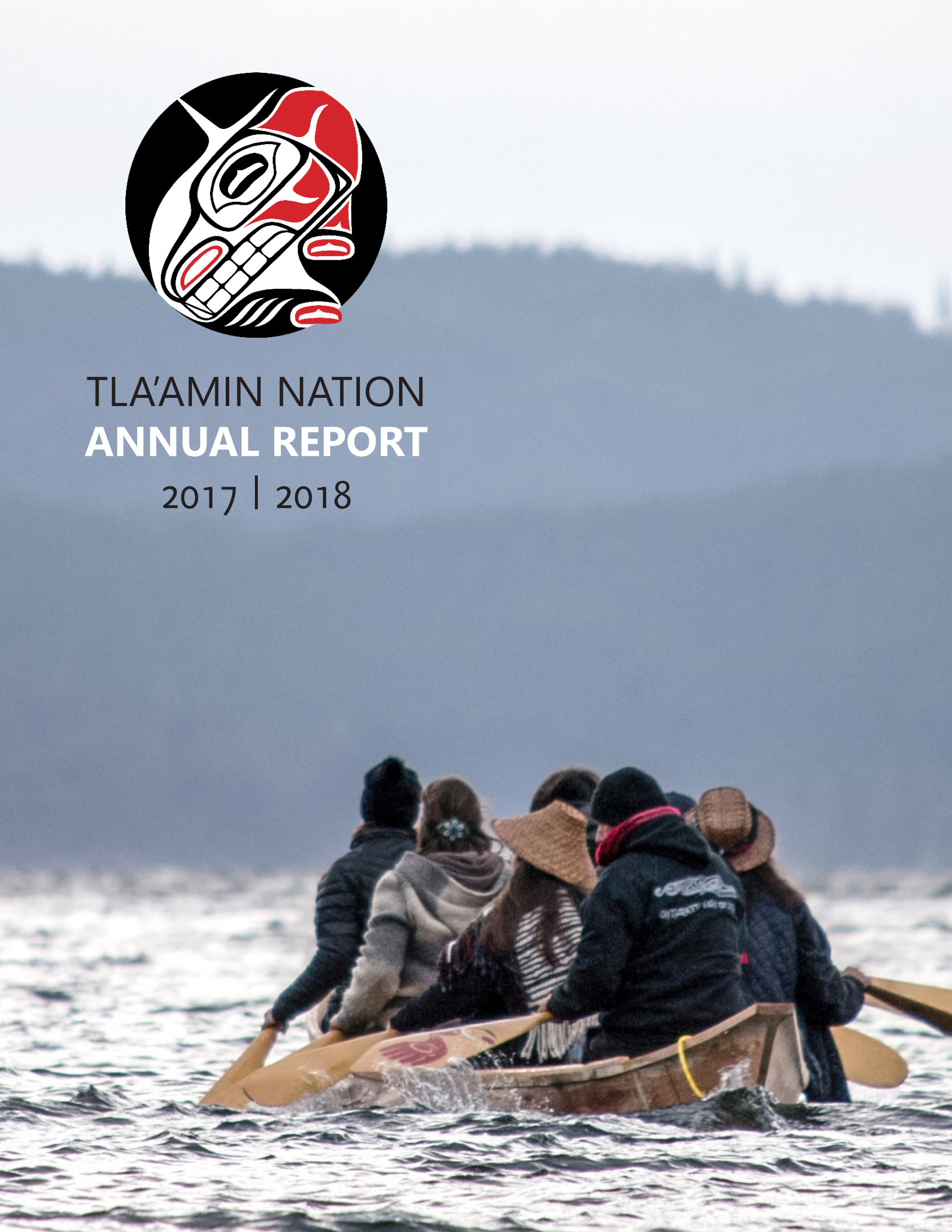




TLA'AMIN NATION
ANNUAL REPORT
2017 | 2018





[Joe Martin accompanies the Hehewšln canoe for its first taste of the ocean.]
Special thanks to Clare Mervyn for many of the Hehewšln photos used in this report.

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[John Louie speaking at the Hehewšun blessing ceremony at Willingdon Beach.]



[Carvers from the Heheḡš̓in project at the presentation of the ʕiʕos canoe carved by the youth.]

MESSAGE FROM THE HEGUS

It is with great pleasure that we provide you with the 2017/2018 audited financial statements which have been completed on time. Having our statements completed on time provides us with opportunities for our community as this allows us to potentially access unused federal monies from programs that were either unable to be started or completed in the fiscal year. More importantly, completing an audit on time demonstrates responsible management of our nation's finances to our people as we continue to operate with transparency and accountability as a priority.

Our new governance systems have been quite challenging, as this was a great change from operating underneath of the Indian act. At times it seems that we have been tougher on ourselves with the laws and regulations that we have replaced the old system with. However, as we continue to work with these new tools and the challenges that may develop we do have the authority to amend these laws and regulations internally as the Tla'amin Nation. These amendments would only happen with our people being made fully aware of any changes being proposed first.

Although there have been a few challenges during our first couple of years of self-government, there has been nothing that we have not been able to work our way through. We will continue to progress down a pathway to a more successful future for our people, there has been no regrets of leaving behind the Indian act.

There have been a couple of recent acknowledgments that our people have received from the people of the Powell River area out of respect for the recent work that has been occurring over the past 20 years; but more importantly ac-

knowledging that our people are the original peoples of this land. The two initiatives are:

- Community Accord 2018 update between the City of Powell River and the Tla'amin Nation
- The Powell River Regional District official name change to the qathet Regional District taking place on July 5th 2018.

These relationships are beneficial to us and our neighbours as there will be matters that we will need to communicate on and problem solve together in the future. Whether it be emergency planning, natural disaster management or cost sharing on new infrastructure improvements and more, we will all benefit from being good neighbours.

There is a need for us to continue searching and exploring for new business opportunities that will help serve our people by providing new jobs and also building a tax base to assist our government with establishing and maintaining valuable services for our people. We have access to incredible lands and resources that we need to take advantage of in a responsible manner, we look forward to discussing some new opportunities with our people in the very near future.

In closing, I would like to share a special thank you to our staff for carrying out the great work that they do for our people throughout the year. If you have any questions or concerns please feel free to contact me to discuss any matters at (604) 483-9646 extension #107 or via email clint.williams@tn-bc.ca.



Clint Williams, Hegus

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 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, 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 and policies that were adopted by the Tla'amin Government on the Effective Date.

The constitution and laws of the Tla'amin Nation are posted on the Tla'amin Nation's website:

<http://www.tlaaminnation.com>.



Chek'tles7et'h'
First Nations

[Ivan Rosytskye at the Hehewšun blessing ceremony.]

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" (similar to a portfolio).

ELECTED OFFICIALS

LEGISLATORS

CURRENTLY SERVING ON EXECUTIVE COUNCIL



JOHN HACKETT,
*FINANCE &
ADMINISTRATION
HOUSE POST*

Greetings Tla'amin Nation, I would like to take this opportunity to summarize and highlight some of the activities of 2017-2018 in my role as Finance house Post for the Tla'amin Nation. There are three areas that are under this House post: Finance & Administration, Tla'amin Taxation Authority, and I am also a non-voting member of the Tla'amin Holdings Board/Operations committee. My updates are published monthly in the Neh Motl under the House Post Updates.

Finance Committee

Davis Mackenzie (Chair), Eric Blaney, Steve Hunter (Chief Financial Officer) Clint Williams (Hegus), John Hackett (Executive Council – Finance House Post)

The Tla'amin Finance Committee makes recommendations to the Tla'amin Legislative Assembly to endorse the yearly audit and budget

There are currently two General Assembly (GA) meetings per calendar year under this new structure of Government. Previously under the Indian act, a Government AGM was required only once per calendar year. The fall GA is focused on the

audited financial statements, while the spring GA is focused on budgets.

- We are getting great turnout at our General Assembly, and have had great feedback and questions about the Budgeting and Audits presented

Under our current Laws - by holding two general assembly meetings – I believe this makes every Tla'amin Government more transparent and accountable

- Each General Assembly we have had each Department set up information booths to display their activities and answer any questions

Over all we are moving in the right direction in leaps and bounds. The Tla'amin Nation is in a great financial position, with all the departments completing budgets and we have a 5 year capital plan. Again, I would like to highlight that these are presented to the Tla'amin Nation and are open for discussion and revisions in a General Assembly forum.

