



TLA'AMIN NATION  
**ANNUAL REPORT**

2018 | 2019



[ Raven dance at the Pulling Together Canoe Journey, July 2019. ]

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# ABOUT TLA'AMIN NATION

**We are the Tla'amin Nation, "One Heart, One Mind, One Nation".**

*ƒaʔaminšt qaymlixʷ, ʔaʔa kʷoms qʷayigən, paʔa kʷoms nonpeganəm kʷoms čēčegatawƒ ʔi qʷolsəm ʔi ukʷ tamas, paʔašt qaymlixʷ.*

Our ancestors inhabited the lands and waters of our traditional territory within what is now commonly known as the Sunshine Coast of British Columbia, since time immemorial.

*tawa ʔəkʷs χʷoxʷoƒ ʔəxʷ nišs kʷoms hehew.*

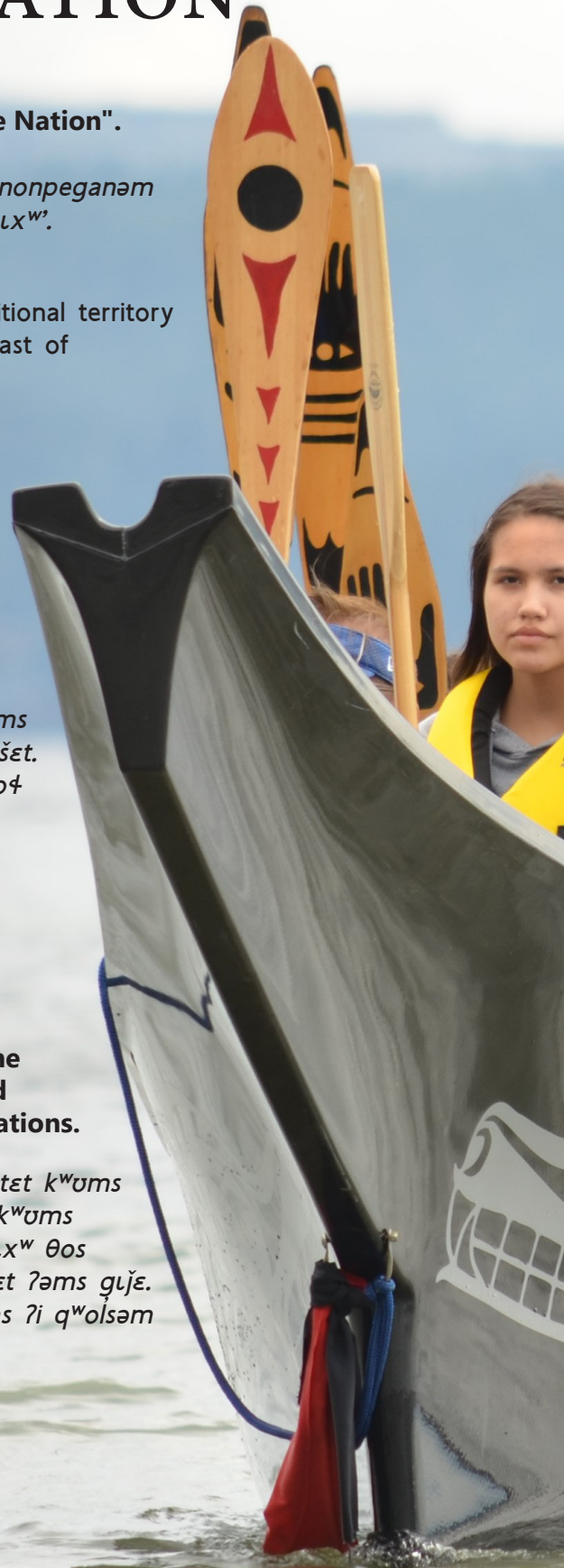
Our water is precious; our lands are precious. Our foods, medicines and all that we needed came from the land and waters of our territory. This is why we continue to be good stewards. It is our responsibility to care for the sacred lands and waters for the sake of generations to come.

*χaʔanən kʷoms qaya. χaʔanən kʷoms gujē. heƒ tuwas təms ʔeƒten. heƒ tuwas təms ʔimlixʷ. ʔukʷ čē tutuwas kʷ yiqəšet. hega ʔəms yixmet kʷot ʔukʷ tamas. hešəm kʷoms tɔgixʷoƒ ʔəxʷ qʷols ʔi.*

## 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.**

*heƒ ʔəms taʔaw tuwa kʷoms hehew. hega ʔis kʷs yixmetet kʷoms hawhegus kʷot ʔukʷ tamas. hega ʔəxʷ ʔis kʷs yixmetet kʷoms hawhegus kʷot ʔukʷ tamas ʔi qʷolsəm ʔi tə čičuy qayemlixʷ θos titiwšəm ʔi qʷol maʔaxʷegas ʔi ʔəpəmet. hiyəwsəm yixmet ʔəms gujē. hega ʔis kʷs ʔasems qʷayigəns čet qayemlixʷ θo titiwšəms ʔi qʷolsəm maʔaxʷas ʔi ʔəpəms ʔi ʔukʷsəm tam qʷəl ʔi.*





[ Ohtaqken, Pulling Together Canoe Journey, July 2019. ]



[ Photographer: Rod Le May, Powell River Historical Museum and Archives. ]

# MESSAGE FROM THE HEGUS

It is wonderful to be able to present the 2018/2019 audited financial statements to the Tla'amin people on time, and with substantial surpluses to be announced as well. Generating own source revenue from our natural resources that are newly available to us will create opportunities and wealth for our people. These new opportunities must be fully utilized in a responsible manner, we always have known that these days were coming and now they are here and we must make the most of it in a sustainable and responsible way that benefits our nation as a community.

The continual monitoring and implementation of our treaty must remain open as an action item for us as we need to be of the mindset that our treaty is a living document, not a full and final agreement. In this modern day we are constantly hearing of the offer and hope of reconciliation between Canada, British Columbia and First Nations. These efforts are leading to new opportunities for First Nations people across this country in the form of various projects that may be around new housing and infrastructure improvements, with a goal to close the gap between our communities and the rest of Canada.

We will be preparing for these new opportunities by updating our Comprehensive Community plan that we did back in 2007; this was completed well before we became a self-governing nation. We will be better prepared to take advantage of, and create new opportunities by updating this plan to reflect today's needs. Although we have accomplished many positive things from the old plan it is now time to develop and seek new goals for our community. Planning should never be a once in a lifetime job, but an ongoing and evolving process as the world is always and forever changing. We look forward to hosting various community sessions to receive your input and feedback on the previous plan, and also to hear of your visioning for the future of our community.

We have just conducted a feasibility study on a care facility within our community that would potentially serve our elders and also people that need support recovering from injuries or surgeries. We always knew that there is a large demand for this type of facility but we had to figure out many important steps to acquire the information that would determine a number of important factors such as; the size of the building, the types of services the community requires, cost of building the project. We are in such an exciting time financial wise that this project is looking very achievable in the near future as we have some unexpected monies that will be available such as; the treaty loan forgiveness monies which are approx. \$5.5 million, also the Klahanie Specific claim settlement monies just approx. \$23 million. None of these monies will be touched until we consult with our people, and also the Klahanie Specific claim still must go through a referendum process. We will be hosting consultation sessions on these topics in the very near future; we will advertise the dates and locations once we have some firm dates to work with.

In closing, I would like to acknowledge all of our staff for making the 2018/2019 audit a smooth process; we have once again completed the audit on time and the financial statements are a positive reflection of the new and great improvements that we are pursuing on behalf of our Tla'amin people. We must continue to build upon team work, communications and collectively sharing the vision that we are always in the pursuit of improving things for our current and future generations. In the spirit of one heart, one mind, one nation.

čėċhaθėċ




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>.



CHEECH LEM CHI CHIA

# 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 2018-2019 as my role as Finance house Post for the Tla'amin Nation. There are three areas that are under this House post Finance, Tla'amin Taxation Authority, and I am also a non-voting member of the Tla'amin Holding Board / Operations committee. My updates are published monthly in the Neh-Motl under the House Post Updates.

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 have a 5 year Capital plan. Again, I would like to highlight that these are presented to the Tla'amin Nation and is open for discussion and revisions in a General Assembly forum.

This year we have hosted an Open House for the citizenship to have input on the Nation's budget process. We conducted a white-board exercise where our Nation Citizens wrote what they would like to see on the 5 Year Capital plan as well as the budget. The final step to complete the budget process is to present to the Nations' citizens in a General Assembly.

**Taxation Authority**

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

This committee sets the Tax rates for the 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.

This year the Tla'amin Nation made an amendment to the Property Tax co-ordination Agreement, essentially we eliminated the reference to follow City of Powell River's Rates. Last year the Nation absorbed \$24,000.00 in costs without this amendment. This years is a balanced budget, and back on track.

**Finance Committee**

Davis Mackenzie (Chair), Eric Blaney, Clint Williams (Hegus), John Hackett (Executive Council – Finance House Post)

Some updates and events from the Finance Committee:

- Fiscal Financing Arrangement (FFA)
  - Canada has asked Tla'amin to join 25 other self-governing nations to renegotiate our FFA 2 years early
  - Appears to be about \$3.0 million per year in additional funding, plus access to infrastructure funding outside of the FFA.
- The figures have been presented to Canada for acceptance at the Treasury Board Level
- Exciting new funding made available to self-governing nations with a very strong possibility of eliminating the Own Source Revenue (OSR) provisions, which is significant to our future
- Treaty Loan will be forgiven and amounts repaid to the Nation, equivalent to savings of \$11 million. Tla'amin will not have to pay for the treaty negotiation loan.
- Potential acceptance of Klahanie specific claim offer from the Federal government to the Tla'amin Nation of over \$22 Million.

