

Together Towards Tomorrow

We would like to thank our sponsors

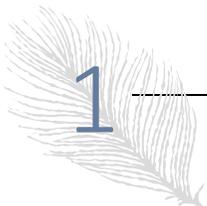


Rules of Conduct and Engagement

TI'azt'en Nation's Annual General Assembly is a time to gather, listen and share in our challenges and successes of the past year. This is an opportunity for community members to learn about the programs, services and initiatives of the Nation; from Council and staff.

This is your assembly, and we respectfully request that members follow these guiding principles in the conduct of the Nation's business.

- *Cooperation and patience are essential*
- *Everyone deserves the opportunity to speak and be listened to*
 - *Respect others, as you wish to be respected*
- *There is ZERO TOLERANCE for verbal abuse or foul language*
- *Physical or aggressive behaviour will be reported to the RCMP*
 - *Use kind words and come with a good heart*
 - *Participate in the Spirit of Peace and Unity*



Together Towards Tomorrow

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*TI'azt'en Nation
33rd Annual General Assembly*

*Day 1 Agenda
July 11th, 2019
Tache, B.C.*

Chair: Leonard Thomas

<i>8:30 AM</i>	<i>Breakfast</i>
<i>9:00 AM</i>	<i>Opening Prayer and Agenda Review</i>
<i>9:15 AM</i>	<i>Chief and Council Update</i>
<i>10:30 AM</i>	<i>Executive Director's Report, Renata Monk</i>
<i>11:00 AM</i>	<i>Break</i>
<i>11:15 AM</i>	<i>New Band Office – MacFarland Marceau</i>
<i>12:00 PM</i>	<i>Lunch – Pathway Forward Agreement 2.0</i>
<i>1:00 PM</i>	<i>Auditor's Report - Deloitte</i>
<i>2:00 PM</i>	<i>Education, Georgina Alexis - High school and Post-Secondary Graduates -</i>
<i>3:30 PM</i>	<i>Break</i>
<i>3:45 PM</i>	<i>Membership, Charlene Tom</i>
<i>6:00 PM</i>	<i>BBQ & Kedah Clan Performance</i>



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*Tl'azt'en Nation
33rd Annual General Assembly*

*Day 2 Agenda
July 12th, 2019
Tachie, B.C.*

Chair: Fred Sam

<i>8:30 AM</i>	<i>Breakfast</i>
<i>9:00 AM</i>	<i>Opening Prayer</i>
<i>9:05 AM</i>	<i>Community Health Services, Health Team</i>
<i>10:30 AM</i>	<i>Break</i>
<i>10:45 AM</i>	<i>Natural Resources/ Fisheries, Renel Mitchell & Darren Haskell</i>
<i>12:00 PM</i>	<i>Lunch</i>
<i>1:00 PM</i>	<i>Public Works/Housing/Fire Department, Ron Winser/Gordon Anatole/Don Mattess</i>
<i>2:00 PM</i>	<i>Break</i>
<i>2:15 PM</i>	<i>Emergency Management, Norman Alexis</i>
<i>2:45 PM</i>	<i>Open Agenda</i>



Chief & Council

Beverly John
Chief



Since the 2018 AGA, so much has happened. It is impossible to mention everything, but certain events and activities are important to highlight, by calendar month. As Tl'azt'en faced some of the most challenging times, I reflect also on our successes. As I reflect on the issues, I also recognize the resilience and strength of our people to overcome the challenges we face and it's a fitting theme - *Together Towards Tomorrow* – that we must move forward together.

By mid-July of last year, the community engagement sessions started for the *Binche De-Amalgamation* process. Sessions took place in PG-July 18, Fort St James-July 19 and Tache-July 24. In the middle of this process, elected male Council members put a motion forward on July 23rd to dissolve Chief and Council, without a quorum. At a duly convened band members meeting on August 2nd when the same motion was put forward to dissolve C&C, it was defeated by community members. All this, while the wildfires in the area was threatening the well-being of our communities. It was a trying time.

Despite that, my heartfelt Thank You to all of you who planned, organized and helped to make the August long weekend 2018 Noyea Dzin a reality. This and other community events are important for building the community spirit and strength.

Together Towards Tomorrow

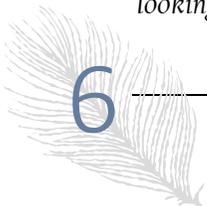
The *Binche De-Amalgamation* referendum vote took place on August 15th, on the same day our most vulnerable people were being evacuated to PG, as the Shovel Lake wildfire threatened Highway 27 and essential services (i.e. food, fuel, medical) provided in Fort St James. Our members spent the good part of 10 days living out of hotels and suitcases in various locations in PG. Re-entry of community members was complete by August 25th. The wildfires tested our ability to respond to community emergency situations and we did what we thought was necessary at the time to keep you all safe. Any similar situation we might face this summer will be handled differently. An Emergency Management plan is in place and will be activated as necessary. An overview of this plan will be presented to you. Thank you to Renata, Managers, Staff – without your time, effort and commitment to work together to protect our members; the chaos we endured would have been worse than what it was.

As much as practical, we tried to return to normal operations. By Sept 24th, elected male councillors returned to the C&C table and with that the need to address the most pressing issue at the time – the health and safety of employees working in the old Admin building. The foundation was continually crumbling and getting worse by the day. The process began to look at options for a trailer complex. This trailer complex is a bandage fix, as Tl'azt'en is working to securing funding for a new community centre and administration building. An update on this initiative will be provided by McFarland Marceau Architects.

Through October, regular Chief and Council meetings resume and we continue to address issues of the Binche separation Terms of Division. Other ongoing issues included Teck Legacy Fund, Pathway Forward Agreement 2.0 and the YFN treaty. After the summer chaos, it seemed like a calm moment and opportune time to engage the **Yun Huwunline Leadership Society** on important stewardship issues. In order to begin this process, C&C held a session with keyoh holders on November 20th, to define the process forward for a MOU between C&C and the keyoh holders society. At this point, C&C was still hopeful for a respectful process forward.

December was a time of celebration with the lifting of the boil water advisory for Middle River and the normal Christmas events and activities. An annual event that is a big hit is the Christmas Fair. People come together to enjoy each other's company. It's a fun and happy time. Before the Christmas break, full Christmas dinner hampers and a 72-hour emergency bag was delivered to each home. Thank you to everyone who put in the time to make this happen for the community. A Christmas bonus for me, came when we were able to finally get the commitment from the government of Canada and BC, to meet with us about the *YFN treaty*.

It's 2019 and the new year started out with a bang. The first week of January was spent moving into the new trailer complex. Aside from that, normal operations continue with such issues as prep for YFN treaty meetings and on-going **Pathway Forward Agreement 2.0** discussions. Tl'azt'enne, once we moved out of that dark and crumbling building, we almost became a new and improved version of ourselves. Staff were happy, safe and their health was no longer being compromised. And the best part of all – we had heat in the building!! Things were looking up.



