
- about \$731,895 per year for 50 years through resource revenue sharing arrangements.

Governance & Corporate Structure



MESSAGE FROM THE CAO



Rod Allan, CPA, CMA,
Chief Administrative Officer

Hello people of Tla'amin! This report is written in regard to the 2015/2016 year, when the Nation was the Sliammon First Nation, but at the time of writing the Tla'amin Nation is independent and free of the Indian Act.

The 2015/2016 year was a landmark year, being the final year that the Nation was governed by the antiquated and largely dysfunctional Indian Act. The year was consumed by preparations for the Final Agreement's effective date in early April. Much work was required to ensure that all the requirements were met to have the Final Agreement take effect. Had we not completed the work correctly and on-time, the transfers of lands and funds would have been delayed, at best.

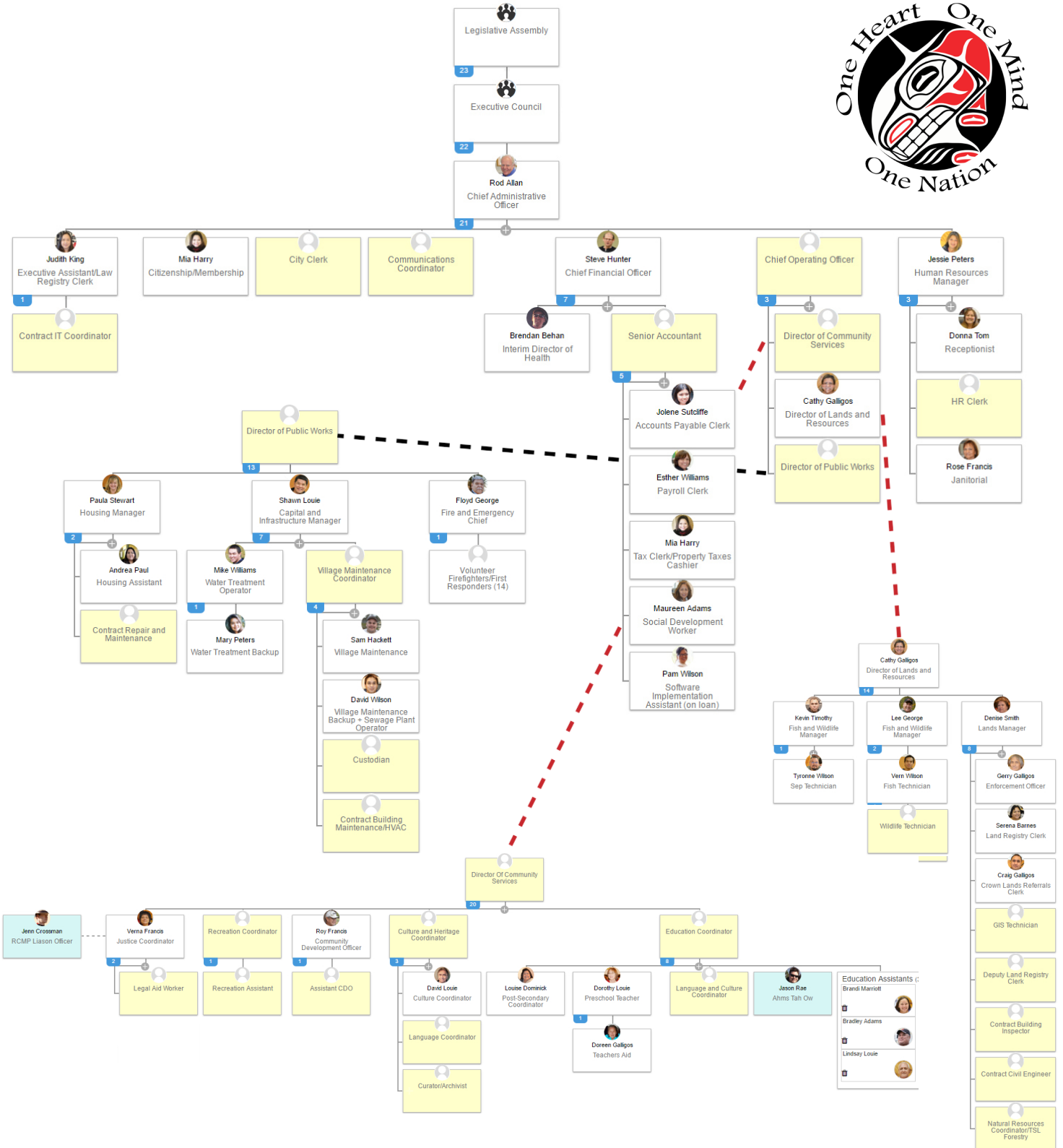
I would like to personally thank all participants for their diligence in making this a reality. From the community members, staff, councilors and legal teams who worked tirelessly on the Community Working Groups to all the others who provided support in various ways, including several other nations who were very open with their experiences and documents.

It was an extremely busy year for us. In addition to these preparations, we had several major projects underway. These were the ongoing construction of the new Governance House, completion of a new subdivision and the early stages of a project for the replacement of our aging and obsolete sewage treatment facility. We have gone through significant change and we continue to do so. The understanding and support of the community is greatly appreciated as Tla'amin embarks on an exciting and bright future path.

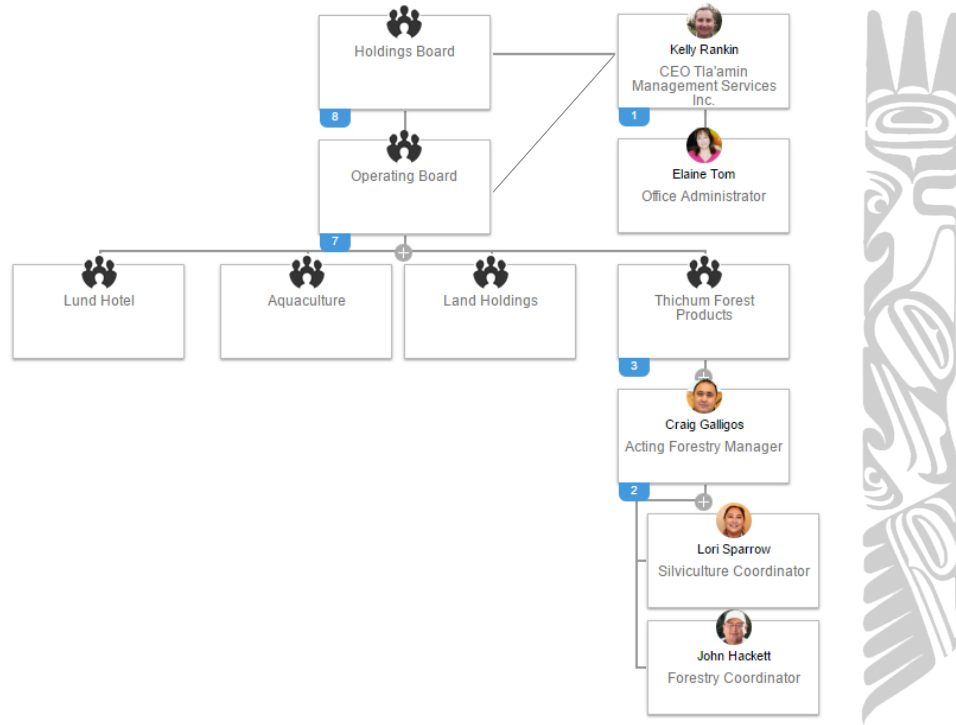
Emote.

