



Housing Project will address Health and Safety concerns in Tla'amin homes

50 homes will receive urgent health and safety restorations in the next 8 months

In December the Tla'amin Nation was notified that its proposal to the New Approach to Housing Infrastructure Grant program was approved by Indigenous Services Canada (ISC).

This funding will enable the Nation to begin to address a backlog of urgent health and safety restoration projects.

The restoration project started last year when a number of homes were identified as requiring emergency health and safety repairs.

Homes were inspected to determine how big the needs were and what it would cost to address them. This data was compiled into a proposal for ISC. Just under 50 specific addresses were included in the proposal.

Now that the project is approved ISC requires us to re-inspect each home and diligently document health and safety issues.

To complete the work on time and on budget the Nation has engaged a qualified home restoration contractor. Following a bidding process Winmar was awarded the job. A building inspector will oversee the renovations and ensure that the work is safe and of high quality.

Four Nation members will be hired as Restoration Technicians. These are training positions and provide Tla'amin members the opportunity to work alongside skilled professionals and gain experience and skills in the various trades of construction. The job posting will be issued shortly.

Frequently asked questions:

How does the restoration project work?

The Restoration project will follow an 8 step process

1. The tenant will be contacted and the

contractor sent to re-inspect the home. This will confirm/modify the initial scope to ensure it is compliant with the ISC approval of health and safety items.

2. The ISC approved building inspector will review the scope and confirm it meets the required ISC standards for compensation.

3. The scope and schedule will be discussed with the owner/tenant.

4. A quotation will be produced by the contractor and approved.

5. The Nation will issue a Purchase Order to complete the work to the contractor.

6. The work will be completed.

7. The contractor will invoice to the Nation.

8. The final report will be prepared and reviewed and submitted to ISC for approval and compensation.

How will I know if my house is on the Restoration Project list?

The housing department will be contacting all homes involved in the project. Any work scope and costs previously discussed with home owners were based on estimates only. It is unlikely the work will be identical to the work scope communicated at the time of the application. It is expected that the scope will change due to cost limitations in the grant, new discoveries during the work, and the rising cost of construction. This program has a maximum total budget under the 2020-2021 program.

How are the funds allocated?

All inspections that were completed previously were for budgetary scope and estimation purposes only supporting the ISC application. The

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MANAGE BLOOD SUGAR

QUIT SMOKING

EAT WELL

GET ACTIVE

Control Cholesterol

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tlaaminnation.com

re-inspections will tell us exactly what work falls under the ISC eligibility requirements. The actual work scope will be updated when the Nation contractor provides a Nation and Building Inspector approved quote and the Purchase Order is issued.

Compensation from ISC is on a reimbursement basis. The Nation is required to pay for the contracted work up-front and then, based on the Building Inspectors approval of the work, the cost is submitted by the Nation to ISC and reimbursed.

Can I complete my own restorations and bill the Nation?

Any work completed by a tenant or home owner that is not authorized by the Nation will not be reimbursed. At no time will funds be dispersed to community members directly. Any work that is not approved through the above process will not be eligible for compensation under this program.

HOUSING PROJECT
(Continued on page 2)



Tla'amin Governance House Updates

4779 Klahanie Road, Powell River, BC
V8A 0C4

Phone: (604) 483-9646

Toll Free: 877-483-9646

Keep Yourself and Your Community Safe

- Follow Tla'amin facebook pages for weekly updates on COVID -19 Vaccination



Message from the Hegus

John S. Hackett

I would like to start my message by sending my condolence out to the Timothy Family, Noble/Wilson, and McGee Family for their loss, my prayers go out family and friends.

This update I would like to focus on the COVID-19 vaccine that will be arriving very soon within our community. We established a Covid-19 planning group that involves First Nation Health Authority, our Health Staff, and representees from our leadership to make sure that there is a solid plan in place to administer the vaccine. Safety precautions and process is a topic of discussion. We will have Epy pens, and related safety equipment Nursing staff on site as well.

FNHA has provided a lot of information and support by sharing facts about the Covid-19 vaccine to relay to the community to answer questions and background on the vaccine and sequence between the 2 shots to complete immunization. It is important to know that your body has to build up the Antibodies after the vaccine is administered before your fully protected. So, there will still be health restrictions in place after shots are taken.

Tla'amin's proposal to build new organics processing facility will produce Class A compost was awarded, Tla'amin Nation will build the \$1.15 million facility on Tla'amin Land located by our log dump facility (Catalyst).

1. To supportive of Agriculture, and food security for the Tla'amin Nation, service the Qathet Region and city of Powell River,
2. Provide jobs, and economic opportunities

Two thirds of the funding will come from the federal, provincial Organics infrastructure program, the remaining third from the Tla'amin. We are still in the bidding process to receive Qathet Region organics, I will keep everyone posted on that outcome.

Unfortunately, the announcement to decommission the 19 Discovery Islands fish farms... there has been Notice of Application, for judicial review filed by Mowi and Cermaq companies that are owned by these fish farms. A Judicial Review

process is when a Judge reviews Minister Jordan's decision to make sure she consulted with all stakeholders before rendering her decision.

Personally, I would like to keep my involvement on behalf of Tla'amin to fight this, cause we are missing out on our traditional practices, our traditional diet of fish. Bottom line is these fish farms are killing our Salmon and I want fish farms out of our Territory.

All the Treaty Nations in BC gathered to form Alliance of BC Modern Treaty Nations Leadership

This group is to ensure that implementation of the Declaration recognizes the primacy of the right of modern treaty holders to have their treaties recognized, observed, and enforced. Ensure that in all nations collaborate and information share. Making sure that the Governments recognizes and enforces the distinction between modern treaties with established, constitutionally protected rights with rights that have been asserted by not proven. This group is supported by technical advisors that do the heavy lifting with research prioritizing time sensitive issues.

Overall, there are a lot other updates within our Administration that our house post leaders will update this month's Nehmotl. I am excited to see that we are moving forward on all aspects as we grow as a Nation. There will be many challenges, but I am confident that we will rise above, that is what makes us all Tla'amin Strong!

Emote,
Hegus John Hackett

HOUSING PROJECT (Continued from page 1)

Is there a maximum allocation for Restoration?

We know that need is greater than available funding, and while the Nation is actively pursuing additional funding, challenging decisions needed to be made on how the funds are allocated and spread across the home addresses approved under the application.

ISC has approved an estimate associated with each home that may not align with the amounts understood during the estimation phase. Is-

sues that exceed these amounts will have to be dealt with on a case by case basis.

What if my home is not included but needs Restoration?

The Nation recognizes that while this program will not address all of the community need it will take care of some of the more urgent and pressing safety issues.

While restoration gets underway this winter a second phase of the project is being planned. Tla'amin's new Nation Housing Renewal Program will inspect, scope and estimate the required works on all other homes at the Nation

requiring restorations and replacement. These estimates will strengthen the Nation's ability to acquire funding for future restoration projects.

This is a message from the Department of Public Works and Community Infrastructure.

Inquiries can be sent to housing@tn-bc.ca.



EXECUTIVE COUNCIL HOUSE POST UPDATES



Losa Luaifoa

Ah jush wut jeje's... I know by the time you read this we will be into the second month of the new year. I wish you us all blessings in 2021 and especially peace for all who are missing loved ones that have passed away. Jackie Timothy, Grace (nee: Wilson) Cameron and our friend, Mike Beeching – May you Rest in Peace.

Since being elected, it has been very busy. We, as the legislative body have many goals to achieve collectively and within our respective House Posts.

Community Services

All elected officials participated in a review of the Nation's Organizational Chart and worked together to prioritize which vacant positions are more pressing to fill and which positions need to be created and budgeted for in the future. I look forward to filling some of these key positions immediately: Health Director, Chief Financial Officer, Community Services Director. Leadership may envision and set goals, however, staff are essential to help be successful with those goals.

Our first virtual talking circle/community meeting - "Hagum Hu'oh" is scheduled for February 11. Community members/citizens can email questions (starting now) to heyhegus@tn-bc.ca which will be answered via Zoom by elected officials. Stay tuned for more details!

Another exciting initiative that will be forthcoming is the develop-

ment of a system utilizing the Nation's website and/or social media that creates a more private and personal place for our members/citizens to receive and provide feedback and information. More planning is required and will be done in hopes to have this in place by Spring. In addition to these efforts to interact with the community and open more lines of communication, I am always interested in hearing from you whether it be about your concerns or your ideas. I appreciate those that do reach out to share their thoughts about how to advance our Nation and people.

One of my goals in 2021 is to work with, and support our staff who work with youth. As most of you know, there are big things coming - a youth centre, upgrades to the field to include a track and also a workout room. This is an amazing start to help support programming for our youth. I hope to be

part of a team that works together to empower our youngest members/citizens. Providing tools and support to help them make good choices and stand firm in avoiding unhealthy lifestyles.

The Community Safety Law has had FIRST READING by the Legislature. (There are two more readings required to pass it). This law gives the Nation the authority to create regulations pertaining to dangerous dogs and other community safety issues we often hear about. In preparation for when the law is passed, a regulation to address dangerous dogs is already drafted. By the time you read this, we will likely have progressed to the next step in the process.

A Memorandum of Understanding will be signed by the Nation and SPCA very soon. In the absence of an MOU, the SPCA has still worked with the Nation to provide spay/neutering for cats and sometimes dogs, when funding was available. The organization also donated food for our fur babies throughout the lockdown in Tla'amin.

Until next time, stay safe and take care of each other. Be mindful of the COVID Health rules right now in regards to travel and gatherings. Emote.

Administration and Finance

have been set up very well to survive through the Global Pandemic that continues to hit some industries quite hard. Even through the financial turbulence, our finances continue to gain interest largely due to the wonderful team at RBC.

Looking forward to the next 3.5 years of our term, I would like to see more people within our Nation flourish and have the Nation provide more opportunities for personal economic growth through Economic Development opportunities, and well paid employment for Nation Members. I would also like to see our housing stock grow along with our economy to a place where everyone who would like to build a house in our Nation gets the oppor-

tunity to do so. This is no small task as many of our homes are in disrepair and the banks are still stuck with a lack of lending options due to archaic lending policies for Indigenous peoples living in community.

With respects to the Administration of our Nation, we are posed to make some reviews that will guide some major changes in how we are structured and we will be adding many new positions within our ever growing government to create better efficiency. Nation staff are wearing many different hats within the organization and given that we are still in the understanding and growth stage of our treaty, we need to create more jobs to spread out the duties to increase performance.

Adopting a living wage for all of our staff as well as clear opportunities for growth need to be outlined and more precise and clear job descriptions and an annual review process will help us identify and fill gaps as we go.

I have faith that our Nation is on the right path at the moment and that this sitting Legislature is working harder than ever to make some much needed changes to modernize the way we operate. I raise my hands to the dedicated and hard working staff and leaders who are helping to create a brighter future for our people. We must make some very hard choices at times but always need to look to the horizon to determine how we set the sails in our Canoe towards the right path for our future generations.

i?mote



**Tiy'ap thote
Erik Blaney**

My vision for the Admin and Finance Housepost for this year is to focus on the development of clear community driven processes and inputs into where our tala is spent and saved. Currently the Financial outlook for the Nation is strong given our investment portfolios with RBC

EXECUTIVE COUNCIL HOUSE POST UPDATES



Lori Wilson

Executive Council has been working diligently on selecting an appropriate and professional job interview panel for the Health Director position to ensure a fair and ethical process. We look forward to introducing the successful candidate in next month's Nehmotl. Thank you for your patience.

We are still working through the steps of finalizing a new forestry agreement with two different types of licence arrangements. This will bring two new streams of forest revenue.

We have created a new GIS technician position and she will start in mid-February. The new GIS technician will help with all mapping needs across all departments especially with providing digital mapping support to our referrals

Lands and Resources

process. Referrals is a key mechanism where the provincial government is obligated to provide development application information from proponents to us and ask us if the development and site will risk and/or impact our access and/or ability to practice or harvest our culture, heritage, archaeology and Treaty rights. This is a legal process and the provincial government needs a written response from us, so this is an important and crucial engagement and consultation that we need to put our resources to. Our new GIS technician and our fairly new referrals coordinator Shawn Tougas will be working together to serve our Nation's best interests.

Executive Council has a second meeting with the Minister Rankin from the Ministry of Indigenous Relations and Reconciliation. We had a virtual meeting with Minister Rankin on December 22 and we are very pleased to have a follow up meeting this soon so I am looking forward to a productive meeting. Our Theodosia Shared Decision-Making Agreement reached a stall two or more years ago and Minister Rankin seems committed to hearing

our concerns. Tla'amin and British Columbia both wrote drafts of the Shared Decision-Making Agreement but in them the proposed parameters were far apart so dialogue was halted. Minister Rankin has expressed interest in starting up dialogue again and our mutual goal is to reach agreement, finalize a Shared Decision-Making Agreement. From there we will be adding capacity to our governance staff and developing a Rights and Title Department. It is great news to have a Shared Decision-Making Agreement because it means we are alongside and informed of every provincial government decision in the development of lands and natural resources (such as Cutting Permits, Road Permits, quarry, utility transmission Right-of-Way). Tla'amin will review these applications together with provincial government prior to approval. This is a great achievement in securing decision-making power in Theodosia. In this formal process we will have regular scheduled meetings with them to review applications at a technical level. In this agreement we will have our staff sit across the table from provincial government

and have dialogue over applications before they go to District Manager for decision.