Overall as we are transitioning from an Indian Act band to a Strong Independent Nation... **Tla'amin 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 house Post Leader, and want to thank everyone in our Nation.

From reviewing our 2018-2019 Audit, I feel that we are financially in a solid place... The nation is able to provide a lot of services that were not available years ago (allocating funding towards post-secondary & programs in need). We are not 100% exactly where we want to be, but working hard together as a Nation we will get there.

**LARRY LOUIE,  
COMMUNITY  
PROGRAMS &  
SERVICES HOUSE  
POST**



" Positive thinking will let you do everything better than negative thinking "

I would like to take this opportunity to wish everyone a happy and safe summer. Be aware of safety in the waters and on land. To all the joggers, walkers, hikers and fisher men, be safe.

Community Programs and Services House Post – Executive Council (Culture and language, Education, Health, Justice , Social Development).

Our government and Staff is steadily moving forward. There is always room for improvement to better serve our community. I welcome ideas and positive feed back in this area.

**Culture and language: Drew Blaney, including Betty Wilson and Randy Timothy**

At this time I would like to acknowledge Drew for his organizational skills for the Pulling Together Canoe Journey in June. Very well planned and a successful event for our community.

Betty and Randy, for their continued work for our language program, including Koosen for the "word of the day" she has on the web site.

Excellent work everyone.

**Education : Louise Dominick , Tyler Peters , Corinna Peters, Gayle Blaney, CDRC and staff**

Education - Celebration of Success for school calendar year 2018- 2019. Congratulations to all the students in the school calendar year.

Attendance still an issue, we need to address and possibly include parents in our discussions. Acknowledgement is warranted for both our education staff and those who work in our school

district. Well done everyone.

**Health : Nathan Jantz, Rose Adams and Sandra Tom**

We will be hosting the FNHA Sub Regional Caucus in September, 2019. Dates will be announced in the coming weeks.

Elders facility is currently in discussion and underway. With funding in mind, long term costs, operational costs and Human Resources are the main topics.

This project is positive for our nation.

June 2019 - the Elders benefit authorized by Legislature

**Justice : Verna Francis**

Reviewing and updating Ministry of Child and Family Development (MCFD) policies that pertain to our nation - Adoption processes for indigenous children off and on Reserve, and the Child, Family and Community Services Act (CFCSA).

These require further discussion and appropriate changes to suit our nations needs.

**Social Development (SD) : Maureen Adams, Trish Wilson , Roy Francis**

Reviewing and Updating our current (SD) policy.

I would like to commend Maureen Adams and Trish Wilson on their work in the Social Development Program. There has been a huge decline in clients and increased employment for the working category. All your efforts and hard work are acknowledged.

The next meeting for my post (CSP) Nov., 2019. Any concerns Please let me know and I will put you on the agenda.

Please contact me in writing for any concerns and I will try my best to address or refer to the correct post-Executive Council.

[larry.louie@tn-bc.ca](mailto:larry.louie@tn-bc.ca)  
604 788 3036

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



It is an honour and privilege to serve you in our Lands & Resources Housepost. Some of our accomplishments in 2018 include signing a Community Accord with the City of Powell River, May 10, 2018. In our Community Accord it says as partners we will commit to principles of cooperation and mutual recognition. In November we got approval to amend our Real Property Tax Coordination Agreement so that we could remove the clause limiting us from setting our own property tax for our lease lands. Also in November we reached maximum capacity in our Nation's mortgage lending program through First Credit Union. This unique, tailored mortgage lending program provided citizens an option for private housing mortgages. We added lands to our Lands department, just north from Wilde Road there was a residential private property in the middle of our Treaty Settlement Lands which we were able to privately purchase from the land owner. This residential property was a doughnut hole surrounded by us on all four sides. We dissolved our joint venture with the City of Powell River and split the land assets. In this move we became private landowners of the property adjacent our Treaty Settlement Lands at Gibsons Beach area, plus a waterfront property in Townsite beside the papermill, which is now our log dump. Particularly important is the City of Powell River surrendering the tax authority of those lands to us. In forestry we logged our second cutblock during a strong timber market. In fisheries we renovated and upgraded our Nahmint Raider boat and contracted it out with our prawn licence for the first time, and generated revenue of \$15,000.00.

Thank you for coming to our various community meetings and events. We are moving into a place where we are getting down to the specific details of our Treaty implementation and testing our laws and processes. Each year we are responding to different circumstances that are presented in finer details. We are paying attention to the challenges and opportunities we face, and work hard as a team to generate options and solutions that are responsive to what is best for us as a Nation. I hope you share my passion for and commitment to defending the rights of all Tla'amin citizens to dignity, fairness and equality in our governance. Thank you for your active participation in making us a stronger, vibrant Nation. Emote!

**CLINT WILLIAMS,  
HEGUS**

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



**TYRONE WILSON,  
PUBLIC WORKS  
HOUSE POST**



Housing Department / Paula Stewart  
 Village Maintenance / Shawn Louie  
 Water Treatment Plant / Mike Williams  
 Tla'amin Volunteer Fire Department

Hello to all our community member's of Tla'amin Nation ! I'd like to start by saying how much I appreciate the opportunity to work for you our community in the following departments

**Housing Department:** Our housing department has been very busy this year with the addition of new staff member Sharlene Timothy joining our team that consists of Paula Stewart & Andrea Paul. With that been said we have a Housing Committee that consists of member's of our Nation and staff that is Myself , Roy Francis , Maureen Adams, Dawna Pallen, Rod Allan, Paula Stewart, Andrea Paul, Sharlene Timothy. A very good team that discuss housing matters on a monthly basis that deal with moving our Nation forward in the right direction with examples such as good communication , rental collections , data analysis of our homes, and renovations that is done by our crew of Walter Paul, Byron Harry, Stewart Smith can't say enough about this crew ! Great job by all that make this department a successful story for the betterment for all !

**Village Maintenance:**

Our Village Maintenance crew has been very busy within our community to provide very good services led by Shawn Louie and his crew with repairing of pipelines , garbage collection, community grass cutting, Government Building maintenance , road repair, fire hydrant repair and the demo of our old Band Administration Office, many other duties and tasks that this department deals with on a daily basis, can't say enough about the dedication that they provide to our community . A very good crew to work with as well that keep our Nation moving forward job well done to our Village maintenance department!

**Water Treatment Plant**

This department is managed by Mike Williams and crew David Wilson & Mary Peters this department makes sure that our drinking water quality is their main objective and works closely with our Village maintenance crew on different projects as well as the Hatchery staff , this year the H20 crew changed over their rock filtering system hiring some of our community members for employment to assist the crew with this process . Not to mention they are a big help in changing over six fire hydrants in the Klahanie area, to upgrade to new fire hydrants, so that work is much appreciated and helps out our Fire Department in a big way. It's great to see that we have both the Water department and other Departments within our Nation to work together to our Nation is well taken care of! Great job H20 crew.

**Tla'amin Volunteer Fire Department**

This year our Fire Department went through a lot of changes for the betterment for our community with an Exterior Fire Fighting

course for three months with good numbers to become certified fire fighters for our Nation , and we as a Nation still have in place a mutual aid agreement with the City of Powell River and Northside Fire Department in case we need their assistance in an emergency where our Department needs extra help. With that been said we continue to strive to better ourselves with continued fire practices every Tuesday at 7p.m. throughout the year and always welcoming new recruits to come aboard our team to make a difference in our community for the safety of all. Our fire department will be receiving a new fire truck this fall which is great news!!! We work closely with our local EMS Emergency Services , RCMP & Ministry of Forests throughout the year as well. Job well done by all that is involved to ensure the safety of our Nation !! E'MOTE

Just wanted to close by saying it's my privilege to work for our community as your Public works House Post leader of Executive Council and will fulfill my duty as a Legislator that we'll continue the great work in every department that our Nation has to offer for the betterment for all in our Nation !!! E'MOTE

