

*'i'ya'tul tseep*





# 'i'ya'tul tseep

*Treat Each Other With Honour and Respect*

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Naut'sa mawt Tribal Council 2023/24 Annual Report





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# Message from the Chairman of the Board

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## Chief Steven Brown Chairman

Dear NmTC Members and Elders,

It is with great honour that I present the 2023-2024 Naut'sa mawt Tribal Council Annual Report. This year's report offers an opportunity to celebrate the dedication and hard work of the NmTC team in serving and advancing cultural revitalization and capacity for our Member Nations.

Growing out of last year's success in transitioning and stabilizing NmTC, this year we had the joy of moving forward in a good way from a position of stability. I am proud to see our organization living up to the promises made during last year's Recommitment Ceremony at our 40th anniversary celebration. It is clear to me that all the work Naut'sa mawt does is guided by and in service of our Member Nations.

I raise my hands in gratitude to my fellow Board Members for your unwavering engagement and shared vision for stronger governance, which have been instrumental in ensuring NmTC's continued growth and accountability. I am deeply thankful for the wisdom, teachings, and inspiration provided by both our Elders' and Youth Councils, whose guidance shapes our path forward in meaningful ways. A special thank you to our Elders, who not only bless our meetings with prayer but also, with good humour

and patience, endure Zoom when they can't join us in person—reminding us all that no technical glitch can stand in the way of their wisdom and guidance.

This year has been particularly exciting as the Naut'sa mawt team has grown significantly, allowing us to expand our service offerings and deepen our impact. I am also thrilled to celebrate the permanent appointments of Edith Moore as CAO of NmTC and Kelly Landry as CEO of Naut'sa mawt Resource Group (NRG). Their leadership has not only brought renewed focus and momentum but has been a cornerstone of unity. Their unwavering dedication has resulted in positive outcomes across all areas of our work.

It is with a full heart that I reflect upon this last year and great anticipation as I look forward into our bright future. I raise my hands to our Member Nations, Elders and Youth, for it is with their guidance that we have come to where we are today.



**Chief Steven Brown**

*Chairman of the Naut'sa mawt Tribal Council  
Board of Directors*

# Chief Administrative Officer Report

## Edith Moore

### CAO

It is with great pride that I present the Chief Administrative Officer (CAO) report for the 2023/2024 fiscal year. I want to begin by expressing how humbled and grateful I have felt since assuming the permanent position of CAO in February 2023. I pinch myself each day reflecting on the true blessing it has been to have this opportunity to come into my strength as a leader alongside our incredible staff. Working to uplift our Member Nation communities each and every day is an honour and a privilege that I do not take lightly. It has been incredible to bear witness to all of our outstanding work this year.



### *Governance and Policy Development*

One of our most significant achievements this year was the development of a new Constitution and Bylaws for the Naut’sa mawt Tribal Council. From my years of history with the Tribal Council, I can recall numerous attempts to change the constitution which never succeeded. The constitution had remained unchanged for 40 years, still containing inappropriate and racist

language that reflected the Indian Act. I am proud to say that we have brought the Constitution and Bylaws into a place that not only strengthens our governance, but finally properly reflects our values of self-determination and sovereignty while remaining truly respectful to our people.

### *Hiring Processes and Employee Wellbeing*

As CAO, it is deeply important to me that Naut’sa mawt is a place where staff feel safe and are excited to come to work each and every day. This year saw us establish new personnel and hiring policies to create a fair and transparent hiring process, ensuring clarity in expectations and responsibilities for both management and staff, while fostering an environment of equity and accountability.

The introduction of formalized employment contracts has also been a vital step in providing clear terms of engagement, accountability, and expectations, to sustain Naut’sa mawt’s healthy and communicative environment. I believe strongly that Naut’sa mawt should always remain a place where people feel fortunate and energized to come to work.

### *Financial Management and Accountability*

In keeping with our commitment to transparency and financial integrity, the 2022/2023 audit was completed on time. I am especially proud to say that under my leadership, this is the first time we have completed the audit on time for the last 10 years. This great accomplishment reflects our dedication to sound financial practices, ensuring that resources are managed efficiently and in the best interest of our communities.

### *Staff Development and Cultural Training*

In my previous role as our Communications Liaison, I had a direct line of communication with our Elders. I would always hear them emphasize the necessity of weaving culture into everything we do. I am thrilled to be in a position to finally make this a priority. Understanding and integrating our Coast Salish and Kwakwaka'wakw cultures into everything we do is critical to supporting our Member Nation communities. As we set out to pursue this, my heart swelled with gratefulness to hear that our staff were also calling for the same: there was a broad and strong desire for a deeper integration of culture at all levels. Seeing and hearing these requests I know that our staff's hearts are aligned with the best interests of our communities.

This year we successfully implemented staff cultural training, deepening our team's understanding of the traditions, values, and histories of our Nations, while further enhancing connection to our communities along the way.

As we move forward, I will continue to ensure our culture is woven into everything we do. I am proud that this is the way I was raised and who I am. I know that the inclusion of culture must be more than talk or the mere check of a box; it is something we can and must actively walk and take joy in living together.



### *Year-End Achievements*

This year has been marked by significant achievements and developments for the Tribal Council, and I am thrilled to announce the successful conclusion of a remarkable fiscal year. This incredible work has been built on team efforts and transparency.

I am grateful for the strong connection I hold to all of our directors across NmTC, NRG and the Finance Team. I have been fortunate enough to get to learn from them as we all grew throughout this incredible year. Their professionalism and dedication speak volumes to their characters as people in this world.

Working alongside NRG's CEO Kelly Landry and our CFO Prabh Nijjar has been a true honour as well. Their commitment to our organization, staff and Member Nations is truly second to none. I couldn't have picked two better people to stand alongside me.

I am proud of the strong foundation we've created such that the organization can continue in a good way no matter who might be in leadership. The foundations we have built will serve to protect our Board and communities for years to come.

In conclusion, the 2023/2024 fiscal year was one of growth and progress, laying further foundations for our future successes. My hands are raised in gratitude to the Elders' and Youth Councils, Board of Directors and staff, for their unwavering support. Moving forward, I promise that we will continue to build a sustainable and self-governing future in the interest of our Member Nations through strong leadership, robust policies, ongoing capacity building, and the vital integration of Coast Salish and Kwakwaka'wakw culture in all we do.



Hay čx<sup>w</sup> q̄ə,

**Edith Moore**


*Chief Administrative Officer of  
Naut'sa mawt Tribal Council*



The background is a dark blue color with a stylized, lighter blue graphic. The graphic depicts a fish in the upper left and a hand in the lower right, both rendered in a traditional, indigenous style. The fish's eye and scales are visible, and the hand is shown with fingers slightly curled. The overall composition is balanced and culturally significant.

# Naut'sa mawt Tribal Council

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Naut'sa mawt Tribal Council walks alongside our Member Nations on their journey towards self-determination and reclamation of culture by facilitating programs and services that positively impact Indigenous Peoples. Proudly serving 10 Member Nations, we are governed by a Board of Directors and guided by the wisdom of our Elders' Council, honouring our traditions and ancestors in the important work that we do.

Naut'sa mawt Tribal Council is a non-profit society operating under the BC Society Act. Incorporated in 1983, under the name "Alliance Tribal Council", the Tribal Council was renamed in 2001 to Naut'sa mawt, which means "working together as one with one heart and one mind" in Hul'q'umin'um'. Throughout our history, our services have expanded to reflect the values and priorities of our Members.

The Tribal Council receives core funding from Indigenous Services Canada (ISC) under the Tribal Council Policy Program and generates own-source revenue from our economic development corporation, Naut'sa mawt Resources Group (NRG).

# History of our Organization

Naut'sa mawt Tribal Council is privileged to have walked alongside our Member Nations for over 40 years



## Celebrating 40 years of Naut'sa mawt

Last year, in October of 2023, NmTC commemorated 40 years of the Tribal Council by hosting a Unification Ceremony during the AGM. The sacred Shulmuhwtsus Ceremony brought together cultural workers from our Nations to prepare and deliver the Unification Drum in a good way. The signing of the renewed Unification Drum represents a recommitment from each Member Nation to work collectively towards the betterment of their communities and the ongoing preservation of their rich heritage.



## Key Milestones

- 1983** — Alliance Tribal Council is incorporated with five Member Nations
- 1994** — Alliance Tribal Council grows to ten Member Nations
- 1997** — Naut'sa mawt Resources Group (NRG) is founded
- 2001** — Alliance Tribal Council is renamed to Naut'sa mawt Tribal Council
- 2002** — Naut'sa mawt began offering Event Management services
- 2016** — Elders' Council established to guide the work of NmTC with its collective wisdom related to cultures, protocols, traditions, and languages
- 2017** — NRG progressively acquired 80% of Xyntax Group Inc.
- 2020** — NRG successfully completed the acquisition of the remaining 20% shares of Xyntax Group Inc.
- 2021** — Naut'sa mawt Youth Council established with the purpose of giving forum to their unique perspectives, while also providing them with guidance and mentorship
- 2022** — NRG began operating Indigenous Marketing Solutions, offering creative, print, and marketing services to clients across Canada and developing programs such as the Pink Shirt and Orange Shirt Program
- 2022** — Naut'sa mawt Event Management was moved to NRG, restructured, and expanded to meet market needs
- 2022** — NRG partnered with Mad Engine to develop the Indigenous Proud brand, available exclusively at Walmart Canada

# Naut'sa mawt Tribal Council Member Nations

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1

**Homalco First Nation**  
<https://www.homalco.com>  
250-923-4979



4

**Malahat Nation**  
<https://malahatnation.com>  
250-743-3231



**Klahoose**  
FIRST NATION

2

**Klahoose First Nation**  
<https://www.klahoose.org>  
250-935-0251



5

**Tla'amin Nation**  
<https://www.tlaaminnation.com>  
604-483-9646



**K'ómoks First Nation**

3

**K'ómoks First Nation**  
<https://komoks.ca>  
250-339-4545



6

**Snaw-naw-as First Nation**  
<https://snawnawas.org>  
250-390-3661



**7** **Stz'uminus First Nation**  
<https://www.stzuminus.com>  
250-245-7155



**8** **Tsawwassen First Nation**  
<https://tsawwassenfirstnation.com>  
604-943-2112



**9** **Tsleil-Waututh Nation**  
<https://twnation.ca>  
604-929-3454



**10** **T'Sou-ke Nation**  
<https://www.tsoukenation.com>  
250-642-3957



# Our Purpose

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**Walking alongside our Member Nations on their journey towards self-determination and reclamation of culture by facilitating programs and services that positively impact Indigenous Peoples.**

This artwork beautifully captures our shared journey towards a unified vision. The figures in the canoe represent our Member Nations, paddling together with “one heart, one mind”, embodying the spirit of naut’sa mawt. Our paddles are raised, marking our arrival at a significant milestone and ensuring that the canoe remains steady as a symbol of our progress. On the horizon, the setting sun with six points reflects our core values and the guidance from our ancestors that illuminates our path. The seven points within the sun remind us of our duty to future generations. The beaver, frog, dragonfly, and wolf spirits represent our four goals that help us navigate on our journey.

