



TLA'AMIN NATION
ANNUAL REPORT

2016 / 2017





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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 relationships with our ancestors and their relationship with the land. Almost everything in our surroundings was utilized for tools, clothing, food, shelter, medicine, transportation and trade with other First Nations.

Tla'amin people are strong and resilient, caring and determined. We are progressive, creative and fun to be around. Our people have an incredible history, and we continue to carry on that legacy.

"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.



MESSAGE FROM THE HEGUS



Clint Williams, Hegus

On behalf of the Tla'amin Nation Government we are pleased to provide you with the annual report for the time frame of April 05, 2016 – March 31, 2017. The previous fiscal year had gone by so quickly as it was a year of many firsts: we had our first election and first year of operating free of the Indian Act. There have been some challenges and confusion that have arisen along the way, but we have managed to navigate our way through the issues and concerns as we continue to build and operate a transparent and accountable government for our people. This will always be a constant work in progress as things are continuously evolving in front of us and we need to always be aware of this and be prepared to respond accordingly.

Our leadership have been discussing some potential land developments on our Treaty Settlement Lands (TSL) in an attempt to assist with the housing crisis within the Powell River area and

even more so in our own community. We have lands in the Westview area that could support a few different types of housing developments for people of varying income levels. Our Lands Department and Tla'amin Management Services LP are currently in the process of having some mapping and design work prepared for us to put in front of the community for input and consultation to see if this is a project that our people would endorse. Once the drawings are complete we will send out an invite for everyone to attend an open house type of discussion on this very important opportunity.

A new development has occurred with the Powell River Credit Union over the past year, there is now a new and unique banking option for housing loans on our former IR#1 lands. This process was needed as there was confusion on the banks side as to what they could or could not do for our people after the effective date of the treaty. The Credit Union now has the ability to loan to our bankable people, money for housing construction, as these funds are being guaranteed by a large investment that we placed within their bank. This new process should assist families with securing proper and affordable housing as required.

There was a growing reconciliation movement happening around the Town of Powell River this year. I am referring to the Hehewšin Reconciliation canoe project. A large number of volunteers worked alongside of a few of our people to carve a cedar canoe as a sym-

bol of reconciliation between our two communities. The canoe was carved at Willingdon Beach and later presented to Tla'amin. By coming together and sharing our history and our culture we are strengthening relationships and creating new ways of moving forward together. This project was very memorable for all of us, something we can share and remember over the years.

Another significant cultural project that we are at the beginning stages of is, we are designing and having drawings completed for a long house for our community. The vision of the uses for this building would be for cultural gatherings, various celebrations and important meetings as well. We will host a session for our people to view the draft drawings and also to provide input and feedback on the overall process.

This summer has had many wonderful events such as the Elders' gathering, Tribal Canoe journey and the North American Indigenous Games. It is so very rewarding to see videos and photos of our people in attendance and representing our community so greatly. On behalf of the Tla'amin Nation Government I want to state how very proud and thankful we are of how well you all represented our people at these events. In the spirit of one heart, one mind, one nation. Che chah hah tahn nah pesht.



GOVERNANCE

The Tla'amin Final Agreement operates within the framework of the Constitution of Canada, and the Canadian Charter of Rights and Freedoms applies to the Tla'amin Government.

Self-government provisions under the Tla'amin Final Agreement enables the Tla'amin Nation to make its own decisions about matters related to the provision of its culture, the exercise of its treaty rights and the operation of its government.

TLA'AMIN CONSTITUTION

In October 2009, members of the Sliammon First Nation ratified by community referendum the Tla'amin Constitution, which was developed over many months of open dialogue among Tla'amin people. Although it was ratified several years before the Tla'amin Final Agreement was ratified, the Tla'amin Constitution came into force on the Effective Date, April 5, 2016.

The Tla'amin Constitution guides the Tla'amin Government in exercising its treaty authorities and responsibilities in a manner that respects Tla'amin culture and heritage. It binds the Tla'amin Government to be an open, democratic and accountable government, and to respect the rights and equality of all Tla'amin Citizens. It is important to note, the constitution was written by our community.



Tla'amin Constitution Working Group, 2009

TLA'AMIN LAWS

Tla'amin laws have a long history. Tla'amin people always had their own justice system in place and governed themselves. In the modern context, the Tla'amin Final Agreement contains the Tla'amin Nation's law-making powers for matters related to lands, resources, and other areas of governance. Examples of Tla'amin areas of authority include the delivery of health services, education, land management, public works, and the preservation, promotion and development, and teaching of Tla'amin culture and language. It may also make laws on the conservation, protection and management of cultural heritage sites located on Tla'amin Lands.

In 2013, the Sliammon First Nation established working groups consisting of leadership, staff, community members and technicians to begin developing laws for the soon-to-be self-governing Tla'amin Nation. The community working groups developed a suite of laws, regulations, plans and policies that were adopted by the Tla'amin Government on the Effective Date.

The laws of the Tla'amin Nation are posted on the Tla'amin Nations website (www.tlaaminnation.com) and are listed below:

- Administration and Finance Law
- Citizenship and Enrolment Law
- Conflict of Interest Law
- Culture and Heritage Law
- Economic Development Law
- Election Law
- Enforcement and Ticketing Law
- Environmental Protection Law
- Fish and Wildlife Harvesting and Protection Law
- Freedom of Information and Protection of Privacy Law
- Forest Law
- Government Law
- Interpretation Law
- Land Law
- Land Use, Planning and Zoning Law
- Lands and Interests File Registry Law
- Property Taxation Law
- Recall Law
- Review and Appeal Law
- Subdivision, Development and Servicing Law
- Water (Kaya) Management and Protection Law

TLA'AMIN GOVERNMENT

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

Tla'amin Citizens elected one (1) Hegus and eight (8) Legislators. At the first meeting of the Legislative Assembly, these nine elected representatives voted amongst themselves to appoint four of the Legislators as members of the Executive Council, each responsible for a "House Post" (or portfolio).

ELECTED OFFICIALS

LEGISLATORS

GLORIA FRANCIS

Gloria is a member of the Legislative Assembly.



DENISE SMITH

Hello, I was elected to the Tla'amin Government as a Legislator in September of 2016. I ran for a position on the Executive Council but was not successful therefore I am a member of the Legislature. I understand our role is to pass the budget and Laws.



SHAWN LOUIE

Shawn is a member of the Legislative Assembly.

BRIAN HACKETT

Brian is a member of the Legislative Assembly.



Periodically we all come together for broader initiatives such as "Strategic Planning" and General Assemblies. I have attended 2 Nautsamawt Governance sessions (one in Sooke and another in Richmond). I am an alternate to Larry Louie on the Powell River Regional Hospital Board and have attended several meetings on his behalf. I have also participated in a Post-Secondary Policy review – and several recommendations were made for policy changes – which will be presented to the Executive for approval at some point in the future. I have also offered to sit in on a Committee to review the current Social Development Policy and hopefully implement changes to better meet the needs of our community.

This first year in our new Government has been a learning time. We have changed from the full Chief and Council participating in the decision-making process for the Nation to an Executive that meets on a regular basis (every 2 weeks) and handles the day to day issues. The Executive put out a call for community members to participate in work under the House Posts and I support this initiative – it is important that our community have input into how our government functions.

The new Governance structure is a big change. In hindsight, I think it would have been better to have 1 or 2 year terms for the Executive and then rotate to allow for full input from all of the Legislators. I think the full Legislature should meet more often – maybe monthly. My plans for this upcoming year is to provide my input where I can. Continue learning about and implementing all of the new Laws and Regulations. I look forward to continuing to serve our Government and seeing our community prosper and grow.

LEGISLATORS

CURRENTLY SERVING ON

EXECUTIVE COUNCIL

JOHN HACKETT (JR.), FINANCE & ADMINISTRATION HOUSE POST

One of the key priorities under the Finance & Administration House Post was to establish the Tla'amin Finance Committee, which is required under the Administration and Finance Law, and must be comprised of members who are independent. Davis McKenzie has been appointed as the Chair of the Finance



Committee, and Erik Blaney has also been appointed as a member.

