



## hawhεgus

Action		Goal	Skipper	Puller	Discussion/Comments
1.9	Finalize Tla'amin Cultural Safety curriculum and implement training with partners, contractors, and staff.	2, 4, 6, 9	Communications	All	
1.10	Implement the new Tla'amin Nation brand.	3, 4	Communications	All	
1.11	Update the General Assembly regulation.	1, 4	Communications	CFO Government Secretary	
1.12	Work with partners to expand visibility of Tla'amin place names, particularly at key entry points to Tla'amin territory.	2, 15	IGR	Culture Communications	
1.13	Advance negotiations for the tisk <sup>w</sup> at and timberlands / Lot 450 specific claim.	2, 18	IGR	Lands and Resources	
1.14	Advance treaty amendments through continued negotiations with partners.	2	IGR		
1.15	Support federal government engagement to advance full remediation of contaminated sites on former Reserve lands.	15	IGR	Lands and Resources	This is an ongoing discussion with CIRNAC that requires a federal policy change at ISC.
1.16	Establish protocols agreements with Nations as required on territorial matters.	2, 15	CAO	IGR Lands and Resources	
1.17	Develop a decision matrix to support consistent assessment and escalation of, and response to, incoming referrals and requests.	17	CAO	Lands and Resources IGR	

## nuniɛ tala

Action		Goa	Skipper	Puller	Discussion/Comments
2.1	Finalize a Tla'amin Nation emergency response plan.	8	CAO	Emergency Management Fire Chief	
2.2	Centralize grant-writing.	5	CFO		
2.3	Assess privacy compliance and establish a related action plan.	3, 5	CFO	HR Government Secretary	
2.4	Redevelop the Human Resources Policy.	5, 7	HR	CFO	This is the first phase of redeveloping the Administration & Finance Policy.
2.5	Create an onboarding and orientation program for staff.	5, 6	HR		Contractors & partners are oriented via the emerging cultural safety resource.
2.6	Finalize and implement the Tla'amin employee handbook.	5, 6	HR		
2.7	Develop a Tla'amin supervisory handbook.	5, 6	HR		
2.8	Establish a staff attendance support program.	6	HR		
2.9	Establish a succession approach for critical functions / roles in the Nation administration.	6, 7	HR		Connected to 3.13 (education and training planning).
2.10	Finalize and implement the staff performance program.	3, 5, 6	HR		
2.11	Fully operationalize Tla'amin Nation's Occupational Health & Safety program.	5, 8	HR		
2.12	Create opportunities for staff to connect and build relationships.	6	HR		
2.13	Establish a roadmap for Tla'amin's FFA renegotiation.	2, 5	IGR		



## ᄃᄃᄃgatawᄃ

Action		Goal	Skipper	Puller	Discussion/Comments
3.12	Work with VIU on a Tla'amin-led reimagining of post-secondary structures, programming, and delivery in the qat <sup>ᄃᄃ</sup> et region.	2, 14	Education		
3.13	Identify education and training needs for future Nation employment, upskilling the current workforce, and succession planning and communicate these needs with Tla'amin people.	6, 14, 25	Education	HR	Connected to 1.3 (taqatštəm), 2.9 (succession approach), and 6.1 (economic development planning).
3.14	Implement the ᄃayᄃaᄃuᄃəm Revitalization Plan.	All	Education	CAO	The Plan's goals: 1) Preserve and expand the ᄃayᄃaᄃuᄃəm language database. 2) Strengthen language learning through immersion programs. 3) Build capacity for ᄃayᄃaᄃuᄃəm teachers and language leaders. 4) Embed ᄃayᄃaᄃuᄃəm in community, governance, and daily life. 5) Promote collaboration and innovation across Sister Nations.
3.15	Test new approaches to support the success of Tla'amin post-secondary students.	14	Education		<p>Specific approaches to be tested: Create a system of required check-ins and supports for post secondary students struggling to succeed in their program; and, explore the possibility of creating a mandatory university preparatory semester for applicants for post secondary sponsorship who do not meet a certain threshold (high school grades, attendance, etc.).</p> <p>Successful approaches may be embedded in the Post Secondary Education Policy.</p>