Rod Allan,
Chief Administrative Officer

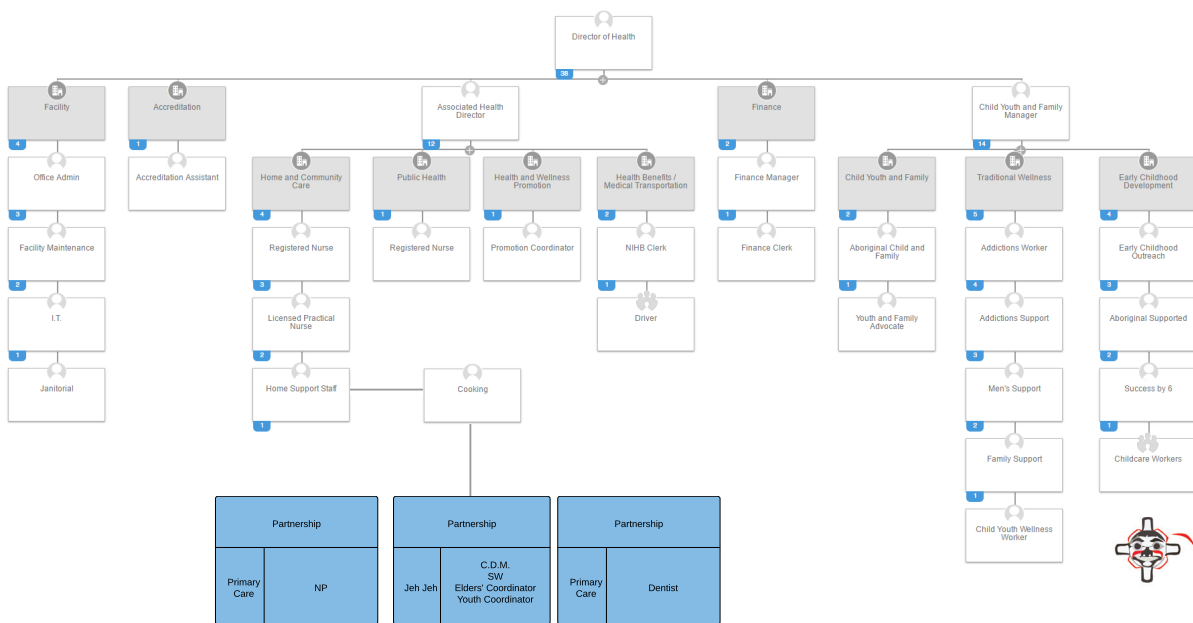
TLA'AMIN NATION



TLA'AMIN GROUP OF COMPANIES



TLA'AMIN COMMUNITY HEALTH



HOUSE POSTS REPORT

FINANCE AND ADMINISTRATION

MANAGERS: Rod Allan, Chief Administrative Officer
Steve Hunter, Chief Financial Officer

ADMINISTRATION REPORT

It was a busy and challenging year in Administration. The preparation for effective date took many of us away from our day-to-day tasks to participate in a variety of working groups, ensuring that we were ready for April of this year. We also had to have some new things in place for the effective date, such as a law registry and citizenship registry, and the accompanying positions filled. Then, as we neared the end of the fiscal year, we had to gear up for the move of the office to the new Governance House. No easy task after several decades in the old office! All of that made it quite difficult to keep up, and it will continue to be very demanding for the next year or more, so your patience is hugely appreciated.

Some of the other undertakings this year were:

- Working with a number of federal and provincial agencies to determine how they can support us with law enforcement on Tla'amin lands, for which a proposed agreement is near completion
- Collaborating with the City and Regional District on a potential Regional Recreation Agreement
- Holding a referendum to make technical amendments to the Constitution to make it consistent with the new laws
- Integrating a new service provider, North Vancouver Island Aboriginal Training Society, into our education and training programs
- Overseeing progress and contractual obligations for the construction of the new Governance House and the new subdivision project
- Continuing the work with engineers, planners and governments to finalize a recommended plan for managing our sewage when we retire the existing treatment facility
- Participating in the 3-Community Forums and regular meetings with city and regional district administrators in the ongoing development of a functional working relationship between the three local governments

Rod Allan,
Chief Administrative Officer

FINANCE REPORT

It has been another extremely busy year in the Finance Department with the primary focus being on Law Development in the areas of Finance, Economic Development, Social Development, Education, Conflict of Interest and completing the Trust Deed. All this work was of course done in conjunction with the Community Working Group. We'd like to take the opportunity to thank community members Mia Louie, Cathy Paul, Pauline Paul, Leonard Bob & Melanie Vivier for enduring through some long hot Friday's in order to provide valuable input and ensure that Laws came together!

The other focus year round is compliance and transparency. We received our risk assessment back from AANDC and for a second year in a row, we received a low risk rating in all areas of governance and finance. We also submitted our annual audit on time in 2015/2016 for the third year in a row!



The department was heavily involved in the construction of the new Governance House first with securing financing and second ensuring the project stayed on budget and as is the case with most projects, it became challenging at times.

And if we weren't busy enough, we decided to make a software change right at year end! The staff pulled together and endured this challenge and the transition has gone smoothly.

The focus on the upcoming year is dealing with the one-time capital transfers on effective date, ensuring the appropriate funds are transferred into the trust and the balance of the one-time funds are invested accordingly.