The Lands Department have been working hard on our Treaty Settlement Lands encroachments and they have been doing an excellent job! Since Treaty effective date we have been surveying our Treaty Settlement Land boundaries with a third-party professional surveyor and they are finding private property owners with building structures sitting on the boundary lines and building structures completely across the Treaty Settlement boundary line, and more. There have been so many different land discrepancies that we are making a list to keep track of them. These issues have been brought up to the provincial government in meetings and will continue to be our focus.

In January we had our first internal Land and Resources staff meeting and our next one is February 10th. The goal is to increase communication between staff and different programs and seasonal activities.

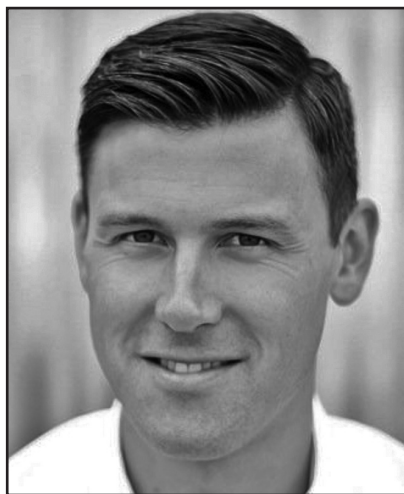
If you would like to set up a phone-call appointment to discuss any of these updates or anything else you are curious about in Lands & Resources please call me at (604) 483-9646 or email me at Lori.Wilson@gov.bc.ca. Emote!

“Che chah hah tahn nah pesht”

We thank you and raise our hands for your continued distancing and wearing your mask as we get closer to our vaccine roll out.

TLA'AMIN STRONG!

EXECUTIVE COUNCIL HOUSE POST UPDATES



Dillon Johnson
toqʷanən

ʔaʃečxʷut. toqʷanən kʷətʰ nan. My name is Dillon Johnson, and I am a member of Executive Council, holding the Public Works House Post. The Public Works House Post includes housing, community infrastructure, village maintenance and capital projects. It has already been a busy start to the term, with a number of priorities both as Executive Council and within the Public Works House Post. As Executive Council, we have carried out some strategic planning to set some priorities and goals for

Public Works

the term, and we have done a full review of the organizational chart to identify positions we need to carry out in the strategic plan.

Within the Public Works House Post, we are setting out on a Nation Housing Strategy. We are gathering information from other communities, tribal councils, housing service providers and planning to do an overhaul of our housing policy. The objective of this is to finally address legacy issues that have been holding us back for years and have a policy that will provide safe and healthy housing in a fair, enforceable, sustainable and consistent way.

Another big housing project is the New Approach for Housing Support (NAHS) renovations that includes 50 homes in the community that require emergency health and safety repairs. There is a write up in

this version of the Neh Motl that has more information on this project. The 50 homes have already been selected based on inspections that were previously done, but this is just a start – there will be more work coming to address health and safety issues in Tla'amin houses in need.

We are also working on bringing new housing to the community. We are committed to constructing a new 10-unit housing building and are currently narrowing down options for how to have it built in a cost-effective and low-risk manner. Further, we submitted an application into the Rapid Housing Initiative for 24 units of affordable and accessible housing for Elders and persons with disabilities. We are currently waiting to hear from CMHC if this project will be selected.

There is also a lot happening on the capital projects side of things.

We were successful in getting grant funding under a provincial called New Spaces for two projects: expansion of the Child Development Resource Centre (CDRC) to provide more space for little ones, and a new recreation centre (the fieldhouse) supporting afterschool care. The fieldhouse project will include a fitness centre, a walking/running track and upgrades to the soccer field. While the funding is meant to provide for afterschool care for students, it will also be for the use of all Tla'amin community members. I will be providing a presentation on these projects at our first virtual fireside chat / townhall meeting with leadership which is scheduled for February 11th. More to follow on that.

There is much more work underway, but these are the big highlights right now. In closing, I'm honoured to be serving the community with this group of leaders and staff and I look forward to when we are able to gather in person once again. Stay safe and strong. ʔi:mot / Emote.

Welcome our New Community Development Officer

“Hello, my name is Derek Yang, and I am very excited to join the Tla'amin Nation Administration as the new Director of Community Services. I have over a decade's worth of experience working in public safety with both federal and Indigenous governments in British Columbia and the Yukon. I am currently pursuing a Master's Degree in Justice Studies with a focus

on Indigenous community safety. I grew up in the Lower Mainland, and moved to Powell River two years ago with my young family. I look forward to learning more about the rich history and culture of Tla'amin Nation, and hope to meet the community in person once the pandemic is behind us.”





Tla'amin Nation

2 – 4 Week Job Position

Herring Food Fish Labourer

Position Title: Herring Food Fish Labourers (Hiring 3 Labourers)

Department: Fisheries

Supervisor: Fisheries Manager/Director of Lands and Resources

Term: 2 – 4 Weeks – Potentially starting February 22nd (Herring Spawn Season Dependent)

Wage: \$20.00/hour

Background

For the past two years during the herring spawn season, late February to mid-March, Tla'amin Nation has been actively setting traditional herring boughs in the Comox area, within our designated fishing area, outside of Denman and Hoarnby Islands. We have also been setting boughs in our local waters (Westview, Tla'amin, Scuttle Bay) to monitor spawning activity. The Tla'amin Final Agreement states that we can harvest up to 62,000 pounds of herring and herring eggs each year. In 2019, we were able to harvest fresh eggs on Cedar boughs and delivered it to the community. Over the past 35 years, we have not been able to set our traditional boughs fronting our community as we used to prior to the mid-80s. Our people are losing the skill of this traditional practice and it is important that we keep it alive and continue to harvest our own herring and eggs. It is important to manage this resource and actively be involved.

Nature and Scope of Work:

- Seeking 3 labourers to participate in the Food, Social and Ceremonial herring fishery
- Participate in virtual Herring Assessment Training on February 16th
- Assist in rounding up 2 trucks loads of Cedar boughs
- Assist in preparing clean totes for the boats
- Gather rocks in sacks for weights to anchor the boughs and line
- Learn how to splice eyes into the rope
- Learn how to set the boughs in an active spawn, check the boughs on a daily basis (weather pending), collect the boughs, possibly move the sets around
- Set the herring net in a spawn, harvest some fresh herring for Tla'amin community, keep on ice for distribution; help with the distribution on day of catch (some days may be long work days of 8 – 12 hour days)
- If you possess your SVOP ticket, you can train on operating the boat under strict supervision
- Possible staying overnight in the boat, dock at Comox harbour, bring your own food or own money for dinner – need to check boughs on a daily basis (or try to) but sometimes weather gets too windy preventing our boats from travelling over everyday, so some days the boat may stay a night or two
- Actively monitoring by boat, the Powell River waters (Scuttle Bay, Harwood, Tla'amin/Gibsons, Westview) for Herring Spawn and if spawn is sighted, then a herring assessment will be conducted with a herring net (to assess females to

males in the spawn)

Required Skills/Experience

- Experience being on a boat, boat sense, ability to tie up boat, untie boat
- Physically able to lift sacks of rocks and large branches of cedar boughs
- Safety minded
- Knowledge to keep the boughs/eggs clean when harvesting and into the totes of ice
- Willing to work in all types of weather (rain, wind, cold)

Other

- Need your own rubber boots, rain gear, gloves
- Bring your own lunch each day
- Travelling on the Nahmint Raider, the 24-foot Landing Craft and 20-foot Duckworth
- COVID questionnaire required to be completed before work starts and before travelling on the boat each day
- Masks are mandatory to be worn
- Life jackets are mandatory to be worn

Deadline for applications:

Friday, February 5th, 2021, 4:00pm.

Deliver cover letter and resume to:
 Attention: HR or Email to: hr@tn-bc.ca
 Tla'amin Nation
 4779 Klahanie Road
 Powell River, BC, V8A 0C4

*Please indicate "Herring Labourer Position" in the main subject line or in your cover letter



POSTING – Community Interviewer
RE: Contemporary Use Study update

The Tla'amin Nation is undertaking an update to the Contemporary Use Study. A traditional use study was done many years ago, it captured where our people went to hunt, fish, gather, conduct spiritual practices throughout our Territory.

We undertook a *Contemporary Use Study* a few years ago and it is now time to update this information.

We need to gather information from our people on their current hunting, fishing and gathering. This information will be used to inform Federal, Provincial, Local and neighboring governments, business and the public of our Aboriginal and Treaty rights in order for them to take this information into consideration when they are making decisions in our Territory.

We are entering into a partnership with Fisheries and Oceans and the Coast Guard to plan for Integrated Environmental Response to marine incidents. As coastal people, we are vulnerable to such incidents and we need to be prepared not only for possible spills, but also the impact these may have on our harvesting rights and culturally sensitive sites.

We are looking to hire 2 people to conduct interviews with our hunters, fishers, gatherers and community. The surveyors will be required to educate and promote the Tla'amin Nation Fisheries and Wildlife App when conducting interviews with harvesters. The successful candidates will be required to participate in training before beginning the interviews. This will be a temporary position and some work can be done working from home. This is a 9 week term position to March 31, 2021.

The successful applicant will have:

Minimum Grade 12

Very good interpersonal skills, Good writing skills, Be organised

Be able to take direction well

Knowledge of the Tla'amin community and practices

Knowledge of Tla'amin Territory

Valid Driver's License an asset

Have your own phone

Previous survey experience an asset

If you are interested in this position, please submit a resume to: **Jessie Peters:** hr@tn-bc.ca

Or drop one off at the front desk Attention: Jessie Peters. **By February 5, 2021.**



Employment Opportunity: TEK COORDINATOR

(TEK Traditional Ecological Knowledge).

The Tla'amin Nation is seeking an individual to act as a TEK Coordinator.

The Tla'amin Nation is a self-governing Nation with aboriginal and Treaty Rights. We have used, occupied and governed our traditional territory from time immemorial and our cultural and language are tied to the lands and waters.

Tla'amin Nation and the Canadian Coast Guard and Department of Fisheries and Oceans have entered into an agreement to work together in Planning for Integrated Environmental Response – to plan for Marine incidents.

In order for the Nation to plan for future marine incidents, it is important to have current information on our people's activities in relation to harvesting or gathering.

In the past we have done the Traditional Use Study – which told us where our people used to hunt, fish, gather, spiritual practice, cultural gather. We then conducted the Contemporary Use Study – where we interviewed harvesters to find out where people are currently actively harvesting. We also wanted to know if there were any barriers to prevent people from harvesting. This information was mapped and provides guidance when responding to government or individuals on their proposed activities and how it might affect our rights.

This new initiative is working with the Coast Guard and DFO to prepare for Marine incidents (e.g. Spills). We wish to bring on a coordinator who will work with staff to coordinate and compile existing information into a readily available and easily accessible format. The coordinator will also assist in updating the survey which will be implemented to update the Contemporary Use information database. This position may involve some time out on the boat and out on the land.

This is a 9 week term position until March 31, 2021.

Qualifications:

The successful candidate will be:

- Minimum Grade 12
- Good computer skills
- Good communication Skills
- Able to take direction and work as a team
- Be organized
- A people person
- Self motivated
- Knowledge of Tla'amin history and culture
- Knowledge of Tla'amin territory and fishing designated area
- Understanding of basic maps
- Ability to review historical documentation, compile and work with creating a digital format (with the GIS technician)

Please submit resume to Jessie Peters by email: hr@tn-bc.ca or drop off a resume at the Governance building by: **February 5, 2021.**

THE TLA'AMIN
EATERY

The Tla'amin Eatery is a dinner program that is served on a pick up and take-out basis only from 4:00 - 6:00pm on Wednesday and Friday nights.

The Menu for February will be:

Feb 3:

Baked Ham with Scalloped Potatoes and Roasted Vegetables. Berry Tarts.

Feb 5:

Shepard's Pie with Green Salad and Cookies.

Feb 10:

Meat Loaf with Mashed Potatoes and Steamed Seasoned Vegetables.

Feb 12:

Butter Chicken with Rice and Cesar Salad. Fresh Baked Cookies.

Feb 17:

Chicken Parmesan with Steamed Vegetables and Green Salad.

Feb 19:

Lasagna with Greek Salad with a slice of Cake.

Feb 24:

Beef Stroganoff with Roasted Veggies and Fresh Baked Cookies.

Feb 26:

Roast Beef with Mashed Potatoes and Roasted Vegetables.

No Mask, No Service.

Please wear your mask, follow physical distancing & sanitize your hands upon entering the building.

Bring a bag to carry your food home.

The Good Food Box

TLA'AMIN NATION

The delivery dates for the February GFB are February 2 & 16, 2021.

Good Food Boxes are delivery to homes in the early afternoon and completed by 4:30.

What is included in this month's Good Food Box?

February 2, 2021

1 Carton of Milk
1 Dozen Eggs
1 Bag of Potatoes
1 Bag of Carrots
1 Celery Stalk
2 Onions
Bananas
1 Loaf of Bread

February 16, 2021

1 Carton of Milk
1 Pkg of Cheese Slices
6 Apples
4 Oranges
Bananas
Lemon
Garlic
1 Loaf of Bread

Please advise if you have any food allergies or intolerances.

We can provide Almond Milk in place of 2% Milk.