Another priority was to successfully complete the annual audited financial statements of the Tla'amin Government and Tla'amin Public Institutions. The annual audit must be conducted in accordance with standards and principles set out in the Administration and Finance Law, and to that end, KPMG was appointed to carry out the audit.

Some the highlights for the past fiscal year include:

- Harvest of 16.1 Hectares of timber, bringing in \$1.8 million in revenue for the Nation.
- Log Dump constructed to increase revenues and cut costs for our timber operations.
- 25 acres of property purchased and added to Tla'amin Nation Treaty Settlement Land
- Purchase of an Enforcement / Fisheries Boat and Trailer Purchase
- Commencement of Nahmint Raider (prawn boat) overhaul
- Tla'amin Nation Home Finance Program established with Powell River Credit Union
- Completed \$400,000 sand replacement project for the Water Treatment Plant
- Acquisition of new fire truck for the Tla'amin Fire Department

There are currently two General Assembly (GA) meetings (Similar to an AGM pre-Effective Date) per calendar year required under this new structure of government. In the coming year, the Tla'amin Government will be holding two GA's, the Spring GA is focused on budgets, and the Fall GA is focused on the audited financial statements. In the Fall GA, the annual audited financial statements for the previous fiscal year will be presented to the Tla'amin Citizens.

LARRY LOUIE, COMMUNITY PROGRAMS & SERVICES HOUSE POST

My priorities for the coming year are to continue with:

- our efforts towards our succession as a Treaty government organization;
- supporting Tla'amin Health towards our wellness, going forward also promote Education and Recreation;
- supporting our Language and Culture;
- preserving and protecting our history; and,
- educating our youth.



I am hopeful this present government can set the tone for future plans as a self-governing nation, to enable us to sustain our livelihood and be productive to society. With the Implementation Community Working Group coming into fruition, I am optimistic that their insights and recommendations will coincide with the strategic plan in place and reflect the Tla'amin government's aspirations and goals.

I am in full support of the water and sewer infrastructure projects, and also very excited to hear more about the Sliammon Lake dam study. I am also interested in the Sunshine Coast Investment Group's development goals, and how they would like to work with Tla'amin.

My future plans include:

- Seeing the nation prosper, with industry prospects and future governments to continue with confidence;
- Addressing health matters of concern;
- Recruiting a Health Director for us that puts our Nation's health first and foremost in mind, also to complement our staff on the front lines;
- Continue to address Citizens living off Tla'amin lands and their concerns; and,
- To make inclusive of our legislators, to matters that may occur.

I appreciate our Legal Team, Finance group, Administration Staff, in keeping all our one heart, one mind, one nation, in motion. In all their hard work moving us forward with sound advice and commitment. Just a reminder that concerns have to be in writing to be acknowledged by Executive Council or Review and Appeal Panel under the Complaints and Whistleblower Policy.

Emote, Larry Louie

CLINT WILLIAMS, HEGUS

Clint is the elected Hegus of the Nation. Please see the Message from the Hegus on **page 06**.



LORI WILSON, LANDS & RESOURCES HOUSE POST



One of my roles as Legislator and Executive Council is to help make informed decisions by knowing where to retrieve BC Provincial Government Acts, regulation and legislation when approaching various projects and development. Not only Federal and Provincial legislation but also our Tla'amin laws, policies and Taow. We are responsible and accountable for complying with various legislation especially in finance & accounting.

To briefly summarize a couple of highlights, when we left the Indian Act in our past and adopted our Tla'amin laws on April 5, 2016 there were a number of policies and procedures across our different entities that were restructured. Certain programs and services are now being delivered differently compared to pre-Treaty, one example is the 'Child out of Parental Home Program'. This program was restructured by the Federal Government and is only delivered by the BC Provincial Government, whereas up until 2012 Tla'amin was able to deliver it. We have new programs and services that were not available to us before our Treaty effective date, such as Tla'amin Nation Home Finance Program (with PR Credit Union), funding for individual economic development opportunities (from Qames ?ems tala Settlement Trust) and an increase in post-secondary living allowances (via Own Source Revenue). Various administration processes are being made more formal to better protect our finance & accounting. Good, sound management of our finances is important for all of us.

Over the next few years we will see themes and we will have amendments to Tla'amin law and policy that will tell a story of change and are made for various reasons such as a need to better reflect policy that works for us, improve implementation, sync with some new legislation or even climate change, delete what is no longer relevant or simply the need "to get it right". One of my priorities for 2017/2018 is: "How can we do better for next year?"

It has been a pleasure serving our community and I am available to answer questions or give you copies about programs and policies at any time.

TYRONE WILSON, PUBLIC WORKS HOUSE POST

Hello to all our Tla'amin Citizens. I am writing this to give you a brief update on the duties that I have taken on as an Executive Councillor, holding the Public Works House Post (Village Maintenance, Water Treatment Plant, Sewer and our Fire Department.



Housing Department update: Paula Stewart & Andrea Paul have been very busy within our Nation making a difference with all the renovation activity that has been happening, and with that been said, Walter Paul is contracting many of those jobs with the help from Byron Harry, Trent Mahy & Sydney Point. We have been utilizing our own talented members to take on the challenging renovation and they are producing very well. We have formed a new Housing Committee and will be very busy in the upcoming months to go over our housing issues within our community so all in all we will continue to move forward in the right direction.

Public Works/ Village Maintenance: We have been very busy with water line repairs, sewer issues, additional culverts being put into place within our community as well as Klahanie. Village Maintenance also received a new truck for our Nation to handle all our daily needs for our community, with that there has been a lot of clearing of blackberry brush thru the Lands Department, working closely with Village Maintenance to make our community just that much better with a long list of our own community members employed to make that difference happen!

Water Treatment Plant: Mike Williams has been also very busy with the changeover of our filtering sand replacement. Managing

this project had its challenges and again we employed our own members to help this process move forward in a positive direction. Mike had help from Shawn Louie, David Wilson, & Mary Peters. In total, there were 30 B-train semi-truck loads that came in to make this all possible. Respect to the H2O crew for all the hard work, and thank you to the community for your cooperation through all of the water restrictions in the last few months!