Steve Hunter,
Chief Financial Officer



HOUSE POSTS REPORT

LANDS & NATURAL RESOURCES

MANAGERS: Cathy Galligos, Director of Lands & Natural Resources
Denise Smith, Lands Manager

The department's priorities or goals for 2015-2016 were:

- Resolve all outstanding Certificate of Possession (CP) issues before April 5, 2016
- Ensure all the CP lands, leased lands and community lands were surveyed under the B.C. Provincial Survey
- The Lands Working Group - to complete all the draft laws to be finalized on Effective Date
- Complete/Mail draft Permits to Interest Holders on Treaty Settlement Lands
- Beautification/Landscaping of the Sliammon Community
- Develop a "Welcome to Tla'amin Nation" sign
- Providing opportunities for community members to get out on the land

Some challenges the department faced during 2015-2016 were:

- Trying to organize large CP holder meetings to discuss/resolve issues
- Explaining the change in the legal surveys of residential lands and why it is changing from a federal survey to a provincial survey
- Educating people on the Land Title Office and that this system is the new lands registry system for restricted fee simple title
- Working/Liaison with several layers of working groups and council for final approval
- Understaffed
- Road Dedications
- Identifying/developing new permits required for the Effective Date (Building Permits, Development Permits)
- Implementation of the new laws



A few of the department's accomplishments during 2015-2016 were:

- Resolved all of the CP issues
- All provincial surveys were completed
- Mailed out all the draft permits/made communication with almost all parties
- New Tla'amin Nation Lands Registry system (Tla'amin Nation created our own internal lands registry with the Xyntax Software Consultant)
- New Director of Lands and Natural Resources position – Cathy Galligos
- New "Welcome to Tla'amin Nation" sign
- Purchase of a new mini-excavator – Bobcat
- Completion of several laws:
 - Land Law,
 - Land Use Planning and Zoning Law,
 - Sub-division, Development and Servicing Law
 - Fish and Wildlife Harvesting & Protection Law
 - Environmental Protection Law
 - Culture and Heritage Law
 - Water Management and Protection Law
 - Enforcement and Ticketing Law
 - Forestry Law
 - Property Taxation Law
- Community day/BBQ at Theodosia Cabin



What Citizens can expect from the department from 2015-2016 is:

- New Laws are in place for the Nation and Lands and Natural Resources have many new laws, regulations and permits to enforce
- Any new building development will require building permits and inspections
- Harvest Cards and Citizenship cards are required when harvesting fish and aquatic plants, wildlife, plant gathering, migratory birds, inter-tidal bivalves
- Harvest/Citizenship card applications are available from our department
- Harvest Logs need to be completed by every Citizen throughout the year and the data submitted to the Fisheries department
- Education on Bear Smart Program, providing information and tips on how to maintain properties so that bears are not attracted to the area
- Current residential properties were re-surveyed as they were in 1959 – no property boundaries were changed unless authorization was provided from a CP holder or unless it was Tla'amin Nation property
- Enforcement Officer will be enforcing our laws, monitoring for illegal wood cutting, checking for valid permits, monitoring oyster leases, monitoring forest resources, monitoring all Treaty Settlement Lands
- Continued beautification of community lands (grass cutting, weeding, road maintenance, clearing of blind spots and bushes)

Cathy Galligos,
Director of Lands & Natural Resources

HOUSE POSTS REPORT

PROGRAMS AND SERVICES

MANAGERS: Roy Francis, Community Development Officer
Steve Hunter, Chief Financial Officer
Brendan Behan, Health Director

COMMUNITY DEVELOPMENT REPORT

The Tla'amin Nation established a Community Development Officer (CDO) position in 2015. The responsibilities of the CDO are to:

- Determine and document community social and economic needs and ensure the provision of appropriate programs and services are identified to meet those needs;
- Represent, advocate and act as a liaison on behalf of Tla'amin with relevant provincial ministries and professional agencies to meet the needs of the community
- Identify funding from relevant governments, government agencies and other non-governmental organizations in aid of Tla'amin social and economic development
- Ensure effective application is made to identified funding sources and resulting agreements are maintained in good order over the term of funding agreements
- Ensure effective community consultation and involvement in decisions that directly affect the nature and quality of programs and services received by the community; and
- Ensure community members gain necessary skills and capacities to fulfill the above responsibilities

Challenges Encountered

- Establishing a new office; the position is new and adapting to a new role is a challenge in itself; finding a new fit with a new team is a very big change

Accomplishments

- Proposal Development; have established a partnership with Powell River Educational Services Society; to develop and submit a proposal to Canada for funding to work with Tla'amin students to improve graduation success for Tla'amin learners
- Tla'amin Tenants Awareness Program; worked with housing department to develop a funding proposal to build tenant awareness. Tla'amin has recently begun providing home and land ownership to its Citizens. Awareness workshops will provide a foundation for citizens

who do not yet own homes to access financing from conventional lenders to build their own homes.

- Sunshine Coast Trail Maintenance; a proposal has been developed and submitted to provide employment for five Tla'amin members to carry out maintenance work on the Sunshine Coast Trail.

Expectations for the upcoming year

- A needs assessment will be completed; the project will assist to focus existing program efforts and design new initiatives.

Roy Francis,
Community Development Officer

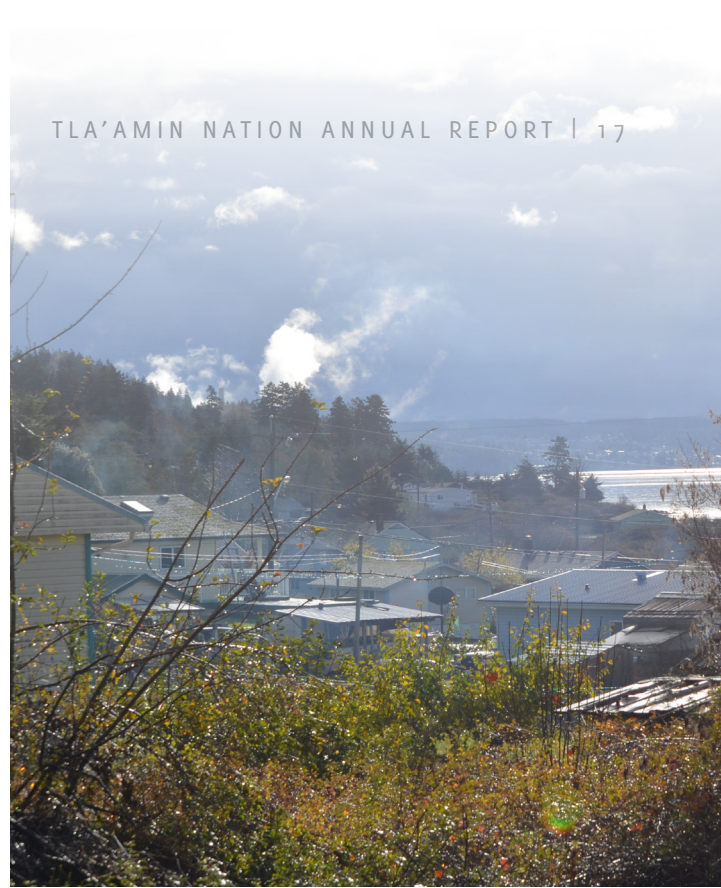
SOCIAL DEVELOPMENT REPORT

Social Development employees are extremely proud of the support they have provided the community in the past year. Besides the day to day activities of Social Assistance, the department has provided a number of programs and services made available to the entire community such as:

- Christmas Dinner
- Gift Cards for all youth at the Christmas Dinner
- Christmas Winter Wonderland Skate
- Thanksgiving Community Dinner
- Two Turkey & Ham deliveries to the community, Easter & Christmas
- Provided passes for the Patricia Theater to attend the release of Star Wars
- Provided passes for the amusement park at Seafair
- Sponsored a knitting workshop as well as a Youth Leadership workshop
- Sponsored Aboriginal Day, Anti-bullying day, Family fun day

We look forward to serving the Tla'amin Nation with similar and new services in the years to come.