# LEGISLATORS

ALSO SERVING ON THE

# LEGISLATIVE ASSEMBLY



Gloria Francis



Shawn Louie

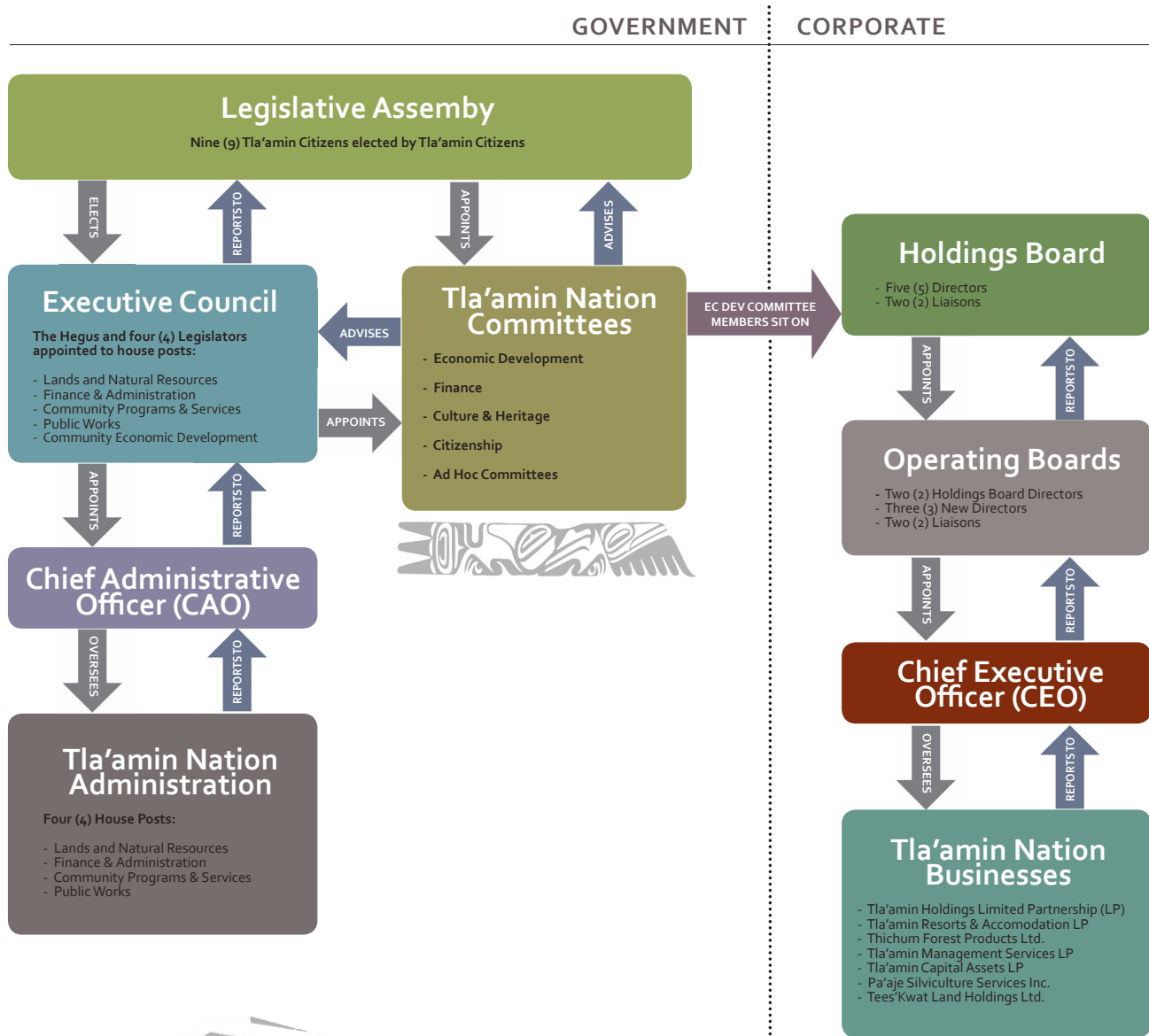


Denise Smith



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, Joel Harry
- Standing Panel Member, Melanie Vivier
- Alternate Panel Member, VACANT
- Alternate Panel Member and Clerk, Frances Ladret.



[ Sophia Blaney performs a Raven Dance, Indigenous Peoples Day, June 2019. ]

# MESSAGE FROM THE CAO

Greetings all. This message highlights some of the activities of the past year and expectations for the coming year.

We have continued to work on improving some of our laws, policies and regulations, as well as putting some new ones in place. Two of these have taken longer than expected – the Administration & Finance Policy and our Citizenship & Enrolment Law. Each of these should finally come to fruition in the coming year. Improvements were also made to our rules around Executive Council procedures, committee compensation and tax rate calculations.

Over the past year we have found it to be a great advantage having our own Residential Tenancy Law. We no longer rely on or are subject to the province's Residential Tenancy Branch (RTB). Instead, we now deal with any of these issues on our own, which is far more efficient than dealing with the RTB, and decisions are not driven by people in Victoria, but by Tla'amin.

In the coming year we expect to finalize a number of other policies, including an In Good Standing Policy and, hopefully, the Social Development Policy. The Social Development Policy is a huge undertaking, but we hope to complete it by April 2020.

Many of you will have noticed that we have updated and added to our vehicle fleet. The replacements were overdue, and the addition of the passenger van has already proven to be very useful.

We filled some of the positions required to round out the Tla'amin Nation administration this year, which will continue next year. We also now have a Tla'amin Archivist role at the Powell River Museum. This position is cost shared between Tla'amin and the museum and provides the Nation with direct involvement in the PR Museum.

It has become apparent to us that it can be a challenge for community members to get financing to build or purchase a home in Tla'amin, for complicated reasons. We will continue to work on a solution to this issue with the banks, BC Assessment and within Tla'amin laws.

At the Salish Centre, the kitchen has been renovated and re-fitted, along with other improvements. And, the container full of emergency supplies is now in place outside, near the recycling depot.

The regional Social Planner is now on board. This position is cost shared between Tla'amin, the City of PR and qathet RD. She will be working on social issues (such as housing needs) on behalf of the entire region.

Something that is proving to be very worthwhile is our collaboration with six other modern treaty nations, initially dubbed as the 'Seven Nation Army'. The group began meeting in January of 2018 to explore areas that were of common interest to all seven nations, involving issues with Canada and BC that were problematic, or not as beneficial they could be. In July 2018, the group formalized and adopted the name of the Alliance of BC Modern Treaty Nations (ABCMTN), and it has definitely gained the respect and attention of senior levels of government. The ABCMTN has already made significant inroads in advocating for improved treaty relationships and arrangements with the Crown, and will continue this important work going forward.

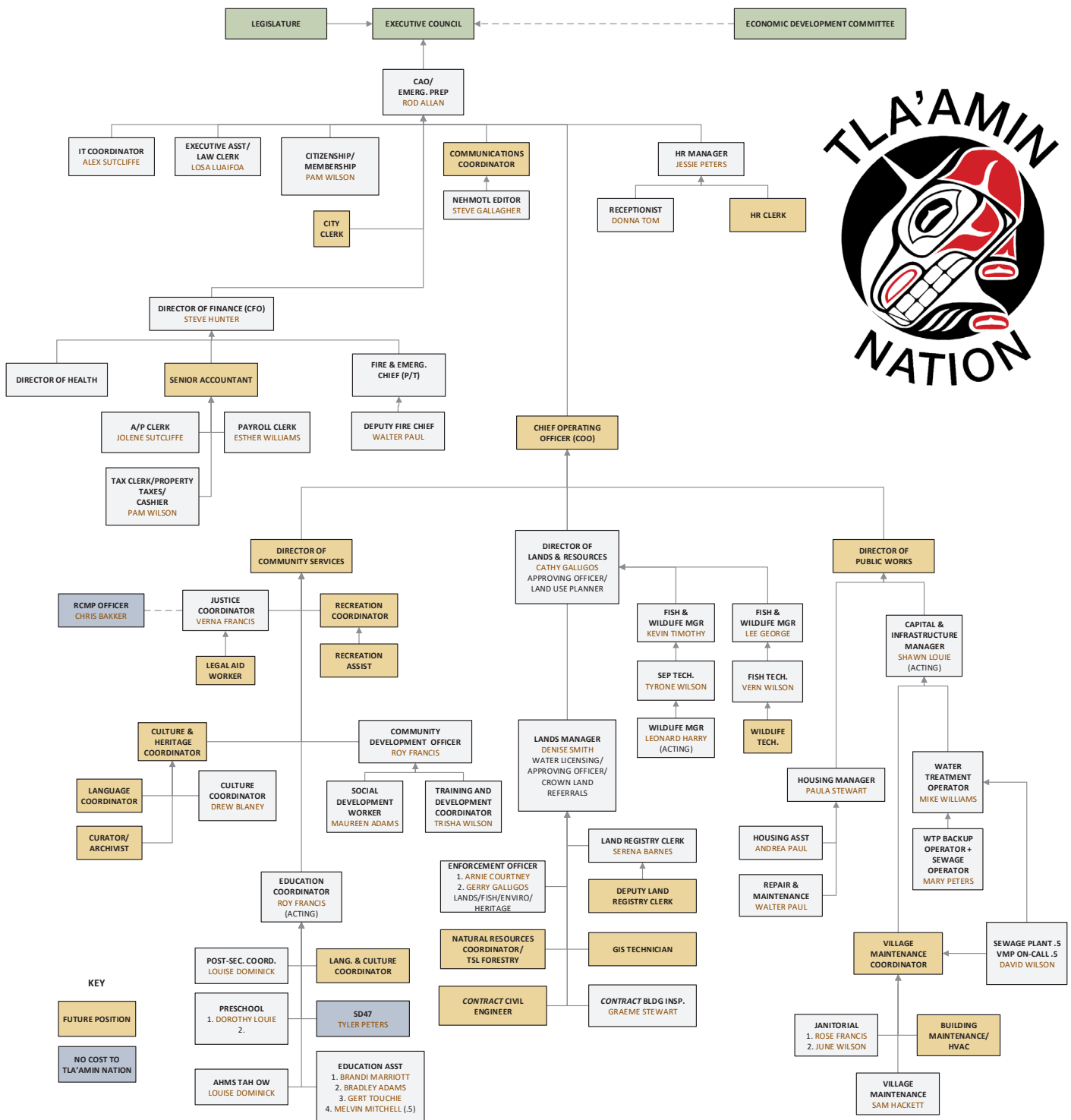
For yet another year, I thank you for the opportunity to work for the Tla'amin Nation, and for your support and consideration.