Contact Brandi Marriott to sign up at:

(604) 483 - 9646 ext 143 or brandi.marriott@tn-bc.ca

THE TLA'AMIN

FOOD BASKET

PROGRAM

The Tla'amin Food Basket Program is a private run food bank available for residents who live in the Tla'amin Nation. The Tla'amin Food Basket differs from the Powell River Food Bank but will still offer the same options.

Tla'amin residents may use the Tla'amin Food Basket once per month and in combination with the Powell River Food Bank.

The monthly food basket will be delivered on the third Monday of every month.

Next delivery is
February 15

The basket includes canned non-perishables food items and fresh and/or frozen meats, if supplies are available. Please advise of any food allergies or health conditions to Brandi.

To receive a Food Basket please fill out an application form with Brandi Marriott and submit to Rod Allan via email: rod.allan@tn-bc.ca

Health and Wellness

EH KWA'A'NUNS KYE'AMIEUX
"When the people in our community are well again, all around us will also be well."

Itstartswithme

Tla'amin Health Prepares for Covid-19 Vaccinations

Tla'amin Executive Council, and Tla'amin Health met frequently with the First Nations Health Authority in preparation for the Covid-19 vaccine roll-out for our community. The Moderna vaccine is anticipated to arrive within the next 4-6 weeks. However, that is subject to change as circumstances change. The COVID-19 vaccine will be available to community members 18 years of age and older

Why is it important to get a COVID-19 vaccination?

Vaccines save lives! The more people in a community who are vaccinated are therefore protected from COVID-19, and the harder it is for it to spread. Widespread immunization is the best option to protect people from COVID-19. The First Nations Health Authority's (FNHA) Medical Officers strongly recommend that Indigenous people opt to get the vaccine when they are offered one.

Who will get vaccinated first?

The FNHA will be able to offer a vaccine to every BC First Nations person who wants one, in time, recognizing the vaccine distribution is rolling out according to supply, logistics and other factors. We are working to protect the most vulnerable or at-risk individuals and communities first, such as elders and people with health risks. We are looking forward to a time when we can safely gather together again. Until that time, we need to do all we can to keep ourselves and our communities safe.

Message from the Hegus

"It is important we remain patient and calm while we begin to receive our first round of vaccinations in order to protect all our families," reminded Hegus John Hackett Jr. "Tla'amin Health has 4 trained nurses to administer the vaccine and oversee the 15-minute recovery time to monitor for a possible reaction. I am very confident with our Health staff as they prepare for the vaccine planning work that is underway. Receiving the two vaccines does not mean that you can throw your mask up in the air and start socializing and gather in large crowds."

We must all continue to "Stay Strong and Stay the Course" and practise all recommended public health measures and local safety protocols. For example, avoid recreational travel and distance as much as possible. This is our best chance of returning to our community activities that haven't been possible during the pandemic.

If you have any questions for the Nursing staff regarding COVID-19 and the vaccination please call Health at 604 483 3009.

Elders Corner

As the COVID-19 pandemic continues, we encourage all the elders in the community to continue limiting your contact with other people. Keep your group of friends small until this pandemic is over. Continue to wear the mask while in a public areas and to sanitize your hands frequently.

We recommend you continue to follow the safety rules put in place by Dr. Bonnie Henry. We thank each and every one of you that has participated in the success by following the guidelines she has recommended.

Immunizations will follow shortly, and we recommend that you evaluate very carefully why you should take a vaccination shot. Elders all across Canada have been impacted the most by COV-19. We want our elders to continue to be safe and look forward to that time we can visit. (Cheh eht Thum Kwa'no meh)

Blessings to everyone who helped to keep our Elders safe, healthy and secure. Blessings to everyone, who took the time to phone and check up on the elders and see to it their needs were meet.

REMINDER:

February is Heart Month, a time to bring attention to the importance of cardiovascular **health**.

Always check with your physician if you have any questions.

Tla'amin Elders Coordinator: Doreen Hopkins
Phone # 604-483-3009/ Extension: 126



Vaccines are Very Safe!!!

It is much **safer to get the vaccination** than to get COVID-19.

The vaccine is **not a live virus** vaccine and cannot give you COVID-19.

Common reactions to the vaccine may include soreness, redness and swelling where the vaccine was given. Other reactions include tiredness, headache, fever, chills, muscle or joint soreness, nausea and vomiting. **These reactions are mild and generally last 1 to 2 days.** (<https://immunizebc.ca/covid-19>)

Keep Yourself and Your Community Safe

- Follow Tla'amin facebook pages for weekly updates on COVID -19 Vaccination
- Check out COVID-19 websites for accurate information on COVID-19 vaccination:

<http://www.vch.ca/covid-19>

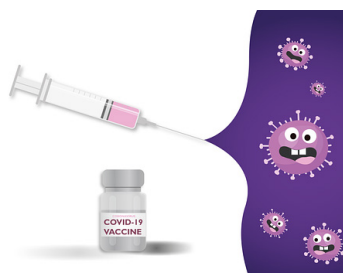
<https://www.fnha.ca/Documents/FNHA-What-You-Need-to-Know-About-the-COVID-19-Vaccine.pdf>

<https://immunizebc.ca/covid-19>

We welcome your questions!

Contact Janice Ashton COVID Liaison at Tla'amin Health Centre 1 (604) 483 3009 or toll free 1 866.209.6538 to leave your general questions or concerns about COVID -19 vaccination.

Answers to questions will be posted weekly on the Tla'amin Facebook page.



Hope for Covid Days

We have been living in Covid Days
We're under stress and strain.
This illness comes in awful ways
And people are in pain.

Our community is generous with love and caring
Keeping in touch and reaching out.
Smiles, phone calls, people have been sharing
Support is around us, there's no doubt.

A source of hope has brought some light
To these dark Covid days.
The vaccine can help us in our Plight
Our spirits we can now raise.

We can be strong together, against
Covid-19

Doctors and nurses are at hand

We can trust the medicine that is
the vaccine

Faith and courage will help us to stand.

Written by: Brenda Pielle

2021 with extra TLC

Dear Friends:

Once again we are at the start of a new calendar year, already in the second month. We have been living in a stressful time with the Covid-19 global pandemic. Soon we can have an opportunity to receive a vaccine for this virus. This brings us hope and a lighter feeling. It will still be important for us to continue with our other safety precautions such as wearing masks, limiting social contacts, keeping a distance between ourselves and others, and hand-washing, even when we have received the virus.

Another thing that continues to be important for everyone at all times is to manage our stress well. Building stress management activities into our daily living is good for us at all times, and even more important for us during a health crisis such as the Covid-19 pandemic.

Ideas for managing stress and coping with life's challenges can be different for everyone. Building resilience or inner strength for each person is one way to protect ourselves from health risks.

When we think of taking care of ourselves and managing our stress, it is a traditional teaching to think of all parts of our beings. There are many things we can do to take care of the four parts of ourselves: body, mind, heart, and spirit. It is important information to

share with our children and youth. Our choices might be different during this pandemic time, but here are some ideas for you to consider.

Activities that take care of our physical self:

- Exercise: going for a walk, swimming, going to the gym
- Muscle relaxation, stretching
- Healthy diet – traditional foods
- Getting enough good sleep
- Traditional medicines
- Personal hygiene, grooming
- Getting a check-up at the doctor or dentist

Things that take care of our minds:

- Meditation / "Clear Your Mind" exercises
- Positive attitude – look for the humour
- Be forgiving of yourself and others
- Take time to do things you enjoy: cooking, hobbies, or traditional crafts like beading, weaving, carving, basket making
- Learning our traditional language
- Reading, T.V., watching movies,
- Appreciating / accepting differences in others
- Thinking about things we are thankful for

Things that take care of our hearts:

- Laughter
- Cry when you need to – release

- Develop a support network – friends, families, counsellors, to talk about your feelings
- Traditional practices

Things that take care of our spiritual self:

- Spending time by the ocean
- Walking in the forest
- Listening to soft music
- Meditation / prayer
- Cultural practices and beliefs such as cedar brushing, prayer
- Traditional cultural music such as drumming and singing
- Cedar boughs

Will you join me in making 2021 the year that we take extra care of ourselves and strive for the best health we can? Let's encourage ourselves! We can start by choosing one thing that will help us in our journey for good health, and adding that one thing to our daily routine. Let's use positive gentle words when we speak with ourselves, and also when we cheer each other on for our efforts to manage our stress and keep ourselves well. Best wishes to you and your loved ones for this new year.

Sincerely,
Brenda Pielle
Youth and Family Advocate

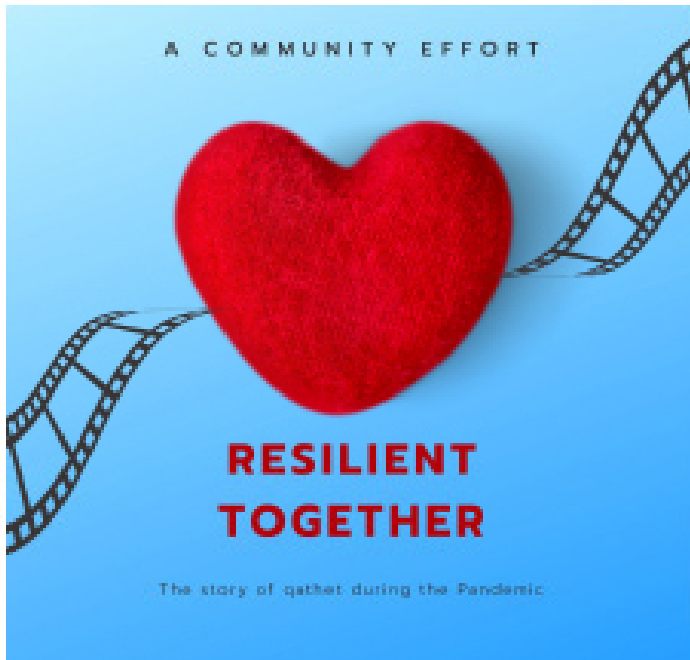
*A message from
Powell River Physicians*



**Powell River
Division of Family Practice**
A QPSC Initiative



**FACILITY
ENGAGEMENT**
An SSC Initiative



Resilient Together

Have you seen the video, **Resilient Together**? It celebrates the resilience qathet residents have shown in supporting one another through 2020. The film reminds us how much better things are when we all pull together! It will be featured at the online PR Film Festival this year, too.

Find the film at
<https://youtu.be/VoOGMeoQ98>

Vaccinations are arriving in qathet

The first batch of COVID-19 vaccine has arrived in Powell River. Long-term care residents and staff, and some frontline health-care workers, were able to get vaccinated. People will have the opportunity for vaccination according to the provincial vaccine roll-out plan. Learn more at bccdc.ca.

For local information visit
precomplexclinic.com/covid-information-hub/

COVID-19 VACCINATIONS
The COVID-19 vaccine will be rolling out in our community in the coming months.

DO YOU HAVE QUESTIONS?
We can help.

- Visit precomplexclinic.com/vaccines for local vaccine information;
- Or talk to your doctor or nurse practitioner.



We provide weekly updates

Our news page can be found at
precomplexclinic.com/covid-news-powell-river/

Every week we publish a local update on COVID case counts, vaccines, testing, and more. Other good ways to stay informed:

- Subscribe to Doctor's Notes
precomplexclinic.com/covid-information-hub/
- Visit our facebook page
[@prdivisionoffamilypractice](https://www.facebook.com/prdivisionoffamilypractice)

5-MINUTE FILM CONTEST



\$800
IN PRIZES

Prizes Awarded in the
Following Categories*

- Best Documentary
- Best Drama
- Best Experimental
- Best Editing
- Best Cinematography
- Best Script
- Best Sound Design

*Categories subject to change depending on entries

Open to Youth

■ 15 – 24 years

No Entry Fee

Visit prfilmfestival.ca
for contest details and rules

Entry deadline

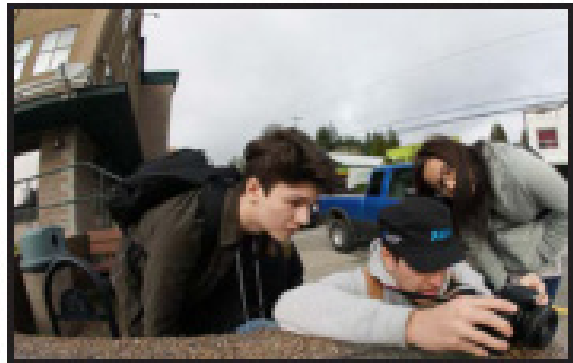
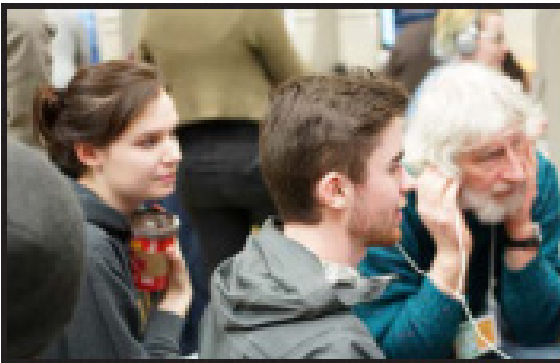
February 23, 2021

PRFF YOUTH
FESTIVAL

Winning Entries screened
at the Patricia Theatre

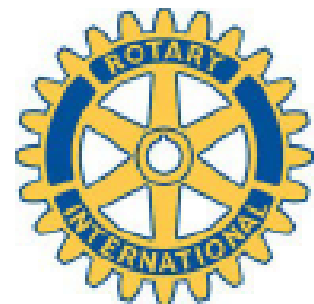
Enter online at prfilmfestival.ca

PRFF ADVENTURES IN FILM CAMP



photos by Paul Gallucci

MARCH 4-7, 2021
YOUTH 15-24





2021 BC PARKS Student Ranger Program



**Now is your chance!
We are hiring for the 2021 summer season.**

- Take part in meaningful projects and activities related to conservation, recreation, Indigenous relations, and public outreach and education.
- **48 STUDENT RANGER POSITIONS** are available across **12 CREW LOCATIONS** this season. Each crew will consist of one crew lead and three crew members.