Steve Hunter,
Chief Financial Officer



TLA'AMIN COMMUNITY HEALTH SERVICES REPORT

Ongoing for Tla'amin Health, the focus has been and continues to be developing and maintaining good relationships with internal and external stakeholders such as Vancouver Coastal Health, First Nations Health Authority, and the Ministry of Child and Family services. We also continue to ensure we are able to offer the most up-to-date and culturally appropriate care possible for those that choose to seek out care at Tla'amin Health. We maintain a large fleet of vehicles which were recently replaced. Tla'amin Health purchased four new vans and one car to replace the outgoing vehicles.



With all programs, it is a mandate that Tla'amin Health operates from a financially responsible viewpoint. Tla'amin Health continues to stay in good standing and having a zero deficit is always a significant priority. One significant staff change was the departure of the previous Health Director in October and so The Nation was left to carry the responsibility of managing Tla'amin Health and seek for a replacement for 6 months before a

replacement could be found.

In partnership with FNHA, VCH, Sechelt Band and Tla'amin Nation, Tla'amin Health was the first community in BC to establish the Jeh Jeh Circle of Care. The circle of care is about attaching people at-risk, vulnerable or those identified as "hard to reach" to a significant amount of resources and support.

Our youth coordinator continues to work in conjunction with School District 47 and is one more example of ongoing positive partnership building for Tla'amin Health. Many events such as Family Fun day, A Community Health Fair, a 6-week Winter Wellness Challenge were positives for staff and community. Tla'amin Health supported a Community Dance which included a suicide prevention presentation.

Our Electronic Medical Records 'EMR' system, Mustimuhw, is now fully operational and utilized in all programs. The information and records are much more professional, safe and secure for patients, clients, community members using services at Tla'amin Health.

Privacy training for all staff was done by an outside contractor to ensure that all staff continue to operate and work with privacy and confidentiality as an underlying factor for all work conducted while at Tla'amin Health. Continuing with preparedness, Emergency Mock evacuation practices took place in April 2016. Car seat training occurred in May 2015. We now have 3 qualified technicians to check/install baby/child safety seats.



Moving forward for 2016 Tla'amin Health, under new direction and leadership will be engaging to ensure that we offer the best possible health service for a First Nation Community in BC. We anticipate the growth of services such as chiropractic, midwifery, mental health counseling to be available for the community at the Tla'amin Health facility.

Care for the Elderly remains a priority. Most elders wish to remain in their home as long as possible and if they are no longer able to live independently at home, they wish to still remain in the community. Tla'amin Health would like to explore a project focused on developing an Assisted Living space within the community.

Tla'amin Health will be seeking funding to establish a wheelchair entrance for the mobility challenged clientele. Tla'amin Health will also be seeking out ways, as directed by the community, to ensure that all community members are comfortable to receive care in the community's health facility.

Finally, with flexible funding negotiated through the Treaty Process to Self-Governance, target-

ed program funding as a barrier is reduced and Tla'amin Health will be able to be more creative in its approach and deliverance of care through sustainable programming.

Brendan Behan,
Health Director



HOUSE POSTS REPORT

PUBLIC WORKS

MANAGERS: Shawn Louie, Acting Capital and Infrastructure Manager
Paula Stewart, Housing Manager

PUBLIC WORKS REPORT

Several large projects, added to the day to day maintenance of capital and infrastructure, made for a very full year in the Public Works department. Shawn Louie has been the acting Manager of Public Works most of the year. The position is expected to be posted in the latter half of 2016.



Moving Day, Tla'amin Governance House

The new Governance House was, clearly, a huge project. Administration moved to the new building in early July. There are still finishing touches to be done, but the project is otherwise complete. This is a building to be extremely proud of, and it has gained considerable interest from both inside and outside the community.

The serviced lot subdivision between the Governance House and the Health Centre is also now complete. The process for providing these lots to qualifying Tla'amin people who apply for them is being finalized, after which the lots will be offered for Tla'amin people to apply for.

We are also in the process of planning to replace our sewage treatment plant. It will be replaced with either a stand-alone plant near the Tla'amin village, or a pipeline hooked into the City of Powell River's system. Discussions and studies are presently underway to determine the better option, with work expected to begin in the spring of 2017.

We continually strive to improve our maintenance and services. Anyone who has constructive ideas for the department is encouraged to share them with us.

Shawn Louie,
Acting Capital and Infrastructure Manager

HOUSING REPORT

The Housing department priorities for 2015/2016 were to:

- Take full inventory of all Nation owned homes
- Establish housing tenures in all Nation homes
- Enforce rental regime and encourage citizens to be "In good standing" by meeting with Housing Department staff and sorting out rental and arrears
- Demolish buildings that were a health or safety hazard to the Nation
- Convert housing software to one that is compatible with Finance and Social Development departments
- Renovate and put 5129 Beach Rd house for sale to put funds back into Housing
- Make Housing Assistant role permanent

Challenges faced by the Housing Department included educating the Nation on the importance of keeping current with rent payments and the need for all that are housed by the Nation, to pay rent. Some tenants were required to move from their Nation owned home. Waiting lists continue to grow as we face a challenge housing all Citizens who are returning home with their families and request housing.

Tla'amin Housing Department saw an increase on the Nation's balance sheet where rent was concerned, this was due in part to the AANDC agreement, put in place by the Housing Manager, in order to be able to collect rent on Nation owned homes with expired mortgages and SA recipients living there.

Cash rents are up, due to Executive Council's decision to support the Housing Policy and the dedicated efforts of the Housing Assistant.

Three homes were renovated. These went back

into the rental stock, with 3 young couples with children moving in and these units collecting rent.

35 Homeowner and Land documents were awarded to Citizens. This is the first time in history that the Tla'amin Nation Citizens have been able to legally own and will their property and land to their heirs.

Some things that membership can expect from the department in the coming year are:

- Submitted and approved funding applications, to leverage any assistance The Nation can get, to repair and replace Housing components for Nation and Private owned homes
- Seminars to Homeowners and tenants on Home Maintenance
- Private new homes built on available serviced lots
- Additional Homeowners identified and awarded tenure through arrears plans
- Quarterly statements to tenants and maintenance agreement holders to show balance of account
- Continued efforts by Housing Department staff to diligently work on rent and arrears collection

Paula Stewart,
Housing Manager



HOUSE POSTS REPORT

ECONOMIC DEVELOPMENT

On the Effective Date, the Tla'amin Nation established a new legal and governance framework for economic development for the Nation. The framework is similar to that developed and implemented by a number of the Maa-nulth First Nations, and it is based on recommendations from the Harvard Project on American Indian Economic Development. The table below lists some of the benefits of the new framework:

Benefits of Legal Structure	Benefits of Governance Structure
Double liability protection – “two-tiers”	Manages politics and business relationship
Minimizes exposure to taxes and OSR offsets	Clarifies roles and responsibilities
Consistent organizational structure	Board appointments based on business merit
One business failure won't affect other businesses	Transparent and predictable processes
Can easily add other operations	Maintains limited liability protection

Oversight of the Tla'amin businesses is provided by the “Holdings Board” and the “Operating Board”. The Operating Board reports to the Holdings Board on the operation and performance of Tla'amin businesses.