**Artwork by Bayja Morgan-Banke from Toquaht, Nuuchahnulth Nation, and Secwepemc (Shuswap) Nation**





# Our Values

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*We honour the values of our ancestors, whose footsteps have marked this land for centuries and whose knowledge guides us as we lean on the teachings of our Elders who move us forward in a good way.*

## Naut'sa mawt (Hul'q'umín'um')

We **Working together as one**, we walk alongside our Member Nations with shared purpose and united voices

## Snuw'uy'ulh (Hul'q'umín'um')

We are mindful of our cultural values, seeking guidance from our Elders and echoing their **teachings** in the performance of our duties

## čiyεʔana (Ayʔajʉθem)

We **listen** with peaceful hearts and open minds

## O'siem (Hul'q'umín'um')

We **respectfully welcome** others and treat them with dignity and kindness

## Dádoset (Senćoʔen)

We **learn** from each other, celebrating our diversity and including all voices, perspectives, and approaches

## Qwam-kwum tsun shq. wuluwun (Hul'q'umín'um')

Together, we **make up our minds to be strong**

# Our Goals

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Strengthen self-determination through **organizational and operational excellence**

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*The dragonfly is representative of diligence, perseverance, and hard work. The dragonfly implies thoroughness through its precision and speed, being the fastest flying insect.*

## Objectives that support this goal:

- Integrate our values throughout our operations
- Practice sound financial management
- Cultivate strong governance practices
- Streamline core processes and policies



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture

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*Frog is the storyteller figure, one who for generations has been known to spread knowledge and teachings. In order to teach, one must also be able to listen and learn with patience and respect.*

## Objectives that support this goal:

- Support the recovery, reclamation, and revitalization of language, art, and culture
- Create opportunities for mentorship and knowledge sharing
- Implement effective internal and external communications



Collaborate to identify opportunities and develop and deliver relevant, **impactful programs, projects, and services**

*The Beaver is a symbol of a hard worker and teamwork, as well as cooperation and a key player in the harmony of nature. With their dams, the beaver creates an entire new ecosystem of stiller, gentler water where other plants and animals are able to thrive.*

### Objectives that support this goal:

- Foster relationships to identify high-level priorities and opportunities
- Develop and deliver programs and services that are relevant and impactful
- Evaluate and monitor the relevance and impact of programs and services



Develop relationships, programs, and activities that **generate ethical revenues** for long-term financial security

*The Wolf is a protective figure that signifies family bonds, trust, and teamwork. In many stories, not only does the wolf protect its own family members and other wolves, but also other animals, figures and humans. Wolves are a great symbol for ethics and strong choices for the greater good.*

### Objectives that support this goal:

- Strengthen and diversify revenue and funding streams

# Corporate Governance

## NmTC Board of Directors

Naut'sa mawt Tribal Council is governed by a Board of Directors consisting of one representative from Chief and Council from each of our Member Nations. After each election the Chief is automatically appointed to the board. A Band Council Resolution or Order will allow a Nation to appoint an alternative member from their council.

The Naut'sa mawt Tribal Council Board of Directors guides the organization in alignment with our values, mission, and strategic plan. They meet bi-monthly to review the activities of the Tribal Council, share successes, align common interests, and support one another.

We raise our hands to the hard work and dedication that the Board of Directors has given to NmTC this fiscal year.



**Klahoose First Nation**  
**Chief Steven Brown**  
*Chairman*  
*Effective 2023-present*



**Malahat Nation**  
**Chief Gordon Harry**  
*Vice Chair*  
*Effective 2023-present*





**Snaw-naw-as First Nation**  
**Councillor Cheryl Jones**  
*Secretary and Treasurer*  
*Effective 2023-present*



**T'Sou-ke Nation**  
**Chief Larry Underwood**  
*Effective 2024-present*



**Homalco First Nation**  
**Chief Darren Blaney**  
*Effective 2019-present*



**Tla'amin Nation**  
**Hegus John Hackett**  
*Effective 2020-present*



**K'ómoks Nation**  
**Chief Ken Price**  
*Effective 2023-present*



**Tsawwassen First Nation**  
**Councillor Louise Ahlm**  
*Effective 2022-present*



**Stz'uminus First Nation**  
**Chief John Elliott**  
*Effective 2023-present*



**Tsleil-Waututh Nation**  
**Councillor Deanna George**  
*Effective 2014-present*

# Corporate Governance

## Elders' Council

The Elders' Council was started in 2016 and guides the work of the Naut'sa mawt Board of Directors with its collective wisdom and knowledge in Coast Salish and Kwakwaka'wakw spiritual and cultural protocol, traditions, and languages. The Council are considered honorary members of the Tribal Council under section 10 of the NmTC Bylaws.

Our Elders' Council meets monthly, sharing their teachings and guiding the Naut'sa mawt Tribal Council forward. They also meet quarterly with the Youth Council, offering them a focused space for storytelling and a way to share valuable cultural teachings. We respectfully welcome our Elders to participate in talking circles, board meetings, and staff events. Their knowledge and resilience empower us to move forward in a good way, always mindful of our values and purpose.

## Youth Council

Our Youth Advisory Council was started in 2021, and supports NmTC with their new ideas, passion, and vision for a better future. The Youth Council meets to share and learn with one another, participate in workshops, and advise us on how NmTC can better support youth in its member communities.

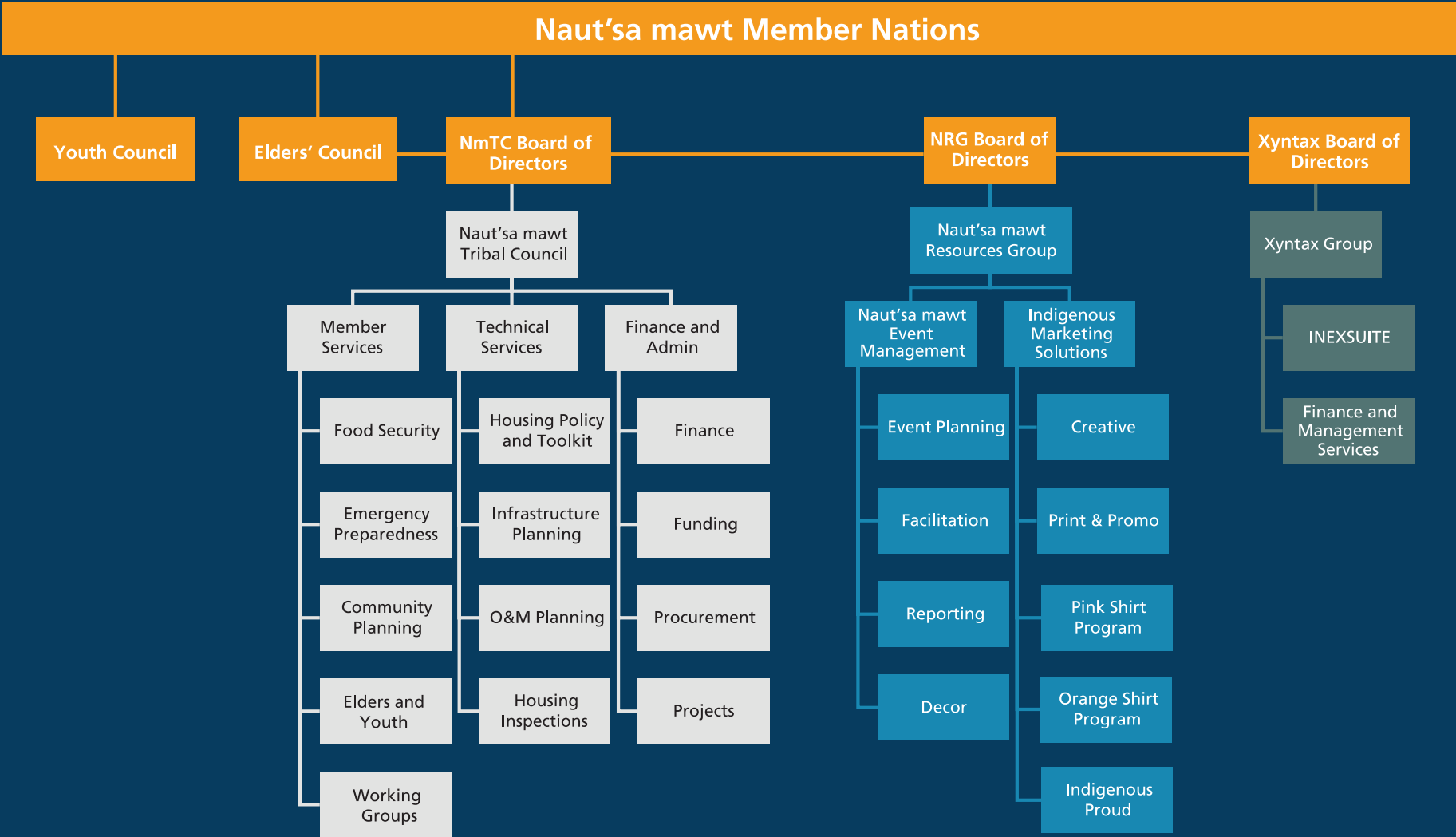
The NmTC Youth Council also offers a supportive platform for people up to age 30 to acquire knowledge, cultivate communication skills, and foster leadership qualities. NmTC is committed to providing our youth with the tools and support they need to face challenges and take advantage of the opportunities that come their way.

Our Youth Council members come from a variety of backgrounds; in their communities they are teachers, students, band staff, councillors, landscapers, and more. They have expressed interest in leadership development, connecting with their Elders, learning cultural activities, empowering other youth, and sharing knowledge and resources back to their communities.



# Organizational Structure

Naut'sa mawt Tribal Council places its Member Nation communities at the heart of its organizational structure to reflect that our work is guided by the needs and priorities of our communities. Alongside our communities are the Elders' and Youth Councils, who also play key roles in guiding NmTC's journey.



# The Naut'sa mawt Team

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## Working Together as One

Naut'sa mawt is supported by a dedicated and experienced team committed to the vision and value of our organization. Naut'sa mawt is committed to diversity, equity, and inclusion. We believe that our different backgrounds, ideas, and perspectives, united by our shared organizational goals, enable us to better serve our communities and Members.

Naut'sa mawt Tribal Council and Naut'sa mawt Resources Group are united under a shared purpose and vision for the future, in which cross departmental collaborations allows us to share knowledge, expertise, and leverage diverse experience to deliver relevant and impactful programs, projects and services. The Naut'sa mawt family takes pride in "Working Together as One" in service of our Member Nations.