Getting into the details of some expenditures:

- 1) TSL Logging
 - a. The \$250k to purchase the Wilde Road property
 - 25 acre property purchased and added to Tla'amin Lands adjacent to Wilde Road
 - b. Nahmint Raider Prawn Boat
 - New engine, and maintenance
 - Enable us to Fish our own Prawn License
 - Enable us to Food fish for our nation
 - c. Fisheries / Enforcement Boat
- 2) 4.5 Million was transferred to Powell River Credit Union
 - a. 2 Million is being held to establish Tla'amin Nation Home Finance Program
 - This is a second avenue for our Nation to apply for finances on a private home on Tla'amin lands former IR#1
- 3) Surplus from the Logging revenue on TSL is marked for a feasibility study for Elders Extended Care Facility

I would like to highlight that the Budget for the TSL logging revenue is on freeze until this budget is presented to the Tla'amin Citizens for input. This is another step to demonstrate Transparency and Accountability to the Tla'amin Nation Citizens.

Taxation Authority

Laura Walz, John Hackett, Lori Sparrow, Larry Louie, Tyrone Wilson, Clint Williams, Staff – Steve Hunter, Pam Wilson

This committee sets Tax rates for Lease Lands of the Tla'amin Nation. These rates are set by the cost of service provided, as well as the "Mill-Rates" from the City of Powell River. Our goal is to have a balanced budget of what we charge for services.

1. Sand Replacement at Water Plant - \$384,000.00
 - a. Majority of this was paid through water usage fees the Nation collects from our Lease Holders in Klahanie.

Overall, as we are transitioning from an Indian Act band to a strong and independent Nation, I would honestly say we are on the right track to build a solid foundation for our future. I am proud to say that we are delivering a high level of Transparency and Accountability through our General Assemblies on and off our Nations Land. I am honored to be Finance & Administration House Post Leader and want to thank everyone in our Nation. Thank you.

LARRY LOUIE, COMMUNITY PROGRAMS & SERVICES HOUSE POST

Education

September is fast approaching and, to me, September marks the beginning of a new season with new challenges. As a Nation we will achieve new outcomes to those challenges that will be achieved with "a little hard work".



Our Education team is our most essential tool for the students' futures, of course with the involvement of parents, Aunties, Uncles, Chi chia's, Kookpa's and friends. All together, you all provide valuable assistance, care and input.

Let's build the self esteem of our youth, teach our history, provide culture awareness, and teach our language for future generations to come.

Social Development

I'd like to extend my appreciation to Maureen and Trisha for continued efforts towards Self Determination and to those in recognizing those programs of interest to their needs in times of distress. Continued success in this effort.

Justice

Thanks to Verna Francis for keeping us informed of the Justice system, and ensuring that individuals basic rights are being adhered to and when appropriate, offering alternative measurements to individuals who inadvertently break the Canadian laws.

Culture

Congratulations to David (Budd) Louie on his retirement and thank you for your years of service, we appreciate you. Welcome Drew Blaney, best of luck to the HeHewsin reconciliation Canoe Journey people on their quest for reconciliation and



[David (Budd) Louie retired Cultural Coordinator.]
Thank you for all your years working for the community!

broader acknowledgment of our culture and heritage.

Language

To our Language keepers, my hands are up to all: Betty Wilson, Koosen (Devin Piele), Randy (Hoss) Timothy, the invaluable elders: Elsie Paul, Fred Louie, Les and Janie Adams, Margaret Vivier, Maggie Wilson, Peter August and Len Bob. These people are original Tla'amin historians.

I am also acknowledging Phil Russell & Bert Finnamore of the Powell River Museum Society, for continued assistance.

Health

Congratulations to Nathan Jantz, our new Health Director. , I wish Nathan and our Health advocates well and would like to say "well done". Thank you for keeping us HEALTHY...

**CLINT WILLIAMS,
HEGUS**

Clint is the elected Hegus of the Nation. Please see the Message from the Hegus on page 07.



**LORI WILSON, LANDS &
RESOURCES HOUSE POST**

To Tla'amin Citizens and respected Elders,



One of my roles as Legislator on Executive Council is to help make informed decisions, by knowing where to retrieve BC Provincial Government acts, regulations and legislation, when approaching various projects and developments. Not only Federal and Provincial legislation but also our Tla'amin laws, policies and Taow. We are responsible and accountable for complying with various levels of government legislation particularly when dealing with finances & accounting. I also look after the Lands & Resources House Post, and I am the Chair of the Natural Resources Committee which meets monthly.

There are a few highlights from our second year (April 2017 to March 2018) in self-government that were important milestones such as meeting with our neighbouring nations to update our protocol agreements. We traveled to Cortez Island and met with Klahoose First Nation, and in a separate meeting we met with Sechelt Chief & Council at our office. We meet quarterly with the Powell River Mayor & Council and qathet (formerly Powell River) Regional District Council on initiatives and planning for Powell River and the region. Supporting our neighbours and reciprocal support from our neighbours makes us stronger as a Government.

Thank you to Elder Betty Wilson, Koosen (Devin) Piele and Drew Blaney for cultural initiatives in the spirit of preserving and revitalizing our language Ayajuthum. They've been working with others to create an iPhone and Android App so that a dictionary of our language can be downloaded with words in our language. They also worked on a Place Names project with the museum and an atlas project which is still in progress, so there is more culture and language events to look forward to.

I have made it to some Elders luncheons which have helped keep me in touch with their questions and concerns. Elders have a weekly group activity and luncheon every Tuesday at the Health Centre.

For the first time we tried using our traditional Herring fishing harvest methods during Herring spawning season with help from Charlie Bob. We were able to collect a thin film of Herring eggs on our Cedar boughs but we left them in the ocean for spawning. Our relationship with DFO has been getting stronger and we are developing a very good relationship with their senior management.

We harvested our first timber allocation in our Treaty Settlement Lands which was approximately 12,000 cubic meters. We practiced our finance laws & processes and received a competitive bid.

Our Nation's forest company, Thichum Forest Products, had a great year and we were able to fund our Healthy Living Dividend Program. Thank you Thichum Forest Products!

Our finance department has been working very hard to keep us in good financial standing. For example, when we are on time with our reporting and auditing then it puts us in a position to apply for additional program funding. Thank you to our Finance Committee and Finance Department! 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



Summary of 2017/2018 Public Works House post:
Housing, Village Maintenance, Water Treatment, Fire Department.

With all these Departments working on a daily basis for our community and with the commitment to our people, it has been really busy this past year. I've been involved on a

personal basis with each department. There have been a lot of changes over the past year for our Nation for the better.

Housing staff have been really busy applying for monies for a lot of different things across the board for example, renovations have been on-going within our rentals therefore, rent is being paid faithfully every month so with that said, our people have the opportunity to rent within the Nation. The housing construction crew has been nothing but professional to work with - no job too small or too big that they couldn't handle. Job well done all around to all Housing staff & crew.

Public works (Village Maintenance) has been extremely busy throughout this past year, some examples: water & sewer issues are on-going, pipeline breaks & repairs to culvert trenching, road repairs, landscaping & garbage collection, grass cutting & maintenance our Governance Building. These are just a few examples of how this department keeps everything moving forward on a daily basis.

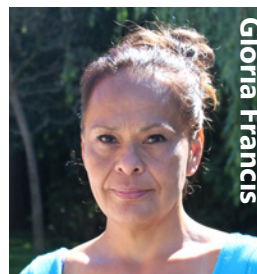
With that been said, our Water Treatment employees have been working along side of Village maintenance where ever needed over the past year. Our Water Treatment employees

have continued their training up in Kamloops, B.C., with certifications, and also replacing our filtering sands for our community drinking water, job well done by all H2O crew members that continually work in this department so we can enjoy clean drinking water!