Together Towards Tomorrow

On the Yekooche Final Agreement file, we had two meetings with Canada/BC Crown officials in February and March; as well as a meeting with YFN Elders and Council on February 27th. The crown representatives have been less than responsive to our concerns and issues with the expanded *YFN treaty* claim area. Other Nations who have experienced the same result, with lack of respectful engagement by Crown and no commitment by YFN to discuss 'overlap' issues; had a joint meeting on April 25th and has resulted in taking a new approach. It took a considerable amount of time and energy to deal with this file as the primary focus was looking out for the interest, title and rights of Tl'azt'en Nation. I imagine lots more work will need to be done going forward especially on important stewardship matters with fish, wildlife, etc. A verbal update will be provided.

The highlight for the beginning of April and a verbal notice at our April 1st Chief and Council meeting, is that *Binche Whut'en* was officially issued their Ministerial Order, that recognizes them as their own First Nation entity. Exciting news for Binche of course, but it also meant that a lot of work needed to happen to separate INAC, FNHA and other program funding for our separate Nations. This is a work in progress and will take considerable time to sort out. Once the program funding is sorted out, we then will have time to deal with other matters in the Binche Terms of Division. Some of the other 'big' items in the ToD are the *Teck Legacy Fund* and the *Barricade Treaty*, and these are ongoing conversations between Tl'azt'en and Nak'azdli who are signatories to these agreements. A community information session on these two files will take place, when we are ready to present information back to the members.

In April, C&C and Management took a 2-day Governance and Management training on April 7th and 8th. April was a busy month with several community events beginning with the Framework for Action on April 10th and 11th. These sessions were intended to get members feedback on our Language and Culture, and planning programs to get our members back out on the land and speaking more Dakelh. With summer here, the planning will begin on how we do this and where we get the financial resources for it. The other highlight for April, is that after several attempts the CSTC Tribal Chief election finally happened and Tl'azt'en Nation hosted the Swearing-In Ceremony on April 16th for *Tribal Chief Mina Holmes*. Congratulations Tribal Chief Holmes; we are proud of your accomplishments and support your journey forward.

The quarterly Community Engagement Session happened on April 17th and at this meeting members present put a motion forward to do a *by-election* to replace the two vacant seats of Binche Councillors. At the May 13th and 22nd C&C meetings, decisions were made to appoint 1 additional seat for Tache to term ending Dec 2021 and 1 additional seat for Dzitlainli to term ending August 2020, and to appoint Charlene Tom as Electoral Officer. My preference would have been to engage the community in the review of the latest Election Code, get it ratified at the AGA and then members can set the dates for the by-election. With the by-election vote on June 18th, there are issues and complaints that the polling station in PG opened late and closed early, which denied members their democratic right to vote. On June 28th, and without quorum, C&C decided to put this issue back to members at the 2019 AGA.



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By May, it became evident that it was no longer feasible for C&C to enter into a MOU with the *Yun Huwunline Leadership Society* (keyoh holders), as the recent Binche Ministerial Order meant a majority Binche membership on the society and lack of interest of many Tl'azt'en keyoh holders to participate in the society, would put Tl'azt'en Nation at a disadvantage and significantly impact Tl'azt'en interests, title and rights.

The highlight of June is all the wonderful celebrations of our student successes including the FSJ Secondary School graduation on June 7th, the EJS Student Potlatch on June 17th, the Daycare graduation (so cute 😊) on June 26th, and EJS Awards Day on June 27th. It's important to support our young ones as they work towards achieving their education goals. It's our duty as parents, grandparents, leaders and educators; that their education is given the highest priority possible, to set them on a good foundation for their future. Thank you to the Education Department and all the staff who work hard to support and guide our learners!!

Tl'azt'enne, thank you for your patience, as I tried to highlight for you the numerous issues this Nation has faced since the 2018 AGA. Each of these major files and developments took an enormous amount of time and energy on my part. In most cases, major developments were happening at the same time on many of these files. Time management and re-prioritizing became a major part of the challenges I faced but many good things were accomplished.

This is not including yet, some of the losses we faced as individuals, families, communities and Nation. It's hard to keep things in perspective when yourself and others around you are dealing with layers of trauma, grief and loss. My heartfelt thoughts and prayers to you all, who have lost a loved one. Times are not easy and most likely will get worse before they get better. The best part of 'community' is when we put aside our differences and step up to help each other in times of need. We won't know for sure how our efforts today will help our future generations but it's our responsibility to do the best we can, TOGETHER, for a better TOMORROW. Our children, grandchildren and generations yet unborn; are depending on us.

Soo anawndleh ~ Take good care of yourself

Ps. I have susghe and nothing to eat with it. (ut'sunghi, dry fish or half dry)

***LIFE DOESN'T GET EASIER OR MORE FORGIVING,
WE GET STRONGER AND MORE RESILIENT.***

Amelia Stark, Tache councillor

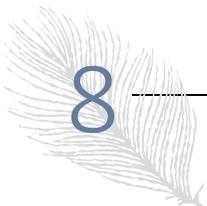
Leslie Aslin, Tache councillor

Bertha Felix, Tache councillor

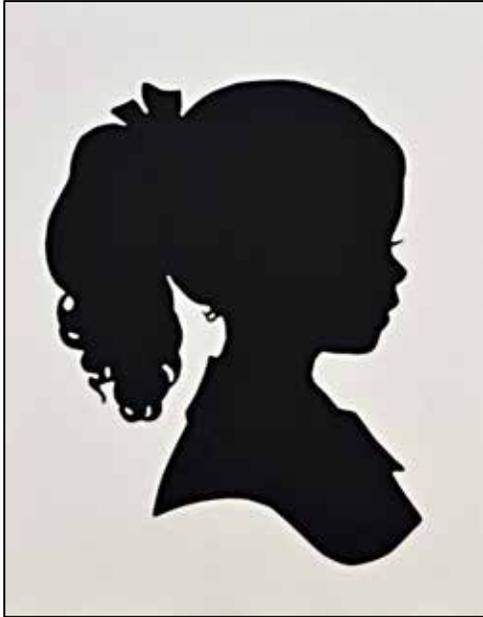
Allen Roberts, Tache councillor

Simon John, Middle River Councillor

DID NOT SUBMIT REPORTS



Administration



Renata Monk
Executive Director

Welcome all Tl'azt'en members and guests to this year's 33rd Annual Assembly.

It is hard to believe that another year has come and gone and that throughout the year we have had many changes. Some changes have had their share of controversy, but others were necessary and for the most part had your support and best interests in mind. Decisions are always considered with information that is provided at the time.

Our Nation is strong and given that we have endured serious situations in the community that have had a profound impact, I believe that we will persevere as a community and Nation. We know, as a community, that there are many things we do well and some things we need to improve on. My belief is that together we must rise to the challenge and embrace the change that needs to happen in order to make us stronger.

My job is to act in the best interest of the Nation. This means making difficult decisions that at times that you may or may not agree with. I always welcome respectful feedback and I have made this known that my door is always open. As ED I am available to you to have meaningful conversations to solve problems together. I practice this every month with our elected officials and involve them extensively with decisions that need to be made. One area of misunderstanding is the HR issues that members would like to be involved in, but due to current restraints and privacy issues this is not possible. I would like members to know that each and every concern brought to my attention is followed up on and acted on accordingly.