The Holdings Board consists of the same individuals that the Legislative Assembly appoints to the Economic Development Committee. However, the two representatives from the Tla'amin Government are non-voting liaisons to the Holdings Board. The Economic Development Committee reports to the Executive Council and the Legislative Assembly on economic development and business matters.

The directors of Operating Boards are appointed by the Holdings Board, and consists of two Tla'amin Citizens and three business people. Two members of the Executive Council also serve as non-voting liaisons to the Operating Board.

Please refer to the diagram on Page 8 for an illustration of how the new structure works.



Members of the Holdings Board and Operating Board

MESSAGE FROM THE CEO OF TLA'AMIN MANAGEMENT SERVICES



**Kelly Rankin, CEO Tla'amin
Management Services LP**

Hello Tla'amin! My name is Kelly Rankin, and I've been working with Sliammon/Tla'amin for almost two years now. Prior to the Effective Date, my role was the Economic Development Manager for the Sliammon Development Corporation. As of April 5th, 2016, my title changed to the Chief Executive Officer for Tla'amin Management Services LP.

The 2015/2016 was a very busy year for your companies, and I'd like to share a few highlights:

As part of the new economic development framework, the Sliammon Development Corporation has been re-named Tla'amin Capital Assets Inc. and it has formed a limited partnership with the newly created Tla'amin Holdings Inc. The 99-year prepaid leased land (Klahanie Drive and Southview lots) and capital assets will be held in Tla'amin Capital Assets LP. A new standard lease was developed and registered with the Land Title and Survey Authority of BC to replace the different versions of subleases being used. The head leases were then extinguished when the land was transferred from Tla'amin Nation to Tla'amin Capital Assets Inc. on April 5th.

On February 29th, Tla'amin Capital Assets Inc. was able to purchase the other 49% ownership of the Lund Hotel and Marina, and the outstanding shares of Lund Pacific Tours Ltd., which owns the Swan Spirit vessel. These companies have been amal-

gamated and renamed Tla'amin Resorts and Accommodation Inc. We then entered into a management agreement with Mizare Hospitality on March 1, 2016.

With certain properties in Lund becoming Tla'amin Lands with the Treaty, the laws of the Tla'amin Nation apply to a large portion of the Village of Lund, and the property taxes previously paid to the Province of BC will now be paid to the Tla'amin Nation. The Tla'amin Nation has leased the Lund Filled Foreshore parcels to Tla'amin Capital Assets Inc.

For the 2016/2017 fiscal year, we will be working hard to finish implementing the corporate reorganization that had begun to set up the Nation's businesses for post-treaty taxation matters and own source revenue ("OSR") offsets. Tla'amin businesses are now using the income tax exemptions that municipal governments rely on rather than the Indian Act tax exemptions.

In closing, please look out for the annual report that Tla'amin Management Services LP will prepare for the Tla'amin businesses and distribute in May 2017, after the 2016 year-end accounting is completed for the businesses.

Sincerely,

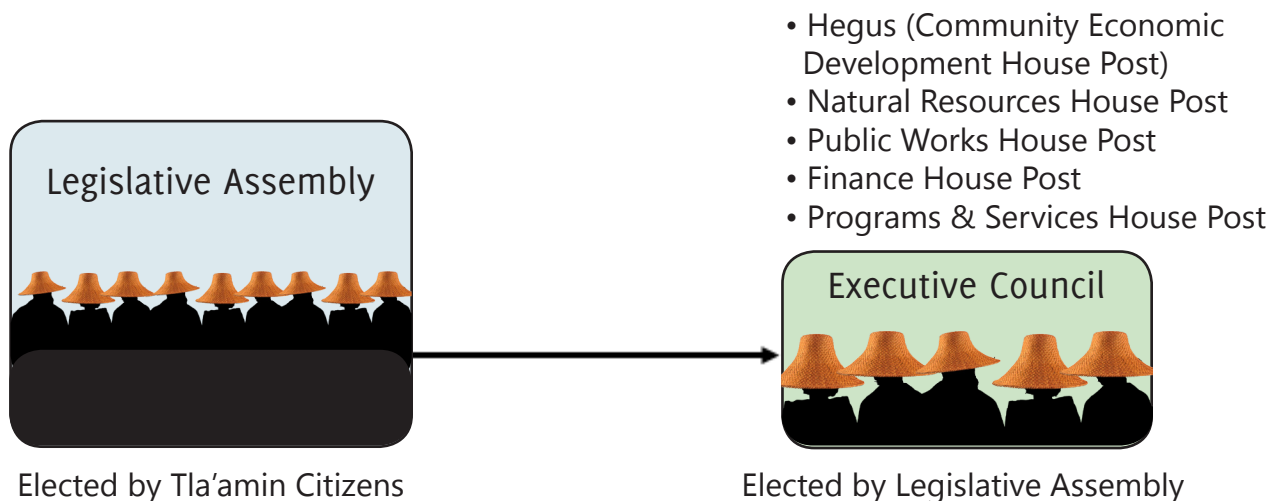
Kelly Rankin, B.Sc., B.Com., RI
Chief Executive Officer
Tla'amin Management Services LP

EMERGING ISSUES

GENERAL ELECTION - SEPT 10, 2016

The first election of the Tla'amin Government will take place on September 10, 2016. This election will be much different than previous elections for the Sliammon Indian Band.

Tla'amin Citizens will be electing one (1) Hegus and eight (8) Legislators on September 10th. Following the election, these nine elected representatives will vote amongst themselves to appoint four of the Legislators as members of the Executive Council, each responsible for a "House Post" (or portfolio):



Other key differences in the upcoming election include:

- An individual must be a Tla'amin Citizen (i.e. "enrolled") to be an eligible voter.
- Only eligible voters may nominate someone for candidacy in an election, and must use a form to do so.
- Only Citizens that are "in good standing" may be a candidate in an election.
- Candidates in an election must
 - o Complete an Acceptance of Nomination form
 - o Complete a Certificate of Qualification form
 - o Complete a Nominee Disclosure Statement form
 - o Pay a non-refundable deposit (\$100 for Hegus, \$50 for Legislator)

HOW CAN I ENROLL?

If you are interested in enrolling and becoming a Tla'amin Citizen, please contact Mia Harry, Citizenship & Membership Clerk at mia.harry@tn-bc.ca or 877-620-9220 ext.231

INFILL LOTS AVAILABLE FOR CITIZENS

In conjunction with the Tla'amin Governance House construction project, the Tla'amin Nation prepared thirteen (13) new serviced infill lots that became available to Tla'amin Citizens in June 2016. The lots are not for social housing units; they are intended for Tla'amin Citizens to build new homes.