The Tla'amin Fire Department has also been a pleasure to be a part of in the last year. Three great community role models have since retired - Floyd George, Melvin Mitchell, Phillip George - we raise our hands to you gentlemen for your commitment & dedication to our community! Emote. With this being said, we hired on a new Fire Chief by the name of Jim Armstrong to lead the way for our department. With our numbers for recruitment growing, so did our First Responders certification for men & women across the board from Air Brakes training to Train the Trainer, a course working closely with MOF training and other Fire departments within Powell River, as a protocol agreement to help each other in times of need. Our training continues every Tuesday at 7 p.m. of every month. For me, it is an honor to serve as an Executive Councilor and to be involved in so many different areas; to see great changes happen in all these departments. So, I raise my hands in "Respect" to all our committed workers for our people who make a difference for the betterment of our Nation!
EMOTE

LEGISLATORS

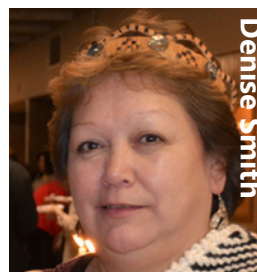
ALSO SERVING ON THE LEGISLATIVE ASSEMBLY



Gloria Francis



Shawn Louie

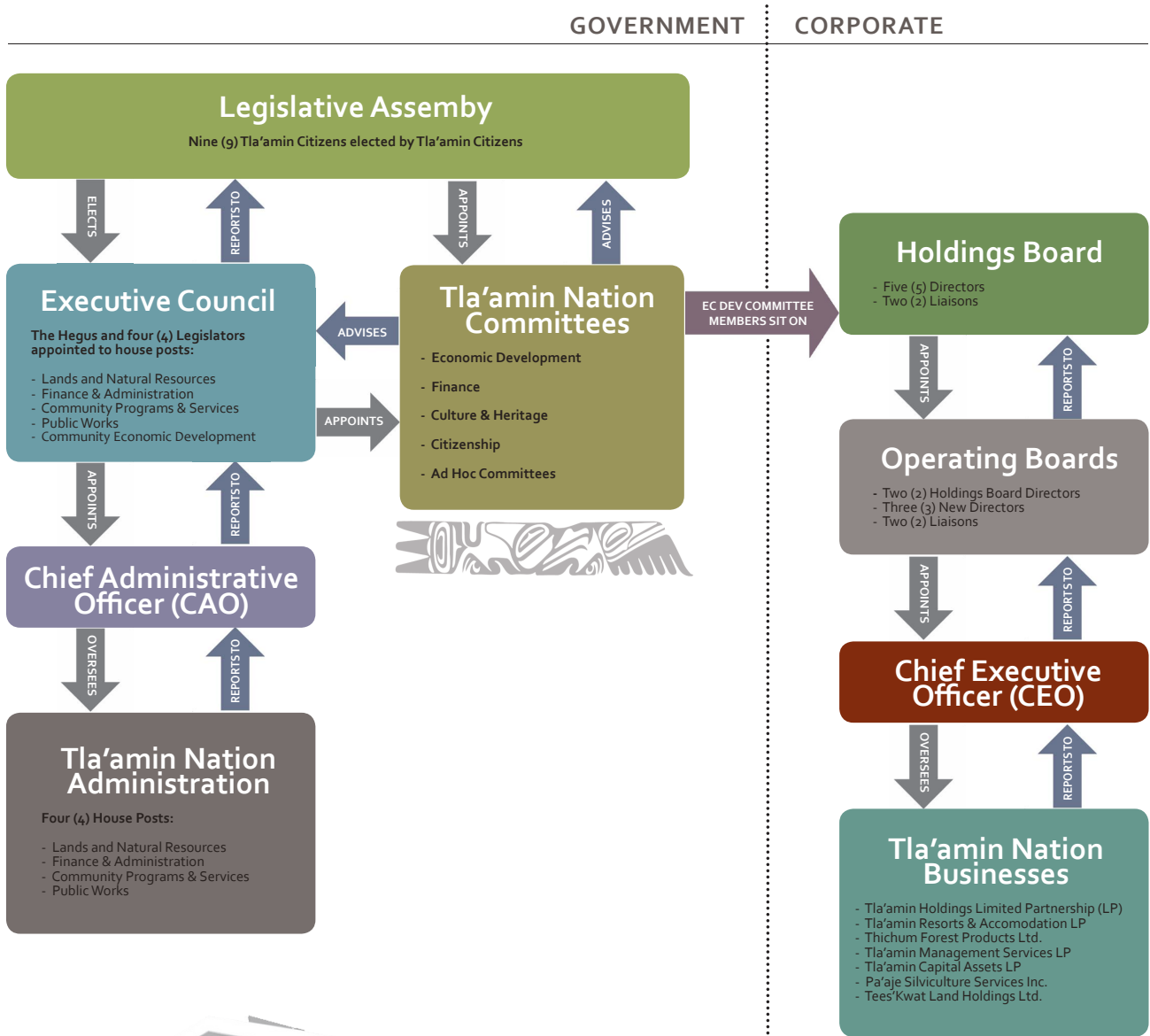


Denise Smith



Brian Hackett

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 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 has created 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 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.



MESSAGE FROM THE CAO

The 2017/2018 year was positive for the Nation. We continue to develop and improve all the "moving parts" involved in being a self-governing Nation. It is both exciting and a huge undertaking, and while the progress we have made is significant, there is definitely still much to accomplish.

This year we completed an updated Post-Secondary Policy and a Residential Tenancy Law. Our revised Administration & Finance and Social Development policies are also nearly completed. The Tla'amin Fire Department is making great strides, but we are still actively recruiting, because we need more volunteers.

We discovered some issues with our Citizenship law, which we are working at amending. There will be consultation with the community soon on this, before any changes are put in place. Some other highlights of the year are as follows:

We worked with the City, the Regional District and Vancouver Coastal Health to develop a regional Social Plan. This is a comprehensive plan, intended to address a wide range of social issues. All three local governments have endorsed the plan, and the next step is to put it into action. A Social Planner is expected to be hired by the end of 2018. The cost will be shared, with Tla'amin paying for 5%.

Funding was secured from the Union of BC Municipalities for Emergency Social Services. Because the Salish Centre is a designated emergency reception centre, a container will be placed there which will con-

tain emergency supplies from survival food to blankets. This winter there is expected to be more funding available, and we hope to access that to install a generator at the Salish Centre. Also, the kitchen at the Salish centre is in the process of being upgraded and reconfigured.

Plans for constructing a Public Works yard and a Longhouse are ongoing. Also, a study to determine specifically what the community wants in terms of an Elders' facility has been funded by the Nation and will be underway very soon.

The Nation provided much of the funding for our Elders to attend the Gathering again this year. It was hosted by Cowichan Tribes, and held in Duncan. It was well attended and, I understand, enjoyed and appreciated.

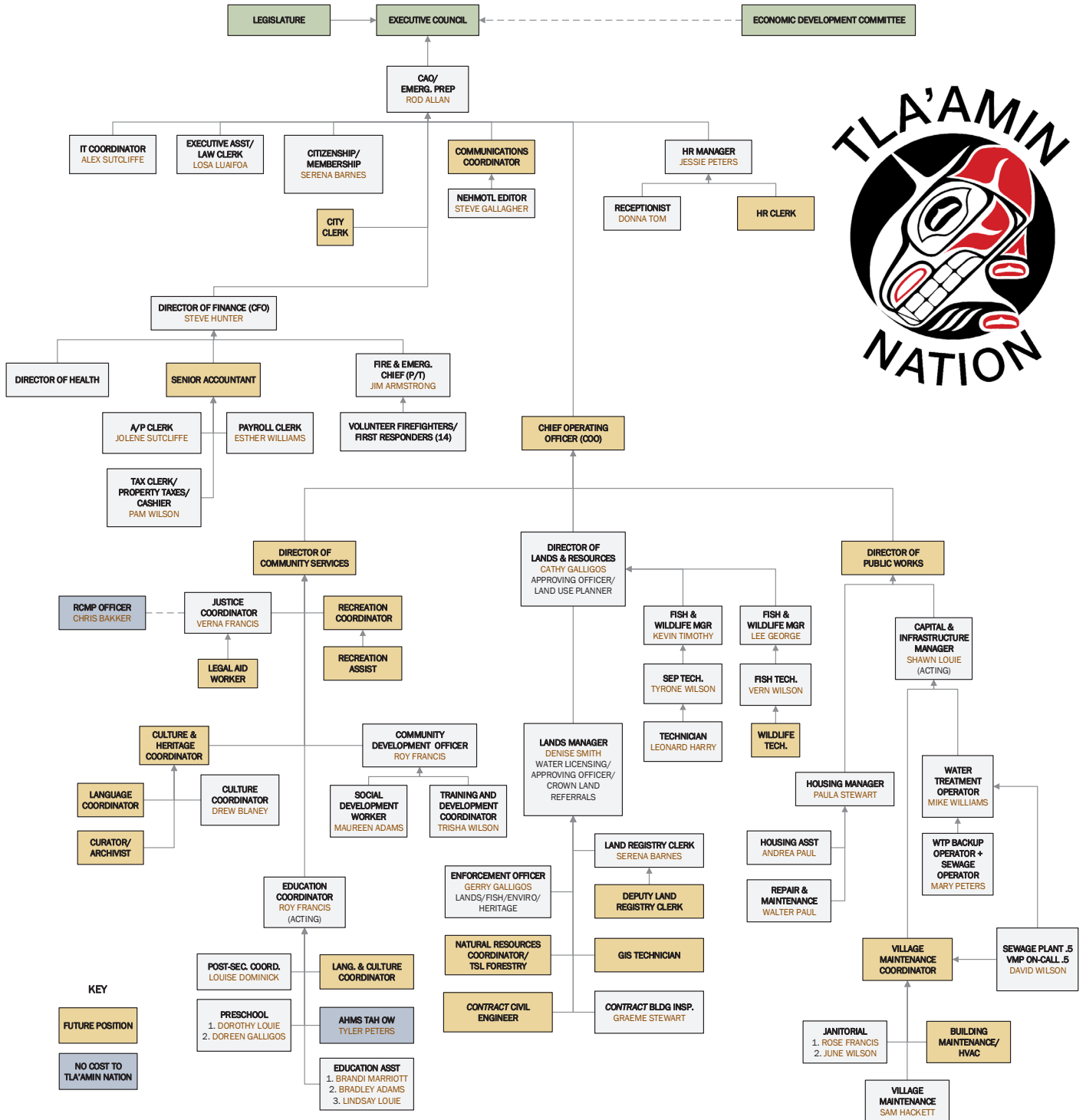
Executive Council endorsed and provided some funding for the Hewsin canoe project, which has been a very positive initiative in the region. It has been, and is, an effective means of increasing cohesion between the Tla'amin community and neighbouring communities.