Together Towards Tomorrow

We have faced some tough situations this past year, although, this is challenging we have moved forward together. We need to continue to be hard on issues and not on each other. Every staff member works hard every day as they want what you want. A Nation that offers meaningful programs, a safe community and bright future.

This year's theme of Together Towards Tomorrow reflects what we are all striving for. Our departments and managers have been focusing on programming not only reflecting the theme but overall wellness. We then hope to create a foundation that can help us continue to build our Nation and reach our collective goals.

Throughout the year I prepare and release updates to community. This is one area that I acknowledged last year that I can build on and be more diligent in informing members. I have sent many different reports on various issues and here is a highlight of many issues that I would like to reflect on:

Capital- We have a few projects on the go now. Lift Station is 66% complete with the date of completion sometime this summer as inspections and clean-up to be the final tasks. The other project is the Solid Waste completion with the installation of the transfer station. Contractor delays for the last two years put this project on hold. Now, the final location of the transfer station needs to be determined then the plans and completion of the project will take place.

The T6 Road Upgrade is still in the Design Phase and the following is a detailed project update:

Upon review of the design funding application, ISC wanted additional information on the current subgrade and local material sources before looking to fund the remainder of the design work. As such, a revised funding proposal to ISC is being submitted to:

1. Complete a detailed assessment of the current subgrade conditions in the section of road where organics were discovered by drilling several boreholes through the road, and;
2. Investigate gravel and rock sources nearby that could be used for construction of the road and test the material for suitability.

The purpose of the detailed subgrade assessment is to more finely determine in advance which part of the subgrade can be reused, and what must be replaced. This additional information may also allow for alternative road structure options that will reduce the amount of material that must be brought in. The purpose of the gravel and rock source investigation is to establish or confirm availability and costs of suitable material.

Note that the gravel and rock source investigation was always planned but was originally to be funded with the rest of the design work rather than its own to allow the project to progress faster. The detailed assessment of the subgrade will be in addition to an existing assessment that was done, to potentially reduce the estimated project construction cost. Currently, the order of events is:

1. Proposal for additional subgrade assessment and gravel/rock source investigation is submitted to ISC after Tl'azt'en Nation's approval

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2. ISC reviews proposal in order to approve funding
3. The additional subgrade assessment and gravel/rock source investigation is completed, and a report of the results is sent to ISC after Tl'azt'en Nation's approval
4. A revised proposal for the remainder of the design work is sent to Tl'azt'en Nation and then to ISC
5. ISC reviews design proposal in order to approve funding
6. Design is completed
7. A request for construction funding is sent to ISC after Tl'azt'en Nation's approval
8. ISC reviews proposal in order to approve funding
9. Road construction starts

Due to the many steps to obtain funding for different parts of this project and the delay in obtaining design funding required, construction is no longer anticipated for this year. Timelines for construction moving forward will depend on successful and prompt funding from ISC in the steps shown above.

- *Administration Building- McFarland Marceau are the Architects and we are in the final stages of Schematic Design which will be completed at the end of July 2019. We then identify funding and complete start to review the final layout, etc. Kelly Anne Caulfield will be here to discuss the current and next steps in this process.*
- *Program Changes- We have experienced some challenges this year with maintaining programming in a Department and as a result we have assigned Social Development two more programs. These programs are connected to the Social Development Department through clients and frontline service delivery. They are also able to complement and support each other. When the New Trailer Complex arrives then Community Justice Program and Child Welfare will be delivered under the Social Development umbrella and structure. We have experienced staff identified and a structure is in place to offer meaningful programs that meet the needs of the community as well as funders expectations.*
- *Recruiting & Vacant Positions-We are currently advertising for the Finance Manager and Health Manager. We have received much interest for the Finance Manager in the last month and will be reviewing the resumes and following through with next steps. We will keep you informed. If you would like to sit in through this process, please let me know. Health Manager position is posted until filled. I have been working closely with the Department and have made some changes that will assist with the day to day supervision and operation of the Department. I am happy to report that Olivia Robert has accepted the Supervisor/Coordinator position for Wellness & Prevention and will also have oversight of the Wellness Center. Also, Jean Mae Felix has accepted the position of Supervisor/ Coordinator for some programming and staff at the Health Center. Specific details of both new roles are currently being determined and we will keep you informed as planning is finalized. I have every confidence in these two ladies that they will excel in their new roles and that they will offer meaningful programming to members.*

The Health Department will also undergo some changes regarding programming for Binche as we will start to plan and negotiate services that Binche can immediately transfer for their administration. Binche currently does not have an agreement with First Nations Health Authority as one wasn't done. According to the TOD March 2019 was the date identified for this to be complete then both Nations

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would have individual funding arrangements. For unknown reasons this was not done, and we continue to receive the funding but still offer programming to that community. I will keep you updated as developments arise as this will influence the overall Department and funding.

- **Terms of Division-** I have received correspondence from Binche & Indigenous Services Canada that they would like to proceed with the TOD and assets transfer. This is a very large endeavor and much planning with various stakeholders will need to be consulted so the process goes as smoothly as possible. I have spoken to Chief & Council and recommended a new schedule be created from the TOD by Deloitte for consideration so that all information is considered through this process as the repercussions will have lasting effects for Tl'azt'en. Deloitte is currently completing the Audit, but once is complete they will determine next steps. Also, the post Separation Financial Analysis is available for your review should you require it, this will put in perspective and detail what to expect.
- **Staff Meetings and Training-Strategic Planning Session-** I have applied and received funding from ISC for Professional Development. This past Spring Chief & Council and Sr. Management reviewed the Strategic Planning and built upon the document that was created a few years ago with past leadership. This draft document and a revised organizational chart will be presented to membership for feedback this summer.
P&ID funding was also accessed for a staff meeting where we discussed various issues and introduced new policies to the HR Manual. Scott McCann from Harris & Co. presented, and staff were given the opportunity to clarify and voice their concerns. Final reading of the Social Media Policy will be at C&C next month for approval. Also, the staff participated in a team building wellness session presented by Zandra Ross. This is to promote overall wellness and workplace health. The next scheduled session will be this fall/winter.
- **Wellness Programs-Transformations Program-**We arranged for many members to participate in Transformations programs this year. Thank you to Social Development and other Departments for the support and sponsorship to members. We will continue to pursue these very important initiatives for members as they encourage and support overall wellness. If you would like to participate in these programs, then please let me know and arrangements can be made.
- **Language Conference-** We sponsored the Framework to Action conference where many members participated and gave their feedback on Language & Culture. The positive response and participation from members were encouraging. Currently, workplans from various Departments include this important work for this year and you will see this in their programming.
- **Priorities-Communications-CCP Coordinator-** The priorities moving forward for my position include filling the position for Comprehensive Community Planning Coordinator and Communications position. We have the opportunity to start this important initiative that will define our work and guide our programming and Nation moving forward. I have distributed important information about the process in past releases, if you would like an overview, I can provide it. Everyone's participation is mandatory in

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order for a document to be created and followed and the plan to be efficient and true to the community's vision.