If you are a Tla'amin Citizen and would like to build a new home on one of the available lots, please follow these steps:

1. Obtain conditional approval for a mortgage from a bank (e.g. Bank of Montreal) or show evidence of sufficient funds available.
2. Work with the Tla'amin Housing Department to apply for a housing subsidy from INAC.
3. Work with the Tla'amin Lands Department to:
 - i. Select an available serviced lot;
 - ii. Obtain approval from Executive Council for the lot and the guarantee from the Tla'amin Nation to secure the financing, if necessary;
 - iii. Once approval has been granted by Executive Council, the Lands Department will issue a letter of approval for the lot.
4. Bring approval letter from Tla'amin Nation to the bank and finalize the mortgage, if necessary.
5. Build your new home!

If you have any questions, please contact the Tla'amin Lands Department.



TLA'AMIN GOVERNANCE HOUSE

The Nation is pleased to share that the doors of the new Tla'amin Governance House are now open to staff and community! Tla'amin administration staff moved into their new location on July 4th and a grand opening celebration was held on July 15th.

The Tla'amin Governance House has been long awaited and staff and leadership are happy to say goodbye to the old Sliammon Band Office. If you have not yet visited the new building, we encourage you to come by. Regular office hours are 8:30am to 4:30pm from Monday to Friday, but closed for lunch from noon to 1:00.





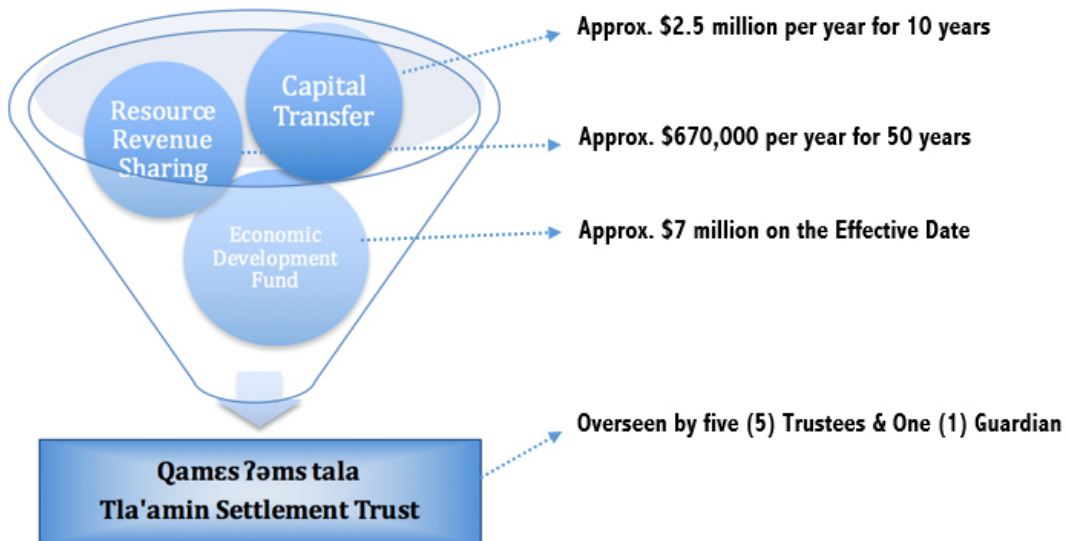
QAMES ʔƏMS TALA

TLA'AMIN SETTLEMENT TRUST

With the Effective Date of the Tla'amin treaty, the qames ʔəms tala (our money is put away safely) Tla'amin Settlement Trust was established to preserve and protect the Capital Transfer and the Resource Revenue Sharing amounts within the Tla'amin Final Agreement. This was a requirement of the Tla'amin Constitution.

The figure below illustrates the monies that have been paid, or will continue to be paid to the qames ʔəms tala Tla'amin Settlement Trust. Decisions for how the trust is managed is be made by the Trustees. The Trustees decide where and with whom investments are made, and when and where disbursements (i.e. withdrawals) are made. The Trustees are legally obligated to abide by the rules of the trust deed.

As a layer of oversight and guidance, the trust deed provides for a Guardian of the trust. The Guardian operates at arms-length from the Trustees and has a legal duty to act in the best interests of the beneficiaries (Tla'amin Citizens and the Tla'amin Nation).



On the Effective Date, the Legislative Assembly appointed the initial Guardian for a 6-year term and the initial Trustees to staggered terms up to four (4) years. After their first term, the Guardian will be appointed by Tla'amin Citizens at a Tla'amin Trust Community Meeting, and the Guardian will appoint the Trustees.

QAMES ʔƏMS TALA TRUSTEES

LENORA DICKEY | SECRETARY

My name is Nora Dickey (Mitchell) and my traditional name is qaʔax-stales. My husband Clayton and I have been married for 8 years and have 2 daughters – Mila & Jema. I successfully completed my Paralegal through Vancouver Island University and look forward to applying those skills to the nation building process here at home. I have been appointed the Secretary Treasurer for the Qames ʔəms tala Settlement Trust, and I am honored to fulfill the duties on behalf of all of our citizens—and for future generations.

I was initially interested in the Trustee role because our children are the ones that will be affected by the decisions we make today and I want their opportunities to be unlimited. This means a lot to me. I encourage any of our citizens that have goals to own their own business or start something new to please feel free to ask us any questions regarding what the Trust can offer.

Please don't hesitate to contact me at any time and I will be happy to see if your ideas fall into any of the categories we may be able to help fund. I am very pleased to be a part of such an exciting time for the Tla'amin Nation and look forward to the positive and bright future ahead of us.

ALEXANDER HUGENSCHMIDT

My name is Alex Hugenschmidt, I am 58 years of age. My Mother is a Jackson who is related the Bird family, and the Harrys and the Points of Sliammon. I am currently working for BC Ferries for 23 years I have been operating my own Process Serving company out of Powell River, I calculated that I have served a quarter of Powell River's population.

For the Tla'amin Community, I have served on the Tla'amin Health Board. I was Vice-Chair of Hospital Employees Union (HEU) for many years. I have just finished working as an armored guard ATM technician which I did for 23 years. I am proud to point out that during this time there were no incidents and never has a penny gone missing. I

have also completed 2 year toward my BA in Aboriginal Studies, Criminology and History. I am proud to sit on the Trustee Board for the simple reason everything has to be accounted for and decisions have to be made for the future of Tla'amin, and I wish to be a part of this.

ANN PAUL | CHAIR

I'd like to introduce myself to you as one of the 5 newly appointed Trustees to the Qames ʔəms tala Settlement Trust. I was appointed a 4 year seat on this Board through a process set by our Legislative Assembly. My traditional name is Qah qehʔet which simply translates to "a busy person". My Christian name is Ann Paul. I am the daughter of Elsie Paul (Timothy) and William Dave Paul. My grandparents were Lilly Bob (Timothy) and Gilbert Francis. My great grandparents were Molly and Lahsaw Timothy. I am blessed with three grown sons, Bryce, Davis and Cody and one grandson, Cash.