Thank you to the community and to our elected officials for your support throughout the year.

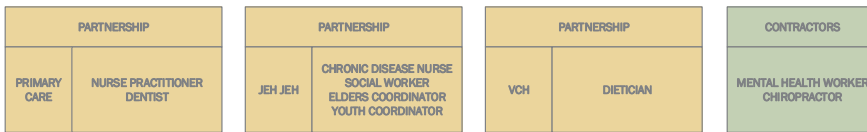
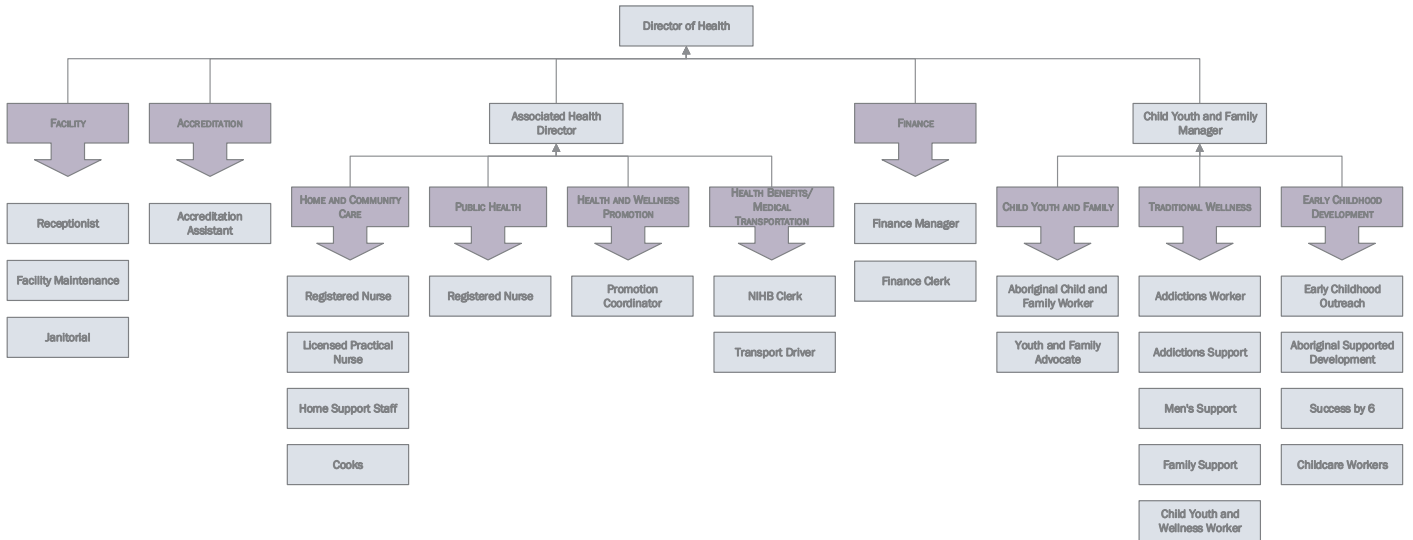


**Rod Allan, CPA, CMA,
Chief Administrative Officer**

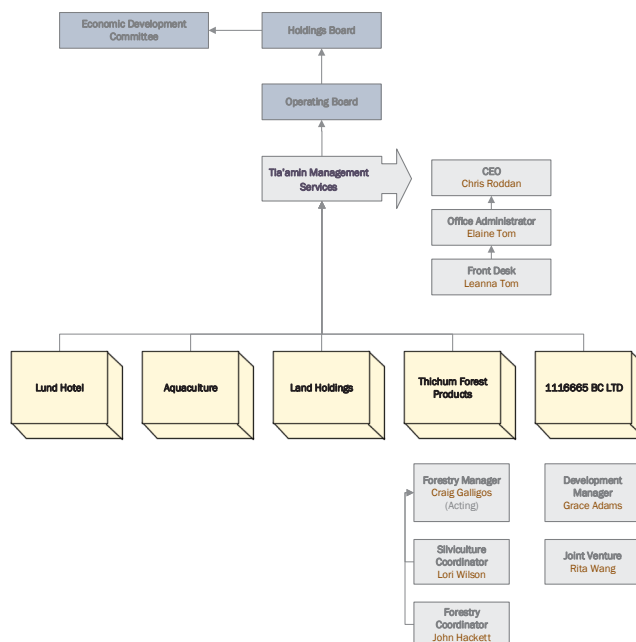
TLA'AMIN NATION



TLA'AMIN HEALTH



TLA'AMIN BUSINESS



HOUSE POSTS REPORT

FINANCE AND ADMINISTRATION

TEAM LEADERS: Rod Allan, Chief Administrative Officer
Steve Hunter, Chief Financial Officer

PRIORITIES OR GOALS FOR 2017-2018:

- Audit completed on time.
- Full budgeting and strategic planning with community consultation.
- Continued work for a new waste treatment plan.
- Electronic Funds Transfer replacing cheques.
- 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.

CHALLENGES FACED DURING 2017-2018:

- The new wastewater treatment plan has been held up due to circumstances beyond our control. It should be coming back on track shortly.
- The artifact display infrastructure is considerably more expensive than we realized, so we have deferred that project to next year.
- Certain roles that we had hoped to fill this year were deferred due primarily to budget limitations.

ACCOMPLISHMENTS DURING 2017-2018:

- The audit was completed on time, and it was a "clean" audit. We expect to continue this trend.
- Full budgeting and strategic planning took place this year. The community was consulted with on this in

May of 2018.

- Updated Post-secondary policy completed and implemented.
- Residential Tenancy Law completed and awaiting passing by the Legislature, which occurred after April 01, 2018.
- Certain department re-organizations to gain efficiencies.
- Electronic Funds Transfer has been implemented, replacing cheques for most payroll transactions and other payables to those people for whom we have banking information.
- The Fire Department re-organization has been implemented successfully.
- The law, regulation and policy work is ongoing, as is the Strategic Plan implementation.
- The Social Development policy is near completion.
- Creation of a salary grid, and achievement of a more equitable pay scale.

WHAT CITIZENS CAN EXPECT 2018-2019:

- Advancement of waste water plan.
- Construction of a Public Works yard.
- Demolition of the old Band Office.
- Continue review and creation of laws, regulations and policies.
- Filling important roles on our organization chart that are not yet filled.
- Display artifacts in Governance House.
- Complete Tla'amin specific Social Dev. Policies.



[Menathey Blaney and youth ride in Hehewš̓n on the way to the gifting ceremony.]

HOUSE POSTS REPORT

LANDS & NATURAL RESOURCES

TEAM LEADERS:

Cathy Galligos, Director of Lands & Natural Resources
Denise Smith, Lands & Referrals Manager
Lee George, Hatchery Manager
Kevin Timothy, Fisheries Manager



PRIORITIES OR GOALS FOR 2017-2018:

- Harvest 1st cut of 20,000m³ from Treaty Settlement Lands (2016 cut)
- Selecting cultural sites to investigate through Archaeology
- Continued beautification of Tla'amin community/lands
- Address over-harvesting at Okeover beach and other beaches

CHALLENGES FACED DURING 2017-2018:

- Continuation of Environmental Risk Assessment of Old Klahanie Store site
- Not enough staff for Lands, Fisheries, Enforcement, Natural Resources
- Implementation of Forestry Law – discovery of issues in law that need revision

- Need for GIS, provide/print maps for internal departments, centralization of maps
- Illegal harvest of standing timber for firewood and selling of firewood
- Illegal garbage dumping on our lands in the backwoods
- Enforcement and Education/Awareness of Lands and Natural Resource laws and regulations
- Water drainage issues across the whole residential community
- Encouraging Tla'amin citizens to enter into the Forestry field of work and take the introductory training (facing a shortage of skilled and experienced forestry workers in all forestry positions)

ACCOMPLISHMENTS DURING 2017-2018:

- Celebrated 40 years of the Tla'amin Salmon Enhancement Program, acknowledging current and past staff on their successes
- Completion of 1st TSL forestry cut-block, generating revenue for Tla'amin Nation
- Overhaul of Nahmint Raider boat through TSL Forestry Revenue
- Through TSL Forestry revenue, purchase of 24 foot Landing Craft for Tla'amin Nation
- Through TSL Forestry revenue, purchase of 5 ton dump truck for Tla'amin Nation
- 6 additional community garbage bins
- In Partnership with 2 other Tla'amin departments, completion of a nature walking trail



[Hatchery crew members are honored for 40 years of Salmon Enhancement.]