## Executive



**Tut'keet Edith Moore**

*Chief Administrative Officer,  
Naut'sa mawt Tribal Council*



**Emily Shopland**

*Executive Assistant,  
Naut'sa mawt Tribal Council*



**Kelly Landry**

*Chief Executive Officer,  
Naut'sa mawt Resources Group*



**Samuel Dzierzawa**

*Administrator,  
Naut'sa mawt Tribal Council*



**Prabh Nijjar**

*Chief Financial Officer,  
Naut'sa mawt Tribal Council*

## Finance & Administration



**Bailey McCloy**  
*Director of Finance*



**Karson Charbonneau**  
*Finance Clerk*



**Ethan Whitelaw**  
*Procurement Specialist*



**Jennefer Millar**  
*Proposal Writer*



**Erin Law**  
*Finance Clerk*



**Lana Reimer**  
*Accountant -  
Maternity Leave 2024/25*



NEM team on a guided Takaya Tour



Members of NmTC attend Tsawwassen Treaty Day Celebration

## Member Services



**Mikaela Craig**  
*Director, Member Services -  
Maternity Leave 2024/25*



**Tim Byron**  
*Building Inspector*



**Clint Williams**  
*Emergency Preparedness*



**Megan Curren**  
*Food Security Advisor*



**Debbie Minton**  
*Elder and Youth Cultural  
Inclusion Advisor*



**Meaghan Smith**  
*Cultural Inclusion Advisor*



**Eric Blueschke**  
*Director, Technical Services &  
Housing Policy Advisor*



**Seanna Johnston**  
*Food Security Advisor*



**Darryl Tunncliffe**  
*Infrastructure Advisor*

## Naut'sa mawt Event Management



**Samantha D'odorico**  
*Director, Naut'sa mawt Event Management*



**Gerrit Wesselink**  
*Reporting Manager*



**Moni Wahid**  
*Event Assistant*



**Adrian Levine**  
*Report Writer*



**Haley Giddens**  
*Senior Event Manager*



**Sarah Tambur**  
*Senior Event Manager*



**Annette Lee**  
*Event Manager*



**Joseph Paris**  
*Editor*



**Victoria Lepp**  
*Senior Event Manager*



**Chanelle Conley**  
*Event Manager*



**Katherine Colbrook-goddard**  
*Event Manager*



**Dana-marie Kantor**  
*Event Assistant*



**Kayla Suhner**  
*Event Coordinator*

## Indigenous Marketing Solutions



**Sean Wilman**

*Director, Indigenous Marketing Solutions*



**Mary-margret Degraaf**

*Graphic Designer*



**Shayne LeGear**

*Print & Promo Specialist*



**Bayja Morgan-Banke**

*Illustrator*



**Melissa Vasey**

*Digital Marketing Specialist*



**Tye Shutt**

*Web Developer*



**Chartrelle Marissen**

*Print & Promo Specialist*



**Niva Oglow**

*Marketing & Communications Coordinator*



**Claire Stewart**

*Art Director*



**Prateek Gupta**

*Print & Promo Manager*



**Colleen Moyles**

*Marketing & Communications Manager*



**Savannah Campbell**

*Graphic Designer*

# NmTC Babies



**Niva Oglow and Chris Peterson**

**Luca Oglow**

*June 18, 2023*



**Ethan and Brooke Whitelaw**

**Aubrey Blake Whitelaw**

*June 17, 2024*



**Lana and Brandon Indjic**

**Brooks Indjic**

*February 17, 2024*



**Prateek and Chitra Gupta**

**Avir Gupta**

*September 14, 2024*



**Mikaela and Cody Craig**

**Theodore Craig**

*December 20, 2021*

**Malakai Craig**

*January 6, 2024*

## *In loving memory of Hayes Fisher Law*

Sunset: August 29th, 2024



Erin, Kelsey,  
and Rydel Law

*Words cannot capture the depth of loss and heartbreak of saying goodbye too soon. Though Hayes couldn't come home with you, the time you shared will always remain a part of you. He knew your love, felt your warmth, and will forever be your sweet boy. Though his time was brief, he left a lasting mark on your hearts.*

*While we may never understand why he couldn't stay, the love for him is endless and unwavering. The memories from those 35 weeks will be cherished forever. Hayes will always be remembered as part of a family who loved him deeply.*

*Rest in peace, sweet Hayes. You will always be loved and never forgotten. Our Naut'sa mawt family grieves with Erin and Kelsey and Rydel, sharing this loss with them.*



# Member Services

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## ᕿᕿᕿᕿ; Hayuthela la xens (Ayajuthem: Moving Forward Together)

Working naut'sa mawt (together as one) with peaceful hearts and open minds, we help each other to understand and realize our shared goals.

Our initiatives and programs are designed to strengthen community, celebrate culture, facilitate knowledge sharing, and develop skills and resources. It is our hope to positively impact the lives of Indigenous Peoples and support the continued growth and resilience of our communities.

The Member Services Team operates as a cross-functional unit, dedicated to assessing existing resources and augmenting them to address the evolving needs of Member Nations. NmTC has expanded its service areas over the years to reflect the values and priorities of our communities.

During the 2023-24 fiscal year, our delivery areas included the Elders' and Youth Councils, Food Security, Emergency Preparedness, Technical Services, Community Planning, Governance, Finance, as well as various Working Groups. We are committed to providing important programs and services that create lasting, positive change.

# Elders' and Youth Council



## Debbie Minton

Elder & Youth Advisor / Executive Assistant to the CAO

## NmTC Elders' Council

The Elder's Council meets bi-monthly, building relationships while sharing wisdom and offering teachings to the Naut'sa mawt staff. These gatherings help ensure Naut'sa mawt remains aligned with its purpose, moving forward in a good way. In addition to regular council meetings, we invite our Elders to participate in talking circles, open and close Naut'sa mawt meetings in accordance with cultural protocols and attend Board of Directors meetings. Beyond its formal meetings, the council also fosters connections between Elders, growing friendships and reducing isolation.



6

Virtual Elders' Meetings



6

Virtual Youth's Meetings



6

Elder and Youth Virtual Meetings

## NmTC Youth Council

The Youth Council supports the work of NmTC with their new ideas, passion, and vision for a better future. Through bi-monthly virtual meetings, youth connect and learn from one another, participate in workshops, and offer feedback on how NmTC can better support the youth of its Member Nations.

## Joint Elder and Youth Council Gatherings

Following the suggestion of the Elders' Council, this year has also seen six virtual and one in-person joint Elder and Youth Council gatherings. Bringing Elders and youth together strengthens the ongoing sharing of cultures, languages, and traditions. This transfer of knowledge and wisdom helps foster growth and promote inclusion for both Elders and youth.



## Member Services

## NmTC Youth Council

On September 16, 2023, five Elders and six Youth Council Members gathered in Stz'uminus First Nation to share meals and stories together. The gathering was hosted at Stz'uminus Community Centre, opened by Elder George Harris and followed by song and dance from the Young Wolves Group. The Elders and youth shared food together and joined making traditional deer skin drums. This special day of sharing concluded with drumming and songs by Elder George Harris and Youth Council members Eve Bob and Kianna Watts of Snaw'naw'as.



### Goals Achieved



*organizational and operational excellence*



*impactful programs, projects and services*



*meaningful conversations and communications*

# Food Sovereignty and Food Security Services



**Seanna Johnston**  
Food Security Advisor



**Megan Curren**  
Food Security Advisor

Naut'sa mawt Food Sovereignty and Food Security Services walk alongside our Member Nations by supporting traditional harvesting, agriculture, gardening, and aquaculture practices. We also facilitate the Community Food Network, which nurtures relationships between Member Nations, cultivating space to share knowledge, develop ideas, brainstorm through challenges, and celebrate each other's growth. Through regular meetings, workshops, webinars, and diverse learning opportunities, Food Sovereignty and Food Security Services work to uplift and empower our communities.

## Key Program Objectives

- Connect our Member Nations, individually and collectively, to other Nations and organize work on similar projects, highlighting successes and discussing challenges
- Develop resource databases, toolkits, and technical support packages that address the needs of our Member Nations
- Support the development, implementation, and operation of food security and food sovereignty related programs
- Assist in fund sourcing and grant writing for our Member Nations

## Food Sovereignty and Food Security Needs Assessments

NmTC received funding to help interested Member Nations build their capacity for Indigenous food sovereignty and security planning, as well as conduct needs assessments to support holistic planning efforts. Food sovereignty plans provide a roadmap for implementation and strengthen the potential for future funding. We are honoured to partner with the Working Group for Indigenous Food Sovereignty and Dawn Morrison, as our Member Nations move toward achieving food sovereignty and security. Funding was received in 2024, with work set to commence in 2025.

## Community Food Network: Learning Together as One

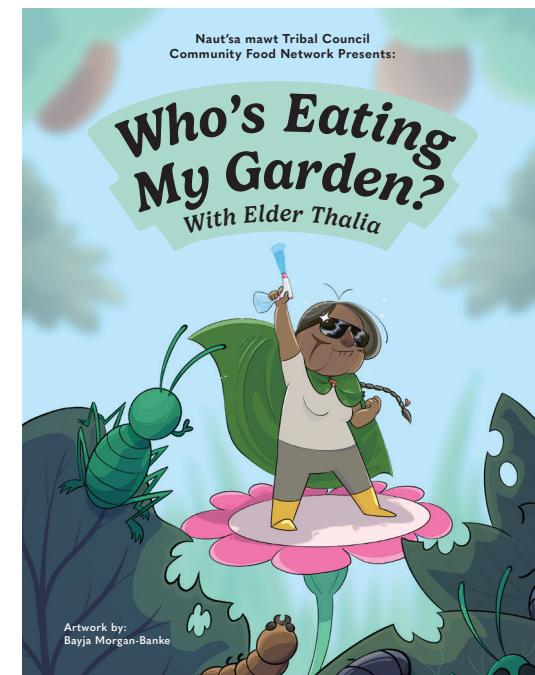
Funded by the Indigenous Food Systems Agriculture Program, this is a two-year project aimed at developing hands-on learning opportunities and other educational resources. The following resources and workshops were this year:



## Resources

### *Release of Who's Eating My Garden with Elder Thalia*

In response to frequent requests from our Community Food Network members, a 26-page illustrated educational resource on the identification and management of common garden pests and diseases was designed. Offered in digital and print form, the book was first released and gifted to CFN members during the Annual Community Food Network Gathering. The book was illustrated by Bayja Morgan-Banke and designed by Savannah Campbell of Indigenous Marketing Solutions.



## Launch of Elder Thalia's Transformative Food Guide

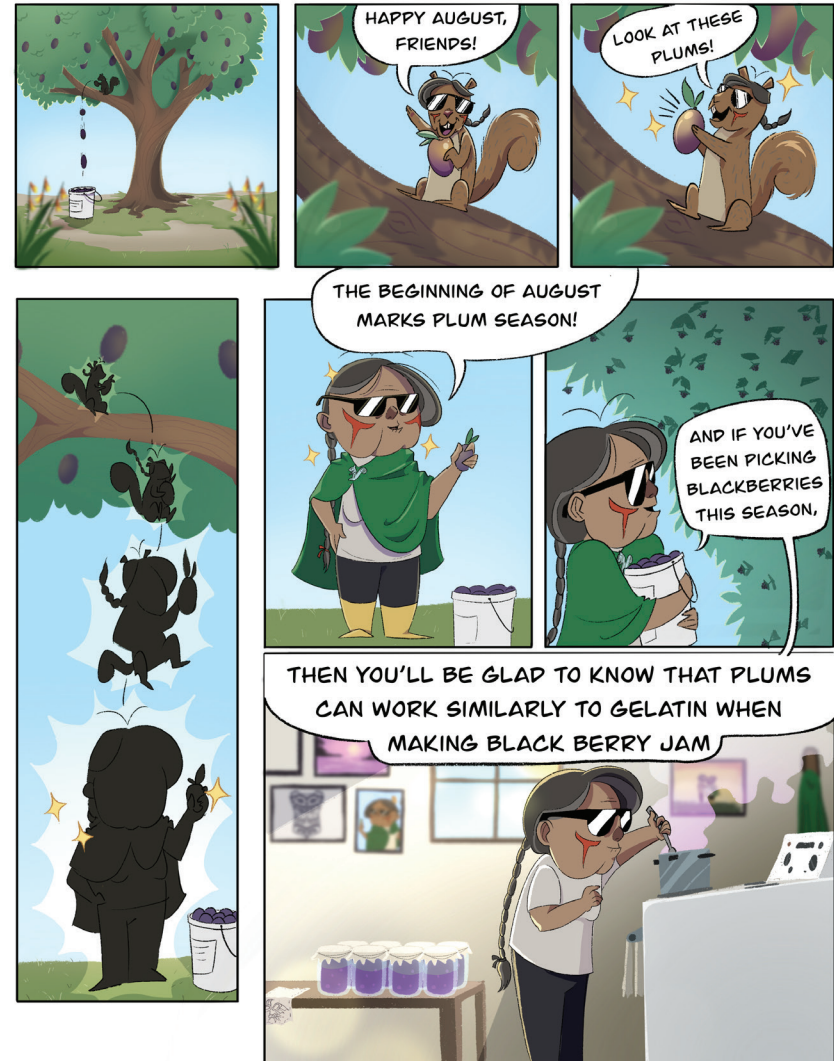
Elder Thalia's Transformative Food Guide is a cultural and educational comic series developed by Bayja Morgan-Banke during her internship with NmTC's Food Sovereignty & Food Security Services.

Funding provided by Agriculture and Agri-food Canada's Indigenous Youth Employment & Skills Program.



## Elder Thalia's TRANSFORMATIVE FOOD GUIDE

BY BAYJA MORGAN-BANKE



### Planting Guide Calendars

Community Food Network members requested more accessible and relevant planting guides, leading to the development of separate summer and winter calendars based on West Coast Seeds' existing guides. Designed by Bayja Morgan-Banke, these guides are available digitally and in print, intended for quick reference on a wall or fridge.