Emote,

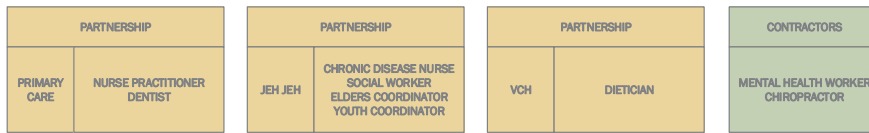
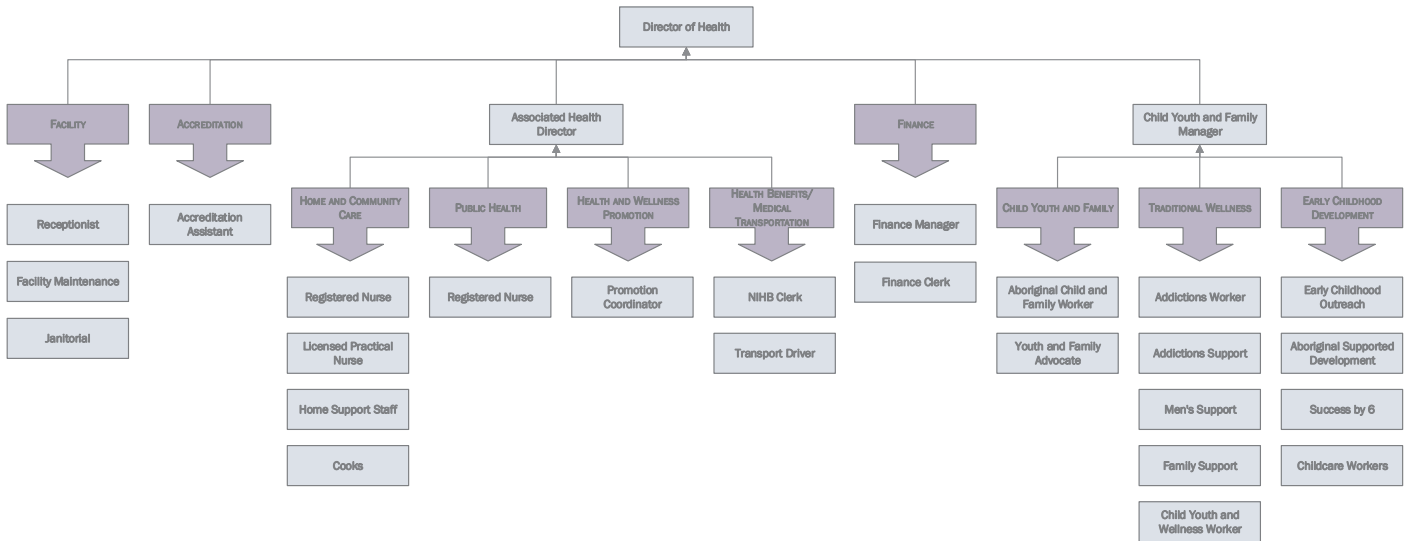



**Rod Allan, CPA, CMA,  
Chief Administrative Officer**

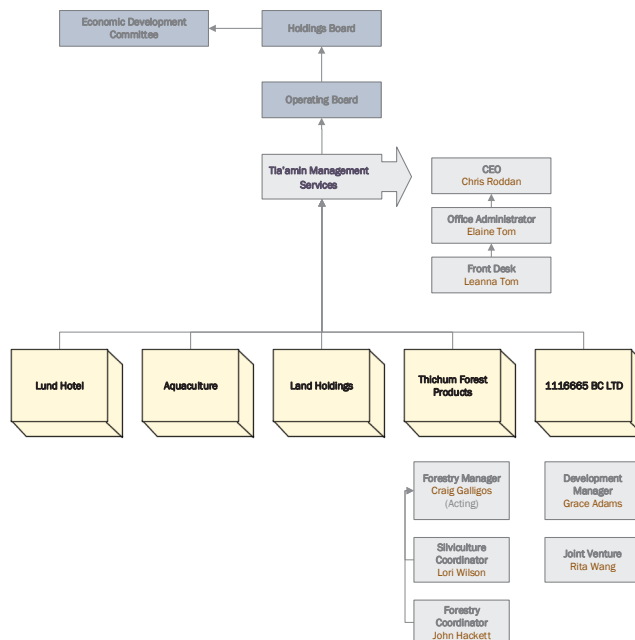
# TLA'AMIN NATION



# TLA'AMIN HEALTH



# TLA'AMIN BUSINESS



# HOUSE POSTS REPORT

## FINANCE AND ADMINISTRATION

### TEAM LEADERS:

Rod Allan, Chief Administrative Officer  
Steve Hunter, Chief Financial Officer  
Jessie Peters, Human Resources  
Alex Sutcliffe, Information Technology

### FINANCE

#### PRIORITIES OR GOALS FOR 2018-2019:

- Timely payment of all invoices
- Delivery of audit in accordance with our laws
- Delivery of budget 2018/2019 in accordance with our laws
- Reporting compliance with INAC

#### ACCOMPLISHMENTS DURING 2018-2019:

- Audit completed on Time
- \$15 million in expenditures processed (capital included)
- Assumed administration of citizenship/membership registry
- Consultation with Klahanie ratepayers regarding law changes to property tax
- Community consultation on Budget 2019/2020

#### WHAT CITIZENS CAN EXPECT IN 2019-2020:

- Continued excellent customer service
- \$1.9 million allocation to Elders
- Continued delivery of budget and audit in accordance with our laws

### HUMAN RESOURCES (HR)

#### PRIORITIES OR GOALS FOR 2018-2019:

- To ensure compliance with Worksafe standards.
- Working on Occupational Health & Safety Manual (OH&S) which includes safe work procedures, safety orientations, and education for all departments.
- Chairing OH&S meetings.
- Professional Development
- Job descriptions

#### CHALLENGES FACED DURING 2018-2019:

- We have had several employees take short-team leaves for various reasons, so assisting employees in navigating our benefits systems and working with departments to cover workload.
- Priority and time-management.

#### ACCOMPLISHMENTS DURING 2018-2019:

- Salary Grid
- Professional Development in following areas:
  - Excel and Budget Creation and Maintenance
  - File Management
  - Microsoft Outlook
  - Conflict Resolution
  - Communication
- Recruitment and Selection of the following permanent

positions:

- Education Assistant – Assumption School
- Cultural Manager
- Finance and Admin Clerk
- Reno Carpenter
- Cultural Curator
- Student Support Worker – Brooks School
- ECE Assistant for preschool
- Temporary Positions included
  - ECE worker for preschool.
  - Beach monitors
  - Trail Supervisor
  - Trail crew
  - Summer Students (Managed SS program in 2018, Recruitment/Selection of SS in 2019).

### WHAT CITIZENS CAN EXPECT IN 2019-2020:

- We are continuously posting new jobs as future needs are identified. Future postings include:
  - Enforcement Officer
  - Natural Resources Coordinator
  - GIS Specialist
  - Civil Engineering Technician
  - Community Wellness Coordinator
  - Language Coordinator

## INFORMATION TECHNOLOGY (IT)

### PRIORITIES/GOALS/ACCOMPLISHMENTS FOR 2018-2019:

- Supporting business operations and staff across the Nation, technical support and maintenance of IT infrastructure. Some items of note over the past 12 months include:
  - Redesigned Citizenship/Harvest Card Templates
  - Salish Center/Gym upgrade wireless audio system
  - TMS CCTV Upgrades
  - Electronic Sign In Boards
  - Annual and Treaty Report Designs

- Development of geo-referenced maps of territory for enforcement and development of a new geo-database for the Nation's GIS
- TMS project management system setup
- Lund Hotel support and upgrades
- Promotional display tv installation
- Governance House printer replacement/upgrade
- New phone system for Hatchery and TMS
- Planning for major upgrade/rollout of PC's across the nation.
- Recabled and completely upgraded Hatchery, Chi Chuy, and Ahms Tah Ow network, centralized and secured infrastructure and equipment.
- Support for cultural and language programs, supporting researchers, media capture, video editing, media sharing, promoting use of standardized (orthography) language.
- Support for reconciliation efforts, support for Hehewsin project initiatives, research and develop Willingdon Beach signage (yet to be erected).
- EOC (Regional District Emergency Operations Centre) Tla'amin representative and Line 1 responder.

### WHAT CITIZENS CAN EXPECT IN 2019-2020:

- Nation PC upgrades Windows 10 Rollout
- Health Server Upgrades
- Development of IT processes and procedures manuals
- More accessible photo archives
- Setup additional Computer Lab for training/workshops at Governance House
- LED Sign/Messaging Board for Governance House



[ Eagle Walz and Larry Louie on the new Tla'amin Trails. ]

# 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

### COMMUNITY DEVELOPMENT OFFICER REPORT

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

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

### CHALLENGES ENCOUNTERED

- Adapting to new responsibilities; the position is relatively new and adapting to an evolving role is a challenge in itself; finding a new fit with a new set of teams is a very big change
- Role has expanded significantly to oversee Education, Social Development and Employment Development
- Serve as the chair of the Implementation Community Working Group
- Tla'amin representative on tripartite implementation working group
- Participate on Tla'amin Housing Committee
- There are a large number of exciting changes underway in our community. Keeping pace with the new changes is a challenge. We have a large number of team members; and we are always learning to adapt to become a better team.

### ACCOMPLISHMENTS

- Employment Development; Tla'amin employment rates have improved dramatically. Practically every citizen who is employable has been placed on a job or is participating in a training program. Employment opportunities continue to evolve.