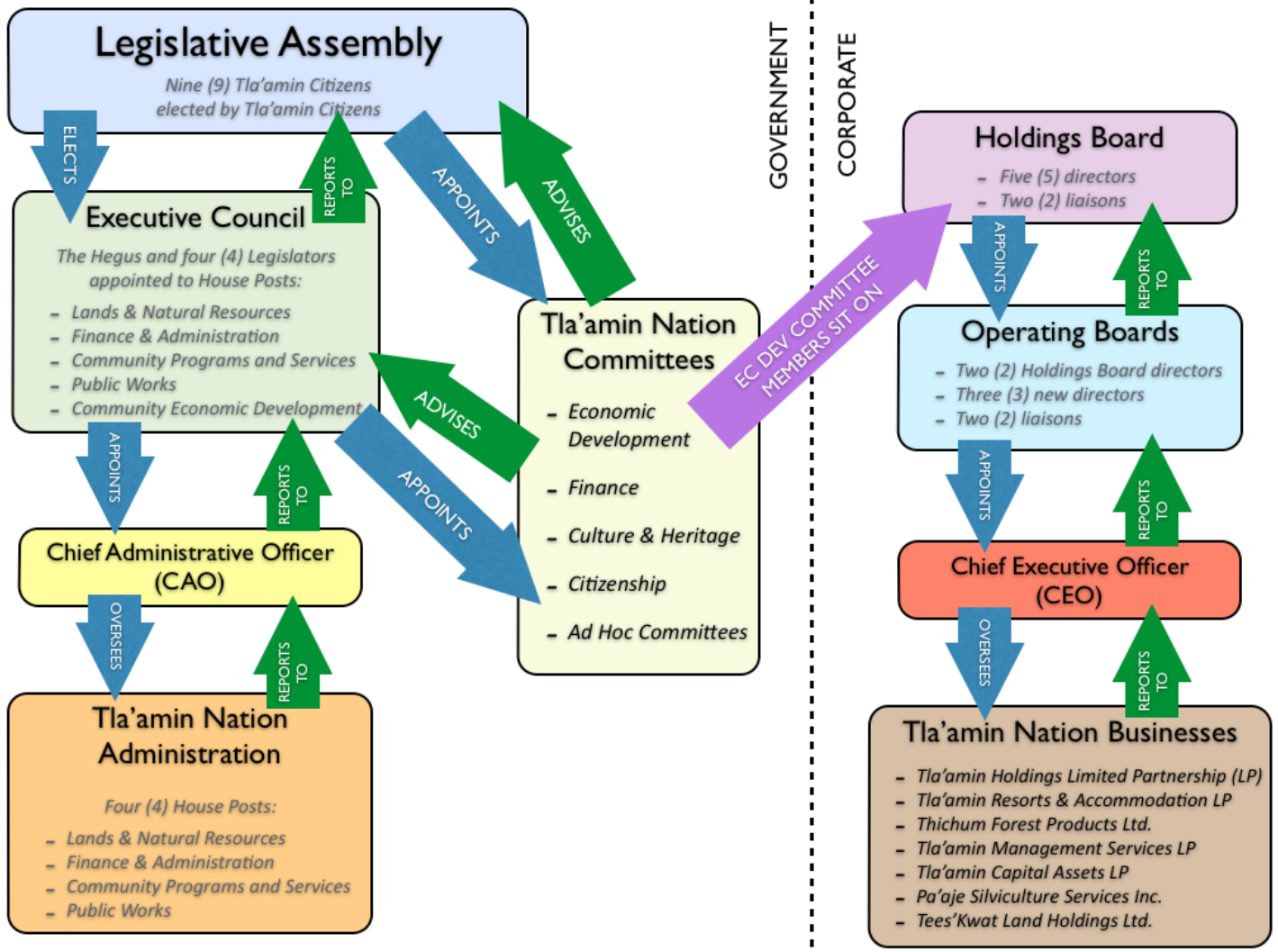
Fire Department: Our Fire Department has been going thru a lot of renovations to house our newest Fire truck plus a lot of other additional repairs that needed to be attended to. With that said we are still looking for new members to join our team at the firehall. Floyd George will be retiring from our Fire Dept with over 40yrs+ of dedication to our community - an inspiration & a role model for sure. We have selected a new Fire Chief for our Dept and the successful candidate is Jim Armstrong, a resident of Klahanie. His resume speaks for itself - a Fire fighter for over 30yrs + so we welcome Jim to continue taking us in the right direction for the safety of our community, Klahanie & Southview.

Where I see us going into 2018 is exciting. I hope that we, as a Nation, take a stronghold on our future with self-confidence, training & education, because our people do deserve the best! Self-employment with business ventures to prosper within our community and in our neighboring communities, such as new businesses owned by our Nation so we all can prosper with a better quality of living! I raise my hands to each and every one of you in respect – emote!



Melvin Mitchell, Floyd George and Phil George retiring from the Tla'amin Fire Department, after many years of service. We honour you, thank you!

TLA'AMIN GOVERNANCE STRUCTURE



TLA'AMIN ECONOMIC DEVELOPMENT

Originally called the Sliammon Development Corporation, the SDC was established in 1995 to oversee economic development opportunities for the Tla'amin Nation. With the Effective Date of the Tla'amin Treaty, SDC was reorganized with Tla'amin Management Services LP taking over the business arm of the Tla'amin Nation. The Tla'amin Nation has expanded into many business areas including: land development, forestry, aquaculture, retail, hospitality and tourism.

The implementation of the Treaty will create many economic opportunities for the Tla'amin people and business partnerships interested in helping us develop our lands. The benefits will come through employment opportunities for members and revenue streams for our government that will be reinvested in further development and infrastructure.

Additionally, the Tla'amin Nation has also engaged in protocol agreements, joint planning, and other initiatives with neighboring jurisdictions in order to strengthen relationships and allow for cooperation and collaboration on projects and initiatives aimed at bolstering economic growth within the region.

PROPERTY TAXATION AUTHORITY

The Property Taxation Authority is a body established under the Tla'amin Property Taxation Law. It is comprised of four (4) members of Executive Council and one (1) Non-Member ratepayer, and is responsible for approving the annual tax rates and expenditures for property taxes. It is also responsible for approving residential exemptions and grants.

REVIEW AND APPEAL PANEL

The Review and Appeal Law established the Review and Appeal Panel, which is a group of five (5) individuals, of which at least two (2) must be Tla'amin people and one (1) must be a lawyer or have a law degree. The Review and Appeal Panel hears challenges to certain decisions.

The Panel consists of the chair, two other standing panel members, the clerk and one other alternate panel member. The current members are:

- Chair, Brooke Browning
- Standing Panel Member, Amber Timothy
- Standing Panel Member, Melanie Vivier
- Alternate Panel Member, Maynard Harry
- Alternate Panel Member and Clerk, Frances Ladret.

During the reporting period, the Tla'amin Nation held an election for Tla'amin's first Legislative Assembly. An appeal to the decision of the Elections Officer to disqualify a candidate was heard by the Review and Appeal Panel, and the decision was upheld.



MESSAGE FROM THE CAO

It was another historic year for the Nation - the first year of the Tla'amin peoples' return to being self-governing. Congratulations!

We have all been learning a lot as we implement the changes resulting from our new system of Government. Change is generally not easy, and I deeply thank the community for accepting the changes respectfully. Likewise, many thanks to our staff for embracing and effecting these changes cooperatively. It is most definitely a team effort, which will continue for some time.

In July, the Government and Administration moved into the new Governance House. What a dramatic difference from the old buildings! In the Community Room we have public computers available for community members, and we continue to work on other services that might be of value to the community. A number of events have been held in the building – some for the Tla'amin community and others that included others. The space is well suited to these events, which have been very popular and positive.

In the spirit of One Heart, One Mind, One Nation, Tla'amin Community Health has now been brought under the "umbrella" of the Nation, instead of having a separate Board directing its operations. Also, the former Sliammon Development Corporation has gone through a significant restructuring, and is now called Tla'amin Management Services. Through implementing new structures and operating under our new laws and regulations, we have experienced some challenges and observed some gaps, and as a result have some proposed changes to a few of the laws and regulations that will be coming forward in the next fiscal year.

We continue to work on various collaborative projects with our neighbouring communities. These included tying in to the City's sewer system, a regional recreation initiative, educational partnering with Vancouver Island University and a regional social planning exercise.