### Canning Guides



As part of our Canning Workshops, two canning guide documents were developed in collaboration with home preservation instructor Gale Smith. Designed and illustrated by Baya Morgan-Banke, the canning guides are available digitally and for print via our webpage.

## Hands-On & Online Learning Workshops Hosted

- 3 Canning Workshops - Malahat, Homalco, Snaw-naw-as - 6 hours each
- Food Safe Level 1 Certification Course - Snaw-naw-as - 8 hours
- Building Healthy Soil with Kalista Pruden - Online - 1.5 hours
- Food Forest Foundations with Kalista Pruden - Online - 1.5 hours
- Raising Backyard Chickens with Kalista Pruden - Online - 1.5 hours
- Fruit Tree Pruning with Tim Fryatt - Malahat - 6 hours
- Fruit Tree Pruning with Tim Fryatt - Homalco - 6 hours



**8** Elder Thalia's Transformative Food Guide comic issues



**42.5** hours of hands-on learning workshops



**4** distinct educational resources developed and shared with a total of *30 pages* of educational material



**75** total workshop & training attendees

# Community Food Network Annual Gathering

Hosted by Malahat Nation on November 6 and 7, 2023

In addition to our regular bi-monthly meetings, the Community Food Network held its first ever in-person Annual Gathering, inviting two staff from each of our Member Nations. The Annual Gathering began with a tour of Malahat's Community and Medicine Gardens, followed by a shared dinner at the hotel. The following day, Quw'ustun chef, language learner, and educator, Jared Qwustenuxun Williams taught traditional salmon cooking techniques over an open fire. Finally, everyone took part in a food trade, exchanging items they had grown, preserved, harvested, or hunted. The Gathering closed with each attendee receiving a copy of our book, *Who's Eating My Garden* with Elder Thalia.



**7** of our ten Member Nations in attendance  
(Tla'amin, Homalco, Snaw-naw-as, Stz'uminus,  
Tsawwassen, Tsleil-Waututh, Malahat)



**24** hours spent together sharing & learning



**13** different types of food traded



*Around the fire*



*Opening circle*



Jared fileting



Jared's dried salmon



Garden tour



Sandy and Handsome



Jared tending the salmon



Plant medicine

# Member Services

## Community Food Network: Learning from Our Elders

A collaboration between NmTC's Elder and Youth Cultural Inclusion Advisor, Debbie Minton, and the Food Sovereignty and Food Security Services team, this project aims to involve our Elders in community food security, ensuring future services are inclusive and accessible to them. This will include engagement sessions and gatherings with Elders, Youth, the Community Food Network, and community workers to support resource development. The project will culminate in a toolkit for Elder-friendly community food system design for circulation to NmTC Member Nations.

Funding provided by the BC Healthy Communities' Age Friendly Communities program in 2024, with work continuing into 2025.



**8**

**of our ten Member Nations  
have participated in our  
programs and services**



**We worked with our Member  
Nations to raise over**

**\$300,000**

**to support the projects in  
their communities**



**\$201,200**

**raised to support our activities**



**120 people**

**attended our meetings,  
workshops, and events**



The Community Food Network  
hosted and/or supported over

**70 hours**

of meetings, workshops,  
and events



### Goals Achieved



*organizational and  
operational excellence*



*impactful programs,  
projects and services*



*meaningful conversations  
and communications*



*generate ethical revenue*



# Emergency Preparedness



**Clint Williams**

Emergency Preparedness  
Advisor

Naut'sa mawt Emergency Preparedness Services support our Member Nations in developing and updating emergency management plans, leading to safer and healthier communities. This includes participating in Federal and Provincial meetings to advocate for operations and policies in the interest of our Member Nations, as well as pursuing opportunities in training and funding for the benefit of our communities.

## Key Program Objectives

- Cultivate and maintain ongoing collaborative relationships with Member Nation emergency planning teams, including the development and maintenance of emergency plans, as well as the implementation of emergency planning drills in communities.
- Support the recovery of Member Nations from emergency situations with Business Continuity and Recovery Planning, implementing common planning processes, tools, policies, bylaws, and other means necessary.
- Leverage the services of relevant agencies and organizations, such as Emergency Management BC, First Nations Emergency Services Society, BC Wildfire, Emergency Services Support Program, First Nations Health Authority and ISC as requested by Member Nations.
- Share information gathered through various emergency management-themed meetings back to Member Nations.



## Circle of Practice

Supported by the First Nations Leadership Council, the First Nations Emergency Services Society of BC (FNESS) is the go-to organization for communities seeking emergency and forest fuel management services. For over a year, we have attended monthly, hour-long online meetings with FNESS staff and Emergency Program Coordinators from across the province. These open-agenda meetings facilitate sharing updates on incidents, funding, and projects, providing remote communities with crucial information they might otherwise miss.

## Sharing the Pen – BC Flood Strategy Working Group

Founded in 2020, the BC Flood Strategy Working Group follows what First Nations' have known for generations: strong relationships between both people and nature are essential for collective wellbeing amid severe natural events. It was a pleasure to be a part of this working group which brought together representatives from First Nation communities, local governments, the Ministry of Forests and the Ministry of Emergency Management and Climate Readiness to discuss, deliberate and advance BC's Flood Strategy.

With work on the Strategy now complete, next steps for the province involve community education on the Strategy and the further development of networks for flood resiliency.

## Emergency Management and Climate Readiness Meetings

Emergency Management and Climate Readiness (EMCR) holds meetings as needed to inform communities of potential emergency situations that could affect the province. Under a 10-year, \$29.6 million bilateral Emergency Management Service Agreement between the governments of Canada and British Columbia, on-reserve First Nation communities in B.C. receive emergency management support comparable to that provided to other local authorities. Attending these sessions is crucial, as they provide updates on potential new funding opportunities.

## Wildfire Resiliency Summit 2024

As British Columbia continues to recover from its worst wildfire season on record, over 700 firefighting professionals, FireSmart experts and municipal, Indigenous, and community leaders gathered in Prince George to share lessons learned from 2023. The event featured updates on research, technologies, and best practices to help communities prepare for the next wildfire season. On the fourth day, a ceremony honouring and remembering those who lost their lives to the 2023 Wildfire Season was held. This summit offered important knowledge sharing opportunities, as well as relationship and community building.

## Member Nation Visits

This fiscal, I had the pleasure of visiting seven of our ten Member Nations. In-person meetings with the elected leadership and staff of communities is important when discussing project updates and sharing new opportunities for funding, training, and equipment. Maintaining existing connections and meeting new leaders and staff is essential for staying engaged with our communities to ensure we understand the support and advisory services they need most.



### Goals Achieved



*organizational and operational excellence*



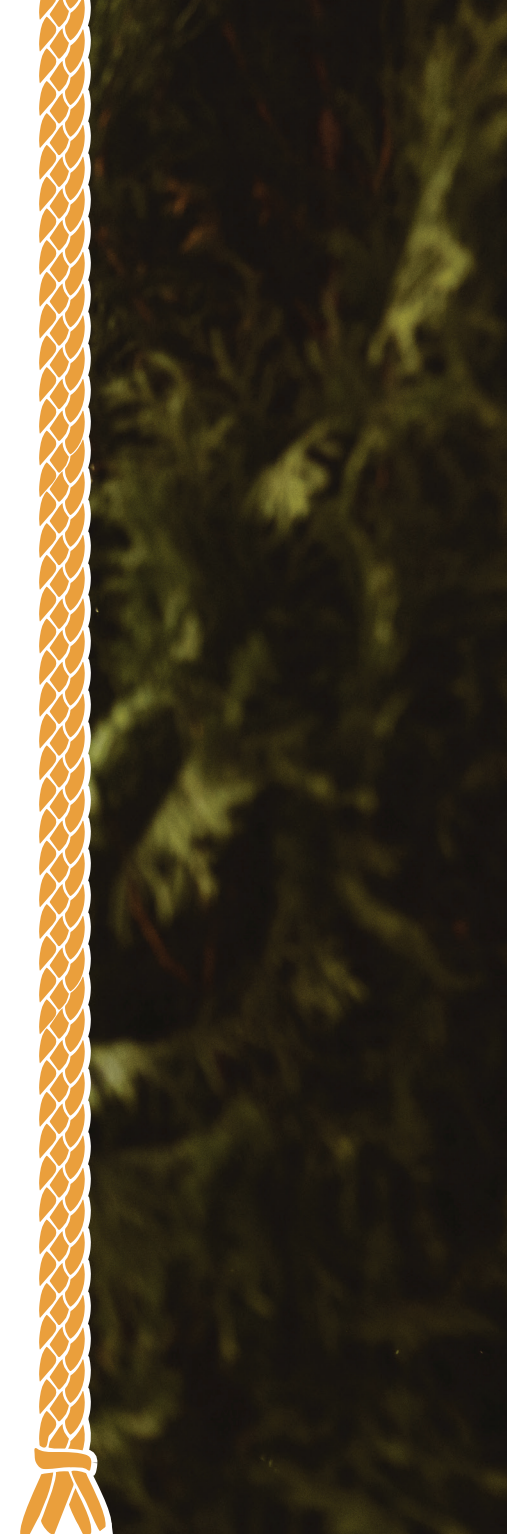
*impactful programs, projects and services*



*meaningful conversations and communications*



*generate ethical revenue*





# Member Services Projects and Networking Groups



**Hwum'mi'ya  
Mikaela Craig**

Director of Member Services

Naut'sa mawt Tribal Council's Director of Member Services facilitates two-way communication between NmTC and our Member Nations, managing special projects and facilitating various networking groups.

### Key Program Objectives

- Strengthen communication between Member Nations and the Member Services team
- Connect our Member Nations, both individually and collectively, with other Nations working on similar projects, sharing successes and addressing challenges
- Identify programs and services to best serve Member communities
- Increase Member knowledge of resources available through NmTC
- Connect Member Nation staff with one another and NmTC through networking groups and Nation visits



**Melanie MacLeod**

Interim Director of Member Services: *January 2024 – July 2024*



## Nation Visits

NmTC's Member Services team facilitates annual visits to our Member Nations. These visits help strengthen and grow relationships between staff, deepen NmTC's insight into community projects and events, and provide a space for NmTC to offer information on available services and training.



STZ'UMINUS FIRST NATION

### Stz'uminus First Nation

May 24, 2023  
September 16, 2023



Malahat

### Malahat Nation

June 30, 2023  
August 17, 2023



### Snaw-naw-as First Nation

May 25, 2023



### Tla'amin Nation

April 5, 2023



Klahoose  
FIRST NATION

### Klahoose First Nation

April 4, 2023  
July 3, 4 and 5, 2023  
September 5, 2023  
February 12, 2024



K'omoks First Nation

### K'omoks First Nation

October 5, 2023



### Homalco First Nation

April 6, 2023

## Governance and Leadership Training

For October 11 and 12, 2023, NmTC invited all Elders, Board of Directors, Chief and Councils, CAO's, Senior NmTC Staff, and stakeholders to attend a full-day of training at the Laurel Point Inn, located on the traditional territory of the Songhees and Esquimalt Nations. Based on needs identified by our Board of Directors and CAO Network, we chose to host Governance and Leadership Training to further support the success of the governments and administrators of our Member Nations.

Participants greatly appreciated the welcoming environment and valuable learning opportunities provided by NmTC CAO Edith Moore and facilitators Christopher Derrickson and Anne Moscow.



**6** Member Nations represented



**27** attendees

## Pre and Post Election Leadership Training

In response to Member Nation requests, NmTC has been offering pre- and post-election training on an as-needed basis since 2017. This fiscal, NmTC offered Member Nations updated Pre-Election Leadership Training (half-day) and Post-Election Leadership Training (two-day). The goal of this training is to meet the needs and interests of our Member Nations, strengthening their capacities for good governance and thereby improving the quality of life for current and future generations.