## POST-SECONDARY

### PRIORITIES OR GOALS FOR 2018-2019:

- Continued support for all students

### CHALLENGES FACED DURING 2018-2019:

- More time in post-secondary office for filing
- More funding dollars for post-secondary

### ACCOMPLISHMENTS DURING 2018-2019:

- Was a great graduation list from post-secondary:
  - Erin Mitchell- Medical Laboratory Technician (December 2018)
  - Giovanni Caris- Welding Level B (December 2018)
  - Anthony George- Health Care Assistant (March 2019)
  - Chelsey Galligos - Health Care Assistant (March 2019)
  - Brooke Peters- Health Care Assistant (March 2019)
  - Jessica Darbyshire- Health Care Assistant (April 2019)
  - Carmen Galligos- Civil Engineering Technology Diploma Program (April 2019)
  - Michelle Washington- Bachelor of Anthropology- Major in Biological and Archaeological studies with a minor in Indigenous Studies (April 2019)
  - Tyra Louie- Sports Science Diploma (April 2019)
  - Enzo Louie- Welding Level B (April 2019)
  - Joel Harry- VIU Bachelor of Arts (April 2019)
  - Jeannie Lynn Leon (Louie) – Bachelor of Arts in Education (June 2019)
  - Angel Harry- Diploma in Practical Nursing (July 2019)
  - Marilyn Williams- Early Childhood Education Certificate (July 2019)
  - Randolph Timothy – Professional Culinary Arts Level 1 & 2 (July 2019)
  - Lawrence Dingwall- Professional Culinary Arts Level 1 & 2 (July 2019)
  - Shaniah Hillis- NITEP Bachelor of Education (July 2019)

### WHAT CITIZENS CAN EXPECT IN 2019-2020:

- Continued support for all students

## EMPLOYMENT DEVELOPMENT

### PRIORITIES OR GOALS FOR 2018-2019:

- Help community members seek/find employment and training
- Working with VIU, ITA, Catalyst, NVIATS to help community members with Training & Employment
- All Nations Driving Academy to set up our own Driving School for Tla'amin Nation
- Employing individuals with LiUNA Local 1611
- Continue to work with SA Employable Clients

### CHALLENGES FACED DURING 2018-2019:

- NIVATS no longer funding certain courses/training for individuals
- PR Driving School closing shop
- Not knowing what Tla'amin Nation's future needs are for the next 5 years to send individuals for training who would like to continue to live in our community & be employed.

### ACCOMPLISHMENTS DURING 2018-2019:

- Working with ITA & Catalyst for Trades Forum
- LiUNA Local 1611- 7 individuals employed, 13 on dispatch (employed within 12 months or less)
- 4 Driving Training Course with NVIATS
  - May 7/18 5 passed
  - July 23/18 2 passed
  - Oct 29/18 5 passed
  - Mar. 20/19 2 passed
- NVIATS Driving lessons provided in 2018-
  - 5 individuals graduated to their Novice from their Learners
- Trail Project Phase 1
- Trail Project Phase 2

### WHAT CITIZENS CAN EXPECT IN 2019-2020:

- Continue to work with individuals and organizations to help with Training, education and employment
- Trail Project - bridge

TLA'AMIN NATION



[ Tla'amin Dancers, Pulling Together Canoe Journey, July 2019. ]

# HOUSE POSTS REPORT

## PUBLIC WORKS

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

### HOUSING

#### PRIORITIES OR GOALS FOR 2018/2019:

- Inspect and record assets for each Nation owned home.
- Identify and record homes which are overcrowded due to adult children residing with parents.
- Seek additional funding to continue to convert oil furnaces to heat pumps in homes.
- Apply for additional funding to assist with new Social Housing.

#### CHALLENGES FACED DURING 2018-2019:

- Drainage, water and parking issues are irritants to Citizens.
- Wait lists grow for 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 some tenants, causing unnecessary repairs with "emergency status".

#### ACCOMPLISHMENTS DURING 2018-2019:

- Applied for and successfully funded INAC renovation subsidies for homes previously documented to have received funding but for some reason did not.

- Applied for and successfully funded INAC New Home Build subsidies for homes on the new subdivision.
- Identified additional Citizens who qualified for homeownership.
- Educated community members on the Tla'amin Residential Tenancy Law.
- Uncovered sources of and secured financing and location for new 2-bedroom social housing units.

#### WHAT CITIZENS CAN EXPECT IN 2018-2019:

- The start of a new subdivision taking form.
- More new privately built homes.
- Additional homeownerships awarded.
- New units built for Social Housing for occupancy for 2020.
- Pet regulations to be imposed.

# HOUSE POSTS REPORT

## LANDS & NATURAL RESOURCES

### TEAM LEADERS:

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

### PRIORITIES OR GOALS FOR 2018-2019:

- Community and Land beautification of Tla'amin Nation lands
- Annual Tla'amin community clean-up to keep community clean and employ Tla'amin citizens and trucks during the cleanup
- Identify and eliminate invasive species on Tla'amin Nation lands
- Continuation of Treaty Settlement Land outer boundary surveys with Province
- Research and planning for legal enforcement of the Tla'amin Nation laws within the Provincial court system
- Continue work with the Joint Fisheries Committee on Tla'amin Fisheries including the management of the 18 fish species identified the Final Agreement Fish Chapter
- Encourage community citizens to obtain Citizenship and Harvest Cards
- Complete the harvest 2nd Treaty Settlement Land cutblock
- Create a Water working group to start work on water management for the Treaty Settlement Lands
- Create a plan to manage the forest of Harwood Island and address the mature Alder and build walking trails and second cabin
- Encourage one or two Tla'amin citizens to enroll into a Log Scaler course with Tla'amin providing 50% funding and applicants applying to NVIATS for other 50% of funding
- Work in partnership with Thichum Forest Products to encourage Tla'amin citizens to obtain training or work in the forest sector (3 month basic course - introduction to logging)
- Provide training opportunities on the Bobcat E35 mini-excavator on minor Tla'amin land projects, to students who have successfully completed a Heavy Equipment Operators course
- Enforcement of Tla'amin laws and regulations including the protection and monitoring of Tla'amin lands and resources
- Create more walking trails for Tla'amin community and the general public

### CHALLENGES FACED DURING 2018-2019:

- Residential encroachment issues on Treaty Settlement Lands identified from the surveys which caused a delay in completion of final survey work by April 2019
- Identified issues within the Lands Law and Forestry Law as we were implementing projects resulting in the need to make amendments to these laws
- Citizens not applying for the Citizenship and Harvest card and lack of reporting of natural resource harvest and fish harvest
- Lack of funding to address all the Tla'amin Nation drainage issues throughout the whole community
- Unable to get the community's support for the forest management plan for Harwood Island which included the harvest of mature timber, planting of new trees in the historically logged and unplanted areas, installation of two fresh water wells, the installation of a second cabin on the southside, installation of tent platforms around the island, planting of more fruit trees and making walking trails for citizens to utilize the island more
- The market for timber was very high in 2018 and it was a good time period for harvest and sale of timber but the market is starting to decline resulting in lower prices for timber

### ACCOMPLISHMENTS DURING 2018-2019:

- Addressed and removed a large section of Scotch Broom brush by hiring a crew to cut the invasive species by hand during bloom season in May/June
- Completed the 2nd TSL cutblock.

- Lands authorized and granted four residential lots to eligible citizen's and they acquired bank loans and completed their own new house builds
- Provided a firewood program (firewood supply) to Tla'amin citizens and the general public from the 2nd TSL cutblock
- Completed a fix to a drainage issue on Salish Drive and along Sliammon Road down to the Waterfront
- Tla'amin Nation set Cedar boughs in Tla'amin Fishing area at Denman Island with our own boats and Tla'amin crew and successfully harvested approximately 200 pounds of Herring eggs which was delivered to Tla'amin community
- Completed an overhaul of the Nahmint Raider, 27 foot Aluminum boat with a new Volvo D-6, 330 horsepower diesel engine, new leg, new controls, new wiring, new steering, new hydraulics and new chiller unit
- Leased out the Tla'amin Nation Prawn licence and Nahmint Raider boat for the 2018 Prawn season
- Issued Firewood and Salal permits to the general public generating permit fees and educating the general public of Tla'amin Nation Treaty Settlement Lands
- Initiated a water working group and participated in an overview course on Water Management for all of the Treaty Settlement Lands
- Water quality and turbidity testing on rivers and creeks throughout the Tla'amin traditional territory in partnership with a university student from California and created a baseline data
- Completed an updated Timber Supply Analysis for Treaty Settlement Lands
- Fisheries department was able to provide sockeye to each household due to the good sockeye run in 2018
- Salmon Enhancement Program had a successful year in rearing, raising and releasing Chum, Coho and Chinook back into the Appleton Creek/Sliammon River
- Created a Beach Monitor position from July to September 2018 to monitor the beaches in Powell River and work in conjunction with local Department of Fisheries and Oceans to have more "eyes on the beach" to protect shellfish resources from over harvest and illegal harvest
- Worked in partnership with Community Development and Eagle Walz to create a new walking trail/system
- Replant the 2nd TSL cutblock contracting to Thichum Forest Products with a Tla'amin Nation silvi-culture crew; creating employment and contracting our Tla'amin forest company
- Bid and lease of the 2019 Prawn licence and boat giving Tla'amin Nation citizens preference over non-Citizens
- Prepare to bid and lease the 2020 Prawn licence and boat giving Tla'amin Nation citizens preference over non-Citizens
- Transfer of three district lots of TSL Westview Parcel lands to Tla'amin Management Services for economic development
- Land beautification and maintenance of Tla'amin community lands including cabin area at Harwood Island, Tla'amin land on Cortez Island, Theodosia cabin area
- Expansion and beautification of Tla'amin gym parking area
- Clear the sewer plant area of prickles and expand the Seawalk to the Tla'amin River so people can watch the fish spawn in the river and enjoy the scenery at the mouth of the river
- Continuation of general Tla'amin residential sub-divisions where necessary/required
- Purchase Wildfire Firefighting equipment to protect Tla'amin lands and Tla'amin community forest and invest in Wildfire Planning
- Plan, encourage and assist Tla'amin people to get out on the land and water
- Increase staff capacity in Lands and Resources
- Develop access trail from River Road to Waterfront Road at the mid-way area
- Work in partnership with Community Development on creating more walking trails in the community
- Continue to plan in conjunction with Tla'amin Management Services on the development of the Westview Parcels and proposing any amendments to the Land Use Plan to support further development
- Research and apply for funding/grants for Natural Resource projects in the Tla'amin traditional territory or on Treaty Settlement Lands
- Monthly Natural Resource Committee meetings
- Continuous overall management of Fisheries, Forestry, Lands and Water resources
- 2 Beach Monitor positions for June to September to monitor beaches in Powell River and including Texada Shelter Point for 2019
- Expansion of lands department staff including GIS, Natural Resources and Enforcement