Where?

- For the 2021 season, 12 student ranger crews will be based out of Victoria (*Goldstream Provincial Park*), Black Creek (*Mirade Beach Provincial Park*), Squamish (*Alice Lake Provincial Park*), Chilliwack (*Cultus Lake Provincial Park*), Cranbrook, Penticton, Hagensborg, Williams Lake, Prince George, Fort St. John, Terrace and Smithers.
- Additional locations are under consideration

When?

- Crew lead positions will be from **MAY 3 TO AUGUST 28**
- Crew member positions will be from **MAY 25 TO AUGUST 28**
- All crew leads and members will be expected to attend program training from **MAY 25 TO MAY 28**

Are you...?

- a fulltime student within the past six months;
- a Canadian citizen, permanent resident or individual granted refugee status in Canada;
- between 18 and 30 years old;
- inspired to conserve B.C.'s parks and protected areas; and
- able to work outdoors and camp overnight with a diverse team

**...then this could be the job
for you!**

FOR MORE INFORMATION, PLEASE VISIT:
bcparks.ca/employment/student-ranger/

***Do you need more Employability Skills
and are under the age 30?***

Register now

***NVIATS is offering a Virtual
BladeRunners program!***

For full training details please contact

Jessica at NVIATS

250-286-3455 (Leave a message) or

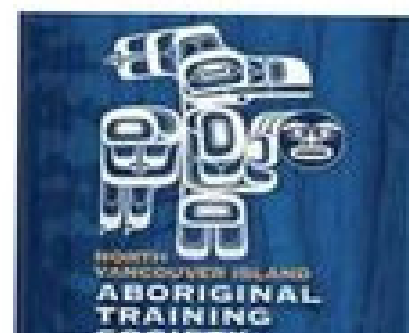
email jtaylor@nviats.com

Occupational Certification:

****Workplace Violence & Harassment ****

****Customer Service * WHMIS ****

**** Workplace Infection Training ****



*Funding provided by the Government of Canada through
the Canada-British Columbia Workforce Development Agreement.*

titiwšmšt

we are all learning



Register this month for Sept. 2021 - Preschool to Grade 9!

Three easy ways to register your child today:

1. Message the Assumption Facebook Page
2. Email the office at assump.office@shaw.ca
3. Apply online at assumptionpr.ca

ASSUMPTION Catholic School  assumptionpr.ca
604-485-9894

Message from James Thomson Principal

Dear JT Families,

Thank you for all of your efforts to support our Literacy week activities. Many students and staff participated in Literacy Spirit day last Friday - Ms. McDonald has posted some fabulous photos on the JT website. It's hard to believe that tomorrow is the start of February. We have a short, but busy month coming up.

Student-Led Conferences are scheduled for Thursday, February 4th this week. Students will be dismissed at noon on this day, and buses will arrive shortly after the bell. Please be prompt with your pick-up of students, as staff will be busy reaching out to parents and guardians throughout the afternoon. Many students will be bringing home examples of work to share their learning and progress with you. If you would like to speak with your child's teacher, they are available on Thursday afternoon via zoom, email or phone. Our conferences are virtual this year as a result of our pandemic protocols.

The following week, we have our District Professional Development day on Friday, Feb. 12th and the BC Family day holiday on Monday, Feb. 15th. School is not in session on both of those days. Many families have inquired about Valentine's Day this year. Students will be able to give paper valentines to their friends and teachers under our guidelines, but food, candy, and perishable items cannot be given out. Thank you so much for your cooperation in advance.

Please let me know if you have any questions or concerns.

Best wishes,
Lisa Gunn
Principal

Thursday, Feb. 4th

Noon Dismissal – Buses will run as usual, just three hours earlier. Reason: Student-Parent-Teacher Conferences (Contact school if more info needed)

Friday, Feb. 12th

Pro-D Day (No school)

Monday, Feb. 15th

Family Day Holiday (No school)

Wednesday, Feb. 24th

Pink Shirt Day: Taking a stand against bullying and celebrating kindness.

Looking ahead to Spring Break: Last day of classes is Friday, March 19th. Spring Break runs March 22-Apr. 6th. Classes resume Wednesday, April 7th.




WorkBC

Employment Services



GIVING YOU THE HELPING HAND

WorkBC Powell River

Phone: 604 485-7958

#103-4511 Marine Ave
Powell River, BC V8A 2K5

At WorkBC Powell River, we believe in helping our local businesses to thrive. We understand that finding the right person is crucial in keeping your business going.

Our Wage Subsidy program can help to cover up to \$7200 in wages for your new hire.

Give us a call, we'd love to chat !

This program is funded by the Government of Canada and the Province of British Columbia.

 Work BC Powell River

Educational Equity to Promote Indigenous Student Success

On behalf of the School District 47 Equity in Action team, I wanted to share more information and explanation as to what the Equity in Action project is and the rationale as to why we have begun this work here in our district.

In 2017, the Ministry of Education's Indigenous branch created the Equity in Action project to support school districts in identifying promising practices as well as barriers that impact Indigenous student achievement and success. This initiative was in response to the Report of the Office of the Auditor General (2015), which showed a provincial trend of "racism of low expectations" for Indigenous students.

Equity in Action aims to reflect on and evaluate our district and how it serves our Indigenous students. The data clearly tells us that there is an achievement gap that exists as early on as the grade 4 and grade 7 FSA results, all the way to the top of our data with School Completion results and Graduation results. Due to the small cohort size in our district the achievement gap fluctuates in severity but consistently remains a gap as we look back in data for the past 10-15 years. The achievement gap, however, is not a district phenomenon, but rather a provincial one.

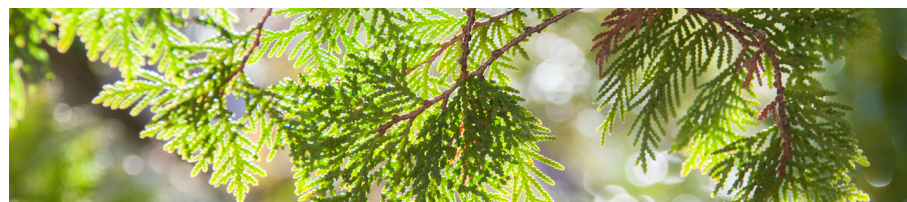
Grounded in research, data, and current trends, the Equity in Action project seeks to inform, challenge, and address this data. SD47 is one of 15 districts across BC who are participating in this process in their communities

this year. Each district is personalizing the approach; yet, the intent remains the same: close the achievement gap across BC. We know that an achievement gap is an opportunity gap for students; the Equity Scan provides a framework to begin addressing this and changing the direction.

Presentations on equity are happening across the district to provide a platform to build awareness on Indigenous student success and barriers, common language to help talk about equity, and accessible data on where we are at here in our district. Equity in Action is also an opportunity for all levels of the school system to dig deep and reflect on their individual relationships to Indigenous students and learning. It is our hope, that this is a first step and one of many in changing the current trajectory of student achievement.

Unfortunately due to the Covid-19 restrictions we cannot bring people together to have meaningful discussions on this topic. However, we are still hoping and asking for community participation, by providing feedback to our equity team. Please complete our survey after taking a few minutes to think about what success means to you for your family, community, and the future. Reflect on your experience with the school district. If you have a child attending SD47, how has their experience been different than your own?

We welcome all feedback. If



SCHOOL DISTRICT 47

EQUITY IN ACTION

Indigenous Student Success

Community voice, dialogue, & participation

We are looking for community engagement in a district wide scan to address systemic barriers to Indigenous student success.



To complete the online survey [click here](#), or scan the QR code on your phone camera.



you have had a less than positive experience with educational systems, we want to hear your voice so we can make meaningful changes. If you have a positive story to share, we would love to know so we can ensure more great work happens in the future.

The end goal is to build awareness and understanding of what equity in education is and ultimately work together to close the achievement gap of Indigenous students. As always, my heart and my door remain open to feedback as to how best continue this work. Please

complete the survey by scanning the QR code on your phone camera. Alternatively, send any feedback to indigenous.education@sd47.bc.ca or call 604-414-2639 ext. 2639. All feedback will be directly received and evaluated by Indigenous team members who are actively involved and invested in ensuring the fair and equitable experience of Indigenous learners.

Jessica Johnson
Equity in Action District Lead
SD47 Indigenous Success Coordinator



Cashier Job Description

The Stock Pile Market situated in beautiful Lund, BC is looking for SEASONAL cashiers for our busy Market and Liquor Store. Cashiers must be well versed in customer service, sales and POS computer systems. We are looking for someone who is customer oriented, organized and competent with computer systems.

Responsibilities:

- Handle cash, credit or check transactions with customers
- Scan goods and collect payments
- Stocking shelves
- Bottle return
- Issue change, receipts, refunds
- Health and Safety sanitation as per provincial requirements
- Count money in cash drawers at the beginning and end of shifts to ensure that amounts are correct and that there is adequate change
- Make sales referrals, cross-sell products and introduce new ones
- Resolve customer complaints, guide them and provide relevant information
- Bag items carefully
- Greet customers when entering or leaving establishment
- Maintain clean and tidy checkout areas
- Keep reports of transactions
- Reconcile Cash out's to ensure your float balances
- Assist in assembling outgoing grocery orders
- Assist in food preparation in Deli as required
- Process returns and check to see if items are damaged
- Answer customers' questions and get a manager if answer doesn't solve the issue
- Pleasantly deal with customers to ensure satisfaction
- Assisting the Deli Department with prep work

Qualifications:

- Basic Math
- Point of sale Systems experience
- Interpersonal Communication/Written and Verbal Communication
- Time Management
- Product Knowledge
- Dispute resolution
- Dependability
- Punctuality
- Flexibility
- Friendliness

Requirements:

- Valid Food safe
- WHIMIS
- Serving It Right

Those interested can address their resumes to:

Attention: Ryan Johnsen

hr@lundresort.com

Only those selected for an interview will be contacted.

Tla'amin Management Services, LP



“By Prayer, with People”



Philip Lee | CEO

4885-B Highway 101
Powell River, BC V8A 0B6
Office: 1.604.483.7777

Philip Lee

CEO, Tla'amin Management Services, LP

As I sit here reflecting and writing this update of the business group, I recall a Wednesday evening prayer meeting with a group of nation members back in August, at the TMS office “upper room”. After about an hour of circling in prayer for the wellness of the nation, health of friends and families of Tla'amin and the various needs of the business group, an Elder from the group came and sat beside me, held both of my hands and said, “We are praying for the business group”. The warmth of her voice and the sincerity of her words still echo to this day and continues to be the source of zeal and strength to continue the progress ahead.

During the first seven months at TMS, the priority has been to assess the state of the businesses and cultivate a culture of discipline and forge a predictable path to profitability.

“Disciplined people, with disciplined thought, and disciplined actions, leading to consistent, predictable results.” - Jim Collins, Good to Great, 2001

We are close to wrapping up the final results of our long-awaited financial audits and based on our preliminary numbers (as of December 2020) we've started to turn the corner on some of our largest risk-assets and position the business group for success in the years ahead.

We will be presenting official financials for all the businesses at an upcoming AGM (Date to-be announced soon) but for now I am pleased to share some of the team's successes thus far:

- +186% increase in net revenue; Lund operations (exclusive of Covid19 grants, +365% including)
- +38% increase in productivity rating year over year from 2019 to 2020
- -54% decrease in the Asset Turnover Ratio from 2019 to 2020; due to \$1.2m capital expenditure addition to balance sheet and reduced top-line revenue (Covid vs. non-Covid year)
- +58% increase productivity rating from first half of 2020 to second half of 2020

With the ongoing successes by the Thichum forestry team and further opportunities to be seized in our aquaculture tenures and real estate holdings, we anticipate sharing more successes in 2021.

We thank the Tla'amin Nation and its citizens for your continued support, and we look forward to seeing you at the upcoming AGM.

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DIANA LAMONT

TMSLP Holdings Board, Chair, TMSLP Operations Board, Director

Diana is an accounting professional with extensive experience supporting First Nation clients in fast paced, politically sensitive environments. Twenty-nine years of progressively responsible experience in all functions of corporate year ends, personal taxes, accounting, cost controls and cash flow management. Fourteen years' experience creating and implementing strategic plans for First Nations economic development entities. An inspirational and motivational executive with superior interpersonal skills and a passion to assist clients in achieving their goals. She has demonstrated success

in a number of high profile developments, including a multi-million dollar hotel and resort, First nations tourism, transportation, energy, and forestry and aquaculture industries. She is currently founder and president of Lamont & Company, which has grown to service over 700 corporate and personal portfolios over 14 years.



MARLANE CHRISTENSEN

TMSLP Operations Board, Chair

Marlane is a proud citizen of Tla'amin Nation and has spent the last 20 plus years leading project and program engagement across a variety of resource sectors—working with and for Indigenous communities in BC and AB, as well as the Crown and the private sector. The diversity of work history is vast with an unwavering commitment to advancing project work, capacity development, or building mutually beneficial relationships between Indigenous and non-Indigenous people, businesses and communities.