### *Governance and Leadership Training Completed for 2023-2024*

Nation & Training	Date
Malahat Nation – Pre Election Leadership Training	April 26, 2023
Malahat Nation – Post Election Leadership Training	June 19-20, 2023
Governance and Leadership Training Day	October 11, 2023

## Xyntax Training

Since 2022, NmTC has received ongoing funding from ISC to offer up to \$4,000 in Xyntax Finance and Management Services, INEXSUIE Xyntax System training, or hardware and peripherals to Member Nations.

*This year, five Member Nations received a total of:*

**\$4,260**

**in INEXSUIE Workshops**

**\$10,000**

**in financial and administrative management supports**

**\$12,650**

**for purchasing office hardware and peripherals**

## Cultural Grants

The Cultural and Community Grants Program offers small grants to our Member Nations to assist with cultural activities, sporting events, and community gatherings. Each Member Nation has access to a grant of up to \$3,000 a year (eligible to be carried over for four consecutive years). This year, three Member Nations took advantage of this grant for a total of \$24,000. Since 2010, \$308,500 in funds have been distributed to our Member Nations through this program.



### Goals Achieved



*organizational and operational excellence*



*impactful programs, projects and services*



*meaningful conversations and communications*

## NmTC Newsletter

In January 2023, we resumed publishing the NmTC Newsletter. This bi-monthly newsletters offers our Member Nations insight into the ongoing projects and activities of NmTC and NRG, highlighting funding, training and service opportunities available to them. We've received positive feedback from our Member Nations noting how the newsletter helps keep them up to date on NmTC's activities.



## CAO Network

The CAO Network is an internal information sharing group comprised of NmTC Member Nation Administrators, their support staff, and NmTC Staff. We hold monthly virtual meetings to discuss ongoing priorities within Member Nations, as well as host an annual in-person meeting for a full-day of information sharing and training. These meetings offer space for Member Nation Administrators to:

- Identify priority needs from Member Services
- Provide feedback to ensure that Member Services offers relevant and impactful programs of collaborative benefit that realize efficiency and economies of scale
- Cultivate strong working relationships across Nations and organizations through the ongoing sharing of best practices and resources

### *CAO Network Meeting Schedule for 2023-2024*

Date
April 17, 2023
June 19, 2023
July 17, 2022
September 18, 2023
October 11, 2023
November 20, 2023
December 18, 2023
January 15, 2024
February 18, 2024
March 15, 2024

## Finance Network

The Finance Network brings together Member Nation Finance Managers to discuss ongoing financial priorities, and share successes, knowledge, and skills on a variety of topics. These meetings offer Finance Managers:

- A collaborative space to brainstorm through challenges, and encourage and uplift one another in their work
- Identify priority areas of support from NmTC's Finance Team
- Build strong working relationships across Nations and organizations through the sharing of best practices and resources

### Finance Network Meeting Schedule for 2023-2024

**Date**

April 19, 2023

August 16, 2023

### Goals Achieved



*organizational and operational excellence*



*impactful programs, projects and services*



*meaningful conversations and communications*



# Wills and Estates Program



**Ethan Whitelaw**  
Procurement Specialist

Created in response to a direct request from our Board of Directors, our Wills and Estates program supports an Indigenous approach to building respectful relationships around wills and estates within our Member Nation communities. In addition to meeting with Board Members and Elders' Council members, we have also held round-table discussions with legal advisors to further explore ways in which cultural teachings and knowledge can be brought together with legal understanding to build an inclusive, welcoming, respectful, and caring program.

Initial info sessions were held with **8 Board Members and 4 Elders' Council Members, reaching 9 of our Member Nations**. Please keep an eye out for project updates as we move forward on this important work to address emerging needs within our communities, creating lasting effects for generations to come.

## Goals Achieved



*organizational and  
operational excellence*



*impactful programs,  
projects and services*



*meaningful conversations  
and communications*

# Comprehensive Community Planning Workshop 2023/24

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**Bronwen Geddes**  
Planning Associate



**Hwum'mi'ya  
Mikaela Craig**  
Director of Member Services



**Melanie MacLeod**  
Interim Director of Member  
Services: *January 2024 – July  
2024*

In 2023/24, NmTC provided support to its ten Member Nations through the organization and implementation of the Comprehensive Community Planning (CCP) annual workshop, mentorship initiative, and handbook renewal.

## Key Program Objectives

- Provide support to community-led planning leads in NmTC Member Nations and from across British Columbia
- Organize and lead the annual in-person community-led planning training workshop
- Coordinate Nation-to-Nation mentorship initiatives
- Develop the new community-led planning resource guide with BC planning mentors



## 2023 CCP Workshop

The 2023 CCP Workshop, themed Making Things Right, centered on Nation-to-Nation learning and capacity building, exploring how planning can drive positive change, correct wrongs, revitalize culture and language, reconnect communities, and support repatriation, climate readiness, emergency preparedness, and health. The 2.5 day event was co-hosted by the Osoyoos Indian Band and Indigenous Services Canada’s BC Region at Spirit Ridge Resort, with event oversight and management by NmTC. The agenda was shaped by the CCP Workshop Advisory Group, which was comprised of CCP mentors, ISC representatives, and NmTC organizers who met regularly from July to October.

**144** Registrants  
**120** Attendees  
**100%** of participants described it as either *Good or Excellent*



**42** BC Nations represented



**11** Support Organizations represented



**6** Member Nations represented  
*(Homalco, Malahat, Snaw-naw-as, T’Sou-ke, Tsawwassen, Tsleil-Waututh)*



Workshop participants listening to Elder Leon Louis (Syilx) during the opening welcome at Spirit Ridge Resort in Osoyoos.



Gifting circle at 2023 CCP Workshop.



Dog wearing “Community Planner in Training” t-shirt.

## CCP Mentorship Initiative

Through the Mentorship Initiative, communities at any stage in implementing their community-led plans could request to have a planning mentor assigned to them. NmTC sought to revitalize and bring energy back to the CCP Mentorship Initiative for 2023/24. We reached out to all past mentors via survey and email to gauge availability and interest in continuing as planning mentors, sought recommendations for additional mentors, and connected with potential mentees to discuss the initiative, determine their interest, and establish which mentors might be best suited to offer support. NmTC then connected two mentors to each mentee, monitored their progress, and offered coordination support. In addition, we updated the CCP website with the current mentorship approach, news, and updates.



**22** Mentee Nations Expressing Interest in Support

**6**

Active Mentors (as of March 2024)

**6**

Active Mentees (as of March 2024)

## CCP Handbook Renewal

Alongside in-depth participation by the BC Planning Mentors, NmTC led the project management for renewing and refreshing the CCP Handbook. Rather than merely updating it, the BC Planning Mentors envisioned a short, engaging, and visually appealing document accessible to both planners and community members. After four months of weekly meetings, two in-person multi-day gatherings, and collaboration with Indigenous Marketing Solutions' illustrator Bayja Morgan-Banke, the Honouring Our Ways (HOW) Visual Guide was created. The HOW Guide references existing full-length resources, while providing its own culturally-based, visual depiction of the community-led planning journey.

*Honouring Our Ways visual guide available at [www.comprehensivecommunityplanning.org](http://www.comprehensivecommunityplanning.org)*





**12** Virtual Meetings Held



**4** In-Person Days

Value of New, Indigenous-Led, Community-Based Planning Guide:

**Priceless**



**Goals Achieved**



*organizational and operational excellence*



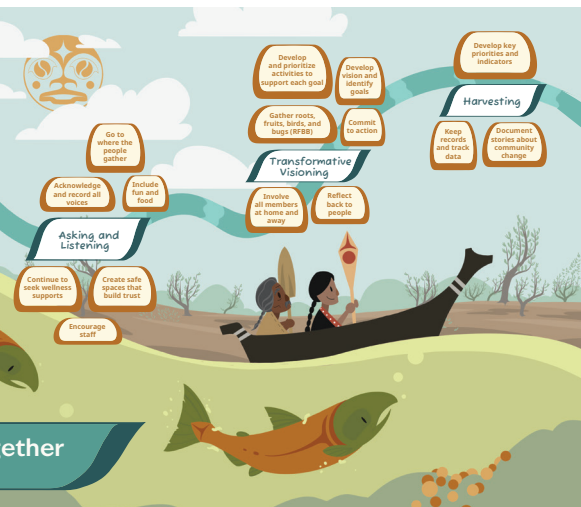
*impactful programs, projects and services*



*meaningful conversations and communications*



**Honouring Our Ways**  
A Journey Through Community-Led Planning



# Technical Services Unit

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**Eric Blueschke**

Program Administrator,  
RPP, Housing Policy Advisor



**Darryl Tunnicliffe,  
P.Eng.**

Infrastructure Advisor



**Tim Byron**

RBO, Building Inspection  
Advisor

The Technical Services Unit (TSU) helps Member Nations with advisory services, resources, and tools for housing and infrastructure, including planning, policy, procurement, and building inspections. We work with Member Nations, liaising with funders and provide support through technical assistance, toolkits, and advice on planning, policy, and processes. We're dedicated to ensuring successful housing and infrastructure projects for our Member Nations.

## Key Program Objectives

- Provide support to Member Nations in areas of planning, infrastructure, and housing
- Engage with Member Nations to exchange knowledge and identify common needs
- Create and update technical guidance toolkits, template documents, and technical support packages tailored to the specific requirements of Member Nations

## First Nations Housing and Infrastructure Council Housing Pilot Project

NmTC entered into a Memorandum of Understanding (MOU) with FNHIC to participate in their Pilot Project with our Member Nations. The project objectives include:

- Assessing the current Building Condition of homes
- Identifying recommended immediate and long-term improvements, including cost estimates
- Supporting residential capital planning capacity within each Nation
- Defining long-term sustainable funding needs



### January 2024

Well-attended introductory workshop held for NmTC Member Nations



### Spring 2024

Further meetings with FNHIC, MOU drafted and negotiated.

## Building Inspection Program

The TSU is pleased to introduce Tim Byron as our new Building Inspection Advisor, a role created in response to requests from our Member Nations.

A Registered Building Official with the Building Officials' Association of BC and a Red Seal Carpenter, Tim brings over 18 years of experience in home construction and building code inspections. He is already making strides in our communities by conducting building inspections and assisting with funding applications for residential renovations.

## Housing Managers Networking Group

The Housing Managers Networking Group offers a regular forum for housing managers to foster relationships and support one another on housing management issues. The objectives of this network are to:

- Share information and best practices
- Identify and prioritize issues
- Collaborate on initiatives
- Provide feedback and recommendations on housing policies and procedures
- Identify opportunities for training and professional development related to housing management



### 5 Housing Managers Network Meetings



## Housing Toolkit Update

The Housing Toolkit 3.0 provides comprehensive and flexible sample template housing policies that can be customized to the needs of specific Nations. Since 2014, over 350 Nations have requested access to the toolkit. To update the Housing Toolkit to 4.0, NmTC has partnered with the First Nation Market Housing Fund, in addition to receiving partial funding from the Canada Mortgage Housing Corporation.

### Next Steps

#### *Phase 1*

Evaluation of the Toolkit, providing recommendations for updates, improvements and expanded content

#### *Phase 2*

Projected 2025 update of the Toolkit based on the results of Phase 1

## Procurement Support

The TSU has developed and shared templates with Member Nations for the procurement of Contract Administrators, Architectural Services, Civil Consultants, and Owner’s Engineers. The TSU is proud to have worked closely with Malahat Nation to select an Owner’s Engineer for their Oliphant Dam project.