- Tla'amin Nation setting of Herring boughs in our area to monitor/document any spawn
- Working in partnership with Department of Fisheries and Oceans on fisheries related projects
- Completion of some of the TSL outer boundary surveys in conjunction with Province/Surveyor
- Temporary Fisheries Technician position
- Manual removal of large sections of Scotch Broom (broom brush) and continued treatment of invasive species
- Hatchery smoked fish and stored fish, worked with the community to smoke fish for families
- Hatchery celebrated the 19th Cross cultural tour, promoting education and awareness with local school district and public with our traditional teachings on the life cycle of the salmon
- The fisheries staff collected 1.4 million Chum eggs this past fall season. 600,000 were fed until they reached 1 grams before release in mid-May. All remaining fry/smolt were released unfed back into the river. The overall escapement count for last fall was low due to over commercial harvest. We managed to allow 10,500 chum upstream to spawn naturally. Chinook and Coho returns were also low.

WHAT CITIZENS CAN EXPECT 2018-2019:

- Land Beautification and planning for more walking trails to promote health and nature
- Seasonal employment
- Sliammon River Habitat Restoration and removal of the remaining loose woody debris piles to provide better fish habitat and better water flows for the salmon
- Nahmint Raider fishing Tla'amin Prawn License
- Continuation of legal survey for TSL outer boundary (in conjunction with Province/Surveyor)
- Westview Parcels Planning – planning for future residential development/some commercial working in collaboration with Tla'amin Capital Assets Inc.
- Bid and Harvest of 2nd forestry cut-block of TSL (2017 cut)
- Planning for Water Management for all of Tla'amin lands (TSL)
- Community harvests of fishery resources (if Tla'amin citizens need a boat to go harvest clams, the Tla'amin Nation will be offering group harvests at different beaches on certain dates)
- Planning of future cut-blocks
- Lands and Resources Open House

HOUSE POSTS REPORT

COMMUNITY PROGRAMS & SERVICES

TEAM LEADERS:

Roy Francis, Community Development Officer
Maureen Adams, Social Development
Trisha Wilson, Employment Development
Louise Dominick, Post-Secondary Coordinator



[Maureen and Serena unveil the new Citizenship Cards]

- To develop a plan for supporting a growing demand for post-secondary financial support

CHALLENGES FACED DURING 2017-2018:

- We have more demand for post-secondary sponsorship than available budget; we have a growing number of students on waiting lists.
- We have a shortage of Tla'amin students completing grade 12 who meet entrance requirements at post-secondary institutions.

ACCOMPLISHMENTS DURING 2017-2018:

- We have developed and implemented an updated post-secondary policy; it sets out a priority ranking system that provides important direction for assigning sponsorships.
- We are delivering employment skills workshops at Ahms Taow; beginning in September of 2018; in partnership with NVIATS

PRIORITIES OR GOALS FOR 2017-2018:

- To establish individualized plans for "employable" social assistance clients; to gain employment or attend school; and ultimately become self-supporting
- To design a new tier of support services for the "employable" clients; we are developing in-class employment skills workshops, and establishing policy requirements for employable clients to attend; we are encouraging each client who is able to work, or be in school, to be on a path to success.
- To establish job placements for those who are ready for employment

WHAT CITIZENS CAN EXPECT 2018-2019:

- An improved level of coordination among our service providers in the areas of education, employment services, and social development; we are working on ways to improve the level of service we are able to provide.

HOUSE POSTS REPORT

PUBLIC WORKS

TEAM LEADERS: Shawn Louie, Acting Capital & Infrastructure Manager
Paula Stewart, Housing Manager

PRIORITIES OR GOALS FOR 2017-2018:

- Apply for and successfully fund AANDC renovation subsidies for homes previously documented to have received funding but for some reason did not.
- Apply for and successfully fund AANDC New Home Build subsidies for homes on the new subdivision
- Identify additional Citizens who qualify for Home-ownership
- Educate the Nations Members and Citizens on the Tla'amin Residential Tenancy Law
- Uncover sources of and secure financing and location for new 2 bedroom social housing units

CHALLENGES FACED DURING 2017-2018:

- Not enough adequately sized rental homes for smaller families
- Pet and noise complaints continue to be an issue
- Nonpayment of rent on Nation owned homes
- Day to day maintenance not being sufficiently taken care of by tenants, causing unnecessary repairs with "emergency status"

ACCOMPLISHMENTS DURING 2017-2018:

- Residential Tenancy Law passed
- Housing Assistant became permanent.
- Tla'amin Carpentry students employed all year on



Nation projects

- Derelict duplex completely renovated and 2 families moved in
- Abandoned home renovated to suit Elder who has settled in nicely

WHAT CITIZENS CAN EXPECT 2018-2019:

- New units built for Social Housing in later 2019
- Pet regulations to be imposed
- Residential Tenancy Law to be implemented

HOUSE POSTS REPORT

TLA'AMIN HEALTH

TEAM LEADERS: Nathan Jantz, Health Director

PRIORITIES OR GOALS FOR 2017-2018:

- Accreditation Canada review, which was successfully passed
- Successfully adjusting daycare parent fees
- Providing quality health care services for the community

CHALLENGES FACED DURING 2017-2018:

- Staff recruitment and retention
- Health Benefits changes
- Transitioning records/documents from Health Society to Tla'amin Nation

ACCOMPLISHMENTS DURING 2017-2018:

- BCGEU Union Agreement signed for 5 years (April 1, 2018 to March 31, 2023)
- Mustimuhw/EMR upgrade

- Increased parent fees at daycare
- Hired a new permanent staff: Home and Community Care Manager, Public Health Nurse, Chronic Disease Nurse, Health Director
- Creation of a Quality Improvement team at Health

WHAT CITIZENS CAN EXPECT 2018-2019:

- Health information: workshops, webinar, telehealth, Citizen Health portal (medical records)
- Food and Nutrition policy
- Electronic complaint process
- New Community Health Strategic Plan
- Updated Policies and Procedures
- Overdose Response Plan for Opioid Crisis
- Paving Health Parking lot
- Feasibility study for Elders Care Facility