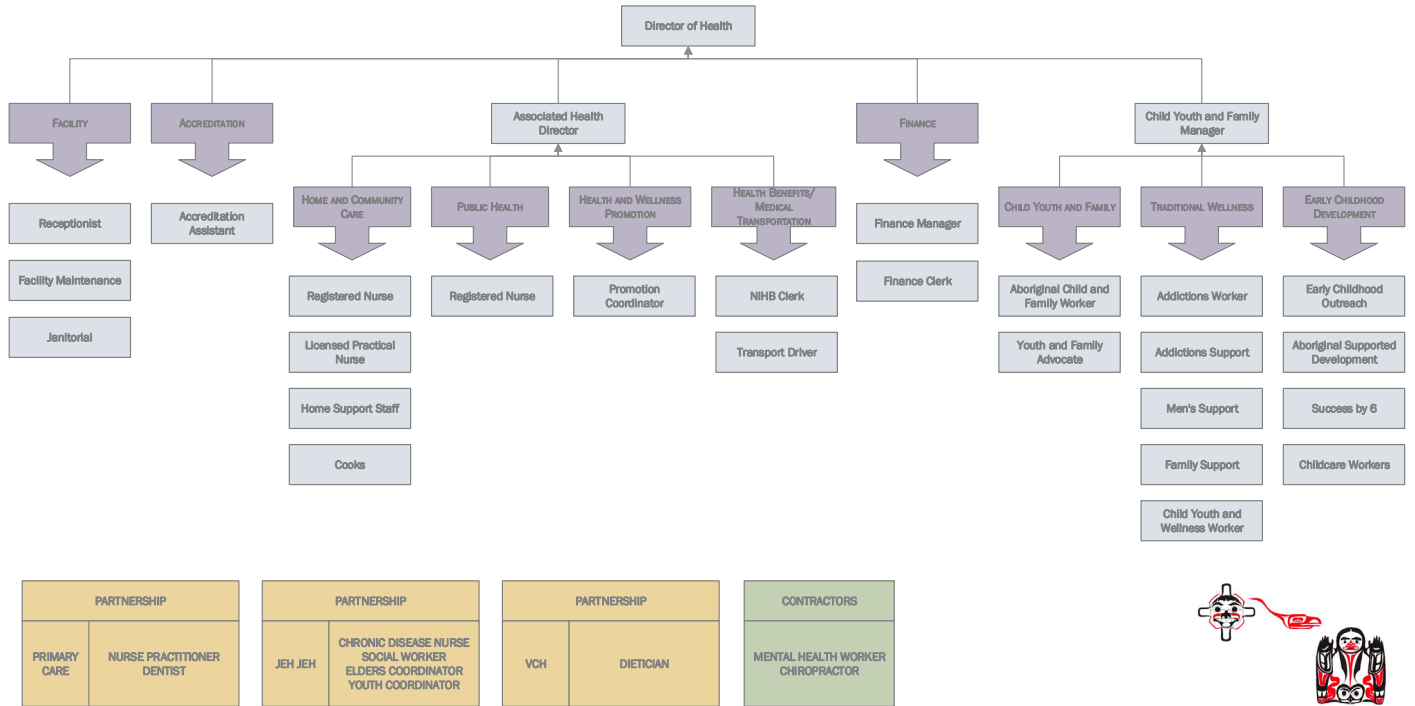
A detailed Strategic Plan has been developed for the Nation by the Legislative Assembly, in collaboration with some consultants and senior staff. Copies of this living document are available at Governance House, or on our website. All are encouraged to get a copy and have a read of it, since this is your Government's vision for the future.

Emote

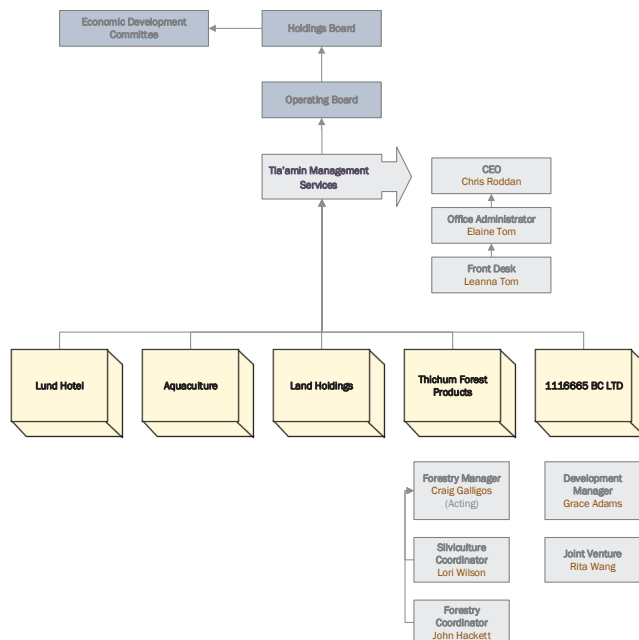


Rod Allan, CPA, CMA,
Chief Administrative Officer

TLA'AMIN HEALTH



TLA'AMIN BUSINESS



HOUSE POSTS REPORT

FINANCE AND ADMINISTRATION

OFFICER/DIRECTOR: Rod Allan, Chief Administrative Officer
Steve Hunter, Chief Financial Officer

PRIORITIES OR GOALS FOR 2016-2017:

Some of this year's priorities were mandated by the Final Agreement, or by Tla'amin laws and regulations. With this being the first year of self-government, many more priorities became prevalent compared to when we were an Indian Act Band. Certain positions were required to be filled, committees required to be formed, registries required to be created, and so on. Apart from those factors, our main priorities were:

- Ensuring that administrative aspects of the new Government are functioning well
- Providing access to laws and other documents for Tla'amin people
- Hiring for newly created positions required under self-government
- Moving to the new building with minimal disruptions
- Creating a Strategic Plan for the Nation
- Updating Education policies without INAC restrictions
- Complete the Fire Hall renovation
- Invest one time transfer payments
- Complete financing for new governance building
- Complete construction of new governance building
- Leading the development of sewer project
- Implementing new accounting software

CHALLENGES FACED DURING 2016-2017:

One big challenge was finding out that what we had been told by other Treaty Nations was true – that the real work starts AFTER Effective Date. Some of us didn't really believe it until we got there. Also:

- Using the new laws/regulations and finding issues with some of them
- Getting our service provider to supply a functioning phone and e-mail system
- Recruiting for our understaffed Fire Department, and providing necessary training
- Implementing changes with staff and the community.
- Completing a full value budgeting process
- Implementing a new software package during treaty implementation
- Completion of our first audit as a self-governing nation

ACCOMPLISHMENTS DURING 2016-2017:

- Putting in place those things required by the Final Agreement. Committees, registries and staffing
- Several law amendments drafted and ready for review
- Strategic Plan completed



Tla'amin Nation anniversary/open house event April 5th, 2017.

- Phone and e.mail system finally functional
- Revised Post-Secondary policy produced and under review
- Fire Hall renovation very near completion
- All one-time transfer payments invested as per the AFL
- Assumed many of the functions of property tax that Lands dept. used to perform
- Completed construction and financing of the new governance building
- Successfully transferred Social Development administration to CDO
- Negotiated a new lending program for community members with First Credit Union
- Processed \$25 million worth of transactions with very few issues
- Implemented Debit & Credit card payment capabilities

WHAT CITIZENS CAN EXPECT 2017-2018:

- Passing of new/replacement laws, regulations and policies
- Continuing to fill important roles not yet filled
- Artifacts displayed in Governance House
- Reorganization and enhancement of Fire Department
- Continue with implementation of the Strategic Plan
- Creation of Tla'amin specific Social Development policies
- Continued exemplary customer service
- Full budgeting and strategic planning with community consultation
- Continued work for a new waste treatment plan
- Electronic Funds Transfer replacing cheques

HOUSE POSTS REPORT

LANDS & NATURAL RESOURCES

OFFICER/DIRECTOR: Cathy Galligos, Director of Lands & Natural Resources
Denise Smith, Lands Manager



PRIORITIES OR GOALS FOR 2016-2017:

This first year after Effective Date has been a very busy time. There was quite a number of priorities for the department:

- Hire a Tla'amin member for Building Inspector/Lands Officer
- Continue to address the Old Klahanie Store site – environmental clean-up
- Aim to do the first annual forestry harvest of 20,000m³
- Implement the new laws and create any new regulations
- Continue to address invasive species on Tla'amin lands
- Utilize the cedar lumber on community projects
- Promote the new in-fill lots (new sub-division)
- Promote awareness and compliance of the new Land Law, Building Law, etc. with other departments and Tla'amin organizations
- Have a community event on the Tla'amin Lands (possibly Harwood Island) – to get community members out on the lands
- Address the private mortgages and whether to register in the Land Title Office, or not
- Hire Building Inspector for any new building development which will require building permits and inspections
- Continue issuance of Harvest Cards/Citizenship cards - required when harvesting fish and aquatic plants, wildlife, plant gathering, migratory birds, intertidal bivalves
- Collect harvest data from Tla'amin citizens throughout the year and submit data on a weekly basis to the Department of Fisheries and Oceans
- Education on Bear Smart Program, providing information and tips on how to maintain properties so that bears are not attracted to the area
- Continue to work with Housing department on Home and Land Ownership
- Developing the Enforcement Officer position for enforcing our laws, monitoring lands, checking for 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)
- Represent the Tla'amin Nation on the Joint Fisheries Committee
- Start planning the Westview parcels with Tla'amin Capital Assets Inc.