### Facilitated knowledge sharing exchange between Klahoose and Malahat Nations



**5 Aboriginal Capital Committee (ACC) Meetings attended**

Visited	Homalco	Snaw-naw-as	K’omoks	T’Sou-ke	Malahat
	Klahoose	Tsleil-Waututh	Tsawwassen	Tla’amin	Stz’uminus

## Conferences Attended

- BCAFN Housing Forum
- ISC Infrastructure Modernization Engagement Session
- Coastal Zone Canada Conference

## Forged new working relationships with:

- First Nation Market Housing Fund (FNMHF)
- First Nations Housing and Infrastructure Council (FNHIC)
- Indigenous Coastal Climate Coalition



### Goals Achieved



*organizational and operational excellence*



*impactful programs, projects and services*



*meaningful conversations and communications*



*Provided contract administration services for Indigenous Services Canada's Annual Performance Inspections: Five contracts for professional engineering services covering all First Nations in BC.*



**4** Member Nations provided with housing and infrastructure policy support



**3** ISC Asset Management Planning proposals supported through their development



Housing Toolkit Update - First Nation Market Housing Fund

# Hawk Communications App



**Bronwen Geddes**

Director of Operations,  
Hawk Solutions



**Steve Weatherbee**

CEO, eCenter Research

Hawk Solutions offers a range of web and mobile applications to support Nations and Indigenous support organizations across the country with emergency and non-emergency communications, treaties, networking, and community planning. The Hawk Communications App is the central project of Hawk Solutions, allowing Nations and support organizations to connect with their members in real-time. NmTC has received multi-year funding from Indigenous Services Canada to expand use of the Hawk Communications App nationwide in collaboration with Hawk Solutions.

## Key Program Objectives

- Support communications both within and between Nations and Indigenous support organizations
- Enhance community safety through real-time information sharing
- Facilitate information gathering and tracking in advance of signing modern treaties
- Relieve administrative challenges
- Contribute to transparent governance



## Hawk Communications App Expansion

The Hawk Communications App is a mobile app that allows communities and organizations to send out alerts, updates, events, resources, polls, and surveys directly to their members' mobile devices. Crucially, it also provides a reliable form of communication within communities during declared emergencies. In 2023/24, Hawk Solutions expanded use of the app from **27 to 57 Nations and Indigenous support organizations**.



**30** New Nations and Indigenous support organizations on-boarded



**531** Nations and organizations across Canada invited to live demos



**132** Nations and organizations had representatives attend one of over 30 demos held



*App used at Our Gathering 2023 (750 participants) and the 2023 CCP Workshop (125 participants), as the in-conference communications tool*



**3** Community of practice online gatherings with guest speakers



**3** Hawk Newsletters prepared and distributed



**2** Five-part training series for new users held



*Completed over a dozen significant system enhancements*



Edith Moore with facilitator Jessie Hemphill's daughter Osha at Our Gathering 2024.



Effrey Webber shares information on the Hawk Communications App with Homalco members.



Bronwen Geddes and Edith Moore sharing information on the Hawk Communications App at Our Gathering 2024 in Vancouver.



Effrey Webber, Communications Coordinator with Homalco First Nation, at the Hawk Solutions booth at Homalco Days in June 2024.

## Feedback on Hawk Communications App from Nations and Organizations

“We are grateful for the ability to be trained and have launched this comprehensive Communications App to provide news, events, and resources to the community in a timely way, and to have the receptive feedback and support of the Hawk team and eInsight developers.”

“This has granted the ability for First Nations communities to confidently post updates and resources without the drawbacks of doing so on other social media platforms. The form builder has reduced disorganization amongst the many apps previously used to create forms by different departments. The alerts page was also a huge hit with our community, the ability to inform members immediately of possible hazards or danger has been greatly appreciated. This tool has been a blessing, and we still have a multitude of features to discover and utilize as we are still in the early stages of roll out.”

“Allows members on/off reserve to access critical sensitive information that the general public cannot access.”

“The Hawk Communications App is an extremely valuable tool that will allow us to provide a secure and reliable platform to provide information to our community, and interact with our Citizens.”

**Throughout the year, the Hawk Solutions team heard users express a desire to stay connected with system enhancements, as well as to meet and hear from other Nations and organizations using the App. To meet this need, the project team:**

- Formed the Hawk Community of Practice; all system administrators were invited to join 90-minute virtual gatherings held over Zoom every two to three months. These sessions provide a chance for users to meet other App coordinators, hear from guest speakers, share ideas, and ask questions.
- Developed a bi-monthly newsletter to share stories of the Hawk Solutions team in community, as well as new functionality on the App and the growing network of users across the country.
- Created a series of new training videos and support documents to further enhance user skills.

# Overview of Funding Proposals and Projects



**Jenny Millar**  
Proposal Writer

In order to continue developing projects and provide supports in service of our Member Nations, NmTC must seek funding beyond Indigenous Service Canada's annual core offering. This funding supports NmTC managed programs, in addition to training and services as requested by the BODs and CAOs of our Member Nations.

## Key Program Objectives


- Expand Member Services' offerings of projects, programs, tools, and training
- Support the growth and development of NRG
- Facilitate cross-departmental collaboration, developing proposals and budgets in support of ongoing projects and services
- Resource funding to address the in-community needs and interests of our Member Nations

## NRG Funding Support for 2023/2024


**Total Funding Approved: \$61,200**

**Indigenous Services of Canada – BC Region**

CORP Funding for NRG Décor Company Development grant

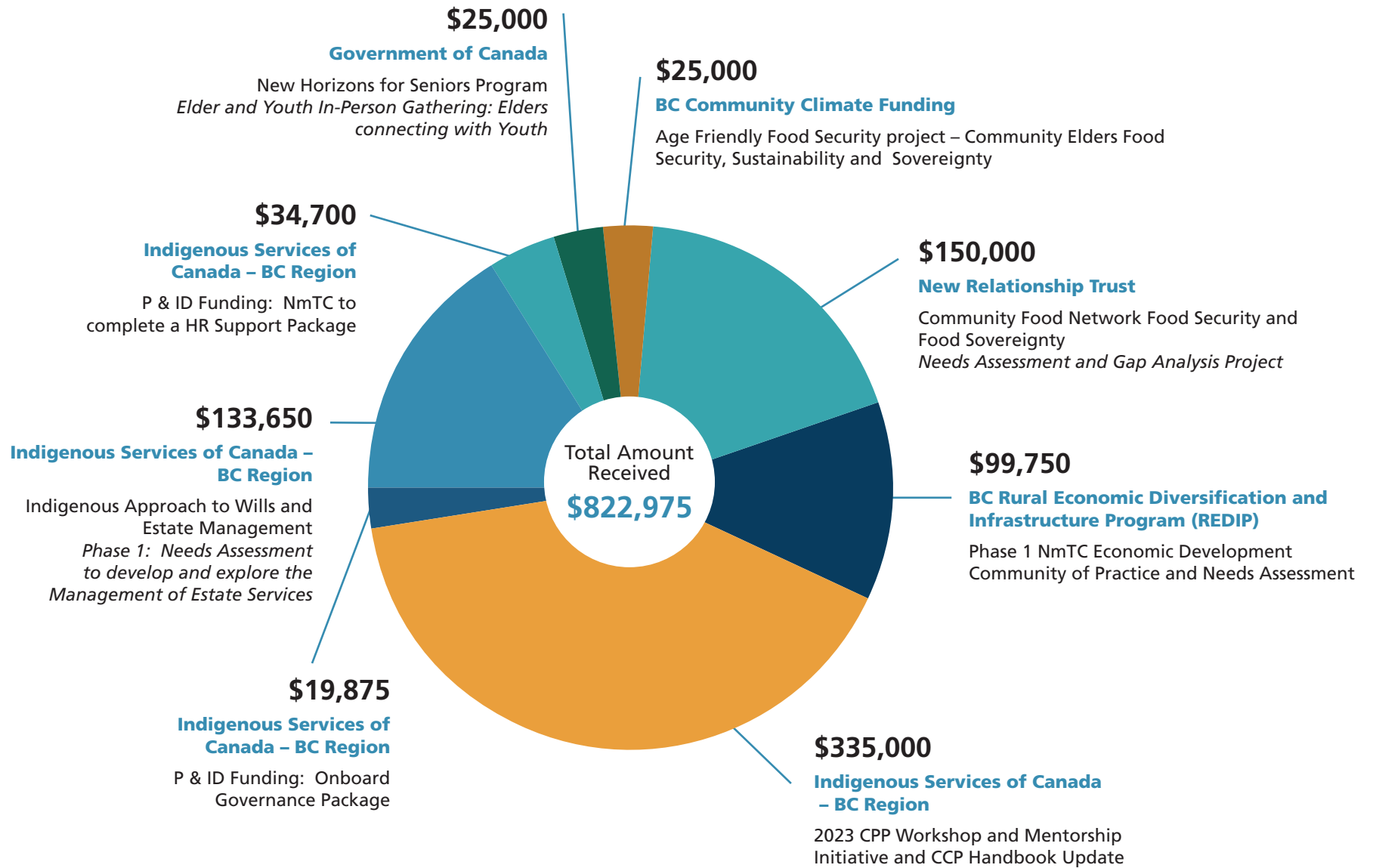


**Goals Achieved**



*generate ethical revenue*

# Member Services Funding Support for 2023/2024



# Naut'sa mawt Resources Group

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## Naut'sa mawt Resources Group Inc. was incorporated in 1997 by the Naut'sa mawt Tribal Council.

Naut'sa mawt Resources Group generates ethical and sustainable revenues to support Naut'sa mawt in our purpose — Walking alongside our Member Nations on their journey towards self-determination and reclamation of culture.

We manage projects, develop programs, and pursue business opportunities that are:

### *Profitable*

By generating ethical and equitable income to support the long-term well-being of Naut'sa mawt and our Coast Salish and Kwakwaka'wakw communities.

### *Impactful*

By contributing to Indigenous-led efforts to recover, reclaim, and revitalize culture and positively impact Indigenous Peoples.

### *Respectful*

By honouring the teaching of our Coast Salish and Kwakwaka'wakw Peoples whose footsteps have walked this earth since time immemorial.

# Chief Executive Officer Report

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## Kelly Landry CEO

It is with immense gratitude to our Elders, our Board of Directors and our staff, that I celebrate the achievements of the Naut'sa mawt Resources Group.

Two years ago, we embarked on a path of transformation, guided by our values and a steadfast commitment to doing what is right, even in the face of challenges. This past year has marked a turning point for Naut'sa mawt Resources Group. We are profitable, we have successfully expanded our team to meet the growing demands of our business, and we have established new policies and procedures to ensure clarity and consistency across our organization for both employees and management. We have become stronger, more resilient, and better positioned to support the Tribal Council in the years ahead.

Our successes are rooted in our shared vision for Naut'sa mawt, and our accomplishments are the result of the collaborative efforts of our entire organization. I am humbled by the extraordinary teamwork that has brought us to where we are today. Together, we have laid the foundation for an exciting future, and I look forward to all that we will achieve in the years to come.

### *Financial Progress and Transparency*

Naut'sa mawt Resources Group exists for the single purpose of generating own-source revenues to support the Naut'sa mawt Tribal Council. This year marked a pivotal milestone: for the first time in our history, we are profitable. We have also significantly reduced the debt accumulated since our inception. This accomplishment is the direct result of disciplined financial management, transparent communication, and consistent reporting. My hands are raised to our CFO, Prabh Nijjar, and the finance team for working so closely with me in leading this effort, as well as with our directors and senior managers.

Consistent and clear reporting across all levels—staff, executive, and board—has informed our decision-making and strengthened confidence in our strategic direction. By prioritizing financial transparency, we have cultivated trust, strengthened relationships, and operated with greater integrity, laying a solid foundation for long-term sustainability.

### *Executing Our Strategic Plan*

In 2022/23 we focused on realigning NRG with the values and purpose that guide Naut'sa mawt. This work culminated in the development of a Strategic Plan, built with input from across the organization, providing a clear roadmap for the future.