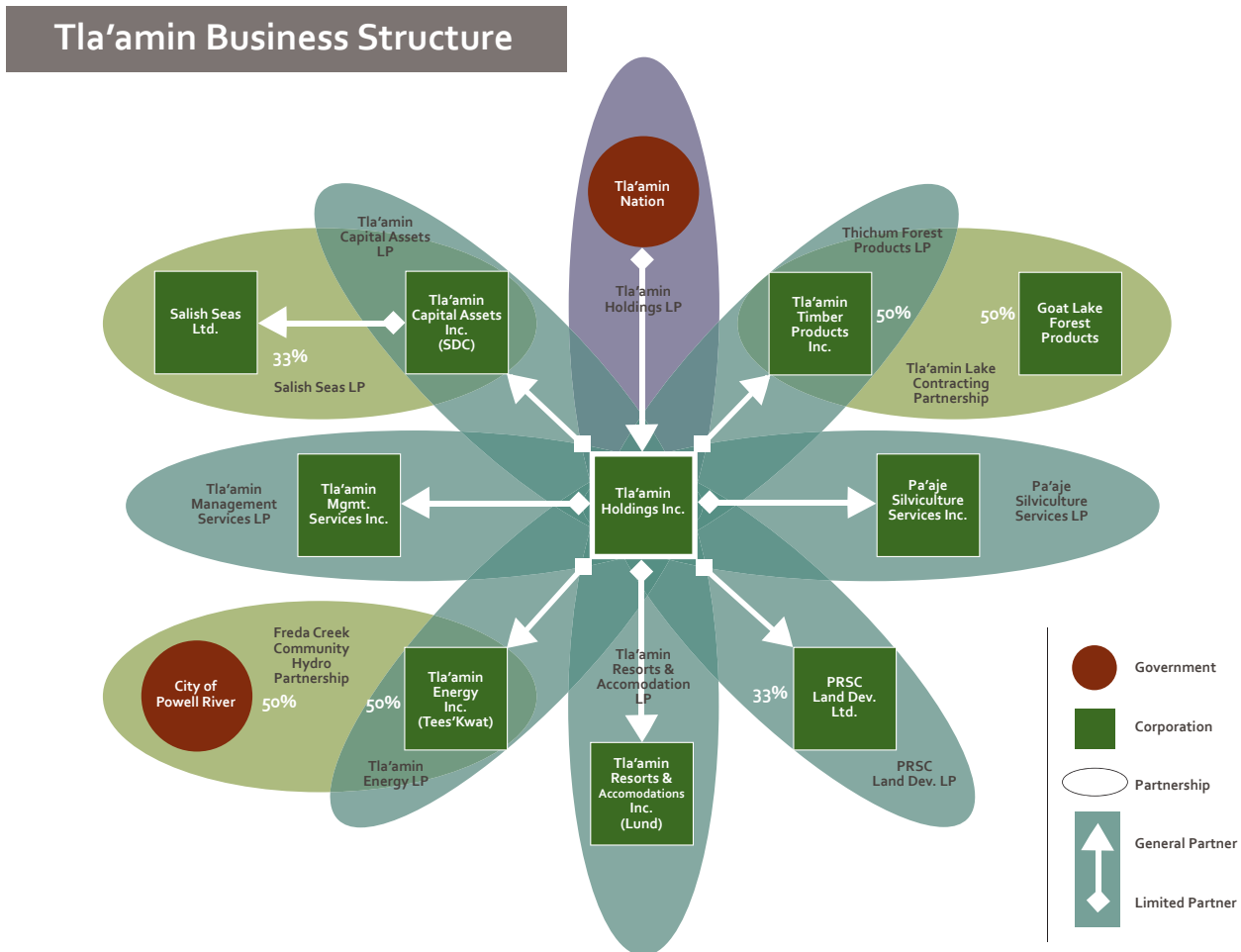
HOUSE POSTS REPORT

ECONOMIC DEVELOPMENT

The Tla'amin Nation has operated under a new legal and governance framework for economic development for over 2 years now. 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 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.

The figure below shows the Tla'amin economic development legal structure:



ECONOMIC DEVELOPMENT COMMITTEE REPORT



Roy Francis, Chairperson

The members of the Tla'amin Economic Development Committee for the 2017/2018 year are Hegus Clint Williams, Executive Council Member John Hackett, Chairperson Roy Francis, Craig Galligos, Marina Gallagher, Mark Anderson and Jay Yule. The members of the Economic Development Committee and the Tla'amin Holdings Board are identical. The appointments from the Legislature act as Liaisons at the Holdings Board; but have voting privileges at the Economic Development Committee.

The role of the Economic Development Committee is to oversee the work of the Operating Boards. The responsibilities of Tla'amin Holdings/Economic Development Committee are set out in an Economic Development agreement. Highlights are as follows:

- Review and approve annual plans
- Review and approve annual budget
- Review and approve business concept papers
- Review and approve business plans
- Review capital contributions and financing expectations from Tla'amin Holdings to each Tla'amin business
- Review expected distributable cash from Tla'amin Holdings, and each Tla'amin business for the Tla'amin Nation and Tla'amin Citizens
- Ensure reporting obligations to the Nation are carried out effectively
- All Tla'amin businesses are subject to the Tla'amin Ec. Dev. Law; and the Tla'amin Ec. Dev. Agreement.

The 2017/2018 year brought some significant developments. Business concepts that have been reviewed, or are in the process of being reviewed by the Economic Development Committee include:

- Aquaculture business; intended to develop oyster, clams and geoduck tenures which will provide important employment opportunities for Tla'amin people
- Cannabis exploration; there is a growing business potential in the cannabis industry; we are exploring business opportunities in this area
- Construction and Real Estate; construction is now underway on a number of homes on Klahanie Drive leased lands that will be available for purchase by the public at large; plans are in development for other parts of Tla'amin Lands

2018/2019 is bringing some important personnel changes into effect. Changes are a natural part of our growth. I am in the process of resigning from my position as Chair of the Economic Development Committee; I have been tasked to help recruit a replacement chair; and am happy to report that Maynard Harry has been selected by our Tla'amin Legislature to become our new chairperson. I have been re-assigned to become part of the Tla'amin operating board(s), and will play a more operational role in the affairs of Tla'amin businesses. I look forward to the new role and all of the challenges that come along with it. It is an exciting time for Tla'amin business development.



MESSAGE FROM THE CEO

TLA'AMIN MANAGEMENT SERVICES

I would like to offer my appreciation to the staff and Directors of the Tla'amin Management Services LP group of companies. This dedicated team of people is committed to the company's vision to be leaders of sustainable business in our region. The team's successes are guided by our mission to develop and invest in sustainable responsible business, promote initiatives that will enhance employment and quality of life, and support a spirit of entrepreneurship within the Nation.

In 2018, we will continue with the work of establishing a corporate framework. The corporate model we have will limit the Nations liabilities and exposure, maximize the profit potential and establish the right balance between politics and business. To this end we extend our thanks to the Hegus and Executive for their continued support.

During the fiscal 2017 year, we established the Tla'amin Management Finance committee. This is another step toward proper diligence and oversight of our financial affairs. Meeting regularly, the finance committee oversees the preparation and review of the financial reporting. The committee recently finalized the preparation efforts of the annual financial plan. This guiding document sets our financial goals for 2018. Furthermore, it will be a model and template for future planning.

On a combined basis in 2017, TMSLP group of companies ended the year with a total Gross revenue of 9.3 million dollars and a bottom line of retained earnings of 1.2 million dollars. Our Directors

understand and are appreciative of the fact that the forestry operations continue to be our single most successful program driving the majority of our net revenues. Our focus has been and will be to develop new sources of revenues in order to diversify our revenue streams. In 2018, we will move ahead with new initiatives in aquaculture and land development to add to these positive earnings.

In 2017 the combined balance sheet of the TMSLP group of companies is 10 million dollars. As part of our balance sheet management, the Directors of TMSLP and Holdings ratified the Investment Policy Strategy with RBC Wealth Management for Tla'amin Capital Assets. At year end, the Board had placed \$7.5 million dollars with RBC Wealth Management. These funds are managed in a diversified and balanced portfolio of high quality companies.

In keeping with our mission and mandate, TMSLP has a focus on job creation. Our operations in 2017 supported 90 jobs in forestry, hospitality, aquaculture and in our administration. These figures will continue to grow as we continue to build on our opportunities. It is anticipated that between Land Development and Aquaculture we intend to add upwards of 15 additional jobs.

I am proud of the team's achievements this year. In 2018 fiscal, we will continue executing on our core business areas and look forward to entering in new ventures and investments that will expand our role in the economy of this region.



Chris Roddan,
Chief Executive Officer, TMSLP



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.

UPDATE FROM THE TRUSTEES

April 7th, 2018 marked the second AGM for the Qames ʔəms tala Settlement Trust. It was the first AGM to encompass a full fiscal year, which is January 01 to December 31, 2017. The Trustees welcomed an excellent turnout from our Tla'amin membership to this meeting. A light breakfast and door prizes were provided.

The financial performance of all investment funds contained in the Trust was presented by the Financial Management company Addenda Capital. The latest report shows continued growth to the wealth of both investment funds. The Capital Transfer Fund continues to grow at a return of 7.98%. The Economic Development Fund at a return of 3.20%. If a Tla'amin Citizen wishes to obtain the investment information, please contact a Trustee for the report. A paper copy or email will be provided to you.

For the 2017 fiscal year, the Trust underwent both a full financial audit and a compliance audit. The Compliance Audit tests that the Trustees and Guardian are following the rules set out in the Trust deed. The Financial Audit tests that the financial position of the Trust is fairly and accurately reported. Both audits were successful, and results were shared with Executive

Council as per the Trust Deed. Again, if a Tla'amin Citizen wants to review the compliance or financial audits, please contact Ali-sha or Kristi, and a paper copy or email will be provided.

The Trustees continue to disperse funds from the Economic Development fund of the Trust. In April and October of each year, Tla'amin Citizens can apply for grant money through an application process to start a new business, or grow an existing business through a project. In total \$730,000 has been disbursed to Tla'amin Citizens who successfully completed the process over the past 2 years.

This September, the Application Handbook and applications forms are being further updated. At the AGM, the Trustees asked for feedback from the community on how to fairly manage the Economic Development Fund expenditures. The Trustees created a yearly disbursement cap of \$670,000 per year, to ensure that the funds will last at least 15 years. This is to ensure that the future generation has access to the fund and the opportunities it can provide.