## WHAT CITIZENS CAN EXPECT IN 2019-2020:

- Continuation of Treaty Settlement Land exterior boundary surveys
- Address and resolve encroachment issues on TSL
- Plan for 3rd TSL cutblock
- Plan for additional residential lots in Tla'amin community (small sub-division)

# HOUSE POSTS REPORT

## TLA'AMIN HEALTH

**TEAM LEADERS:** Nathan Jantz, Health Director

### PRIORITIES OR GOALS FOR 2018-2019:

- Feasibility Study on Care Facility
- Staff and community training on Trauma Informed Practice and Traditional Health practices
- Implement Mustimuhw Citizen Health Portal

### CHALLENGES FACED DURING 2018-2019:

- Significant staff turnover
- Outgrowing space for Health and CDRC

### ACCOMPLISHMENTS DURING 2018-2019:

- Began Care Facility feasibility study
- Trauma Informed training for staff and community
- Traditional Medicine Workshops with Dr. Jeanne Paul
- Naloxone training for staff and community (Naloxone kits are available now)
- Sosohoθot project completed. This project collected information and the associated language on traditional Tla'amin health practices
- Added full time Clinical Counsellor services at Health
- Purchased Mini-Bus for CDRC
- Formation of Harm Reduction team
- Implemented Mustimuhw Citizens Health Portal providing community members access to their personal health records
- Paved Parking lot

### WHAT CITIZENS CAN EXPECT IN 2019-2020:

- Completion of Care Facility feasibility study, and

moving forward with recommendations

- Continuing to expand traditional wellness offerings, including more traditional medicine courses and training for cultural workers
- Creation of a new health plan and overview of family services
- Feasibility Study for expansion of daycare spaces
- Changes to Health Benefit Program. FNHA Health Benefits will be working with Pacific Blue Cross to improve services for all health benefits
- Community Crisis Response Plan



[ Herring eggs on cedar boughs harvested at Denman Island, March 2019. ]



[ Ivan Rosypskye, Indigenous Peoples Day, June 2019. ]

# HOUSE POSTS REPORT

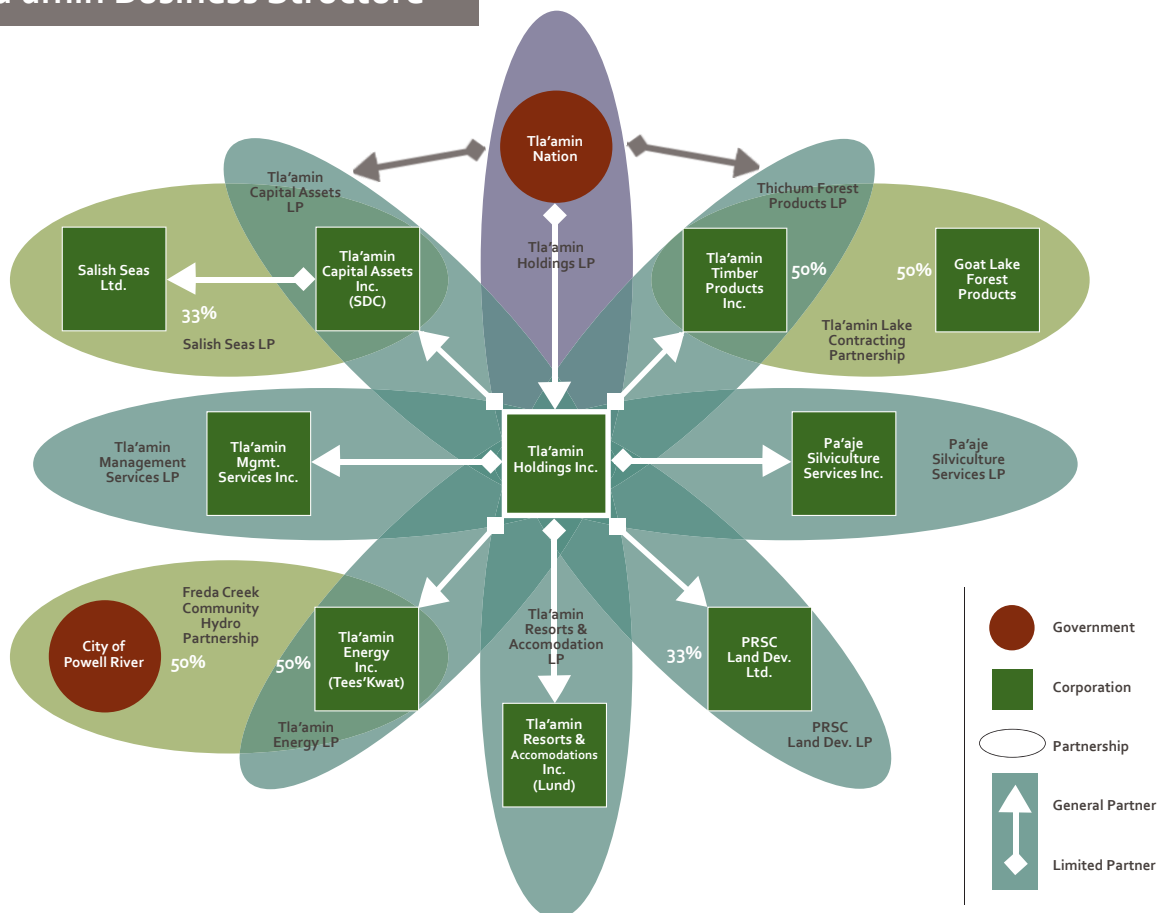
## ECONOMIC DEVELOPMENT

The Tla'amin Nation has operated under a new legal and governance framework for economic development for over 3 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:

**Tla'amin Business Structure**



# EC. DEVELOPMENT COMMITTEE

## MESSAGE FROM THE CHAIR



Roy Francis, Chairperson

It is an honor and a privilege to be providing this report as chairperson for Tla'amin Management Services. The 2018/19 year has seen substantial growth and development. It also brought about some significant changes.

There is definitely a new environment for business development in Tla'amin. We have a complicated structure of Limited Partnerships. We have an Economic Development Committee and a Holdings Board serving important oversight roles. We have operating boards for each individual business. We have parameters for business development set out in an Economic Development Law and Economic Development Agreement. We have reporting relationships with our Tla'amin Government and reporting obligations to our community. The working relationship between all of the working entities is complex and demanding. Fortunately, we have a board, an organization, and a team that is adapting very quickly and performing very nicely.

Personally, I have completed a transition from being the President of Tla'amin Holdings Board, to become the Chairperson for Tla'amin Management Services (TMS). The process involved my resignation from the Holdings Board; a new appointment from our Nation Government to become a member of our operating board; and then a decision from our operating board to appoint me as chair. I am now in a better position to offer some practical experience and guidance in the operations.

The operating boards are responsible for overseeing each of the individual businesses owned by the Nation. Our businesses include Tla'amin Resorts and Accommodations LP (Lund Hotel), Salish Seas LP, Thichum Forest Products LP, Pa'aje Shellfish LP, Tla'amin Land Development LP, Tla'amin Construction Services LP, and Tla'amin Real Estate LP. Our businesses generate revenues that are (i) re-invested to further develop our existing businesses, (ii) invested into new business development, and (iii) transferred to our government to support dividend distributions to our Citizens. Our businesses also provide important employment opportunities for our Nation members.

Our businesses are maturing very well considering we are only three years old in the new structure. Our forestry operations generate the biggest share of the total revenues. That revenue supports business development in other areas. Our hotel operations employ almost thirty Tla'amin members. Our aquaculture operations are also developing nicely; we have 7.2 million oyster seed growing in the current year in a new FLUPSY; which accelerates the growth of oyster product. Employment opportunities will grow as our product develops. We are also developing a construction company that is building homes, and a real estate company that will help to develop a substantial land base that is also owned by the Nation. Our employment levels are the best they have ever been; and our business development work has been a big part of that change. It's an exciting time for Tla'amin business development and our future looks very bright.



# TLA'AMIN HOLDINGS BOARD

## MESSAGE FROM THE CHAIR

Hello, I write this to the Tla'amin Nation on behalf of the Tla'amin Nation Economic Development Committee & the Tla'amin Holdings Board. I joined the Holdings Board as President in September 2018. It has been rewarding familiarizing myself with other current Holdings Board and Tla'amin Management Services Limited Partnership (TMSLP) board members, as well as the various existing mandates.

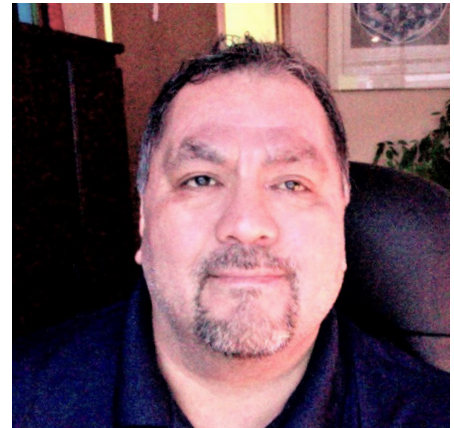
One exciting development has been the establishment of Tla'amin Real Estate Limited Partnership (TRELPE), TN's first real foray into the construction/real estate industry sector. The construction of the three homes in the Klahanie subdivision and the recently completed construction project at Scotia Place have hit the market and will be sold soon. These will lead to other opportunities. These fresh new steps are important for us to take as a Nation. Other positive developments that will be reported on in the near future include activity at our Lund Hotel and developments in our aquaculture portfolio.