Prior to becoming a Trustee, I served as a volunteer on the Board of Directors for Tla'amin Health Services for 18 years. I currently work as the Operations Manager for a private care home. I am happy and excited to be of service to my Nation and look forward to the collective responsibilities and duties as one of the five Trustees to the Qames ʔəms tala Settlement Trust. For the majority of my work life, I was the Director for Nutrition and Food Services at Powell River Hospital. My interests include personal fitness, gardening (volunteering my efforts in the community garden for the past 2 years), reading, participating in learning our language through traditional song and dance and spending time with family. I am happy and excited to be of service to my Nation and look forward to the collective responsibilities and duties as one of the five Trustees to the Qames ʔəms tala Settlement Trust.

ALISHA POINT

My name is Alisha Point, my Mom is Arlene Point and my Grandparents are Doreen and Alex Point. I am mother of a nine-year old young man. He, my partner AJ and I reside

in beautiful Tla'amin Territory. I am a full time Project Manager for Raven Events, a small yet powerful company located here in Sliammon. I was born in Vancouver and lived there until I was 15 when my family made our migration "back home". I have always felt a connection to Sliammon. Growing up, when I would hear my Grandparents say "We're going home for a visit," I would be beside myself the whole two ferries and the never-ending drive from the city until we reached the top of Homalco road where I would glance at the familiar soccer field, mailboxes, chicken wire fences, and finally the larger than life satellite dish that used to sit in my uncles' yard. I would then think "Yay we are home." Visits to Sliammon were definitely the highlight of my years and am now content raising my son and living my life here.

I have had temporary jobs within Tla'amin such as in the Social Development Department and Eligibility and Enrollment. Through these jobs I enjoyed the connections I made with fellow community members. I also participated in the Constitution Working Group, and can't help but feel awe when I think of that early stage to where we are at now. I am now honored to be one of the Trustees of the assets that were provided to ensure the healthy growth of our Nation

KRISTI THIELE | TREASURER

My name is Kristi Thiele. My parents are Rose Adams & Vern Pielle. My grandparents are Leslie & Janie Adams, and the late Sue Pielle. I currently live in Victoria with my husband Konrad, and 2 kids. The reason I moved away from Powell River after I graduated high school was to attend Camosun College. I have a Bachelor of Business Administration, with an Accounting major. Recently, I enrolled in the Chartered Professional Accounting (CPA) program, and I begin classes in August 2016.

For the past 4 years, I have worked full time as an Accountant for a medium sized corporation in the construction industry. In the last 15 years, I have worked in the Ac-

counting, Finance and Direct Sales sectors. I love working with numbers, and enjoy the people I work with. For fun, I like to travel to new places, visit family, scrapbook old pictures, and read. I work hard to establish and maintain good relationships wherever I go. In regards to the Trust, I wanted to give back to our community. Living out of town makes it difficult to contribute to home in a meaningful way. This opportunity allows me to contribute to the growth and prosperity of our people from Victoria.

I have experience with communication, building budgets, and working as a team. I am creative in finding solutions, dedicated to adapting and growing with new tasks, and a highly motivated person. I am here and available to answer any questions or concerns you may have. My email is kristi.thiele@tn-bc.ca. Please email me any questions or concerns you may have. I will respond to your emails within 3 days.

DARYN LEAS | GUARDIAN

Daryn is a citizen of the Tr'ondek Hwech'in (Dawson City, Yukon) and a member of the Crow clan. Daryn and his family live in North Vancouver. For the past twenty-five years, Daryn has worked with First Nation communities and Aboriginal groups to the negotiation and implementation of their land claim and self-government agreements. After working with the Finance Community Working Group to develop the trust deed for the Qames ʔəms tala Tla'amin Settlement Trust (the "Trust"), Daryn is looking forward to working with the Trustees.

After completing a Bachelor of Arts (Political Science) at the University of British Columbia in 1990, he graduated from the Faculty of Law at the University of Toronto in 1993. He has been practicing as a sole-practitioner since 1996 who focuses his practice in the areas of constitutional, environmental and administrative law with a specialization in First Nation issues. Daryn also represents First Nations and their organizations throughout British Columbia and the Northwest Territories and Alberta.

FINANCIAL REPORT

2014/15 REVENUE

Indigenous and Northern Affairs Canada (INAC)	\$ 9,406,233	55.4%	●
Province of British Columbia	\$1,476,507	8.7%	●
Federal Government	\$1,914,757	11.3%	●
CMHC subsidy	\$26,666	0.2%	●
First Nations Education Steering Committee	\$ 28,122	0.2%	●
Interest	\$22,382	0.1%	●
Rents	\$ 383,911	2.3%	●
Lease	\$128,601	0.8%	●
Property & other taxes	\$ 266,545	1.6%	●
Fishing licenses	\$86,550	0.5%	●
Other revenues	\$938,013	5.5%	●
Equity in earnings of businesses	\$2,290,922	13.5%	●



FINANCIAL REPORT

2014/15 EXPENSES

Band Administration	\$4,692,191	32.8%	●
Capital	\$1,785,700	12.5%	●
Education	\$1,933,342	13.5%	●
Fisheries	\$310,715	2.2%	●
Forestry	\$10,210	0.1%	●
Health	\$2,355,537	16.5%	●
Housing	\$543,292	3.8%	●
Lands and Resources	\$203,822	1.4%	●
Social Development	\$811,939	5.7%	●
Social Housing	\$103,173	0.7%	●
Taxation	\$295,415	2.1%	●
Treaty	\$1,251,204	8.8%	●



FINANCIAL STATEMENTS

Consolidated Financial Statements of

SLIAMMON FIRST NATION

Year ended March 31, 2016

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The accompanying consolidated financial statements of Sliammon First Nation (the "First Nation") and all the information in this report are the responsibility of management and have been approved by Chief and Council of the First Nation.

The consolidated financial statements have been prepared by management in accordance with Canadian public sector accounting standards. Financial statements are not precise since they include certain amounts based on estimates and judgments. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances, in order to ensure that the financial statements are presented fairly, in all material respects, including the consolidated financial position of the First Nation and the results of its consolidated operations and its consolidated cash flows.

The First Nation maintains systems of internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and the First Nation's assets are appropriately accounted for and adequately safeguarded.

Chief and Council are responsible for ensuring that management fulfills its responsibilities for financial reporting and is ultimately responsible for reviewing and approving the financial statements. Chief and Council meet periodically with management, as well as the external auditors, to discuss internal controls over the financial reporting issues, to satisfy themselves that each party is properly discharging their responsibilities, and to review the annual report, the financial statements and the external auditors' report. Chief and Council takes this information into consideration when approving the financial statements for issuance to the Members. In addition, Chief and Council also consider the engagement of the First Nation's external auditors.