At the AGM, Trustees requested feedback from the community on how to manage the \$670,000 disbursement cap. There

were 2 issues at hand, which were presented to the crowd. An informal poll from the attendees was taken, and here are the results:

Question 1: When several Citizens apply for more than the \$670,000 available for disbursement in a year, how can the Trustees fairly disburse the available pot of money?

Option i) Should it have been a first come, first served?

Option ii) The strongest business applications get chosen first?

These options would mean that only a few of the applicants would get money, while others would get nothing.

Option iii) The Trustees recommended splitting the pot fairly amongst the applicants in this situation on a proportionate basis. This means that instead of 1 or 2 applicants getting all they money they asked for, and some applicants getting nothing, every successful applicant would get an equal proportion of their grant request. After a poll, Option 3 was agreed to by those attending the AGM.

Question 2: When less than the \$670,000 is applied for, how do the Trustees deal with the excess funds?

Option i) Create a larger available fund for the following year, or

Option ii) Make the Ec Dev fund last longer than 15 years.

After a brief discussion, the decision was that any funds not dispersed in a year will be saved, and the Economic Development fund would simply last longer than the planned 15 years.

Question 3: Should Citizens have a sliding scale of deposit amounts, based on the grant amount that they are asking for? Previously, an applicant was responsible for having 10% cash in hand, to go towards the total cost of their project. The most that an applicant could request from the Trust was the 90%.

Option i) If a person is asking for a large amount, should they be responsible for providing more equity for the project? For example should a person asking for \$500,000 be required to have more proportionate cash in hand than someone asking for \$7,000?

Option ii) Applicants continue to have 10% deposit, regardless of the ask amount.

After some lengthy discussion, the poll indicated that most thought the more you applied for, the greater percentage of that an applicant should pay. The Trustees have come up with a step scale based on this feed-back.

Watch for the latest information if you are planning to apply. The dates of the next intake are October 21st to November 3rd, 2018.

In other matters, the Trustees continue to offer the Indigenous Trust Officers online course developed by the National Aboriginal Trust Officers Association (NATOA) at Lethbridge University to any Tla'amin Citizen who may be interested in learning how Indigenous Trusts operate. The offering is made to build community knowledge about Trusts and investments for Indigenous people by Indigenous people. We are pleased to announce that community member Jade Hobenshield has successfully completed the course within the past year. This course is a requirement of the Trust for anyone interested in becoming a Trustee in future.

The Trustees are continuing to look at the development and release of the Qames ʔams tala Settlement Trust website and logo in the near future.

Sincerely,

The Trustees for the Qames ʔams tala Settlement Trust: Ann Paul Chair, Kristi Thiele Treasurer, Alisha Point Secretary, Alex Hughschmidt, Beth Harry Youth Trustee.





[Hehewš'in blessing ceremony, Nov. 18th, 2017.]

2017/18 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, & transitional exemption measures with respect to all other taxes (e.g. income & 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 2017-2018 AUDITED FINANCIAL STATEMENTS OF THE TLA'AMIN NATION.



THE 2017 -2018 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:

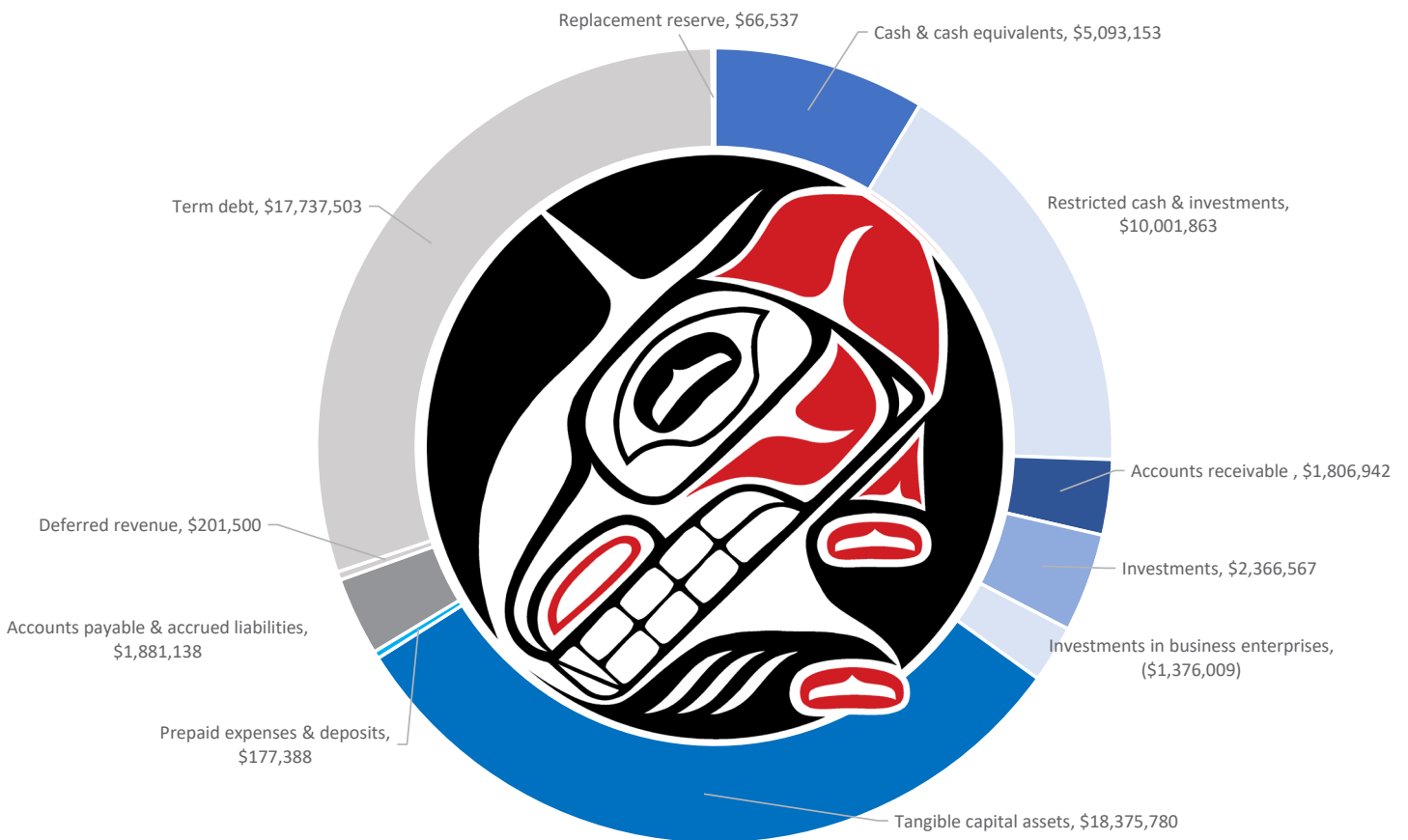
TLA'AMIN NATION
4779 KLAHANIE ROAD,
POWELL RIVER, B.C., V8A 0C4
P: 604 483 9646
INFO@TN-BC.CA

FINANCIAL POSITION

The charts on the following pages illustrate the financial position of the Tla'amin Nation at the end of the 2017-18 fiscal year, with the information derived from the Nation's Annual Financial Statements. These Audited Financial Statements include the Nation and all related entities and organizations.