Marlane has an MA Leadership, Health Specialization through Royal Roads University where she also completed an Undergrad in Indig-

enous Corporate Relations. Her primary focus of the Health Specialization has always been 'Community Wellness'. This commitment to wellness is demonstrated through participation previously on the Lands & Resources Working Group at Tla'amin, and currently advising on the development of Elder Housing. Other foundational work includes the writing of strategic plans in the areas of healthcare and education here at Tla'amin and for other nations.

Marlane is currently the Chair of the LIFT Community Services Board of Directors, and a Community representative on the Powell River Division of Family Practice Board.



MARINA GALLAGHER

TMSLP Holdings Board, Vice Chair, TMSLP Operations Board, Director

Marina is the daughter of Norman and Ann Gallagher (nee Hackett) and is a citizen of Tla'amin Nation.

Marina is a highly knowledgeable and effective leader with a successful professional journey in the Financial Services industry. Her career began with one of the world's leading financial institutions, Royal Bank. Benefiting from companies whose employee culture was deeply supportive and rich in opportunities she acquired her extensive experience in their corporate offices in Montreal, Toronto and Ottawa. She brings experience and education in strategic

leadership, human resource management, financial management and business operations.

Her passion to serve B.C. First Nations communities began 15 years ago as a founder and Senior Leader in Human Resources and Operations at the First Nations Health Authority (FNHA) – a first of its kind Province-wide health delivery organization. Semi-retired from a fulfilling professional journey, Marina is serving her second term as a Board of Director on the Economic Development team. She recognizes that economic development is a pillar to fulfilling the dreams

of our ancestors, families and children.

Her purpose is the gift to serve in communities and her most recent volunteer project started in May 2020 to raise awareness of poverty and hunger in Jamaica. This new charity with the support of donors from Europe, USA and Canada were able to reach 2,500 families with a focus on food insecurity. This year the charity intends to move forward with new strategies and designs "to empowering people to lead lives of self-reliance, meet their own basic needs and build better futures for their children."



JUSTINE BULL TMSLP Holding Board, Director

Justin is a lecturer at the Sauder School of Business and Chair of the Sustainability and Ethics Group. He teaches extensively on sustainability, innovation, and strategy, with a focus on graduate and executive learners. He has worked with big companies – like IKEA, Lyft, and Rolling Stone – to implement climate innovations. Justin serves as an advisor and board member to several technology starts-ups and First Nations in Canada. He graduated with a BA in International Relations and a PhD in Wood Science from the University of British Columbia.



ΛΑϘOM BRANDON LOUIE TMSLP Holdings Board, Director

Hi everyone,

Thank you for the opportunity. I'm very excited to be involved with our Nation's businesses moving forward.

I'm currently working for the First Nation Health Authority, Capital Assets(Health Facilities). I bring a background in construction and construction management.

Outside of work, I love sports. Hockey, Soccer, Baseball, Football, MMA, and Golf. I'm hoping we can find businesses to develop through sport.

It's also important that our economic development stays true to our traditional teachings and way of life. To create opportunities and meaningful careers for our members.

Please stay safe, and emote,
Brandon



CRAIG GALLIGOS TMSLP Holdings Board, Director

My name is Craig Galligos, I have been on the board since 2007 and believe that its important to be involved in our community's goals as we strive for economic self-reliance. We have so many business opportunities as a Nation, but selecting the best ones that will have a positive economic benefit is key to our success.

I am honored to sit on the economic development committee as well as the holdings board which works with the operations board and the CEO of Tla'amin Management Services. This allows us to assist in decision making and assisting in key decisions for make our community. This can be done by creating opportunities for ourselves and opening doors that were not available before, which we can

grow and become a major player in our own territory.

I work for Thichum Forest Products which is our Nation's forestry business, we operate our crown forest tenures. The monies created through here get disturbed throughout the Nations business and our own government. The Healthy living dividends come solely from the forestry dollars.

I look forward to the future as we have a growing population and need find good sound businesses for our community and members to have a good job to go to and provide for their families.



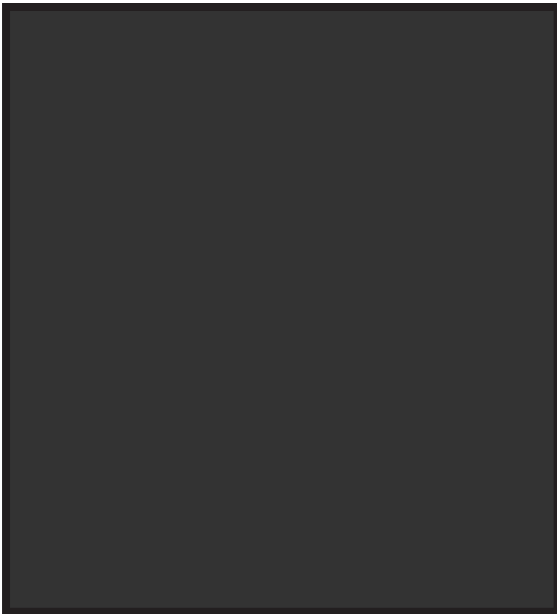
SCOTT ROBERTS TMSLP Operations Board, Director

Scott Roberts has extensive senior management experience in domestic and international-business that includes over 25 years with major airlines, hotels and travel distribution companies in Canada. As the principal of SCR Ventures in Vancouver BC, Scott provides strategic consulting in the areas of business development, hospitality strategies, tourism growth, commercial planning and performance management. He has provided extensive consulting services to the Indigenous Tourism Association of Canada and many cause-driven businesses concentrated on social and environmental well-being.

Projects have included small to medium sized businesses and tourism companies that are both Indigenous and non-Indigenous owned. Scott's adaptability in working with existing businesses to innovate their service offering, streamline operations or re-address their marketing and sales efforts has also lent success to working with businesses at the inception stage where preplanning and strategic development are so critical. Ongoing leadership support has contributed to capacity building and the successful growth in the areas of hotel and accommodation development and the creation of tourism experience packages throughout Canada. Among his current clients is Community Power, a Vancouver based social enterprise that partners with communities to co-develop and implement cus-

tom solutions that address the evolution of energy, housing and climate. As a consultant with the Community Power mission driven team, he's passionately cultivating relationships with Indigenous communities and funding partners to co-develop and implement custom energy and housing management solutions that address energy poverty and community building infrastructure.

Scott is a highly motivated, hands-on professional with strong connections in the transportation and tourism industries, augmented by current and past board directorships in the Richmond Chamber of Commerce, Hong Kong Canada Business Association, Tourism Vancouver and Tla'amin Management Services LP, the business arm of the Tla'amin Nation.



JORDAN MITCHELL TMSLP Operations Board, Director

My name is Jordan Mitchell and I am honored and excited to have been chosen for one of the Nation seats on the TMS Operations Board.

I am 37 years old, a father of 3 and have a wide range of experience in industrial work. Logging, road building, rock crushing, construction and the last 10 years of my work experience has been at Powell River's own Paper Mill. I feel like this range of work experience gives me great perspective when approaching the ideas, businesses and operations of our Nation. I am very much looking forward to contributing every way I can to the

Board and ultimately to our Nation's long term growth. Anyone who knows me, knows I'm a big dreamer and I believe we have the expertise and experience in place to lay out the possibilities to achieve big things. **I look forward to working for the betterment of our Nation at this capacity. Hands raised to you all.**



DANIELA PRICOIU General Accountant for Tla'amin Management Services, LP

With 24-years of senior professional accounting experience, Daniela has many accomplishments such as; effectively managing accounting teams in various industries, improving standard operating and accounting processes and internal controls, and implementing a new accounting platform. Her dedicated management style and guidance successfully turned negative cash flows positive by managing workflows and incorporating processes to deliver timely reporting.

Born in Romania, Daniela moved to Toronto 25 years ago with her husband and son. With a positive attitude, hard work, and dedication, Daniela overcame all the challenges of moving to a new country. Daniela is most proud of her son Catalin, who obtained a degree in Biology from the York University. After a couple years of related work experience, he moved to the West coast to start a new life and career. Daniela and her husband Nelu visited their son many times and like many others, they fell in love with the

Sunshine Coast! In the summer of 2020, they purchased their forever home in Powell River/ Cambridge, with plenty of land to enjoy a nice size vegetable garden and enough projects on an acreage to keep her husband busy for many years!

Daniela loves the outdoors, and especially enjoys biking, hiking, walking and running. Most of all, she treasures her family time; to go sailing and fishing with her husband and son, while discovering the beauty of living in a small community.

Tla'amin Nation Executive Council Minutes

November 18, 2020

Meeting held via Zoom - Salish Centre

Attendance: Hegus Hackett, Erik Blaney, Dillon Johnson, Losa Luaifoa, Lori Wilson

Legislators: Gloria Francis, Larry Louie, Brandon Peters, Tyrone Wilson

Resource: Rod Allan, Steve Hunter, Sheena Rossi, Alex Sutcliffe (IT)

Guests: Cst. Chris Bakker, Cst. Rod Wiebe, S. Swanson, Operations Supervisor

Hegus Hackett called the meeting to order at 10:25 am.

A. APPROVAL OF AGENDA:

Motion to adopt the agenda with the addition of the following items:

1) Covid-19

2) Organization Additions

Moved by Councillor L. Wilson

Seconded by Councillor L. Luaifoa

CARRIED

B. MINUTES: October 30, 2020

Moved by Councillor E. Blaney

Seconded by Councillor L. Wilson

CARRIED

C. PRESENTATIONS:

1. Philip Lee re: Update on Tla'amin Services – In-Camera item.

2. Letter of Expectation

Cst. Baker, Officer S. Swanson, Officer R. Wiebe, were present to discuss the terms of the Letter of Expectation.

The following comments were made:

- E. Blaney recommends exploring the revival of the Auxiliary Officer Program to assist with enforcement and also RCMP recruitment.

- Cst. Bakker advised that a Block Watch Program will be starting in Powell River and recommends Tla'amin Nation consider mirroring this program.

- Cst. C. Bakker suggests an ICBC speed board be posted to alleviate excessive speeding through the community (roughly \$10,000 in 2017).

- RCMP Drug K9 is available upon request.

- Cst. C. Bakker to remain liaison.

3. Kai Okazaki, Regional Social Planning Program – Progress Report 2019-2020

- Updates on Planning Strategy
- Housing and Poverty reduction
- PR Fire department, RCMP and Bylaw have seen significant reduction in cases due to the new support housing units near the PRGH
- Housing needs assessment due to be completed early next year (Feb 2021)
- January 15th deadline for planning strategy applications
- Grants available for Poverty reduction to identify our specific needs

4. Update on Sewer Project

Russell Brewer, City of Powell River, provided a brief status update on the Sewer project.

The following as highlighted:

- The Liquid Waste Management plan was approved in 2016.
- In 2019, awarded 76M construction grant
- Westview Townsite, Wildwood sewage to be consolidated to one plant in townsite with the pipeline running through Willingdon Trail.
- E. Blaney expressed concerns with respect to an ancient burial site at the location of the proposed pipeline.
- 10 acres have been cleared
- Pipeline supplies are expected to be received as early as November 19th 2020.
- E. Blaney and L. Wilson have a site visit planned for November 27th 2020.

D. NEW BUSINESS:

1. Administration & Finance

i) EC Resolution #29-2020 re: Calling of Legislative Assembly – November 18.

EC endorsed EC Resolution #29 re: Calling of the Legislative Assembly for the afternoon of November 18, 2020.

Moved by Councillor L. Wilson

Seconded by Councillor L. Luaifoa

CARRIED

ii) **Contribution Agreement-1617-BC-000107 #25 re: COVID/Renovation (\$1,177,307.00)**

Moved by Councillor D. Johnson

Seconded by Councillor L. Luaifoa

CARRIED

iii) **Contribution Agreement-1617-BC-000107 #26 re: TBC (\$54,806.00)**

Moved by Councillor L. Luaifoa

Seconded by Councillor D. Johnson

CARRIED

iv) **Christmas Nation Events/Christmas Dividend**

Councillor Luaifoa provided details of a proposed community event on December 17. The Christmas Committee will continue to plan the details of a community COVID friendly event.

Christmas Dividend – moved to In-Camera.

v) COVID-19

The CAO recommends that the Tla'amin offices be closed to the public due to the high increase of COVID-19 cases.

EC discussed the recommendation and resolved that a plan be coordinated for staff to stagger work days to ensure the safety of all. E. Blaney recommended a schedule of alternating wings for Governance Building staff. It was recommended that specific plans for each Nation building be implemented. Councillor E. Blaney noted that second wave funding will be provided which is estimated to be approximately 50% of the first-round grant.

2. Communication:

- COVID-19: The CAO suggests a press release reminding the community that our Nation remains closed to visitors and to continue COVID-19 safety measures.

- E. Blaney suggests bringing back patrols as the costs are reimbursable.

- D. Johnson suggests video conferencing with Nation citizens on the 3rd Thursday of the month starting January 21st from 5:00 – 7:00 pm.

3. Economic Development: EC Resolution # 30-2020 re: Shared Cost Agreement for Organics Waste Facility.

Motion to approve EC Resolution #30-2020 re: Shared Cost Agreement for Organics Waste Facility.