Also, work that I would pursue is the package for New Construction & Renovations. We have an opportunity to build and replace some homes that require replacement and ones that need a major renovation. All subsidies were increased this year for a two-year commitment so we will need to take advantage of this opportunity.

We will continue to plan and oversee the Capital Projects for our aging infrastructure. Thank you to the many members that come into the office to give me advice and assist me with understanding Capital Programming. This absorbs a lot of my time that I didn't anticipate when I started this job, but I have learned a lot and I will continue to plan for future projects.

In closing, I would like to thank the many members that guide and assist with various issues throughout the year. I have frequently stated that I do not claim to know everything, and this is not a one-person show, I rely on and seek advice from various sources before decisions are made. Leadership, Management Team, staff and members assist me every day in planning and overseeing programs and services. My door is always open to members and staff, your feedback and opinions matter. We have staff that offer good, meaningful programming to members and I encourage each member to participate and take advantage of. We are doing the best job we can.

Awet'za



Charlene Tom IRA/Supervisor



This year's Theme - *Together - Towards - Tomorrow*

Welcome Tl'azt'enne to the 33rd Annual General Assembly. I am finally working in an office setting with AC, although these trailers are temporary, I enjoy it very much.

I will give a brief update in regard to what's new in the Membership Department.

- ISC (Indigenous Services Canada) has new forms for registering births and the timeline is 6 months, this pertains to any event, i.e., reporting of deaths, band transfers, miscellaneous amendments such as name change, reverting back to maiden name.
- This new process also delays the registration process and members have expressed their frustration with this delay so it's important that new babies are registered ASAP. ***This is another reminder it takes 6 months for ISC to complete a birth.***

Appointments for Status cards are as follows:

- Monday Wednesday Friday
- Status cards (CIS-expiry date for Adults- 5 years and for minor- 3)
- SCIS-Secure Certificate of Indian Status
- Expiry date for Adults 10 years-minor is 5
- I have processed about 200 SCIS cards and if you would like to apply for one please feel free to come in and see me. The fee for CIS is \$10.00 for Tl'azt'enne \$20.00 for other First Nations. SCIS is \$20.00 for Tl'azt'enne and \$30.00 for other First Nations.

Since Binche Whut'en separated, I was in need of a replacement and as a result Esais Johnnie completed the training in Vancouver on June 17th-21st, 2019.

A SCIS photo app which was developed by John Gordon, who is The Registrar in Ottawa will be released for IRA's and the public for use of taking own photo for the Secure Certificate of Indian Status. The timeline is supposed to be the end of June, once I have a definitive date I will also update. The ID requirements are still the same, CIS you need 2 pieces of ID (1 must be government issued with a photo)

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If you would like to view the Band Change Reports you can come into the Admin building at any time, Band change reports consist of any event a Band member had for example, births, death, and most recently band transfers from Tl'azt'en Nation to Binche Whut'en.

Certificates

Commissioner for taking Affidavits (no fee required)

Electoral Officer Certificate

BSDW (Band Services Social Development Worker) Essential Skills Level 1

Archives 101

Minute taking

Supervisory Skills Session -Online

Health Benefits

From time to time we receive calls for the Nation to pay for dental, dentures, eyeglasses, etc. you can call any of the numbers listed below if you have any questions.

First Nation's Health Authority (FNHA) BC Residents

General: 1-855-550-5454

Medical Claims: 1-800-317-7878

Dental Claims: 1-888-321-5003

Administration Duties

I type correspondence for the Executive Director and Chief and Council.

- Record, type, photocopy meeting minutes for Chief and Council meetings,
- Community Engagement meetings, other meetings if directed to.
- Make arrangements for catering of Chief and Council and Community
- Engagement meetings make travel arrangements for Chief and Council and prepare travel claims.
- Prepare various cheque requisitions and purchase orders.
- Order janitorial supplies as requested by Head Custodian
- Supervise Receptionist., and 4 custodians

Priorities

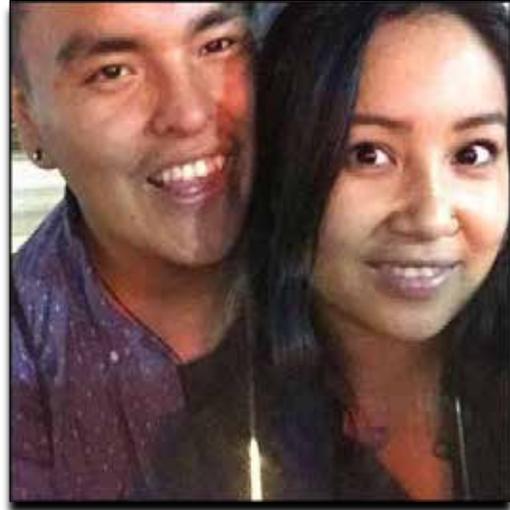
I have recently become a Supervisor and newly Recording Secretary to Chief and Council. I am in the process of receiving my grade 12 and enrolled in school for 2 days per week at the University of Northern British Columbia starting in the Fall to obtain my Administrative Assistant Certificate. I encourage other members to pursue educational opportunities because you are never too old to learn.

Enjoy your Summer and God Bless!

Home Sweet Home-Riverside Old Tache Sunset in June 😊



Joshua Joseph
Receptionist



I got hired on full-time in January 17th at the Administration office. I am still learning my role, and what it comes with as this is my first full-time, office job, as I worked in retail the last 4/5 years that I have been gone, it is a bit of a transition for me still. I look forward to gaining more experience.

My duties are to maintain the front, answer calls in whatever order they come in, assist Charlene Tom when needed, order supplies for the departments when needed, redirect clients to the appropriate department, and put together the monthly newsletter. At first it was a bit of a struggle as I am not used to working in an office environment and getting to know all of the band members again, as it has been a long time since being back home, to our community.

I appreciate you for reading my report and hope to see more of you in our office, yours truly.

Joshua.

Finance

Norman Alexis Payroll & Benefits Administrator



Program Duties: Payroll and Benefits Administration

Assist in the preparation and administration of payroll for all company employees, while auditing payroll processing reports for accuracy. Ensure that all salaries are paid accurately and in a timely fashion to all company employees. Prepare journal entries and forms, such as records of employment, income tax forms, and remittances. Issue ad hoc, monthly, quarterly, and annual reports including all year end processing. Take and handle all inquiries arising from questions about payroll. Implement salary increases, and so on in accordance with instructions given. Maintain detailed records and documentation of payroll functions for audit purposes, in accordance with statutory requirements. Preparing monthly remittances and cheque requests for garnishments, if necessary, monitor holiday and attendance records for business units.