- Implement permitting system for non-Tla'amin people to harvest mushrooms & salal.
- Implemented firewood cutting permits on Treaty Settlement Lands.
- Handle the duties for Crown Land Referrals – this is a busy area that is handled by the Lands Manager, Denise Smith, and the focus has been ensuring that archeological sites are not damaged during developments, and educating applicants about the Tla'amin Final Agreement and the areas where Tla'amin people have hunting, fishing and gathering rights.

CHALLENGES FACED DURING 2016-2017:

The biggest challenge faced is finding the time to address all of the responsibilities of our department. We also need to work with other departments and Tla'amin entities where their plans and activities relate to Tla'amin lands and resources so that we are not working at cross purposes. Other challenges for the year include:

- Implementation of the Forestry Law; there were amendments required.
- The lack of boat transportation to access the Tla'amin lands at Harwood, Theodosia, Cortez, Grace Harbour, and oyster leases were also an issue.

ACCOMPLISHMENTS DURING 2016-2017:

- Lands and Housing departments met with home owners on ownership of home and land (registered in the Land Title Office)
- Filled various temporary job positions (environmental monitor, grass cutters)
- Implementing the new Laws and Regulations.
- Community Clean-up – we put a considerable effort into community clean up again this year.
- Invasive species removal (broom brush) and removal of blackberry bushes (to alleviate fire concerns, rodent problems and to create clear sight lines due to the bear problems this year).
- Fenced and landscaped the new playground to make it safe and useable.
- Lands Manager (Denise Smith) completed training for Approving Officer (to approve subdivisions).

WHAT CITIZENS CAN EXPECT 2017-2018:

- We will host a Lands and Resources Open House
- Develop GIS position/budget
- 1st and 2nd Annual harvest/forestry revenue from TSL
- Teamwork planning for new Longhouse – fund the longhouse with forestry revenue so the Nation does not have to finance this project – community open house on longhouse planning.
- Teamwork planning for the purchase of Future Acquisition Lands – set some of the forestry revenue funds aside to put towards the purchase of the lands.
- Proposed new cabin on the lands
- Teamwork planning for the development of the Westview parcels
- Consultation – we will need to do some amendments to our Land Use Plan to make way for new development and this will need to go to the community. Forest Companies (through the referrals process) are being asked to consult with our Citizens about their hunting, fishing or gathering rights in order to meet their needs in their operations.
- Education – this is an ongoing process – learning about the laws and regulations and explaining them to our citizens when needed. Educating general public, government, developers, etc. Continuation of the home and land transfers.



HOUSE POSTS REPORT

COMMUNITY SERVICES

OFFICER/DIRECTOR: Roy Francis, Community Development Officer



PRIORITIES OR GOALS FOR 2016-2017:

- Update operational policies in Social Development and Education program areas to reflect Self-Governance authorities
- Enhance employment rates for Social Assistance clients
- Establish employment support service for Social Assistance clients
- Improve graduation rates for Tla'amin high school students
- Monitor and support progress of post- secondary Tla'amin students
- Enhance attendance and performance of K – 12 Tla'amin students

CHALLENGES FACED DURING 2016-2017:

- A new organizational structure has been formed; and continues to evolve
- New responsibilities have been identified and assigned
- Coordination within the new structure has been a challenge; but we are learning and adapting very well
- Assembling working groups to provide input has taken time to develop; but our teams are now formed and work is underway

ACCOMPLISHMENTS DURING 2016-2017:

- Income assistance case load is the lowest it has been in decades; more Social Assistance clients are now employed or in school or a training program
- Post-Secondary sponsorship has been increased from \$1000 to \$1500 per month
- The Education Program, Social Development program and employment services have been re-structured to fit within a Community Services Housepost
- Regular meetings within the Social Services area have been established

WHAT CITIZENS CAN EXPECT 2017-2018:

- A more focused and coordinated effort to improve employment rates for SA recipients
- A focused effort at improving graduation rates for Tla'amin students
- A focused effort at improving attendance rates from K – 12
- Increased accountability for Post-Secondary students

HOUSE POSTS REPORT

PUBLIC WORKS

OFFICER/DIRECTOR: Shawn Louie, Acting Capital Manager
Paula Stewart, Housing Manager

PRIORITIES OR GOALS FOR 2016-2017:

- Getting sand replaced at water treatment plant.
- Assisting Lands Department with clean up in the Nation.
- Rental collection increase
- Reduce arrears balances
- Start a process to remove the Nation from constraints of the BC Residential Tenancy Act
- Apply for renovation dollars for private and Nation owned homes
- Award homeownership to those that qualify
- Partner with the City of Powell River to pursue rental options outside of the Nation

CHALLENGES FACED DURING 2016-2017:

- Lack of trades related help. (skilled workers.)
- Funding for capital projects.
- Not all funding was approved to complete anticipated renovations
- Pet and noise complaints continue to be an issue
- Damage and cleaning costs when tenants move out are not adequately covered by damage deposits
- A portion of community members still do not understand the concept of why rent must be paid consistently

ACCOMPLISHMENTS DURING 2016-2017:

- Completing sand filtration end of August.
- Getting rid of garbage down at the boom/cleaning up blackberry shrub.

- Renovations on all CMHC homes
- Renovations on 10 rentals, including 3 long time vacant homes
- Sale of Nation owned home to a Tla'amin Citizen
- Several historical arrears balances cleared or payment plans put in place

WHAT CITIZENS CAN EXPECT 2017-2018:

- Getting a feasibility study done for water and sewer lines hope to replace at some point.
- Getting curbside recycling to those in need, or for the Nation. Including Southview & Klahanie homes.
- Updated rental agreements and rental policy
- Continued focus on stable rental collection and possible rent increase to cover actual costs
- Evictions in rental units if members refuse to comply with rental agreements
- Renovation of vacant Homalco Road duplex to gain two new rental units
- Preliminary steps to new housing within the Powell River district



HOUSE POSTS REPORT

TLA'AMIN HEALTH

OFFICER/DIRECTOR: Brendan Behan, Acting Health Director

PRIORITIES OR GOALS FOR 2016-2017:

- Making improvements to the Health Building Parking lot
- Meeting Accreditation Canada's requirements for Quality Assurance
- Improve child care according to licensing requirements
- Psychologist = 4 days a month
- Optometrist clinic
- Increase in clients for Dentist – monthly
- Tele-ophthalmology clinic (retinal screening)
- Recreation complex fitness & swim for community 1 day a week from Fall to Spring.
- Funding for Aboriginal Head Start On-Reserve Social Infrastructure Project

CHALLENGES FACED DURING 2016-2017:

- Staff retention; we have had some staff turnover in key staff positions
- Finding ECE certified workers to work within a licensed facility
- Outstanding parent fees
- Communications during a period of organizational change
- After School Care program – starts up again
- Start of log drum project
- Child Development Resource Center Parent Handbook updated
- Staff Training Workshops
- Hospice, Let's Talk Trash, Naloxone, Food Safe, Communications, Hand hygiene audit, Mustimuhw (electronic records)

ACCOMPLISHMENTS DURING 2016-2017:

- Smoking Cessation challenge
- Chiropractor one day a month

COMMUNITY EVENTS

Annual Drug Awareness March, Women's Picnic, Annual Welcoming Babies Ceremony, Healing Through Laughter, Food Skills For Families, Aboriginal Day Celebration, Summer Fun For Youth, Health Fair, Annual FASD Workshop, Drug Use and Overdose Care (Naloxone)

WHAT CITIZENS CAN EXPECT 2017-2018:

- Improved programs and services
- More collaboration with other programs
- Increase parent fees
- Parent feedback related to child care and its programming



HOUSE POSTS REPORT

ECONOMIC DEVELOPMENT

The Tla'amin Nation has operated under a new legal and governance framework for economic development for over a year. 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.

Tla'amin Management Services Inc. has taken over the office and function of Sliammon Development Corporation, under a limited partnership structure. 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 table below lists some of the benefits of Tla'amin's economic development structure:

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

The Tla'amin Group of Businesses has been mandated by the Tla'amin Government to lead in the creation of a sustainable economy for Tla'amin by providing jobs, business opportunities and revenues to the Tla'amin Nation, and by contributing to an enhanced quality of life for Tla'amin people.