My work with the Advanced Business Match has brought me to many cities throughout North America. I have met many leaders (Councillors, Chiefs, economic and business development managers, band managers, CAO's, etc). I have met many Presidents and CEO's. The capacity and projects being undertaken and completed by TMSLP compares favorably to any First Nation-driven economic and business development organization in Canada. This work over the past eight years has given me a thorough understanding of the importance of economic and business development to First Nation communities. Many have been segregated from local and regional economies for many decades. This is changing.

Following my appointment to the Ec Dev Committee / Holdings Board, I did recognize a positive relationship and reporting process with the Executive Council (EC) was a priority and have attended numerous meetings with EC; the entire Legislative Assembly; and Governance House staff. This consultation will continue. Consultation with the entire community must also be a priority.

I look forward to working with Holdings Board, TMSLP (board and staff), Executive Council and Legislative Assembly over the coming year,

?i:mot



L. Maynard Harry, Qwastánayá,  
Chairperson



# 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

On June 15th, 2019 the third AGM for the Qames ʔəms tala Settlement Trust was held at the Governance Building. The financial performance of the investment funds contained in the Trust was reviewed for the past fiscal year - April 1st, 2018 to March 31st, 2019.

The latest report from our financial management team Addenda Capital shows continued growth to the wealth of both investment funds. The Capital Transfer Fund continues to grow at a return of 6.89% (\$1.1m in earnings) since the Trust was established. The Economic Development Fund at a return of 4.02% (\$0.6m in earnings) since inception.

The Trust went through an audit process to determine financial compliance. A separate compliance audit was also successfully passed. Both of these audits are a requirement of the Trust Deed. The financial audit is an independent review of how the funds are being managed. The compliance audit is a review of how the management of the Trust is being conducted by the Trustees.

In April and October, Tla'amin Citizens can apply for grant money from the Economic Development Fund. This is conducted

through a defined application process that provides resources to begin a new business or grow an existing business. In the last year, a total \$184,932.83 was disbursed to three Citizens who successfully completed the process. Congratulations to existing and new business owners Alan Hackett, Craig Galligos and Bryne Romanyshun.

From the latest disbursement and onwards, the applications handbook now includes additional criteria attached to the grant money. At the AGM on June 15th, 2019, the Trustees proposed that should any successful applicant sell, gift or otherwise dispose of their business asset within the first 5 years of acquiring the grant, there is a sliding scale of payment back to the Trust. After the 5 year period has passed, the grant is 100% forgiven. Any monies coming back into the Trust in this way are put back into the Economic Development Fund for future applicants. Feedback from Citizens at the AGM supported this decision.

Watch for the latest information if you are planning to apply. The dates of the next grant offering to interested Citizens will

be from Sept 29th to October 12th, 2019. Contact Kristi.thiele@tn-bc.ca after Sept 9th, 2019 for the latest handbook and stage one application form.

The Trust is looking for assistance with administrative tasks. Look for the posting on the Tla'amin Nation website. The posting closes at the end of August 2019.

The Trustees have continued to offer the Indigenous Trust Officers online course developed by the National Aboriginal Trust Officers Association (NATOA) at Lethbridge University to any community members who may be interested in acquiring knowledge on how indigenous trusts operate. The offering is made to build community knowledge about trusts and investments for indigenous people, by indigenous people. This course is a requirement of the Trust for anyone interested in becoming a Trustee in future.

As a final step, individuals who have completed the course would have to be interviewed by the Guardian of the Trust. The Guardian is responsible to make the ultimate decision on

appointing a new Trustee. Interested Citizens can contact Kristi.thiele@tn-bc.ca

The Trustees are continuing to look at the branding of a logo for the Qames ʔəms tala Settlement Trust and the development of a dedicated website for the Trust in 2019. Thank you to all the citizens that made the time to come to our AGM on June 15th, 2019. The Trustees appreciate your interest and the valuable feedback we received at this meeting.

Sincerely,

The Trustees for the Qames ʔəms tala Settlement Trust

- Ann Paul (Chair)
- Kristi Thiele (Treasurer)
- Alisha Point (Secretary)
- Alex Hugenschmidt
- Beth Harry (Youth Trustee)



[ Tla'amin Dancers, Pulling Together Canoe Journey, July 2019. ]



[ Pulling Together Canoe Journey, July 2019. ]

# 2018/19 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 Tla'amin Nation will be entering a new FFA as of April 1, 2019 that will see a great contribution from Canada towards our Nation.

Canada will be contributing nearly \$13 million (up from \$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. However this agreement is currently suspended until a new policy is developed over the coming years.

## 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.

# FINANCIAL STATEMENTS

THIS SECTION WILL PROVIDE SOME SUMMARY INFORMATION FROM THE 2018-2019 AUDITED FINANCIAL STATEMENTS OF THE TLA'AMIN NATION.

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THE 2018 -2019 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:

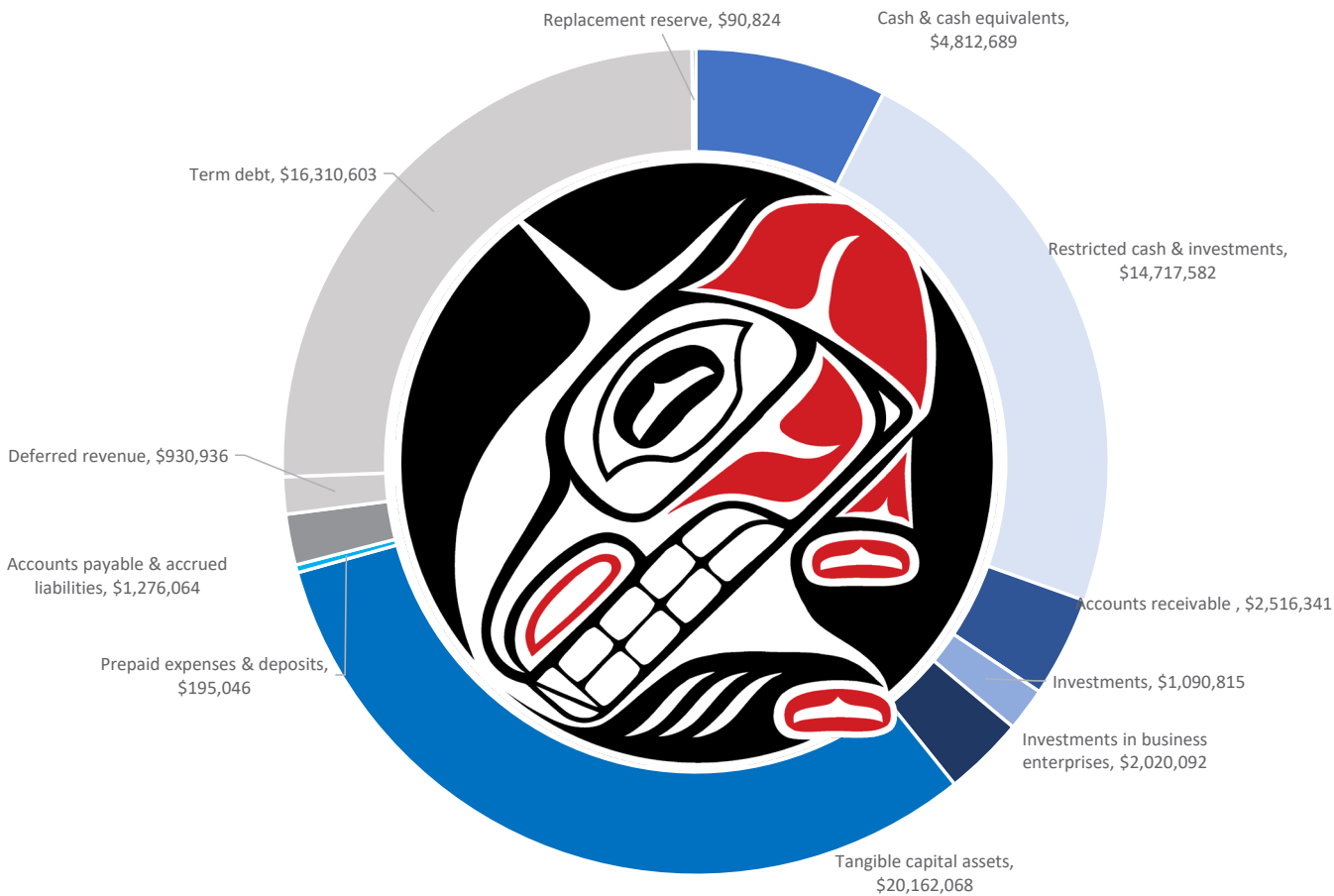
TLA'AMIN NATION  
4779 KLAHANIE ROAD,  
POWELL RIVER, B.C., V8A 0c4  
P: 604 483 9646  
INFO@TN-BC.CA

# FINANCIAL POSITION

The charts on the following pages illustrate the financial position of the Tla'amin Nation at the end of the 2018-19 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 \$16.3 million includes both the treaty loan (which is being paid back by the Capital Transfer payments) and the capital loans for the Governance House.