Group Benefits Administration

Assist in the administration of employee programs (e.g. health benefits, pension, and so on). Administer Short-Term Disability (STD) and Long-Term Disability (LTD) programs. Prepare and distribute reports, employee manuals, benefit package descriptions, and other publications when and where necessary. Preparing monthly remittances and cheque requests for group insurance payments assist in all inquiries and complaints regarding benefits.

Pension Administration

Maintain records for pension contributions made by employees; liaise with service providers to ensure funds are transferred as appropriate. Collaborate with the other departments to ensure pay and personnel records are accurate and up to date. Preparing monthly remittances and cheque requests for pension plans. Providing information on the pension to all new employees and ensuring enrolment packages are completed on time. Advising appropriate organizations when an employee is no longer employed. Assist employees with pension inquiries/forecasts.

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2018/2019 Individual Achievements, Goals, Aspirations and Undertakings

I am currently doing my Bachelor of Commerce through Thompson Rivers University, hopeful following a successful completion, I will be accepted into a dual degree program at the University of Toronto, the Master of Business Administration/ Master of Global Affairs which includes a 3 month internship at one the following: World Bank, OECD G20 Sherpa Office, NATO Defense College, Department of Foreign Affairs, Trade & Development (DFATD), Health Canada, UNDP, Shanghai Institutes for International Studies, Bombardier, Building Markets and Swiss peace to name a few.

I am also studying the Project Management Book of Knowledge and will be taking an exam to obtain the Certified Associate in Program Management or CAPM certification. I have completed several courses through JIBC for Emergency Management, Emergency Management Exercise Design and am happy to say that Several Tl'azt'en Member's have also completed the EOC Essentials as well as other Emergency Management Related courses.

Tl'azt'en Nation is in the process of getting Highspeed Internet and or already has Highspeed Internet most likely we do, Yay us! It was a long process, we thank you all for your patience, it was well worth the wait, we hope this expands your horizons and you take advantage of wealth and knowledge generating opportunities this presents to the nation and its membership.

“The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark” Michelangelo Buonarroti

Natural Resources & Fisheries

Darren Haskell
Fisheries Manager
Lusilyoo Clan



2019 Sockeye Early Stuart

The 2019 Early Stuart Sockeye run is returning from a brood year (2015) return of 10,096 spawners returning to the spawning ground with a 75.1% spawning rate. Of that total, there were 5,410 effective female spawners. The pre-season estimate for Early Stuart sockeye run is ~41,000. There is a proposed 3-week window closure to protect the Early Stuart Sockeye run. And a Low Abundance Exploitation Rate of 10% on the Early Stuart run, which allows for incidental catch in the Chinook fishery and for some directed fisheries in the terminal areas. The In-season forecast is updated weekly once results from test fishing are acquired.

Table 1: Shows the Pre – season, In-season, and Mission Counts

2017 Early Stuart	
Pre-season estimate	41,000
In-season estimate	N/A
Mission Counter estimate	July 10 th start date

A 3-week window closure has been put in place in order to protect at least 90% of the Early Stuart run during their migration up the Fraser River. Very little incidental catch is allowed to be harvested during the Chinook Fishery in other parts of the Fraser River.

Tl'azt'en Nation has a small allocation of Early Stuart. Please only take what you need from this run to allow for as much spawners as we can.

Late Stuart

The Late Stuart sockeye run has a pre-season estimate of ~39,000. The Late Stuart is returning from a brood year (2015) run size of 11,124. The Late Stuart co-migrates with an aggregate run known as the summer run. The total estimate for the summer run is ~ 3.8 million Sockeye. The majority of this run is comprised of the Chilko and Quesnel Lake run (2.8 million). The proposed exploitation rate (ER) on the Summer run is 60%. The 60% includes any catch and en-route loss. The Late Stuart will face the same pressure as the much larger runs that it co-migrates with. This is the largest issue with aggregate management that we have been urging DFO to change for many years.

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Rock Slide on Fraser River

On June 23rd, a rock slide that occurred near Big Bar just north of Lillooet, BC. A large slab of rock calved off just upstream of a narrow portion of the Fraser River near Big Bar, creating a 5m waterfall in a section of the river. While landslides are natural events that happen frequently along rivers, given the size of this slide Fisheries and Oceans Canada and the Province of BC have immediately deployed experts to assess the conditions and risk to salmonid migration to their spawning grounds.

Acoustic monitoring devices are now installed upstream of the obstruction on both sides of the River. Data is uploaded daily. The first day of monitoring found that 70-90 cm long fish were moving upstream. This means some large Chinook are passing the obstruction however smaller fish may not be able to pass. A second acoustic monitoring device will be deployed downstream of the obstruction.

The Province of BC has initiated work to create road access to the obstruction site for technical experts and incident responders. Public access is not supported until we are certain of the slope stability and that the area does not pose any safety risks.

Further investigations into safety for working at the site are being undertaken as well as further evaluations of plans to restore full fish access through the obstruction. Experts, such as geotechnical engineers, are continuing to evaluate the site this weekend and early next week. Investigations into trap and truck locations to capture fish and logistics are continuing in case a temporary solution is required while the slide area is addressed.

A Unified Command structure is being set up which will include DFO and the Province of BC. First Nation representation in the Unified Command is desired by BC and DFO.

Telephone briefings for First Nations and other stakeholders occurred on Friday, June 28th. Follow up technical briefings are being scheduled for Wednesday, July 3rd.

Forum on Conservation and Harvest Planning

The Forum on Conservation and Harvest Planning is where First Nations, from along the Fraser River and Vancouver Island, meet with The Department of Fisheries and Oceans (DFO) to discuss plans for the upcoming fisheries season. This is where we provide input to the South Coast Integrated Fisheries Management Plan (IFMP). The IFMP is the pre-season plan for fisheries in Southern BC. This gives us an opportunity to see what the Department is planning for the various Fraser River Stocks.

The IFMP was released in June and contains specific management plans for the various salmon stocks in the Fraser River.

This is the meeting that we attend to voice our concerns over the severely depleted stocks returning to our territory. We got support from many nations along the Fraser River in conserving the Early Stuart sockeye, by not fishing and allowing the run to pass through.

Fraser Salmon Management Council

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The Fraser Salmon Management Council is a Tier 1 (FN only) organization that was formed in order to negotiate a management agreement with DFO in order to have greater influence in making management decisions regarding Fraser River Salmon. Currently we use the Forum on Conservation and Harvest Planning to convey our concerns with Salmon Management, but the Forum process is not a mandated process. That is to say, that the FN representatives attending do not have a mandate to make decisions on behalf of their First Nations. We currently have 74 nations that have submitted a BCR or Council Resolution from their community that designates a "Member Delegate" that has the authority to vote on behalf of their nation.

We have finalized the management agreement and are planning a signing ceremony with Fisheries Minister Jonathan Wilkinson on July 5th, 2019 in Katzie First Nation. This historic signing will be the first agreement, signed by the Government of Canada, with such a large group of First Nations (76). Each representative at the FSMC has a mandate to speak and make decisions on behalf of their communities. The FSMC is hoping to change the way management decisions are made, by having a clear decision making role in Fraser Salmon Management.