The consolidated financial statements have been audited by KPMG LLP in accordance with Canadian generally accepted auditing standards on behalf of the Members. KPMG LLP have full access to the First Nation's Chief and Council.



Chief



Council Member



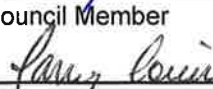
Council Member



Council Member



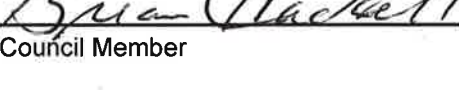
Council Member



Council Member



Council Member



Council Member

July 25, 2016



INDEPENDENT AUDITORS' REPORT

To Chief and Council and Members of Sliammon First Nation

We have audited the accompanying consolidated financial statements of Sliammon First Nation (the "First Nation"), which comprise the consolidated statement of financial position as at March 31, 2016, the consolidated statements of operations and accumulated surplus, changes in net debt, remeasurement gains and losses and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform an audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on our judgment, including the assessment of the risk of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the First Nation's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the First Nation's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of Sliammon First Nation as at March 31, 2016, and the results of its consolidated operations, its consolidated changes in net debt, its consolidated remeasurement gains and losses and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Chartered Professional Accountants

Kelowna, Canada

July 25, 2016

KPMG LLP
 200-3200 Richter Street
 Kelowna BC V1W 5K9
 Canada
 Telephone (250) 979-7150
 Fax (250) 763-0044

SLIAMMON FIRST NATION

Consolidated Statement of Financial Position

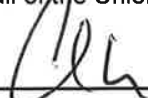
March 31, 2016, with comparative information for 2015

	2016	2015
Financial Assets		
Cash and cash equivalents (note 2)	\$ 1,680,111	\$ 1,426,365
Restricted cash and investments (note 2)	11,097,268	11,295,685
Accounts receivable (note 3)	2,016,844	1,349,921
Investments in business enterprises (note 4)	5,067,078	3,892,957
	<u>19,861,301</u>	<u>17,964,928</u>
Liabilities		
Bank indebtedness (note 5)	445,850	253,122
Accounts payable and accrued liabilities	3,251,646	2,159,466
Deferred revenue (note 6)	10,196,697	10,147,558
Term debt (note 7)	18,429,469	13,658,826
Replacement reserve (note 8)	109,049	139,962
	<u>32,432,711</u>	<u>26,358,934</u>
Net debt	(12,571,410)	(8,394,006)
Non-Financial Assets		
Tangible capital assets (note 9)	16,556,625	9,859,967
Prepaid expenses and deposits	105,235	155,842
	<u>16,661,860</u>	<u>10,015,809</u>
Accumulated surplus	\$ 4,090,450	\$ 1,621,803
Accumulated surplus is comprised of:		
Accumulated surplus (note 10)	\$ 3,937,317	\$ 1,264,648
Accumulated rereasurement gains	153,133	357,155
	<u>\$ 4,090,450</u>	<u>\$ 1,621,803</u>


Contingencies (note 14)
Subsequent event (note 15)

See accompanying notes to consolidated financial statements.

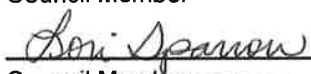
On behalf of the Chief and Council:



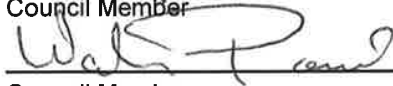
Chief



Council Member



Council Member



Council Member



Council Member



Council Member



Council Member



Council Member

SLIAMMON FIRST NATION

Consolidated Statement of Operations and Accumulated Surplus

Year ended March 31, 2016, with comparative information for 2015

	2016 Budget (note 1(i))	2016	2015
Revenue:			
Transfers from other governments:			
Indigenous and Northern Affairs Canada	\$ 8,059,149	\$ 9,406,233	\$ 7,335,789
Province of British Columbia	913,563	1,476,507	1,341,546
Federal government	1,871,667	1,914,757	1,732,259
Canada Mortgage and Housing Corporation subsidy	23,766	26,666	43,259
First Nation Education Steering Committee	37,415	28,122	180,854
Interest	25,000	22,382	53,038
Rental	254,500	383,911	304,988
Lease	164,850	128,601	161,095
Property and other taxes	265,000	266,545	260,229
Fishing licenses	108,588	86,550	100,553
Other revenue	1,283,349	938,013	935,579
Equity in earnings of business enterprises (note 4)	-	2,290,922	1,649,950
	13,006,847	16,969,209	14,099,139
Expenses (Schedule 1):			
Band administration	4,203,687	4,692,191	3,264,448
Capital	1,864,327	1,785,700	408,581
Education	2,065,383	1,933,342	2,134,032
Fisheries	342,879	310,715	375,418
Forestry	7,084	10,210	5,647
Health	2,465,580	2,355,537	2,045,370
Housing	410,088	543,292	443,380
Land and resources	174,719	203,822	170,277
Social development	1,034,760	811,939	998,187
Social housing	121,135	103,173	143,306
Taxation	248,250	295,415	231,338
Treaty	343,480	1,251,204	1,459,839
	13,281,372	14,296,540	11,679,823
Surplus	(274,525)	2,672,669	2,419,316
Accumulated deficit, beginning of the year	1,264,648	1,264,648	(1,154,668)
Accumulated deficit, end of year	\$ 990,123	\$ 3,937,317	\$ 1,264,648

See accompanying notes to consolidated financial statements.

ANNEX B

Schedule of Remuneration and Expenses
(Chiefs and Councillors)

Sliammon First Nation
For the Year Ended March 31, 2016

Name of Individual	Position Title	Number of Months [Note 1]	Remuneration [Note 2]	Expenses [Note 3]
Clint Williams	Chief	12	94,650	12,930
Walter Paul	Councillor	12	12,000	6,850
Larry Louie	Councillor	12	12,000	2,036
Shawn Louie	Councillor	12	59,086	2,209
Eugene Louie	Councillor	12	12,000	4,097
Brian Hackett	Councillor	12	12,000	2,943
John Hackett	Councillor	12	64,000	1,099
Lori Sparrow	Councillor	12	53,262	5,222
Gloria Francis	Councillor	12	12,000	2,505
Dillon Johnson	Councillor	12	12,000	8,486
Sandy Point	Councillor		0	0

1. The number of months during the fiscal year that the individual was a chief or councillor.
2. As per the First Nations Financial Transparency Act:

"remuneration" means any salaries, wages, commissions, bonuses, fees, honoraria and dividends and any other monetary benefits — other than the reimbursement of expenses — and non-monetary benefits.

Examples are provided in the supporting document which accompanies this document on AANDC's Internet site entitled: "Supplementary Information".

3. As per the First Nations Financial Transparency Act:

"expenses" includes the costs of transportation, accommodation, meals, hospitality and incidental expenses.



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