Moved by Councillor L. Luaifoa
 Seconded by Councillor E. Blaney
 CARRIED

4. Education:

- Discussion on COVID-19 with respect to the use of Ahms Ta Ow for students. It was noted that Ahms Ta Ow will remain open in accordance with the public-school system.

5. Environment:

- Let's Talk Trash - seeking a support letter for funding from the nation for a beach clean up program. The group is seeking participants for the program and also a project coordinator and possibly use of Nation boats.
- Liquidation update – Waste Management Plan: Hegus Hackett accepted appointment to the committee.

6. Lands:

Unwin Lake Study – EC Order #43/2020 re: Approval of study on Unwin Lake.
 Motion to approve EC Order #43-2020 re: Unwin Lake Study.

HOUSE POSTS:

1. Lands & Resources – Councillor L. Wilson reported the following:

- Nov 27th Archeologist site visit on PR Regional District proposed sewage system
- Fish Farming update
- BCTS Old Growth Management Business to Business Agreements outstanding
- Hegus Hackett will get updates from Manager Adam Hocking
- Discussion on BA Blacktop under URO-VIA – D. Johnson suggests L. Wilson connect with staff (Richard Gage).

2. Finance – Councillor E. Blaney reported the following:

- Waiting for a draft of the 2018-2019 financial audit
- Discussions with the Sister Treaty Nations on Leadership Management

- Tsawwassen Nation has requested a zoom meeting to discuss our COVID laws and Community Safety By-laws.

3. Community Services – Councillor L. Luaifoa reported the following:

- November 4 – brief meeting with Cst. Bakker re: traffic incident at bus stop. Recommended volunteers with high visible vests and stop flag attend the bus stop.
- November 4 – FNHA South Coast Sub Regional Gathering meeting (introductions and review of 3-day agenda).
- November 12 – Harm Reduction mtg. – Annual Drug March is planned for November 26. Goal of the team is to provide Naloxene kits for all homes.
- November 10 – Swearing in for the PR Regional Hospital Board.
- November 16 – participated in Community Health Nurse interviews
- November 12- attended the PR Regional Hospital Board meeting.
- Community support is being offered to the community, by appointment, from Wednesday, Nov. 18-20.

4. Public Works – Councillor D. Johnson reported the following:

- Housing Committee will meet bi-weekly. Noted that Elder homes are in need of support
- Discussion on \$3M CDRC Expansion
- Discussion on “Field House” plans for Track, weight center and after school programming
- Provided update on Compost Facility
- Provided update on Server Project

E. HEGUS HACKETT’S REPORT

- Letter of support for Fresh Water Restocking project was endorsed.
- Letter to extend December 18th deadline for review of Fish Farms was endorsed. The group is pushing for independent monitoring of Sea Lice.

F. OTHER BUSINESS:

1. Managers Reports – Due on the 1st meeting of the month
2. Upcoming meeting dates:

Nov 26 - meeting with Alyssa - cancelled
 Nov 30 - Strategic planning (Non-Capital, all

day meeting)

Dec 1 - Capital Projects (Andrea & Caroline)
 Dec 2 – Executive Council
 Dec16 – Executive Council

G. ADJOURNMENT

Moved by Councillor E. Blaney
 Seconded by Councillor D. Johnson
 CARRIED

Meeting adjourned at 3:02 pm.



Tla'amin Nation Executive Council Emergency Zoom Meeting Minutes November 27, 2020

Attendance: Hegus Hackett, Erik Blaney, Dillon Johnson, Losa Luaifoa, Lori Wilson

Legislators: Gloria Francis, Larry Louie, Brandon Peters, Tyrone Wilson

Resource: Cathy August, Acting Chief Administrative Officer

Hegus Hackett called the meeting to order at 3:05 pm.

A. APPROVAL OF AGENDA:

Motion to adopt the agenda as presented.

Moved by Councillor L. Wilson

Seconded by Councillor D. Johnson

CARRIED

B. MINUTES:

1) Motion to adopt the Executive Council meeting minutes of September 8, 2020.

Moved by Legislator L. Louie

Seconded by Legislator T. Wilson

CARRIED

2) Motion to adopt the Executive Council meeting minutes of September 11, 2020.

Moved by Councillor L. Wilson

Seconded by Legislator T. Wilson

CARRIED

3) Motion to adopt the Executive Council

meeting minutes of September 14, 2020.

Moved by Legislator L. Louie

Seconded by Legislator T. Wilson

CARRIED

Action: Councillor L. Wilson requested an update on the dissolution of the YMI partnership with Tla'amin Nation.

4) Motion to adopt the Executive Council meeting minutes of September 17, 2020.

Moved by Legislator T. Wilson

Seconded by Legislator L. Louie

CARRIED

5) Motion to adopt the Executive Council meeting minutes of September 21, 2020.

Moved by Legislator T. Wilson

Seconded by Legislator L. Louie

CARRIED

6) Motion to adopt the Executive Council meeting minutes of September 29, 2020.

Moved by Legislator L. Louie

Seconded by Legislator T. Wilson

CARRIED

C. PRESENTATIONS: No presentations were scheduled.

D. NEW BUSINESS:

1. Administration & Finance

i) EC Resolution #31-2020 re: Calling of Legislative Assembly – November 27.

EC endorsed Resolution #31 re: Calling of the Legislative Assembly for the afternoon of November 27, 2020.

Moved by Councillor E. Blaney

Seconded by Councillor L. Wilson

CARRIED

E. ADJOURNMENT

Moved by Councillor L. Luaifoa

Seconded by Councillor D. Johnson

CARRIED

Meeting adjourned at 3:15 pm. The next scheduled EC meeting is December 2, 2020.

Vaccines are Very Safe!!!

It is much safer to get the vaccination than to get COVID-19.

The vaccine is not a live virus vaccine and cannot give you COVID-19.

We welcome your questions! Contact Janice Ashton COVID Liaison at Tla'amin Health Centre 604 483 3009 to leave your general questions or concerns about COVID -19 vaccination.

Tla'amin Nation Executive Council Minutes

December 2, 2020
Meeting held via Zoom

Attendance: Hegus John Hackett, Erik Blaney, Dillon Johnson, Losa Luaifoa, Lori Wilson

Legislators: Gloria Francis, Larry Louie, Brandon Peters

Resource: Rod Allan, Sheena Rossi, Alex Sutcliffe (IT)

Guests: Frank Osawamick, Brenda Pielle, Doreen Hopkins (In-Camera), Jennifer Griffith, Chris Bakker

Hegus Hackett called the meeting to order at 10:04 am.

A. APPROVAL OF AGENDA:

1. Adoption of the agenda with the addition of the following items:

- i. Approval of PO over \$10,000 – R. Allan
- ii. Confidentiality Breach -moved to In-Camera.

Motion to adopt the agenda with additions.

Moved by Councillor L. Luaifoa

Seconded by Councillor L. Wilson

CARRIED

2. Disclosure of Conflict of Interest: No disclosures were made.

B. MINUTES: Adoption of the November 18 and November 27 meeting minutes:

Motion to adopt the November 18 meeting minutes.

Moved by Councillor D. Johnson

Seconded by Councillor L. Luaifoa

CARRIED

Motion to adopt the November 27 meeting minutes.

Moved by Councillor D. Johnson

Seconded by Councillor L. Luaifoa

CARRIED

*Legislators B. Peters and L. Louie joined the meeting at 10:11 am

C. PRESENTATIONS:

1. Letter of Expectation 2020-2021

Cst. Bakker presented the draft LOE to EC on November 16. The group made suggested edits that were incorporated into the agreement for EC's final approval.

EC, by consensus, approves the finalization of the LOE for 2020-2021.

2. Specific Claims

Jennifer Griffith, presented an update on Specific Claims. The following comments were made:

- Southview lease lots 1-18 have been accepted for negotiations
- Potential claims in Southview lease Lots 19-28, surrendered in the 50's and leased on a different time tracking system than Lots 1-18
- Two claims submitted re: Lund Road. One relating to the new alignment of the road in the 50's has been accepted by Canada for negotiations; however, a letter was submitted to Canada in July seeking clarification of the terms of acceptance, and confirmation that the compensation would be based on current value and loss of use vs. value of the land at the time of taking.
- Claim relating to the Establishment of Lund rd. has been submitted and could be in the system for up to three years.
- Teeskwat Claim re: Lot 450 was rejected by Canada in 2009, since then there has been case lot development on the obligation to preserve "Indian Settlements" under provincial/colonial legislation
- Seeking information relating to the existence of a settlement at Teeskwat that can prove the crown knew or ought to have known there was a settlement there, such that the sale of the land was illegal.
- Explorer ship logs & church records were briefly looked into
- Summer of 2018 a student from university of Saskatchewan working on a project relating to collaborative history and information, gathered all documents, and did her own research in which the outcome a Collaboratory was created and submitted to Tla'amin. There should be a database of information related to Teeskwat Tla'amin has access to.
- Oral history obtained by members talks about the first mass being held at Teeskwat Retained with specific claims research funding, a

research group called the History Group was hired to research the church records in search of evidence of a settlement in Teeskwat.

- Hoping to have research done for this fiscal year, so we can re submit the claim.
- Southview Claim negotiations: Negotiation team established- Jennifer Griffith, Murray Browne, Dillon Johnson, and Denise Smith
- To date, working on getting a work plan with Canada and getting a funding application completed and submitted.
- Meeting scheduled for Dec 9th to discuss approach to negotiations, and the existing appraisal information in relation to the lots at Southview and other lands on Tla'amin #1. Claim is based on Canada's failure to collect appropriate rents going back to 1930 and not increasing rents on some lots. Also, setting rents based on discounting of fair market value or rate of return that would have normally be used to set rents in a fair market situation.
- Appraisals have been done on some of the lots by external companies or internal within the department and had a retroactive appraisal of Klahanie lease lots done to support the negotiation of that claim.
- Will have a discussion with Canada about what info exists and can it be relied on to support the negotiation of compensation for Southview claims and if it's not reliable, what info do we need to obtain.
- No further studies commissioned until the next fiscal year.
- Funding for specific claims does not cover the cost of representatives whom are employed full time. If the representative does not hold full time employment, Honoria can be charged.
- Suggestion made that Tla'amin create an external research negotiator position, and compensation could be obtained. Budgeted under an external professional cost.
- Re: Teeskwat - J. Griffiths advises to re-submit the claim, with additional documentation that exists. J. Griffiths asks if there has been any archeological work done in Teeskwat.
- E. Blaney states there is a registered site on the north side of the mill, and additional shell midden? Outside the registered boundary. There is a picture of Tla'amin totem poles located just above Teeskwat where Shinglemill pub currently sits, gifted from contractor's daughter, who was contracted to build the mill. There is supposedly a petroglyph of an orca at the base of the falls.
- L. Wilson asks if oral history has been taken into consideration during litigation. J.

Griffith says, yes it will be considered as evidence, but we need to prove Canada knew or ought to have known of a settlement.

- E. Blaney states there were canoes found near goat island at the falls and at frog pond lake.
- J. Griffiths would like to see a list of archeological sites Re: Lot 40
- Councillor E. Blaney has access to Remote Access Database, there is a recent update DLS-D17 shows intertitle sites, CMT and shell midden in the area

Action: Councillor E. Blaney to send Jennifer Griffiths a copy.

3. Health staff representatives: Frank Osawamick, Brenda Pielle, Doreen Hopkins – Health Recommendations - In Camera item.

D. NEW BUSINESS:

1. Administration & Finance

The Chief Administrative Officer (CAO) requested EC approval for a PO (above the CAO's approval limit) in the amount of \$29,566.95 for an outdoor shelter for the Child Development Resource Centre (CDRC).

Councillor E. Blaney stated that \$18,000 for retrofitting and ICSF 1 leftover money available to potentially contribute to the costs.

Councillor D. Johnson stated that outdoor heat sources are also needed due to new COVID requirements that children are outdoors now for longer periods of time.

Motion to approve PO for \$29,566.95 for an outdoor shelter for the Child Development Resource Centre.

Moved by Councillor D. Johnson
 Seconded by Councillor E. Blaney
 CARRIED

2. Citizenship & Membership Item moved to In Camera.

3. Communication

COVID Notice

- Seeking EC support for a Tla'amin notice regarding travel restrictions during COVID-19 written in plain language.

Action: Hegus J. Hackett to work directly with Steve Gallagher on endorsing a notice from leadership re: Travel Restrictions.

4. Housing

i) EC Resolution #32-2020 re: Heat Pump Incentive (CleanBC Indigenous Program)

Details:

- Approval to install electric heat pumps throughout the community
- Tla'amin to contribute 20% (roughly \$3,000 per install) of costs of installation
- Eligibility includes all homes - social and private.
- Indigenous Services Canada (ISC) renovation funding could potentially be used as 20% contribution.
- Councillor E. Blaney stated there is \$6,000 BC Hydro rebates.

Motion to approve EC Resolution #32-2020.

Moved by Councillor L. Luaifoa
 Seconded by Councillor L. Wilson
 CARRIED

ii) EC Resolution #33-2020 re: WINMAR contract for Housing Nation Renovation program.

Details:

- 50 home list of priority homes eligible for renovations
- WINMAR was awarded the contract by default due to being the sole application.

Motion to approve EC Resolution #33-2020.

Moved by Councillor E. Blaney
 Seconded by Councillor L. Wilson
 CARRIED

5. Treaty Implementation

Declaration Act Action Plan Engagement – D. Johnson

- BC is seeking feedback from the 8 Treaty Nations on the Action Plan for the UNDRIP

Councillor L. Wilson recommends BC provide a presentation on the Action Plan to EC.