## nine gŷc

Action		Goal	Skipper	Puller	Discussion/Comments
4.1	Complete MOU with Parks and initiate implementation.	2, 17	Lands and Resources	IGR	Connected with 4.2 (territorial stewardship MOU) and 3.5 (enforcement analysis).
4.2	Continue Territorial Stewardship MOU and agreement negotiations.	2, 15	Lands and Resources	IGR	Anticipate concluding MOU negotiations this year, followed by approval processes by EC and BC.
4.3	Complete the requirements of the UBCM 'Complete Communities' grant.	1, 17	Lands and Resources	CAO	This is a report and implementation plan to support housing, employment, amenities, and services in tŷšosəm within a 15 minute walk. This will inform further land use planning.
4.4	Implement salmon restoration initiatives in Tla'amin Creek and Theodosia River.	15	Lands and Resources		Includes construction of small side channel in Tla'amin Creek, new equipment to support production, and habitat restoration in Theodosia.
4.5	Initiate implementation of Indigenous Protected and Conserved Area (IPCA).	2, 15	Lands and Resources	IGR CAO	Anticipate concluding MOU negotiations this year.
4.6	Identify and secure stable long-term funding to strategically expand the Guardian program.	15	Lands and Resources	CAO	Guardians are at full staff (4). Park Ranger training will take place.
4.7	Work with the Province to identify funding to conduct a groundwater needs assessment.	17	Lands and Resources	Public Works	Outstanding treaty commitment. Work is beginning on Savary, in connection with their Official Community Plan (OCP) update.
4.8	hohoŷc (scoping and preparation) for the renewal of the Tla'amin Land Use Plans	1-4,15, 17-19, 21-23	CAO	Lands and Resources	hohoŷc refers to the first phase of the Service Model. Build on session held in March 2025.

## ?ayisaθot

Action		Goal	Skipper	Puller	Discussion/Comments
5.1	Develop a service agreement with the City for the tisk <sup>w</sup> at housing development.	15, 20	CAO	Public Works IGR	
5.2	Complete and implement the Land and Home Ownership Transfer and Rental Arrears Policies.	20	Housing	CFO	
5.3	Conduct housing and building condition assessments to inform future development of a Community Housing Service Plan.	20	Housing	CAO (Building Inspector)	Assessments for the purpose of housing planning are likely to be conducted by an external partner rather than the Nation's building inspector.
5.4	Implement funding received for off-lands homelessness prevention.	11	Housing		Interest in broader strategy for on- and off lands homelessness prevention and housing support.
5.5	Implement an improved records management program for housing files.	20	Housing		
5.6	Implement the renovation prioritization matrix for housing.	20	Housing		
5.7	Conduct completion inspections on all renovations.	20	Housing	Public Works CAO (Building Inspector)	
5.8	Implement the regulatory framework for renovations and new home construction on Tla'amin lands.	3, 20	Public Works	Lands & Resources CAO (Building Inspector)	Requires updating Development & Building Permitting applications and processes, creating process maps, and associated change management and communications.
5.9	Develop an Asset Management Plan.	21	Public Works	CFO	Ties into a new software implementation planned for the coming year(s).
5.10	Create Maintenance Management Plans (MMPs) for Nation-owned buildings.	21	Public Works		Implementing a new janitorial training program to standardize building maintenance and care.

## ?ayisaθot

Action		Goal	Skipper	Puller	Discussion/Comments
5.11	Replace/renew Waterfront Road infrastructure (sewer, water, roads, and drainage).	21	Public Works		Continue road-by-road annually, based on assessment of need.
5.12	Construct secure storage for public works (fleet and tool storage).	21	Public Works		Phase one of Public Works yard, leveraged from the sewage conveyance project.
5.13	Develop new solid waste management plan in relationship with the qathet Regional District.	21, 15	Public Works		Leverage support from RecycleBC and finalize Nation direction on organics processing facility.
5.14	Finalize a drainage master plan.	21	Public Works		
5.15	Update and continue to implement the Community Infrastructure Service Plan (CISP).	21	Public Works		
5.16	Create a preferred contractors list.	22, 24	Public Works	Ec Dev/TMS	Tie with cultural safety training curriculum.
5.17	Build three new cabins on the territory and develop guidelines for their use.	16	Public Works	Lands and Resources	
5.18	Construct four new housing units to add to our Housing Rental stock.	20	Public Works	Housing	
5.19	Commence construction of a 30-unit housing project at tiskwat to add to our Housing Rental stock.	20	Public Works	Housing	
5.20	Conduct a feasibility study for a new fire hall.	21	Public Works	CAO Fire Chief	
5.21	Complete an options assessment regarding the replacement or removal of the Sliammon Lake dam.	21	Public Works	Lands and Resources	

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Action		Goal	Skipper	Puller	Discussion/Comments
6.1	Contribute to the development of the Tla'amin Economic Development Plan.	23	CAO		Connected to 1.3 (taqatštəm), 2.9 (succession approach), and 3.13 (education and training planning)
6.2	Continue to work with Tla'amin Management Services to achieve Tla'amin interests with respect to tiskwat.	2, 18, 23	CAO	IGR	
6.3	Develop process mapping for use of Tla'amin Lands for economic development purposes	23, 24, 25	CAO	Public Works Lands and Resources	Tie to 5.8 (regulatory framework process mapping)