Members of the Holdings Board and Operating Board

TLA'AMIN MANAGEMENT SERVICES

ECONOMIC DEVELOPMENT COMMITTEE REPORT



Roy Francis, Chairperson

It was the priority of the Economic Development Committee to get set up and begin operating under the Tla'amin Economic Development Law and Tla'amin Economic Development Agreement. Some of the responsibilities of our group is done as directors of Tla'amin Holdings Inc. (aka the Holdings Board), so we had to get set up as the Holdings Board as well and understand the difference in responsibilities. Over 2016/17 we also initiated the processes for reviewing and approving concept papers, developing the economic development plan, and directing some policy development for the new Ec Dev structure.

To be honest, it was quite a challenge to get used operating under a complicated and sophisticated organizational structure that was established to manage business affairs on behalf of the Tla'amin Nation. In fact, as we operationalize we continue to have to remind ourselves of the rules and reasons for the new structure.

We can now say that the Ec Dev Committee and Holdings Board are operational. The Committee has approved a first set of concept papers allowing for business plans to be developed in a number of areas, and we have begun drafting the Ec Dev Plan.

Over the coming year, we will be further developing and recommending an Ec Dev Plan for the Executive Council and Legislative Assembly to review and approve. We will also be reviewing annual reports for each of the operating businesses of the Tla'amin Nation.



TLA'AMIN MANAGEMENT SERVICES

OPERATING BOARD REPORT



Marlane Christensen, Chairperson

It was our priority as the Operating Board to get up and running in accordance with the Tla'amin Economic Development Law and Tla'amin Economic Development Agreement. One of our responsibilities for the year included the development and approval of certain policies and procedures for the Operating Board and Tla'amin businesses. Finally, we set out to perform strategic planning for all existing and new Tla'amin businesses.

The new complex and sophisticated economic development structure was quite challenging to digest and operationalize, and to reinforce the need to separate politics and business. The Operating Board also had to manage changes in management at the Lund Hotel, which required considerable time and attention.

Some of the achievements of Tla'amin businesses during 2016/17 include: completing and operationalizing the log dump down at the mill pond lands, funding the Healthy Living Dividend, the increase to post-secondary funding, and the Christmas Dividend, and developing and adopting new policies to set up the Operating Board and Tla'amin businesses with a strong foundation.

Over the coming year of 2017/18, Tla'amin Citizens can expect improved planning for all areas of business and annual reports from each Tla'amin business with operations. The Operating Board will also be overseeing a human resources plan for the Lund Hotel for the 2018 season. Finally, Citizens should expect to hear about Tla'amin starting new businesses, or entering into new business relationships this year.



QAMES ʔƏMS TALA

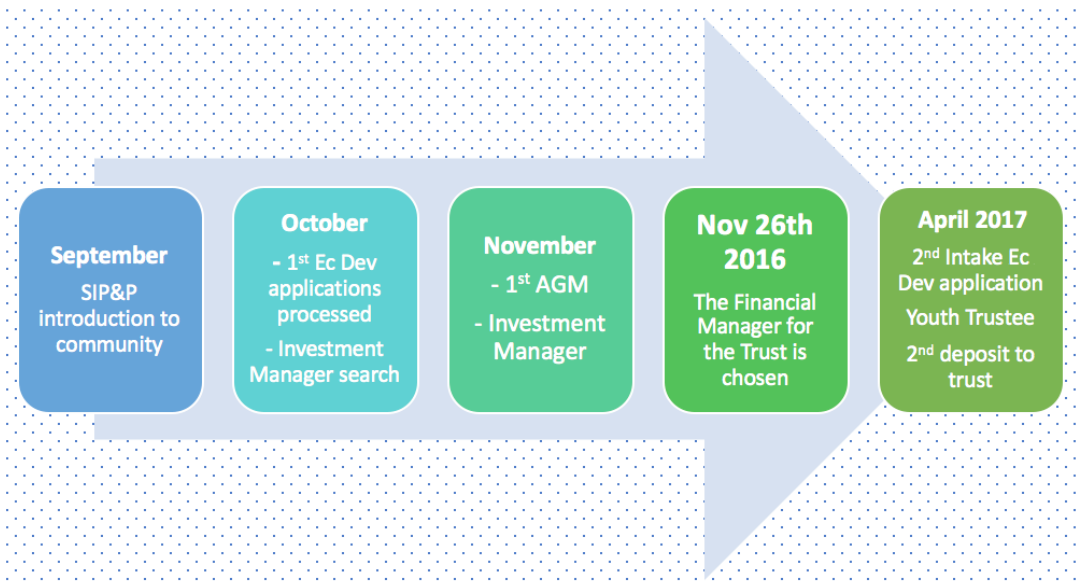
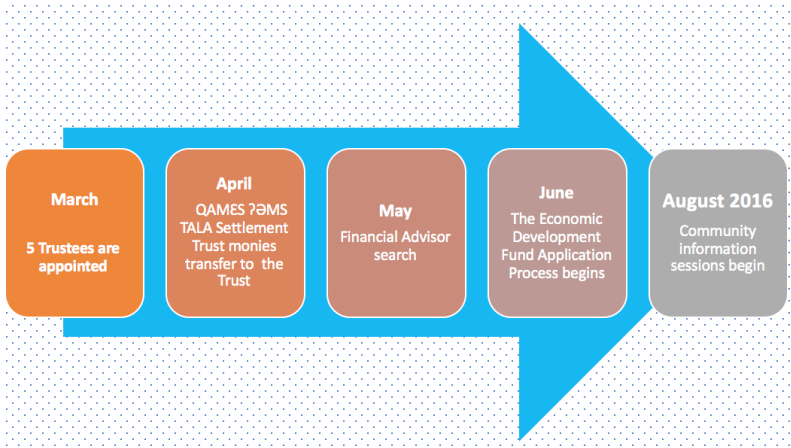
TLA'AMIN SETTLEMENT TRUST

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:



Trust Annual General Meeting Sept. 9th, 2017.



The table below provides Citizen's with some details for what to expect for 2017/18:

2017-2018	
In November 2017 our first audited financial statements were presented.	As a part of ongoing capacity building, offer training opportunities for Tla'amin Citizens on how Trusts operate. Continue to convene community information sessions about the roles and responsibilities and objectives of the Trust.
Applications to the Economic Development Fund – Citizens will be able to apply to the Economic Development Fund from October 2nd to 16th, 2017. The handbook and application forms are available soon.	A contest announced for Tla'amin artists to submit a unique Logo for the Trust As per 18.6 of the Trust Deed a Compliance Audit is a conducted every other year. To determine if we are meeting all of the requirements in the Trust Deed.
As a part of ongoing capacity building a "Plain Speak" version of the Trust Deed is available for the Community. The original deed is available at any time. We are continuing to build policies & procedures for operations	Create a website for the Trust so information is easily accessed by membership on and off Tla'amin Lands. We expect to improve communications through this avenue.

MEET THE TRUSTEES



L-R: (Guardian) Daryn Leas, (Trustees) Nora Dickey, Alisha Point, Beth Harry (Youth), Alex Hugenshmidt, Ann Paul & Kristi Thiele.



2016/17 FINANCIAL REPORTS

ADMINISTRATION AND FINANCE LAW, 2016

The AFL contains rules for all aspects of financial management. It also established and set out specific rules for expenditures from several funds:

- Community Improvement Fund
- Fishing Vessel Fund
- Fish Fund
- Culture and Language Fund
- Physical Works Fund

FISCAL FINANCING AGREEMENT

The Fiscal Financing Agreement (FFA) sets out funding amounts from Canada and British Columbia to the Tla'amin Nation for supporting agreed-upon government programs and services, and for supporting Treaty implementation activities. The Tla'amin Treaty requires the Parties to negotiate, and attempt to reach agreement on, a FFA describing the financial relationship among the Parties. The current FFA will expire on March 31, 2021, and the Parties will soon initiate discussions for the re-negotiation process.

Canada contributes approximately \$9 million each year for federally-supported government programs and services including education, social development, health, and physical works. In contrast to the federal funding pre-Treaty, Tla'amin now has budgetary discretion on how to spend the funds, and reporting requirements have been reduced to a minimum.