Fish Habitat Restoration Initiative

We are currently part of the Upper Fraser Fisheries Conservation Alliance (UFFCA). It is a first nation led group that provides technical assistance to its member nations regarding fisheries matters. We have been a part of this group since its inception in 2005.

We are currently working in partnership with the UFFCA on planning a fisheries habitat restoration. We are in the 5th year of a 5-yr. project for fisheries habitat restoration projects. These funds were made available after a report by Douglas Eyeford pointed out that many first nations that are being affected by energy projects indicated that there is a shortage of Fish habitat work/funds that are available to them. The Government of Canada made available these funds to be administered by the DFO.

We currently have 3 water quality Stations within Tl'azt'en Nation. We are monitoring water quality, discharge, turbidity, PH content (acidity), and dissolved oxygen. All parameters that contribute to the health of the watershed and the health of the fish that spawn in them.

As a part of the program, we are doing beaver management. We are monitoring the beaver activity in Salmon spawning streams to ensure that the beavers do not block passage to valuable spawning habitat, by building their beaver dams.

Maintaining and protecting the fish habitat from degradation caused by industrial activity and climate change is of vast importance. It is necessary to ensure that our Salmon and local species have pristine spawning beds for optimal spawning conditions.

Field Program

Stock Assessment Program

DFO stock assessment staff and the Organization's fisheries employees will work cooperatively to enumerate Early and Late Stuart Sockeye Salmon spawners. Enumeration is carried out by roving surveys for the Early Stuart and Late Stuart Sockeye stocks, with the possibility of a mark-recapture conducted on the Tachie River. Visual foot surveys are undertaken on all Sockeye spawning tributaries to the Middle River, Takla Lake, Trembleur Lake and Stuart Lake. Visual surveys will also be carried out by floating the upper Kuzkwa River

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accessed by ATV trail. Biological sampling will be conducted to determine age structure, spawning success and sex ratio. This information is collected for DFO Stock Assessment Division (StAD) and the Pacific Salmon Commission (PSC) and assists with determining population numbers and forecasting future runs.

Project	Duration (estimated)	Samples required
Early Stuart Sockeye Adult Enumeration	July 01 – August 30	PSC(Sockeye), DNA(Chinook)
Chinook/Coho Sampling	July 01-July 31	DNA and photos
Late Stuart Sockeye Adult Enumeration	August 20 – October 30	PSC (Sockeye), DNA(Chinook)

We hired 3 technicians for the Stock Assessment field season:

Bobby Mattess

Jasper Pierre

Thomas Johnnie jr.

Coale Monk

All 3 are very eager and excited to be a part of our fisheries program, and we look forward to working with them for years to come.

Catch Monitoring/Sturgeon Monitoring

This year we have hired a catch monitor to monitor fisheries in the community, and Sturgeon Monitors to monitor for Sturgeon that may be caught in the nets during the fishery.

We will be extending our Catch monitoring into the Char fishing season this fall. Our people have increased their dependence on Char when sockeye isn't readily available. Concerns have been raised about the population of Lake trout. Catch information and some sampling can help us determine the health of the population in Stuart Lake.

We will have 2 Sturgeon Monitors and 1 catch Monitor

Sturgeon Monitors:

Chad Roberts

Vacant position

Catch Monitor/Fisheries Assistant

Melissa Pierre

Reminder that net limits for fishing in River are **60 feet** and net limits for the Lake are **150 feet**.

Fisheries Sensitive Watersheds:

We've received confirmation that 12 Early Stuart spawning streams have been legally designated as Fisheries Sensitive Watersheds (FSW). Under the designation, these streams will have additional guidelines for forestry companies to follow that will help protect the sensitive habitat within each watershed.



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Fisheries Program Funding

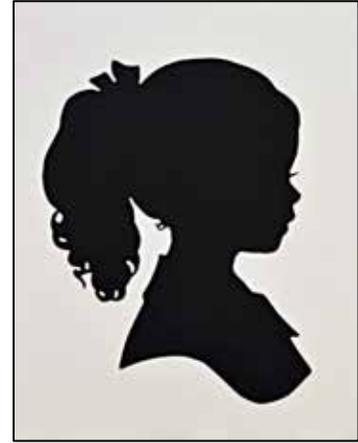
The Fisheries Program is currently funded through DFO via the Aboriginal Fisheries Strategy (AFS). We are currently in the 5th year of a Five-year agreement that will guarantee funding for the fisheries program until 2020.

*If anyone has any questions or concerns, please do not hesitate to call the Fisheries Office at 250- 648-3212
Mussi Cho,*



*Darren Haskell
Fisheries Manager*

GIS Technician/Lands Analyst



I would like to take this time and opportunity to let you know how grateful I am to Tl'azt'en Nation and Tl'azt'en community members for their patience and understanding over the past two years while I have been living away from Fort St. James. While I moved for personal reasons, it was very challenging to stay connected with the community which my job requires. Because of this I have decided to return back to my home in Fort St. James as of July.

I am very excited to be back working in the community and would like to reignite community engagement on many important land base initiatives and help build-up community involvement in land stewardship and Title & Rights jurisdiction issues.

The Tl'azt'en Nation's *Framework for Action* has clearly laid out a vision for the community. It is a vision of a community where members have the supports needed to build healthy lives and healthy families, are enabled to learn their traditional values and Dakelh culture, and that invites everyone's Dakelh pride to be a part of creating a community of *Unity* and *Love* and *Respect* for each other ... all this is a part of the larger project of healing and building up of the Nation.

Now is the time to stand firmly as a Nation and move forward into a future of *Self-Government* and *Economic Independence* and *Self-Reliance*. Self-Government doesn't happen on its own, it needs YOU! Every member of the Tl'azt'en Nation community is valuable and necessary for Nation building to be a success and to build a Nation that serves everyone.

Over the summer and fall I am planning for the Natural Resource Department to reach out and get the opportunity to hear directly from community members – home visits, community sessions -- however YOU would like to be heard. Tell us your ideas about how our Department can better serve the community.

- How can we create a community-based structure, so community members can be fully *Informed* about resource development activity?
- How can we foster a community level collaboration on decision-making to get to *Free, Prior, and Informed Consent*?
- How can we build a Keyoh Stewardship Office within our Department? How is the best way to get news and information out to you?

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- How can we advocate as a community for industry and government to uphold *Reconciliation* Commitments and Honor *Indigenous Rights & Title*?
- What do we need to build a Guardian Program?

I invite all Tl'azt'en members to think about these topics so we can build a strong Natural Resource Department together. For First Nations **LAND IS POLITICS**... Land is the Body upon which Indigenous Rights are embossed... whoever controls the land controls your future --- don't you want it to be YOU that controls your future? We need **YOUTH** to learn, seek knowledge, get activated – so we can pass the torch on to a confident generation with a clear vision of Tl'azt'en's future. Please call me if you would like to get involved. 😊 Mussi!