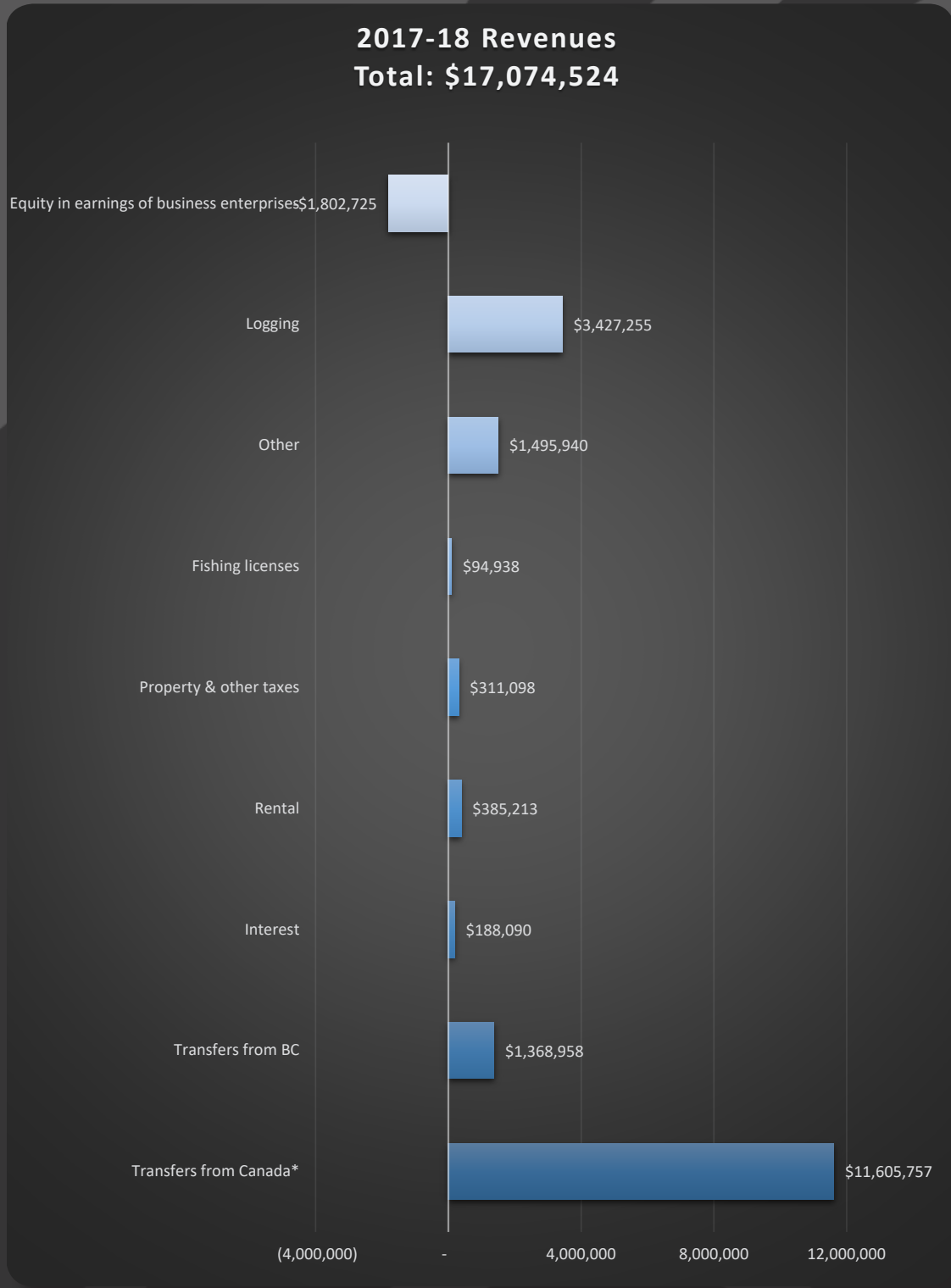
It should be noted that the term debt of \$17.8 million includes both the treaty loan (which is being paid back by the Capital Transfer payments) and the capital loans for the Governance House.

Financial Position as of March 31, 2018



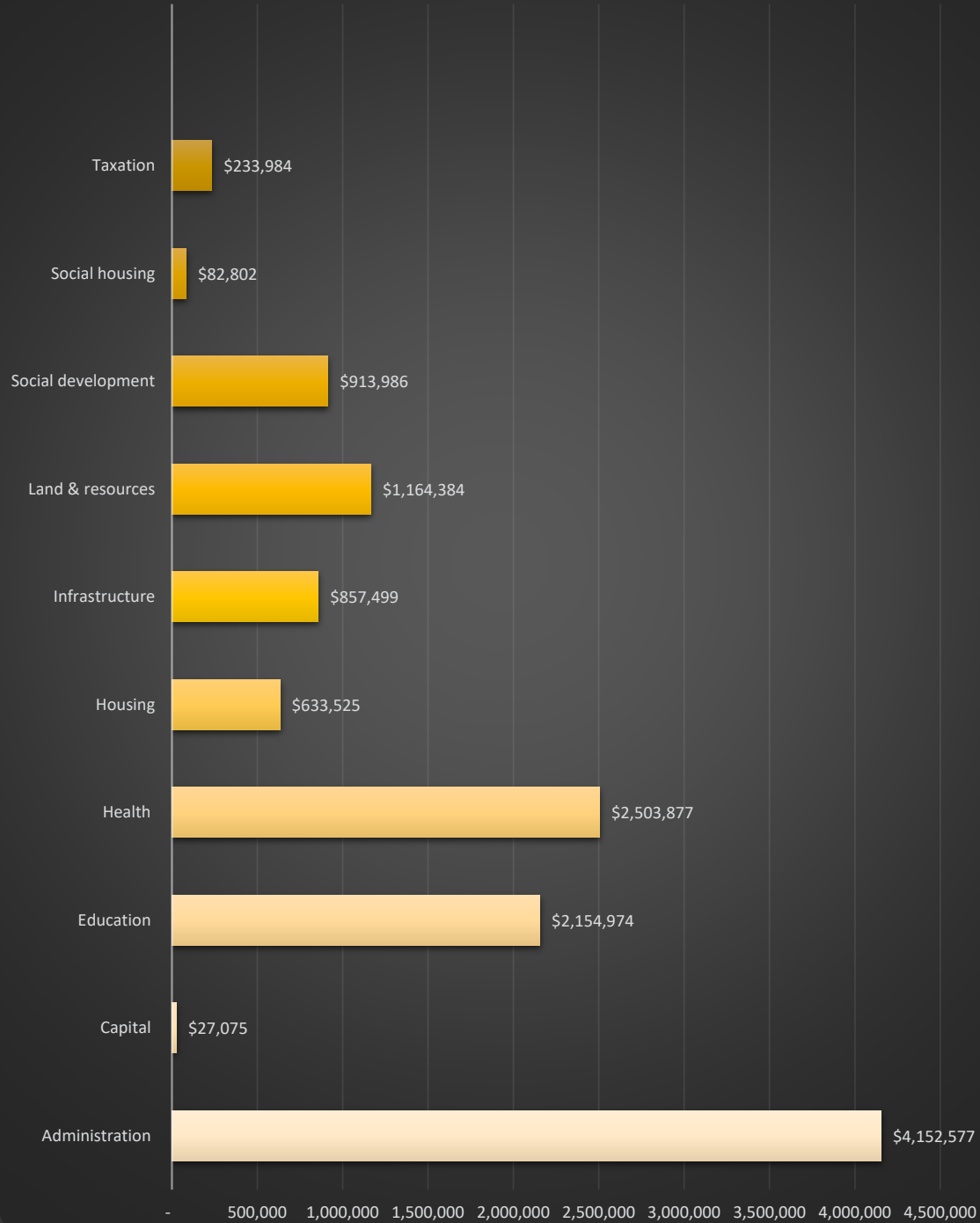
Note: The grey area represents the Nation's liabilities, and the blue area represents the Nation's assets.

REVENUES FOR 2017-18



EXPENSES FOR 2017-18

2017-18 Expenses
Total: \$12,724,683



SCHEDULE OF REMUNERATION

ELECTED OFFICIALS & SENIOR STAFF

Tla'amin Nation
Schedule of Remuneration - Elected Officials
Year ending March 31, 2018

Name of Individual	Position Title	Number of Months	Government	Employment	Travel
Clint Williams	Hegus	12	80,000		9,177
Larry Louie	Executive Council	12	40,000		596
Tyrone Wilson	Executive Council	12	20,000	32,272	583
John Hackett	Executive Council	12	20,000	51,500	1,170
Lori Wilson	Executive Council	12	20,000	51,888	2,254
Shawn Louie	Legislator	12	8,000	47,981	583
Gloria Francis	Legislator	12	8,000		381
Brian Hackett	Legislator	12	8,000		-
Denise Smith	Legislator	12	8,000	56,198	1,147

Schedule of Remuneration - Senior Staff
Year ending March 31, 2018

Name of Individual	Position Title	Number of Months	Wages	Travel
Rod Allan	CAO	12	88,000	5,863
Steve Hunter	CFO	12	79,767	2,650
Cathy Galligos	Director of Lands	12	72,150	6,549
Chris Roddan	CEO - Tla'amin Management Services	5	36,954	3,139
Nathan Jantz	Health Director	3	13,937	535
Roy Francis	Community Development Officer	12	65,000	4,243

CAPITAL ASSETS

ADDITIONS AND DISPOSALS

Tla'amin Nation Capital Asset Additions & Disposals Year Ended March 31, 2018	
Disposal: - Wannock - Fishing Vessel	<u>(6,500.00)</u>
Additions:	
Photocopier	11,040.30
Administration Building - HVAC & Parking lot lighting	27,101.00
New Stoves for Gym	21,289.25
Treaty Settlement Lands	318,744.10
Design & Tender - Health Parking Lot engineering & paving	17,821.58
First Responder Ford F150	45,419.36
Patrol Vessel	119,178.74
Prawn Traps for Commercial Fishing	35,784.00
Nahmint Raider - major overhaul/rebuild	224,044.96
Self Dumping Ford F350	85,678.11
Garbage Bins	32,312.50
Total Additions	<u><u>938,413.90</u></u>



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