E. HOUSE POST REPORTS:

1. Lands & Resources – Councillor L. Wilson reported the following:

- Met with Colleen via zoom re: Archeology issue
- Action items for Lori and Erik resulting from meeting with City of Powell River
- Mortorium – no development zone issued for our Arc. Sites.
- Forestry internal meeting –
- Outstanding 28,000 cubic meters still

owing to us

- Negotiations to break down into 18,000 cubic meters in a joint venture business to business arrangement with BCTS (Crown Economic Development Corp)
- 10,000 cubic meters leftover to be solely owned and added to our forestry portfolio.
- Theodosia – Provincial Gov wants to put a road through our treaty lands, they do reserve right in treaty- discussion needs to happen around maintenance agreement
- Proposing a timber supply review meeting with provincial government re advancing criteria and requirement in cultural heritage
- Putting a request for minimum of 3 bids out for future engineering in our TSL. 5 year operation plans

2. Finance – Councillor E. Blaney reported the following:

- Busy with HR postings released this week, more in draft
- Been in touch with HR Management firm to look at costs for an annual review
- Audit still under review due to number of Ec. Dev matters – looking at mid Jan
- Met with Ec. Dev. Chair will be posting going out for two operations board community seats.
- Office closure: November 24th due to COVID increases in the province
- Councilors D. Johnson and E. Blaney presented via zoom with parliamentary committee responsible for COVID second wave funding and shared our experiences and addressed some strategies for housing needs and funding opportunities
- Talked about COVID mental health issues due to COVID and what funding programs are available for first responders and staff dealing with PTSD
- Met with city conveyance team re sewer route options and expressed concerns with respect to pipeline route through registered burial site
- Recommended monitors be on site during the entire project

3. Community Services – Councillor L. Luaifoa reported the following:

Meetings attended:

- November 23 – Implementation Community Working Group mtg.
- November 24 – COVID mtg. with FNHA specific to Self-Isolation
- November 25 – Interim Health Director re: nursing staff. (Nation is short staffed w/ nurses and are working on filling those positions). Health Centre is scheduled to be closed December 29,30 and 31.

- November 25 – Education mtg. with staff. The Local Education Agreement is still outstanding and requires finalization. One key point is the Nation’s goal for graduation success is 70% and the group discussed increasing that goal to 100% graduation rates.

- November 26 – Harm Reduction mtg. – the group would like to present an update to EC at a future mtg. The group would like EC to review the current Housing Policy considering how it relates to harm reduction and circumstances regarding addicted or recovering individuals who are tenants. The Working Group has developed their Terms of Reference and other educational materials about the Working Group.

- November 26 – Regional District Hospital Board mtg. Caroleann Leishman was elected as Chair and the Vice Chair position will be rotated.

- November 30 – Tla’amin Strategic Planning session

- December 1- Tla’amin Strategic Planning session

- Participated in Personnel mtgs.

General:

- The Director of Community Services and Development posting was distributed and posted on Monday and will remain posted until the position is filled.

- Will continue working with Cst. Bakker to compile a list of volunteers to monitor a portable speed board to assist with traffic control at bus stops in the am and pm.

4. Public Works – Councillor D. Johnson reported the following:

- Attending advocacy meetings with other chiefs and councilors from other self-governing nations around housing funding

- Meetings with Richard for Capital projects and housing funding opportunities

- Richards managers’ report highlights: Housing strategy – identify level of service that the nation is responsible for providing community

- Create a framework for policy

- Need clarity on evictions protocol

- L. Luaifoa suggests to have Health staff inclusive

- CMHC Funding opportunities, one is Rapid housing initiative – pursuing application

- Carmen working on: CDRC \$3m expansion, Youth Field House and at the January House post community update will have a visual presentation for the community

5. Economic Development – Councillor E. Blaney reported the following:

- Waiting on the Financial audit

- Forming the boards for Economic

Development

- Posting two positions for the operations board open till end of December

- Applications by Economic Development for stimulus funds to assist us through COVID and a lot of planning needing to be done with respect to the Lund hotel and the upcoming tourist season.

F. HEGUS REPORT:

TMSLP Board has been finalized:

1. Diana Lamont – Chair
2. Justin Bull – 2-year Term
3. Brandon Louie- 3-year Term
4. Craig Galligos- serving until 2022
5. Marina Gallagher – serving until 2022
6. Political Appointees: Hegus J. Hackett & Councillor E. Blaney

Finance Committee Appointments:

1. Davis McKenzie – Chair
 2. Cindy Egan – Member
 3. Political Appointees: Hegus J. Hackett & Councillor E. Blaney
- Held a staff meeting re: office closure due to COVID19 uprise, office to be closed until January and making sure staff projects keep going and keep communications with managers open.

- offered an emergency number available
- mentioned staff changes and assured staff job security
- L. Luaifoa to handle the distribution of staff gifts
- November 25th Attended forestry meeting for 28,000 cubic meter allocation for treaty agreement volume with Shawn from referrals, Cathy, and Lori action item is to find out when the volume agreement commences.
- Want more involvement in the Theodosia Valley
- Concerns about in water volumes in Texada Island, we need more involvement in negotiations and we need boots on the ground to make the assessment & identify costs Hegus J. Hackett will be involved

- Agreement could have been signed a few years ago, this is a missed opportunity because we get stuck on areas we don’t want to log in, and we should see if it’s feasible, log it and move on to other sites.

G. OTHER BUSINESS:

1. Census 2021- Councillor D. Johnson

- Census 2021 – Online surveys start May 3, 2021
- Email from Donna – Indigenous liaison advisor (Sechelt) Seeking renewed approval from leadership for Census 2021.

- Looking for a point of contact from Tla’amin

- Having access to stats data is beneficial

- There is an offer to have 100% of local available positions from our nation hired to support the conduct of census 2021, preferably online due to COVID restrictions

- Several positions immediately available with more positions opening January 2021. Support roles include: recruitment clerks, census remote work, multiple locations

- Legislator B. Peters offers to be Census 2021 Point of Contact. Also, offers help in his Urban Liaison position.

- Legislator B. Peters will respond to Donna’s email.

2. Wild Animals Issue

Legislator B. Peters requested to add “Wild Animals” on the next EC agenda.

EC discussed the issue of members feeding wild animals. Councillor E. Blaney talked about working with the local conservation officer. Councillor L. Luaifoa suggested education is the start around the importance of composting vs. throwing food in the garbage and into yards.

H. INFORMATION:

Managers Reports

EC discussed Managers reports and resolved that monthly reports should be in bullet form and all Managers should be submitting the reports monthly.

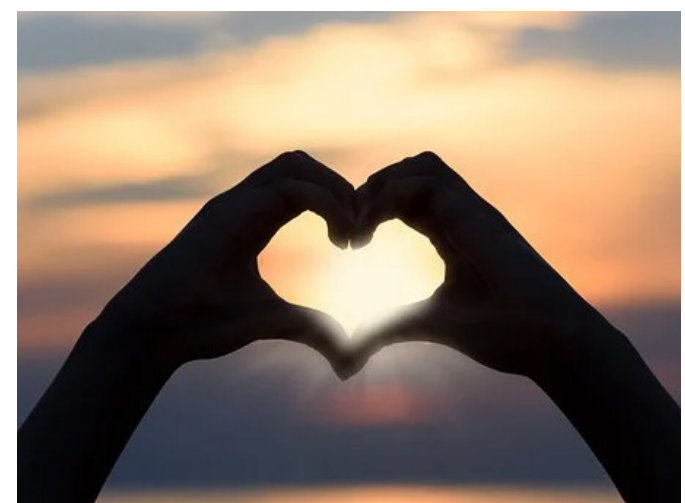
I. ADJOURNMENT:

Meeting adjourned at 12:16 pm. The next EC meeting is Wednesday December 16th 2020.

Moved by Councillor L. Luaifoa

Seconded by Councillor L. Wilson

CARRIED



Tla'amin Nation Executive Council Minutes

December 16, 2020
Meeting held via Zoom

Attendance: Hegus John Hackett, Erik Blaney, Dillon Johnson, Losa Luaifoa, Lori Wilson

Legislators: Gloria Francis, Larry Louie, Brandon Peters, Tyrone Wilson

Resource: Rod Allan, Sheena Rossi, Alex Sutcliffe (IT)

Guests: Noelle Bellomi, RBC, Kai Okazaki, Social Planner, Marlane Christensen, Brenda Pielle, Janet Newbury, Carmen Galligos, Murray Browne

Hegus J. Hackett called the meeting to order at 9:03 am.

A. APPROVAL OF AGENDA:

1. Motion to adopt the agenda with the addition of the following items: PO Approval for unbudgeted item and Census 2021.

Moved by Councillor L. Wilson

Seconded by Councillor L. Luaifoa

CARRIED

2. Disclosure of Conflict of Interest: No conflicts were declared.

B. MINUTES:

Motion to adopt the minutes of December 2, 2020.

Moved by Councillor E. Blaney

Seconded by Councillor L. Luaifoa

CARRIED

C. PRESENTATIONS:

1. Noelle Bellomi, Financial Advisor, Royal Bank, provided a presentation to Executive Council (EC). The following points were highlighted:

- Investment review of the Nation's portfolios:

Minors - Deposit was made June 29, 2020 for \$2,047,500. The market value as of December 11, 2020 was \$2,086,449 at return rate of 2.55%

Main - (original, 3 GIC of \$400,000) market value December 11th 2020: \$1,798,960 at a return rate of 3.65%

Klahanie Settlement Trust – the question was raised if parents are able to add to the minors'

portion. It is not recommended, however there are other RESP or Tax-free saving options.

Recommendations for EC's consideration are as follows:

1. Invest the cash, move 2.6 million over to "seven generation" long term portfolio and also add the invested high yield bonds just over \$3M move that so long-term portfolio will be 6.5%, and \$5M sitting in short term account.

2. Review investments, including Global Vision Fossil Fuel free with USD discussion

3. Continue with balanced strategic asset allocation

4. Review cash needs and upcoming capital withdrawals

2. Kai Okazaki, Social Planner re: Housing Needs Assessment

- In 2019, the region was awarded \$80,000 by Union of BC Municipalities, on projects to work on, essentially what is our housing situation in BC for your community.

- Requirement for local government to do, at the time Treaty first nations were not eligible to apply for the grant, however TFN staff advocated for this important study and contributed \$17,000 for the project.

- 2020 funding applications opened and revised the application eligibility criteria to include Treaty First Nations. Tla'amin is now eligible to apply for a maximum of \$15,000. If successful, the total project budget will increase to \$95,000 with Tla'amin, Regional district and the City. \$15,000 could potentially be returned to the Nation for prioritizing housing needs.

- Kai confirmed that UBCM has extending the funding application deadline to include Tla'amin.

Motion to approve EC Resolution #35-2020 re: A partnership with the City of Powell River and qathet Regional District to make an application for a \$95,000 Union of British Columbia Municipalities (UBCM) Housing Needs Report Program.

Moved by Councillor D. Johnson

Seconded by Councillor L. Luaifoa

CARRIED

3. Marlane Christensen, Janet Newbury, Brenda Pielle re: Collaborative Overview Report

- Update on CDRC Overview, new legislation / implications for Tla'amin

- Learning from other communities
- Tla'amin Child Welfare Reform working group
- Next steps

4. Carmen Galligos – Cemetery Update

- Requesting final approval to move ahead with project at proposed location across highway from Salish Center

- Started project in October and was made aware of unmarked graves in our graveyard

- Scan Plus was hired to do ground penetrating radar scan to determine how many unmarked graves on site.

- Small amount of space at back fence along river side filling up fast.

- Extension of existing cemetery is not feasible

- Legislator B. Peters asked if it's possible to identify unmarked graves

- Carmen stated Drew, Cathy and VIU are working on oral history

- New crosses have been made for unmarked graves and extra ones for families wishing to replace dilapidated crosses.

- 20 acres set aside for this project, only needing 2 (existing cemetery is 1.5 and has lasted us 140 yrs.)

- Hoping to do ground testing in January on both sides of Hethneck Road.

- If there are no issues, i.e., bedrock, boulders or ground water issues, hoping to coordinate with VIU's HEO course seeking a 10-week work experience project in April, covering most costs with respects to ground clearing.

EC, by consensus, approves proceeding with proposed project site.

5. Murray Browne, Denise Smith, Cathy Galligos re: Property Transfer Tax

- 3 main focuses- property transfer tax, life estates, and home ownership and home ownership acceptance forms

- Property Transfer tax:

- 2 parts- 1. BC shouldn't be collecting at all. 2. How we protect citizens from having to pay (Automatic exemption until 2024)

- Murray Browne suggests a Homeownership/Life estates workshop

- Cathy- reminder when you take over home ownership, you are taking over full ownership, maintenance etc.

- property transfer taxes need a broader explanation, after 2024 once we make a transfer, that citizen is responsible for the property transfer tax.

Murray Browne will get in touch with other Treaty Nations for their insight on Property Transfer Tax.

D. NEW BUSINESS:

1. Administration & Finance

Approval of Modern Windows Quote

- Seeking approval for youth centre portable windows \$13,347.43 from Modern Windows (Quote # 20-01967 for 7 windows and 2 doors).

Motion to approve the Modern Windows quote.