The 2023/24 fiscal year has been dedicated to executing that plan, based on three core principles:

- **Profitability:** Generating ethical and equitable income to support the long-term well-being of Naut'sa mawt Tribal Council.
- **Impact:** Contributing to Indigenous-led efforts to reclaim, recover, and revitalize culture, with a focus on positively impacting Indigenous Peoples.
- **Respect:** Honoring Naut'sa mawt values in all our initiatives.

These guiding principles have shaped our decisions, from the partnerships we pursue to the projects we prioritize, as we continue to build a stronger, more resilient future for Naut'sa mawt and the communities we serve.

### *Strengthening Revenue Streams*

This year, we took intentional steps to build and strengthen our operations. We invested in growth by adding resources that enabled our team to pursue new opportunities, deliver high-quality services, and set a high standard of excellence. Each department's goals are aligned with the broader objectives of the organization, creating a strong foundation for continued growth in the years ahead.

In our programs, our focus remained on expanding projects that aligned with our values, strengthening relationships with like-minded organizations, and pursuing equitable partnerships. These efforts have provided new opportunities for sustainable growth and led to measurable increases in both revenue and profitability.

### *Developing our Corporate Culture*

One of the cornerstones of our transformation has been cultivating a corporate culture rooted in culture, collaboration, continuous learning, and open communication.

At the core of NRG's mission is our deep commitment to Naut'sa mawt and its Member Nations. Our team expressed a strong desire to feel more connected to the communities we serve and the work we do. In response, we focused on deepening our cultural understanding. Staff participated in programs like the University of Alberta's Indigenous Canada course, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) certification, and Ownership, Control, Access, and Possession (OCAP) training. Our team also engaged directly with our communities by attending local events and building relationships with our Member Nations. This ongoing cultural connection is vital—it strengthens our shared sense of purpose and fosters a committed, dedicated team for the right reasons. I am grateful to Edith Moore, the Tribal Council CAO, for leading with culture by uniting NRG and NmTC as one team, ensuring everyone feels included and valued.

### *Enhancing Operational Procedures*

This fiscal year, we introduced several key operational procedures that have significantly enhanced our efficiency and team capabilities. A comprehensive HR manual and a new performance management system were implemented, improving our hiring practices, onboarding processes, and overall team development. Regular performance evaluations and professional development opportunities have built a more skilled and motivated team, resulting in increased productivity and profitability.

We also developed and implemented internal procedures for work management, streamlining operations to enhance efficiency and ensure clarity and consistency across our organization. In addition, we invested in technology and tools that empower our team to work more effectively. These improvements are crucial for creating a supportive and efficient work environment where our staff feel valued, empowered, and equipped to contribute to our shared success.



*Looking Ahead*

The past year has been one of tremendous growth and transformation for NRG, and our successes are the result of the collective efforts of our entire organization. I am incredibly proud of what we have accomplished together.

As we enter the new fiscal year, we remain focused on our core business activities while also exploring new opportunities to diversify our revenue streams and expand our market reach. With a strong foundation in place, a dedicated team, and the confidence of our Board of Directors, I am confident in our ability to navigate challenges, develop strategic partnerships, and capitalize on opportunities to generate ethical and sustainable revenue to support the Tribal Council and our Member Nations.



**Kelly Landry**  
CEO



# Naut'sa mawt Event Management



**Samantha D'Odorico**  
Director

Naut'sa mawt Event Management is Canada's premier Indigenous-owned events management organization. We exclusively specialize in providing event planning, facilitation, reporting and décor services for engagements that positively impact Indigenous communities. All revenue generated from projects managed by Naut'sa mawt Event Management is returned to NmTC to provide services for our Member Nations.

## Objectives

- Develop and deliver meaningful and impactful services to Indigenous communities, including Event Planning, Facilitation, Reporting and Décor
- Generate ethical revenue and diversify revenue streams to support NmTC Member Nations
- Ensure the ongoing integration of NRG's values throughout NEM's Services



## Goals Achieved



*organizational and operational excellence*



*impactful programs, projects and services*



*meaningful conversations and communications*



*generate ethical revenue*

## Featured Events

### First Nations Climate Leadership Meetings – February 2024

The Government of Canada has committed to working with First Nations, Inuit, and Métis to advance an Indigenous Climate Leadership Agenda, including distinctions-based processes to ensure Indigenous decision-makers and communities have the necessary resources and authority to take self-determined action in response to climate change.

This initiative offers the opportunity to establish long-term partnerships on climate change, including renewed fiscal relationships, collaborative decision-making on climate, and holistic support of Indigenous Climate Leadership. Participating organizations include Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), Environment and Climate Change Canada (ECCC), the Assembly of First Nations, and the regional First Nations Climate Leadership.

NEM was contracted to provide event planning, facilitation, reporting and décor services for three national meetings held on the traditional territory of the Algonquin people (Ottawa, ON). After the success of these engagements, CIRNAC and ECCC returned to NEM for two additional Climate Leadership meetings to be held from June to August 2024.



**100+** Attendees from First Nations across Canada



## Featured Events

# Duty to Consult – CIRNAC Engagements on Consultation and Accommodation – February 2023 to Present

In an effort to advance Canada's reconciliation mandate and support the Minister of Justice and Attorney General of Canada in fully implementing the United Nations Declaration on the Rights of Indigenous Peoples, Crown-Indigenous Relations and Northern Affairs Canada are engaging with Indigenous peoples nationally to renew the 2011 Guidelines for Federal Officials to Fulfil the Duty to Consult (the Guidelines). Published in 2011, the Guidelines outline the Government of Canada's overarching approach to consultation and accommodation for all conduct that may impact the rights of Indigenous peoples. The Duty to Consult series aims to ensure Indigenous voices play a central role in shaping the next set of consultation and accommodation guidelines.

On behalf of CIRNAC, NEM managed engagement sessions through April and May 2024 across Saskatoon, Manitoba, Québec, and the Maritimes. NEM's responsibilities included event and project management, such as creating a detailed work plan, coordinating opening prayers and cultural support with local Elders, and handling logistics for venues, accommodations, travel, food, and registration. We also managed vendor relations, communications, and website updates, in addition to providing reporting and facilitation services.



**NEM's Reporting department to author Interim and Final What We Heard Report documenting the Indigenous voices heard at each engagement sessions**

*Funding for further NEM managed engagement sessions has been continued into the 2025/26 fiscal year, with a focus on regional visits to ensure rural nations are visited*

## Featured Events

### Indigenous Border Mobility and UNDA Action Plan Measure SP52 – Regional Roundtables

Naut'sa mawt Event Management partnered with Immigration, Refugees and Citizenship Canada and Canada Border Services Agency to engage First Nations, Métis and Inuit groups across Canada over a 5-month period on Indigenous border mobility. Grounded by the United Nations Declaration on the Rights of Indigenous Peoples, the intent of these sessions was to engage Indigenous peoples across Canada in exploring solutions to complex issues surrounding border crossing and right of entry, culminating in new legislative options for 2024.

Employing a distinctions-based approach, the engagements took place in the following regions: BC, Western Arctic and Yukon, Eastern Arctic, the Prairies, Ontario, Québec, and the Atlantic, as well as virtual sessions for those unable to attend in-person. October 2023-February 2024



**NEM Reporting department authored Interim and Final What We Heard Report documenting the Indigenous voices heard at each engagement sessions**

## Clients of Note



**CIRNAC**  
CROWN-INDIGENOUS  
RELATIONS AND NORTHERN  
AFFAIRS CANADA



**Malahat**



**Assembly of First Nations**



**Indigenous Coastal Climate Coalition**



Indigenous Services Canada



Natural Resources Canada



Environment and Climate Change Canada



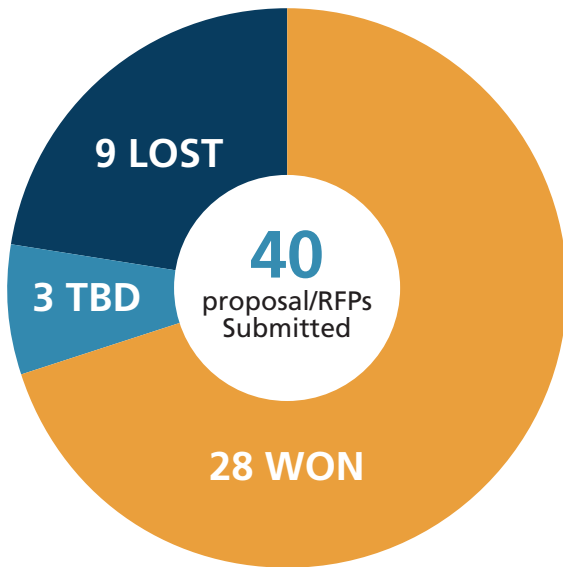
Fisheries and Oceans Canada



Immigration, Refugees and Citizenship Canada



Transport Canada



**70% SUCESS RATE**



**8** Provinces Visited

**2** Territories Visited

Estimated  
**2,400 participants**  
at 40+ events held in 2023-2024

**Highest Attended Events**



**850** Indigenous Participants  
*(Our Gathering 2023)*

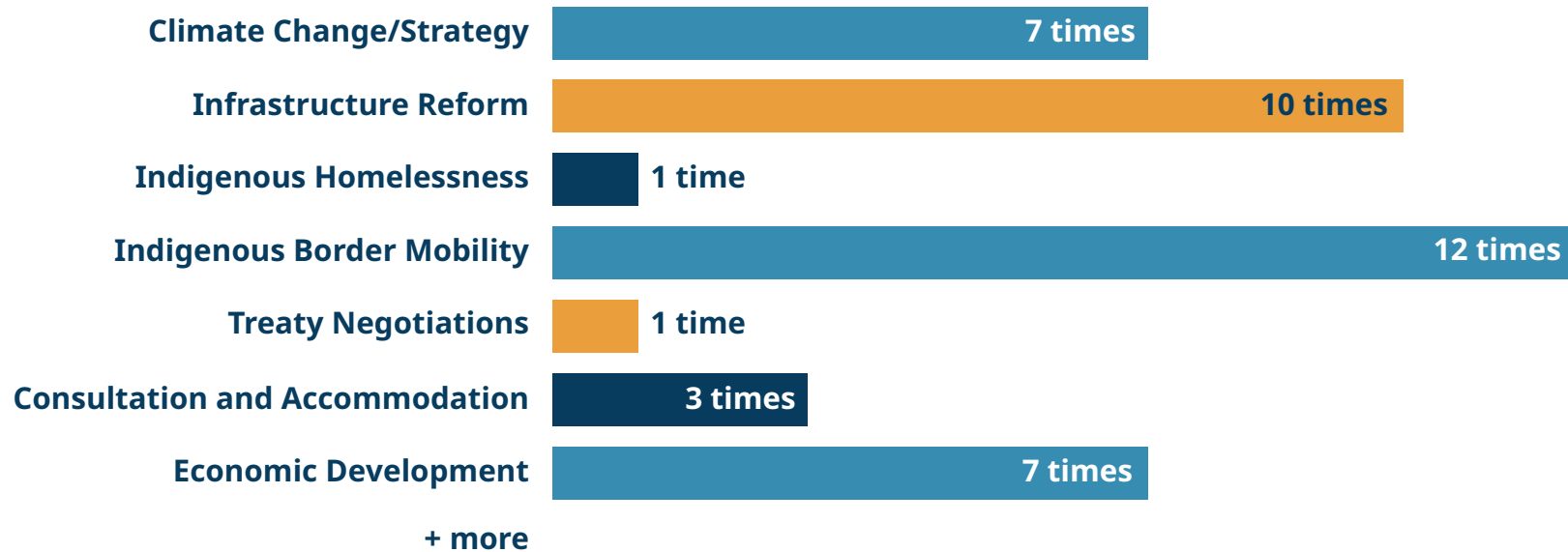
**95** Indigenous Organizations

**150** Indigenous Participants

*(Indigenous Border Mobility and UNDA Action Plan Measure SP52 – Regional Roundtables)*



## Topics Explored through Meaningful Conversations that Positively Impact Indigenous Communities:



**Naut'sa mawt Event Management organizes events that bridge Western and Indigenous perspectives, prioritizing cultural safety and trauma-informed approaches. To support this, all NEM staff have completed the following training:**

- Indigenous Canada Certification
- Rights of Indigenous Peoples Certification
- Trauma-Informed Conflict Resolution Certification
- Indigenous Cultural Safety Training
- First Aid Certification

# Indigenous Marketing Solutions



**Sean Wilman**  
Director

Indigenous Marketing Solutions provides creative graphic design, branded merchandise, and communication services to help like-minded organizations create effective brand strategies and maximize their reach, all while honouring our commitment to working alongside Indigenous communities and leveraging our cultural wisdom to craft exceptional brand stories.