OWN SOURCE REVENUE AGREEMENT

On the Effective Date, the Parties entered into a 20-year Own Source Revenue Agreement (OSRA), which calculates the contribution Tla'amin will make from its own source revenue for the agreed-upon programs and services in the FFA. As part of the transition to self-government, Tla'amin's contribution for the first five years will be zero, after which contributions will increase over a defined period.

TAXATION

During the reporting period, Indian Act tax exemptions continued to be available for Tla'amin Citizens through transitional measures in the Treaty. Transitional exemption measures with respect to transaction taxes (e.g. GST & PST) expire in 2024, and transitional exemption measures with respect to all other taxes (e.g. income taxes, property taxes) expire in 2028.

The Treaty provides for the Parties, either together or separately, to negotiate on Tla'amin Government taxation powers. The Treaty stipulates that the Parties enter into a Tax Treatment Agreement, which sets out a number of technical tax treatment rules and is given force and effect under federal and provincial settlement legislation. On Effective Date, the Parties entered into a Tax Treatment Agreement for a term of at least 15 years.

Tla'amin Government collects property taxes from taxable occupiers on Tla'amin Lands. These taxes go towards the provision of local government services. During the period when Tla'amin Citizens are exempt from property taxation, Tla'amin property tax rates are tied to the City of Powell River's rates.

FINANCIAL STATEMENTS

THIS SECTION WILL PROVIDE SOME SUMMARY INFORMATION FROM THE 2016-2017 AUDITED FINANCIAL STATEMENTS OF THE TLA'AMIN NATION.



THE 2016 -2017 AUDIT WAS PERFORMED BY KPMG LLP AND IS AVAILABLE TO ALL TLA'AMIN COMMUNITY MEMBERS UPON REQUEST BY EMAILING, CALLING OR MAILING A REQUEST TO:

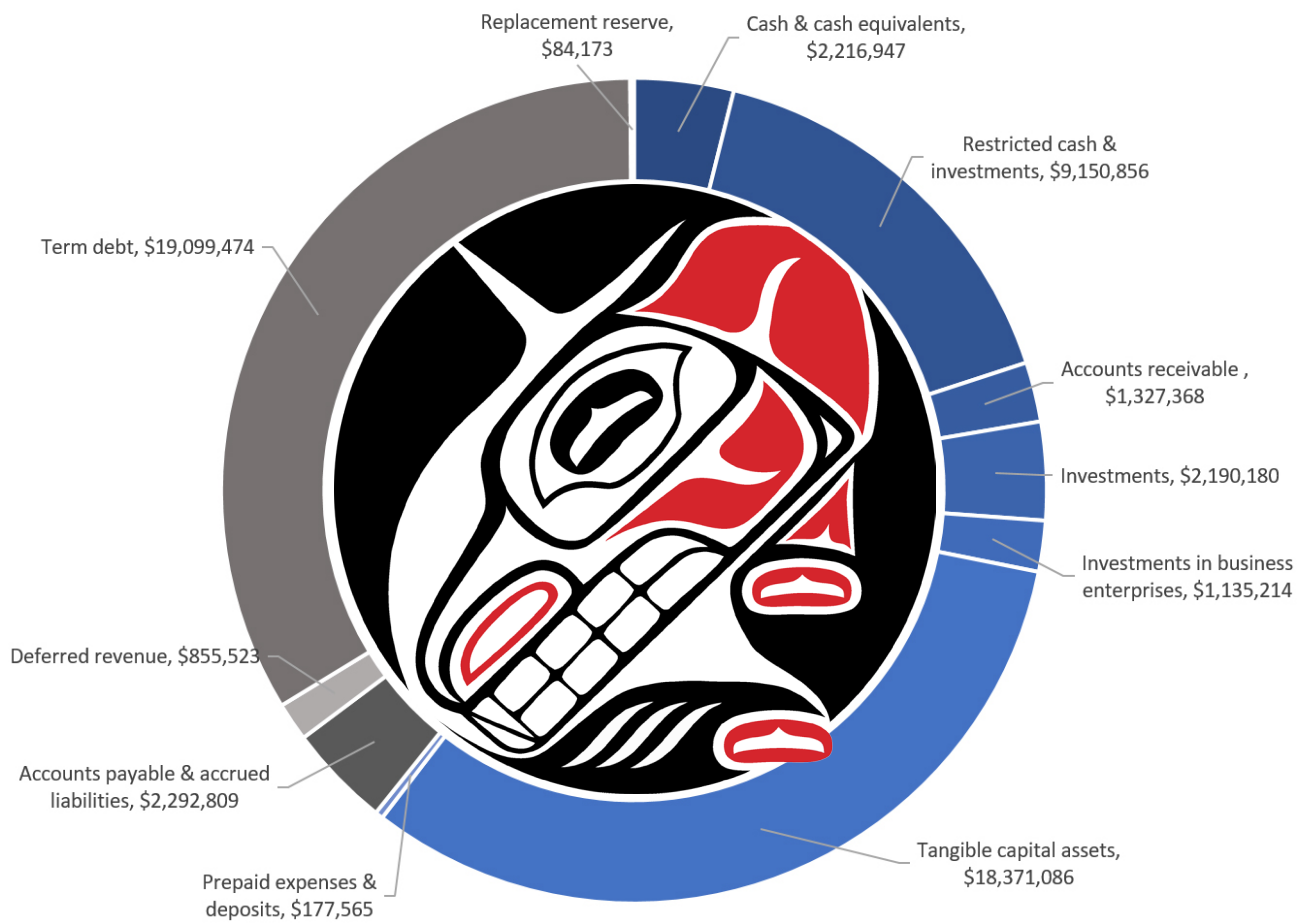
TLA'AMIN NATION
4779 KLAHANIE ROAD,
POWELL RIVER, B.C., V8A 0C4
P: 604 483 9646
INFO@TN-BC.CA

FINANCIAL POSITION

The charts on the following pages illustrate the financial position of the Tla'amin Nation at the end of the 2016-17 fiscal year, with the information derived from the Nation's Annual Financial Statements. These Audited Financial Statements now include the Nation and all related entities and organisations, including the Tla'amin Community Health Board Society and the Sliammon Treaty Society, prior to their dissolution.

It should be noted that the term debt of \$19 million includes both the treaty loan (which is being paid back by the Capital Transfer payments) and the loan for the Governance House.