2019 was busy with important ESI milestones being achieved. The ESI Project Team activities are very demanding and requires about 50% of my time, as I am part of many sub-working groups. I represent Tl'azt'en Nation in all aspects of this project and I am considered a valuable part of the ESI PT, as I am one of the only CSFN representatives that can-do technical work such as spatial analysis and data collection that contributes to the project. Here is a summary of my main activities I do as a Tl'azt'en Nation representative:

1. ESI Project Team:
 - attend all ESI PT meetings including:
 - Moose Working Group;
 - Moose Management Practices Working Group
 - Biodiversity Prioritization Working Group
2. PFA Forestry Table
 - attend PFA meetings
 - CSFN Internal Allocation Committee
3. Forestry Referral
 - conduct spatial analysis of referrals coming into the office
 - meet with licensees, especially important now that they have sign an MOU with commitments to Moose Habitat Management and Biodiversity objectives
4. Mining
 - FPX Nickel is initiating several research projects on the Decar Site to support a future Environmental Impact Assessment for what the company is calling "Canada's largest undeveloped nickel deposit"
5. LNG- PRGT
 - all quiet on the LNG front, only that PRGT is requesting a 5-year extension on their Environmental Assessment they received, just to keep their certificate active "just in case" ... price of Natural Gas to now too low for Petronas to consider developing this project
6. Cultural Archives
 - Theresa Austin is continuing to transcribe and translate Dakelh interviews .. there are about 90 tape left to do!!!!

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- Tl'azt'en Nation Cultural Atlas is still under construction, I have not been able to work on this important book since May 2018 😞
 - Dakelh Placenames changes need to be submitted to the BC Office of Topographic Place Names – we need to convene a committee to select about a dozen places to submit for permanent an official name change
7. Natural Resource Atlas
- another really important project that is almost complete just need a bit more time this atlas will provide technical information about Tl'azt'en Nation land base, and natural resource administration important for all Tl'azt'en members to know
8. Mapping Portal
- another work under construction looking to develop an online mapping portal for community member to access land base information
9. Guardian Program
- NR department submitted application for funding to support training for community Guardians last spring ... hopefully we will get funding!!! We need young people who have an interest in land and water monitoring and **VALID DRIVERS LISENCES!!!**

Presentations I did this year:

Feb 2019

ESI Moose Summit, Burns Lake

- presented the ESI PT Moose Population Model & Moose Habitat Effectiveness Model

May 2019

UBCIC Implementing Our Title and Rights: Upholding Self-Determination Through Nation-to-Nation, Consent-based Negotiations and Agreement-Making.

- co-presented with Tribal Chief Mina Holmes and former Saik'uz Chief Jackie Thomas on the CSFN experience negotiating the PFA 2.0 Agreement

June 2019

FN Forest Council Conference

- co-presented with ESI CSFN Assistant Bev Boersen on the CSFN experience during the Prince George Timber Supply Review collaboration

tmmr@tlazten.bc.ca



Together Towards Tomorrow

ESI

Environmental Stewardship Initiative – Omineca Demonstration Project

Overview

Background

In December 2014 *Nak'azdli Whut'en* and *Nadleh Whut'en* filed for a judicial review of BC decisions to issue an Environmental Assessment Certificate for the TransCanada's Coastal GasLink Pipeline Project. They identified a number of grievances, one in particular was the lack of understanding and assessment of the **cumulative impacts** of these projects on the land base. In response, the Province of BC committed to provide funding (\$500M over the course of 5 years) in order to conduct cumulative effect assessments within all of the four regional districts that would be impacted by the LNG projects: Peace River-Northeast Region; Omineca Region; Skeena-Bulkley Region; Coastal Region.

For the Omineca Region, the ESI project became associated with the then recently signed Collaboration Agreement between the Province and the 7 Carrier-Sekani First Nations and the “study” area became the combined area of the 7 CSFN's territory boundaries.

Aboriginal Title & Rights

The purpose of the ESI Project is to understand how cumulative effects impact the CSFN's **ability to meaningfully exercise Aboriginal Rights & Title**, and to develop management changes to repair and correct the damage to ecosystems, wildlife habitat and populations.



MAP: ESI Study Area

Carrier-Sekani First Nations (red)
Tl'azt'en Nation is shown light grey

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The ESI Project Team meets for two days every month. The ESI Project consists of many sub-working groups, each addressing specific issues and concerns about how forestry is impacting the land base.

1. *Current State Analysis of Disturbance*
2. *Moose Working Group*
3. *Biodiversity Working Group*
 - a. *Omineca Natural Range of Variability*
 - b. *Biodiversity Risk Assessment*
 - c. *Biodiversity Spatialization*
 - d. *Biodiversity Management Areas/Units*
 - e. *Biodiversity Management Area Prioritization*
 - f. *Biodiversity Management Practices for Immediate Measures*
4. *Riparian/Watershed Working Group*
 - a. *Omineca Watershed Health Assessment*
 - b. *CSFN Cultural Important Fisheries Watersheds*
 - c. *Large Lake Trawl*
 - d. *Riparian Best Management Practices for Immediate Measures*
5. *Wildfire Special Project (2019)*
 - a. *Biodiversity Assessment for Rehabilitation of Shovel Lake & Island Wildfires*
6. *Road Rehabilitation Special Project (upcoming)*
7. *Immediate Measures*
 - a. *Licensee-ESI Project Team MOU Signed (Oct 2018)*
 - b. *Licensee Engagement Workshops (2018-present)*
 - c. *Best Management Practices Working Group*
8. *Resource Management Planning (upcoming)*

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Current state OF disturbance

GOAL: to understand how CSFN's land base are impacted by all the combined activities that take place on their territories.

The **Current State Disturbance Layer** map shows all the human caused disturbance to CSFN territories such as logging, roads, urban development, agriculture, and mining.

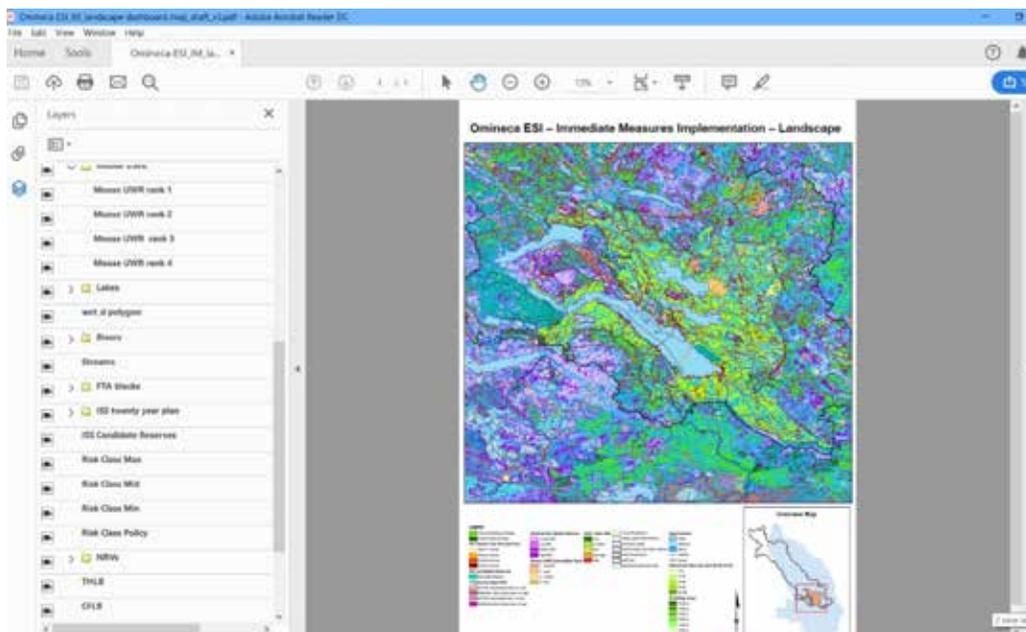
This map quantifies the degree of disturbance to the land base currently.