Moved by Councillor L. Luaifoa

Seconded by Councillor L. Wilson

CARRIED

2. Culture

Protecting Ancestral remains and heritage sites

- Meeting with BC and Arch Branch with Re: to a pattern of arch site breaches on Nation territories

- Seeking recommendations from Murray Browne

- E. Blaney – Possible press release re: constant desecration of our burial sites

- # of sites disturbed, it's been determined Arch branch has been on a site removing remains that are no longer traceable. The city of Powell River also dumped approx. 4 dump truck loads of dirt on top of three burial sites near Willingdon beach.

- Ongoing issues at bliss landing and desolation marine park where more burials have been disturbed

- Looking to make a stance and create some changes with respect to the Arch Branch. Some of the options outlined are:

- #1 an agreement under section 4 the heritage conservation act for Tla'amin to have decision making and delegating decision-making authority and ability to set criteria for permits

- #2 Agreement for shared decision making under section 7 of the declaration of human rights or rights of aboriginal people act

- #3 Agreement under section 153 and other sections of Treaty for Tla'Amin to enforce its law off treaty lands

- #4 Prosecutions by Tla'amin against city and other offenders (Authority to issue fines)

- Looking at option #1

- Councillor L. Wilson suggests an Order of Council. Unhappy with Archaeology Branch response and handling.

3. Environment - Feeding of Wild Animals – Legislator B. Peters

- Members feeding bears is dangerous and illegal.

- The CAO noted that laws written cannot override very strict provincial laws that have stiff penalties. Conservation has the authority and should be contacted re: bear issues.

Action: Hegus J. Hackett to coordinate with Steve Gallagher to post notice with conservation contact.

4. Fisheries & Hatchery

EC Resolution #34 re: DFO Pier Funding

- Build history and look at traditional knowledge in our territory with regards to spills

- Minimum application \$100,000 – March 31 and \$100,00 for 2022

- Denise & Erik worked on a budget and proposal to apply

- Create a spills coordinator position

- Seeking support to submit application

Motion to support a funding application.

Moved by Councillor L. Wilson

Seconded by Councillor L. Luaifoa

CARRIED

5. Housing

EC Resolution #-2020 re: CMHC Rapid Housing Initiative application for a 24-Unit Accessible Housing Unit for Elders and the Disabled.

- Letter of intent required to notify program funders we intend to submit application

- Not a legally binding document

- Accessible housing component of unit.

- We need to respond quickly, as it is a competitive process

- It does seek a contribution roughly \$1M from Tla'amin Nation if successful

- 2 Versions of letter of intent, 1 state we will commit \$1m towards project, the other States we will not commit.

- Councillor D. Johnson recommends we commit to letter of intent #1 committing to \$1M contribution

Motion to approve supporting this initiative and the \$1M contribution.

Moved by Councillor L. Luaifoa

Seconded by Councillor D. Johnson

CARRIED

Hiring of 4 Casual Laborers

- Seeking approval to hire 4 casual laborers to help carry out the home renovations project under the direction of WINMAR

- WINMAR will issue posting and hire by January 2021.

EC, by consensus, approves the hiring of 4 casual laborer postings.

E. HOUSE POST REPORTS:

1. Lands & Resources - Legislator L. Wilson reported the following:

- Joint Fisheries committee meeting on Dec. 15th. 4 meetings are scheduled per year vs 3

- Canada has changed their Chair from Laura Brown to Linda Higgins

- Dec.17th status update meeting with Ministry of Forest Lands and Natural Resources Operations and Rural Development (FLN-RORD)

- 10,000 cubic metres committed to Nation in the Final Agreement hasn't been secured yet

- Another forestry Item with BC is a Proposed a business-to-business joint venture for 18,000 CM a year which is a different category of timber volume, a second stream of Forest revenue that has been on table for 5 years

- GIS New Hire almost complete waiting for an update, offer made last week, successful applicant was to respond by Dec 14th

- Internal House Post, Natural Resources monthly staff meeting starting Jan 8th

- Referrals department has lots of activity, 2-3 referrals a day

- January 8th herring subcommittee meeting with DFO

2. Finance- Councillor E. Blaney reported the following:

- Participated in a Presentation on online platform Smart Settle; a tool developed in partnership with Nawtsamawt Tribal Council to assist with negotiations and settle disputes i.e., rental arrears, house sales, employment contracts and severance payouts

- Met with Jouta Performance Group Re: Annual Review process

- Met with Economic Development CEO

& Chair Re: ongoing Economic Development Projects and slowly getting operations board in place

- Met with Noelle from RBC re: investment strategies
- Multiple job postings went out last week; flaw in process in terms of multiple people working on postings. Looking to standardize template and add more information about the nation and make them look more appetizing.
- Met with Multi from RBC re: a revolving line of credit for capital projects using GIC for security.
- Application pulled for now re: Dumpsite at Turner bay.
- Regional Emergency committee meeting in January
- DFO Pure Funding, worked with Denise Smith on Application seeking \$100,000 this year and next year to keep project going.

3. Community Services - Councillor L. Luaifoa reported the following:

Meetings attended:

- November 4 and 7 – Legislative Assembly orientation
- November 7 – met with Wellness Program Coordinator to touch base about the program. The first “Eatery” (hot food program served outside the gym) was well attended with 100 members utilizing the program. There will be two dates over the holidays for the Eatery- December 29 and January 5.
- November 9 – Staff/legal and couple EC members met to discuss an animal bylaw as a result of some recent events with vicious dogs in the community. A draft law is available for 1st reading in January.
- November 9- met with VIU’s Community Engagement Coordinator for the Aboriginal Services Plan and the following update was provided:

Traditional Skill Builder Program (April 2021 – June 2021). The program is being co-delivered with SD47, developed by the SD47 Indigenous team and taught by Indigenous instructors which are MOSTLY from Tla’amin.

Heavy Equipment Operator Certificate Training (November 2020 – July 2021) – Delivered as a Project Based Labor Market Training (PBLMT) through WorkBC. VIU delivers the training and Tla’amin provides 10 weeks of work experience – expenses paid by the project.

Upcoming training: Building Service Worker & Entrepreneurial training.

- Seeking confirmation of a representative to the Indigenous Advisory Group (Hwulmuxw Mustimuxw). The group meets a couple of times a year and they determine the activities that are included in the Aboriginal Services Plan.
- December 11 – Organization Chart Review – EC/senior staff
- December 15 – Citizenship Committee. Chair has some great action items to take

away – including an official certificate for new citizens. Discussed potentially introducing new citizens via the Nehmotl as a way of welcoming new citizens and also letting the general membership know but need more work on that.

- General: TN Nation is a Gold Sponsor for the PR Film Festival. This year, the organization is seeking sponsorship of the Indigenous film – Monkey Beach feat. Adam Beach and Tikaya Blaney. Seeking EC’s approval to sponsor the film.
- Met briefly with Noelle Bellomi of RBC to request information about the Minors’ Trust and getting that information out to the membership.
- Festival of Jeh Jeh’s event is December 17 @ 5:30 pm to 7:30 pm -COVID conscious event.

Motion to approve \$1000 sponsorship for Indigenous film – Monkey Beach.

Moved by Councillor D. Johnson

Seconded by Councillor L. Luaifoa

CARRIED

4. Public Works- Councillor D. Johnson reported the following:

- Housing Committee met December 15th with Kai and Dillon Consulting re: Housing situation
- Field house and CDRC expansion meeting on design stages with Carmen Galligos and Nancy Mack, presentation on January 24th for the community
- Re: Land fill referral project. there is concern regarding misrepresentations saying that we had approved project. Response from Shawn T. states, they had said they done site visits and were aware of certain aspects of the project but didn’t provide approval or opposition that said we are awaiting studies and reports. Another misrepresentation states that consultation is complete. D.Johnson feels there is improvements to be made in communication in referrals and something like landfill should be higher priority than dock building. But also clarify with ministry and state, in this instance here is the reply we gave and, in our view, this was not a consultation.

• Hegus J. Hackett states projects of this magnitude should be brought to the attention of committee.

• Councillor E. Blaney recommends a decision-making matrix for Shawn setting parameters for referrals department

5. Economic Development – moved to in-camera.

F. HEGUS J. HACKETT’S REPORT:

- Internal Forestry Meeting
- Discuss the 28,000 m3
- Meeting with FLNRORD December 17, 2020
- 28,000m3

- Forest Landscape Plan
- Tenure form
- Currently offered as a 10-year NRFL Non replaceable forest license
- Want to explore other replaceable Forest license options that offer better options like tab rates stumpage opposed to Appraisal stumpage and more certainty other than a NRFL
- 18,000m3 of the volume is located within the BCTS chartered area
- Remaining 10,000m3 will be coming from the Tenure OA agreement
- Areas being proposed are controversial areas
- Adjacent to Craig Park
- Leadership Orientation – Alyssa Melnyck
- Tla’amin Leadership completed a 2-day orientation session
- The main goal of the Legislators’ orientation workshops is to support understanding Tla’amin governance structure; Roles and responsibilities of the Hegus, Executive Council, and most specifically the Legislators;
- Tla’amin Law orientation
- December 8, 2020 Regional Emergency Executive Committee Meeting
- Qathet Regional Emergency Assistance Agreement Renewal
- Committee recommend the Tla’amin Nation, City of Powell River, and qathet Regional District endorse the Qathet Regional Emergency Response Assistance Agreement for another five-year term
- Regional Emergency Preparedness Service 2020 Update
- Dog Bylaw Paula Cst. Bakker, Murray Browne, Losa Luaifoa, Richard Gage
- Dangerous Dogs roaming or unrestrained
- Dog Bylaw Vs Policy
- Nation housing
- Enforce the rental agreement
- Dog Bylaw draft to be presented January
- Compile wording for the Nehmotl by Friday including:
- The Nation is currently reviewing Laws, Bylaws and Regulations related to dangerous dogs, uncontrolled and non-permitted dogs;
- A reminder that dog owners must manage their dogs in a safe and responsible manner;
- Organization Chart review – DLC consulting
- There was so much input that we need to review all the suggestions and prioritize the first steps implementing the great input from everyone. Our follow up meeting is set for January to keep the momentum of these initiatives.

Plastic Free Dairy



Ingalisa

Tai

Abby

You can also try your hand at homemade cheeses. Cottage cheese, ricotta, and mozzarella can all be made in a very short period of time with delightful results. A few basic materials and ingredients on hand – like cheesecloth, bacterial culture, citric acid, and rennet - will make it possible for you to whip these up whenever you’ve run out.

Chocolate peanut butter ice cream anyone? Homemade ice cream can be made from just a few ingredients you likely already have in your pantry and fridge. Even if you don’t have an ice cream machine, there are no-churn recipes out there as well. For those of you who are dairy-free, there are many frozen treat ideas. Some are made from coconut milk and others involve avocados made into a chocolaty mousse that needs to be tried to be believed.

Another dairy-free project for home is to make a simple nut milk. Almonds, hazelnuts, cashews, and oats can all be soaked, blended, and strained into milk – dates, vanilla, or other flavourings can be added for a customized flavor. There are growing concerns about the almond industry and its overuse of bees for pollination – bees are often exposed to pesticides and parasites in the process. The cashew industry has also been critiqued for its poor working conditions. So, your best bet may be local nuts, like hazelnuts, or oats, which can make a surprisingly creamy dairy substitute.

Our food packaging doesn’t need to outlast our food by a few hundred years like plastic does. Enjoy exploring these and other alternatives to a plastic-free lifestyle.

Let's Talk Trash.ca

WHAT IS WASTE?

Whether it’s as a probiotic booster, a healthy snack, or a coffee creamer - dairy products can come packaged in a whole lot of plastic. With a little imagination or some time in the kitchen, this can easily be avoided.

One quick fix that doesn’t eliminate plastic entirely, but does cut it down, is avoiding buying single-serving yogurts and cheese treats. Instead, buying in bulk saves you money and makes less plastic waste. You can always portion bulk into smaller school or work-sized snacks in metal or glass reusable containers later. This gives you the option to add nuts or other personalized bites, too.

Offices can get onboard and reduce their plastic consumption overnight by switching from single-serve creamers to a shared creamer stored in the fridge. Dairy-free wishes can be accommodated easily this way as well.

A few farms and shops around town serve dairy products in refundable glass or reusable plastic containers. This usually means meeting the person who has made your food or supporting a more local economy, which just feels good anyway. Cheese can also be found in bulk at a local deli where they will wrap up the perfect amount for you in butcher paper or your own to-go container.

If you’re more adventurous and want to start making some of the easier dairy products out there, start with yogurt or kefir. You can find starter kits along with the simple instructions to get you going. It’s a fun project to do with kids and minimizes exposure to unwanted sweeteners and preservatives, along with single-use plastic containers.

Tla’amin Nation Executive Council Minutes

December 16, 2020
Meeting held via Zoom

G. OTHER BUSINESS:

Councillor G. Francis raised the topic of wood at the Southview Lots.

- The CAO suggests wood be for Tla’amin only, not for general public and leaseholders remain included with a limit of 3 chords.
- Councillor G. Francis expressed that one chord is not sufficient

Action: Increase wood permit limit from 1 chord to 3 and review the list of homes with woodstoves.

H. INFORMATION:

1. Managers Reports - January.

I. ADJOURNMENT:

Meeting adjourned at 3:12pm. The next EC meeting is Wednesday, January 6th 2021.

Moved by Coucillor L. Luaifoa I Seconded by Councillor D. Johnson

CARRIED



**HAPPY VALENTINES DAY
TLA'AMIN NATION!**