## Objectives

- Provide communications services rooted in cultural knowledge, engagement, and collaboration
- Establish equitable partnerships that generate ethical revenue
- Develop programs that positively impact Indigenous peoples and support Indigenous initiatives
- Support efforts to recover, reclaim and revitalize language, art and culture



## Goals Achieved



*organizational and operational excellence*



*impactful programs, projects and services*



*meaningful conversations and communications*



*generate ethical revenue*

## Kamloops Indian Band Development Corporation/ Sc.wé'wén Branding

Kamloops Indian Band Development Corporation (KIBDC) embarked on a rebranding journey to distinguish itself as an arms-length entity from the Tk'emlúps te Secwépemc (TteS) organization. This new brand strategy and visual identity for the KIBDC is important for maintaining the compartmentalization and limited liability protection for the Kamloops Indian Band and its businesses.

### Our Process

#### *Research and Discovery*

We traveled to Kamloops to build in-person relationships, experience the area, and grow our understanding of TteS culture.

 **2** Trips in person to meet with clients

#### *Brand strategy*

Through developing insight into their new organization and engaging internal stakeholders we ensured that the KIBDC mission and vision aligned with the culture and values of Tk'emlúps te Secwépemc. Key messages, brand personality, and cohesive messaging were developed for ongoing use in communication materials.



**SC.WÉ'WÉN**  
ECONOMIC DEVELOPMENT



### *Name Development*

We collaborated with the KIBDC to develop a new name that met both business and cultural needs, ensuring it reflected the organization’s language and culture. We explored Secwepemctsin words and shortlisted two options: íswell (meaning “loon”) and Sc.wéńwen (meaning “morning”). We ultimately chose Sc.wéńwen as a sign of hope and new beginnings. Additionally, the meaning of Sc.wéńwen is clear even if it is pronounced wrong as the anglicized pronunciation is similar to its true pronunciation.



### *Logo Development and Visual Strategy*

To represent the intentions of both íswell and Sc.wéńwen, local artist Kel-c Jules incorporated imagery of both the loon and sun, leading to a logo that is both approachable and hopeful. As a personal touch, we developed a font based on the artist’s handwriting for use in the logo. Additionally, further brand elements were designed using loon-imagery and bright colours to evoke both the loon and sun.

## **Klahoose Nation Rebrand**

NmTC’s Member Nation Klahoose reached out for support in their rebranding efforts with the goal of ensuring consistency in external communications and elevating the Nation’s look to further foster pride among its members.

### **Our Process**

#### *Research and Discovery*

We began by grounding the project in a comprehensive understanding of Klahoose Nation’s values, imagery and symbolism. Guided by Chief Steven Brown’s feedback, we explored culturally significant elements for inspiration, such as blanket and basket weavings, as well as the Nation’s deep connection to canoes. We developed colour palettes to reflect the beautiful environment of Klahoose Nation and Cortes Island and explored typography elements we felt would best represent their brand.

#### *Brand Development – Logo & Visual Strategy*

Growing from our research and meetings with Klahoose administration, we developed a visual personality for the Nation. Remaining true to the existing logomark, with minor adjustments made under guidance of the Klahoose team, we developed a complementary wordmark to create a cohesive and accessible logo.

*Realization*

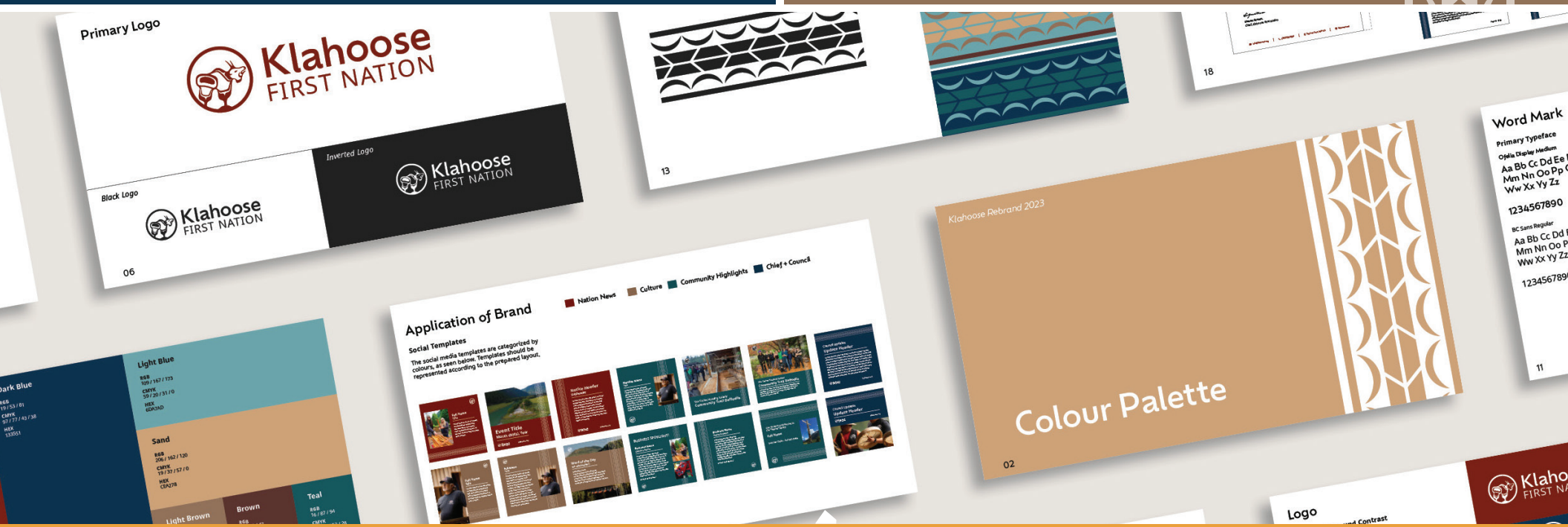
We created branding for several deliverables, including social media and newsletter templates, business cards, and various letterheads.

*Looking Forward*

We are currently working with Klahoose on a redesign of their website that will incorporate their new brand.



This pattern was inspired by traditional Coast Salish blanket designs, using a color palette that reflects the natural elements of Klahoose Nation and Cortes Island. The trapezoid shape represents a canoe with crescents below and above symbolising water and sky.



## Indigenous Proud

We are honoured by our ongoing relationship with Walmart Canada through our Indigenous Proud brand. The 2023 Orange Campaign was our most successful yet, providing IMS with an incredible opportunity to raise national awareness while showcasing Indigenous artwork in communities across Canada. This partnership not only supports Indigenous artists but also elevates Indigenous voices and contributes to causes that inspire positive change across the nation.

This year's design features artwork from Haida artist Alfred Davidson, a member of the T'saahl Laanaas Eagle Clan of Masset, BC.

### Artist Statement

*Orange Shirt Day Design 2023*

The title of this artwork is Raven and its healing hands.

The raven is the creator and its love heals all, so I have a raven in my heart. The raven in human form helps to heal people. It is symbolic of how we overcome adversity when we come together.



**Over 380**  
Walmart Stores Carrying Stock

**148,000**  
Total Units Sold



## Shirt Campaigns

We are proud to be committed to raising awareness and supporting Indigenous-led initiatives such as our annual Orange Shirt Day and Pink Shirt Day campaigns. These campaigns not only shine a light on important social issues, but also directly support community programs through the sale of artist-designed shirts, hoodies, and other apparel.

Together, these campaigns express IMS's dedication to supporting Indigenous artists and contributing to meaningful causes that foster education, reconciliation, and community strength.

We are proud to offer members of our Elders' and Youth Councils complimentary t-shirts and hoodies from each year's orange and pink shirt campaigns.

### Orange Shirt Day Campaign (July - September 2023)

Our Orange Shirt Day campaign is dedicated to acknowledging and honouring the experiences of Indigenous children, families, and communities impacted by the Residential School system. This year, we were proud to feature a powerful design by Aiden Duncan, a Cree Artist from Winnipeg, Manitoba.

Proceeds from this campaign contribute to Indigenous-led community programs that support Residential School survivors.



**1,000+** Total Orders  
**19,000+** Total Units Sold  
**14,000+** Pins  
**17,000+** T-shirts  
**1,400+** Hoodies

## Pink Shirt Day Campaign (December 2023 - February 2024)

Our Pink Shirt Day campaign continues to play a crucial role in promoting anti-bullying awareness across Canada. This year, we were excited to collaborate with 15-year old Brooke Gillam, whose Sacred Feather designed resonated with so many. Brooke and her family were invited to Victoria to participate in the WITS Programs Foundation Pink Shirt Broadcast, where she also had the opportunity to reconnect with her roots and meet her grandfather for the first time.

Proceeds from this campaign were also directed to the WITS Programs Foundation, a Victoria-based organization that empowers children to respond to bullying with positive strategies.



**1,500+** Total Orders

**20,200+** Total Units Sold

**4,700+** Pins

**14,000+** T-shirts

**5,600+** Hoodies

## Clients of Note

- Kamloops Indian Band Development Corporation (Sc.wéñwen)
- Manitoba Ombudsman
- Watershed BC
- Indigenous Sport Council Alberta
- Alderhill Planning (Sanala Planning)
- Malahat Nation
- Our Gathering
- Xyntax
- Real Estate Foundation of BC
- Tsleil Waututh Nation
- Malahat Skywalk
- UBC Centre for Excellence in Indigenous Health
- First Nations Public Service Secretariat
- BC College of Nurses and Midwives
- Klahoose First Nation
- Make Way Foundation - RILN
- College of Pharmacists of BC
- BCEHS

87

New Clients

30

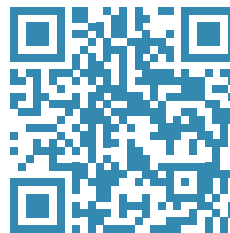
Repeat Clients

9

Indigenous Communities

## Conventions and Tradeshows Attended

- AFOA
- Indigenomics Bay St
- NABOC



Scan QR code to view our Indigenous Proud artist profiles and videos



*All IMS staff completed the Indigenous Canada course last year, continuing to grow the team's cultural competency.*

# Financial Statements

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I am pleased to present the financial results for Naut'sa mawt Tribal Council for the 2023/24 fiscal year. I would like to express my gratitude to the staff of Naut'sa mawt Tribal Council, Naut'sa mawt Resources Group Inc. and Xyntax Group Inc., for their hard work and commitment, which greatly contributed to the success of this year.

Over the past year, our primary focus has been achieving financial stability and reducing the accumulated deficit from previous years. I am happy to report that, through effective financial management, Naut'sa mawt Tribal Council has made significant strides towards these goals. To great success, we have also focused on balancing budgets and the profitability of the economic development ventures.

While challenges remain, the progress made this year is a powerful step in the right direction. We remain committed to sound financial management and growing the financial strength of both the Naut'sa mawt Tribal Council and Resources Group Inc. Our goal is to create a stable organization that will sustainably support our Member Nations for years to come.

Lastly, I want to take the opportunity to thank everyone for putting their trust in me. It is truly an honor to serve in this role and help guide our organization from a position of instability to one of financial strength.



**Prabh Nijjar, CPA**  
*Chief Financial Officer*