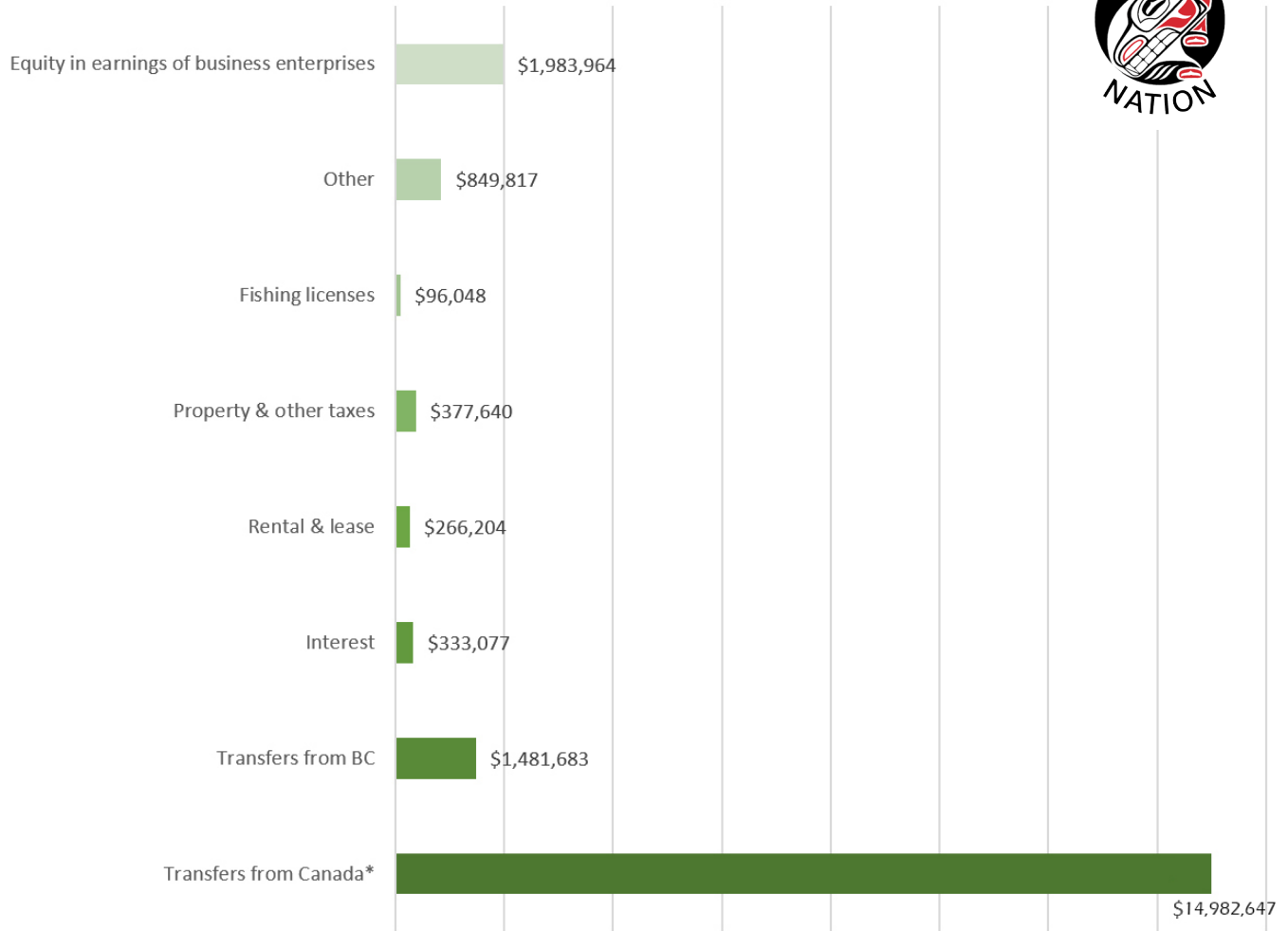
Financial Position as of March 31, 2017



Note: The grey area represents the Nation's liabilities, and the blue area represents the Nation's assets.

REVENUES FOR 2016-17

2016-17 Revenues
Total: \$20,371,080



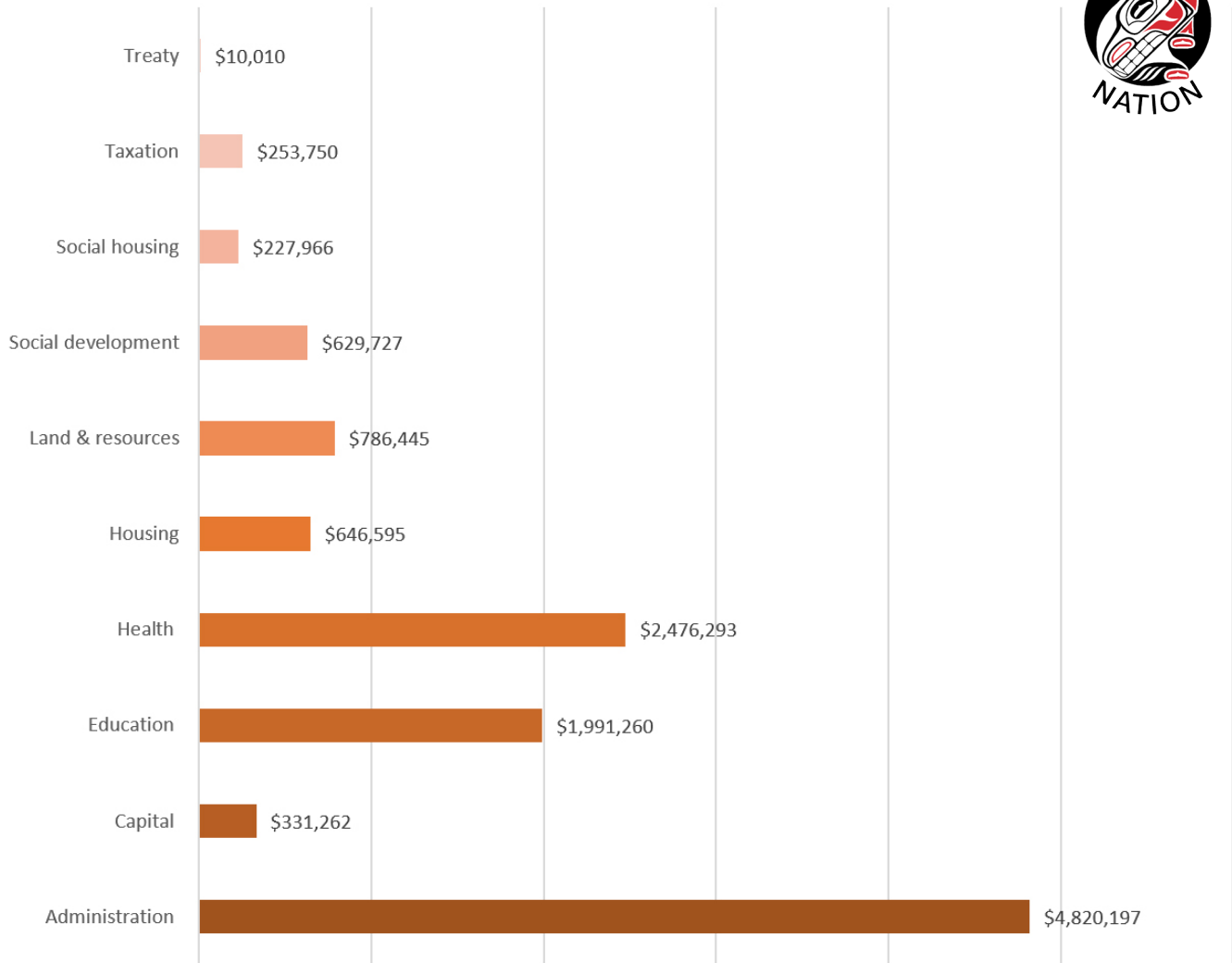
Notes:

* The amount transferred from Canada is unusually high for 2016-17 because it includes a number of one-time funds transferred on the Effective Date, including culture and language funding, the Fish Fund, the Fishing Vessel Fund, and Funding for the acquisition of commercial licenses. These funds are governed according to the Administration & Finance Law, 2016.

- Tla'amin Nation also received **\$10,704,957** from Canada that was transferred to the Qames ?ems Tala Settlement Trust. This amount is **not** included in the above figures.

EXPENSES FOR 2016-17

2016-17 Expenses
Total: \$12,173,505



Notes:

- The Tla'amin Treaty Society was dissolved in 2017.
- The Tla'amin Health Board Society was also dissolved at the end of 2017, with Tla'amin Health being consolidated under the structure of the Nation.

ANNEX B - SCHEDULE OF REMUNERATION

ELECTED OFFICIALS & SENIOR STAFF

Schedule of Remuneration Elected Government Officials

Tla'amin Nation
For the Year Ended March 31, 2017

Name of Individual	Position Title	Number of Months	Government	Employment
Clint Williams	Chief / Hegus	12	85,077	0
Walter Paul	Councillor	5.5	5,333	0
Dillon Johnson	Councillor	5.5	5,333	0
Eugene Louie	Councillor	5.5	5,333	0
Larry Louie	Councillor / Executive	12	26,872	0
John Hackett	Councillor / Executive	12	16,103	52,000
Lori Wilson	Councillor / Executive	12	16,103	52,000
Tyrone Wilson	Executive	6.5	10,769	16,800
Shawn Louie	Councillor / Legislator	12	9,778	46,630
Brian Hackett	Councillor / Legislator	12	9,778	0
Gloria Francis	Councillor / Legislator	12	9,778	0
Denise Smith	Legislator	6.5	4,444	28,960
Sandy Point	Councillor	5.5	0	0



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