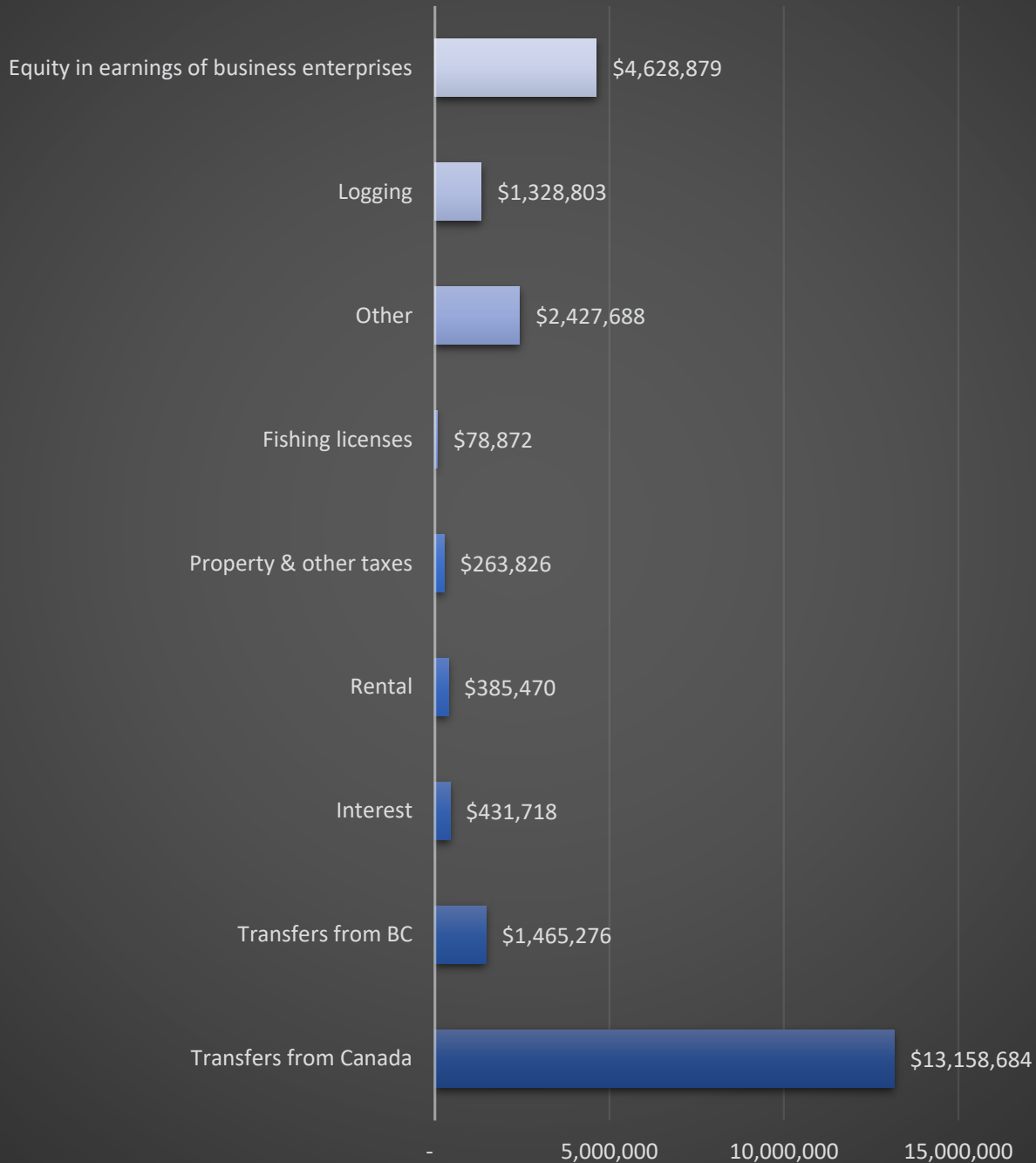
Financial Position as of March 31, 2019



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

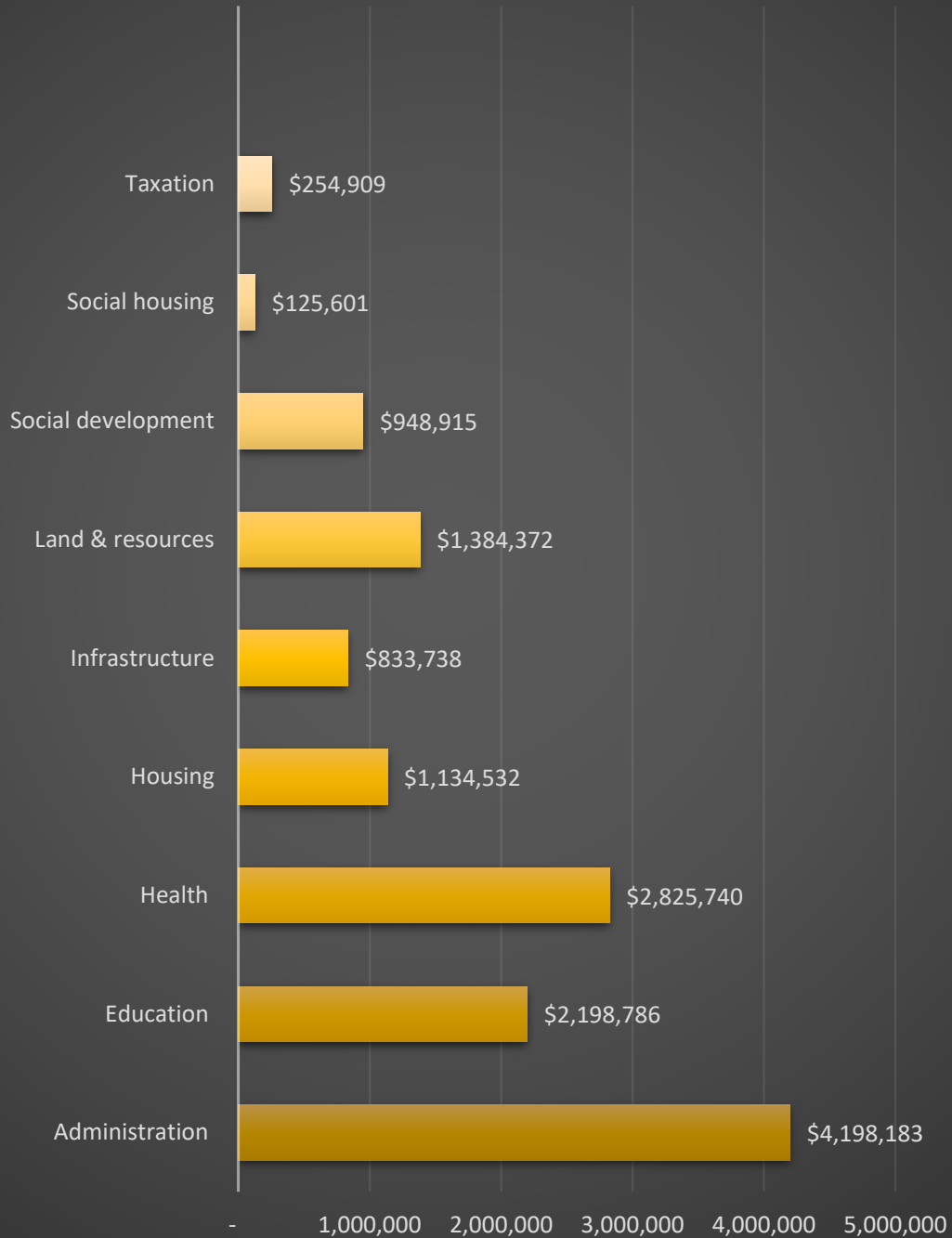
# REVENUES FOR 2018-19

## 2018-19 Revenues Total: \$24,169,216



# EXPENSES FOR 2018-19

## 2018-19 Expenses Total: \$13,904,776



# CAPITAL ASSETS

## ADDITIONS AND DISPOSALS

**Tla'amin Nation  
Capital Asset Additions  
For the Year Ended March 31, 2019**

<b>Photocopier</b>		<b>18,355</b>
<b>Admin Building</b>		<b>15,797</b>
<b>Gym Kitchen Reno</b>		<b>21,200</b>
<b>TSL Acquisition</b>		
Gibsons Beach	2,218,250	
Hospital Site - FMV	156,272	<b>2,374,522</b>
<b>Playground Equipment</b>		<b>144,836</b>
<b>Vehicles</b>		
15 passenger Van	56,900	
F150 - Village Mtce	39,991	
Fire Department	11,429	<b>108,320</b>
<b>Grass Mower - Village Mtce</b>		<b>7,062</b>
<b>Emergency Supplies</b>		<b>23,640</b>
- for community disaster		
<b>Nahmint Raider rebuild</b>		<b>39,929</b>
<b>Public Works Yard</b>		
- excavating		<b>19,737</b>
<b>Paving</b>		
- Health Parking - Salish		<b>65,848</b>
<b>2019 Additions</b>		<b><u>2,852,639</u></b>

# SCHEDULE OF REMUNERATION

## ELECTED OFFICIALS & SENIOR STAFF

**Tla'amin Nation**  
**Schedule of Remuneration - Elected Officials**  
**Year ending March 31, 2019**

Name of Individual	Position Title	Number of Months	Government	Employment	Travel
Clint Williams	Hegus	12	80,000		22,625
Larry Louie	Executive Council	12	40,000		4,450
Tyrone Wilson	Executive Council	12	20,000	45,251	1,885
John Hackett	Executive Council	12	20,000	52,000	1,578
Lori Wilson	Executive Council	12	20,000	52,000	6,996
Shawn Louie	Legislator	12	8,000	46,310	658
Gloria Francis	Legislator	12	8,000		518
Brian Hackett	Legislator	12	8,000		-
Denise Smith	Legislator	12	8,000	59,848	3,170

**Schedule of Remuneration - Senior Staff**  
**Year ending March 31, 2019**

Name of Individual	Position Title	Number of Months	Wages	Travel
Rod Allan	CAO	12	98,441	8,013
Chris Roddan	CEO - Tla'amin Management Services	12	86,676	8,031
Steve Hunter	CFO	12	83,475	0
Nathan Jantz	Health Director	12	75,962	5,353
Roy Francis	Community Development Officer	12	68,074	14,973
Cathy Galligos	Director of Lands	12	62,310	1,356



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