This is the first time all the data has been collected to get an accurate picture of how the land base is impacted, to what degree it is impacted, and the activities that have contributed to these impacts.

What's New:

There is now available a multi-layered PDF map that shows all spatial layers in the Current State Disturbance Map. It also includes the other spatial layers for UWR Moose Winter Habitat Areas and the Biodiversity Management Areas. The PDF is called the **TI'azt'en Dashboard Map**.

Here is a screen shot of the **Dashboard Map** ... There are many layers in this PDF and can be viewed by selecting them on or off. It makes it really easy to see all the spatial layers that are produced by the ESI Project!



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Moose

GOAL: *To maintain moose populations and habitat ecosystems to support sustainable First Nation subsistence harvest & licensed hunters' opportunities*

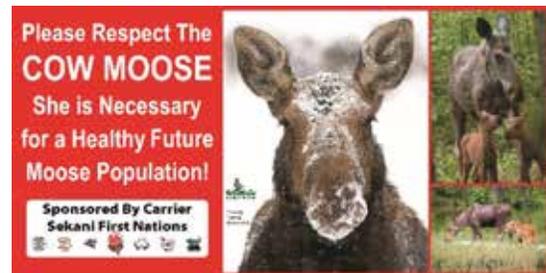
Team Moose has several projects on the go to better understand what may be affecting moose mortality and how to better manage for moose habitat:

Previous Work:

- Moose Habitat Analysis (2016-2017 - complete)
- Moose Population Trend Model (2016-2017 - complete)
- Moose Diet Study (2017-2018 – fieldwork complete; awaiting lab results for analysis)

What's New:

- UWR (Ungulate Winter Range) Candidate Selection (2018-2019)
- Cow Moose Sign Project (2019)
- Moose Management Practice for Immediate Measures (2018-2019)



Cow Moose signs will be installed around the CSFN territories

Coming Up:

- Glyphosate Impacts Literature Review (upcoming)
- Sight ability Study (upcoming)
- Community Harvest Study (upcoming)

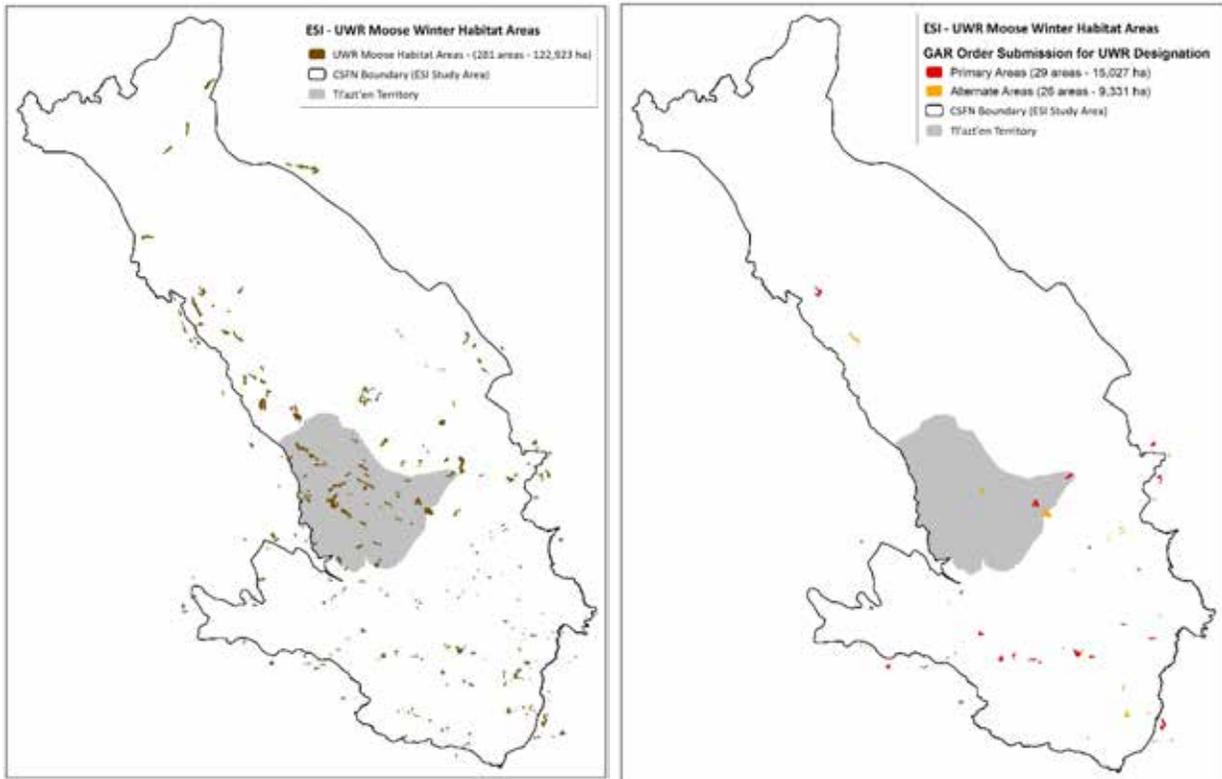
TEAM MOOSE – UWR SUBMISSIONS

GAR Orders – Government Action Regulation

Under the Forest & Range Practices Act, the Government Actions Regulation (GAR) directs how the BC provincial government establishes land designations or stewardship measures for forest and range values.

The ESI Team is proposing new Ungulate Winter Range (UWR) areas to be designated for moose winter habitat. When areas are designated, forestry activities are limited by General Wildlife Measures

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The UWR Moose Habitat Areas that are not being moved forward through the GAR Order process are being addressed in the Immediate Measures MOU with Licensees. All UWR Moose Winter Habitat Areas are to be avoided (if feasibly possible). Avoidance does not apply to areas where cutting permits have already been issued. In addition, the 5 km area surrounding the Moose Winter Habitat Area will be subject to Moose Management Practices that have been developed by a sub-working group consisting of ESI Project Team members and Licensee representatives. These are being drafted as Best Moose Management Practices.

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FISH & watershed health

GOAL: *Enhance or maintain the sustainability of fish resources in aquatic ecosystems to support First Nations food fishery and resident fishery needs*

Team Fish is looking at protecting riparian habitat as well as understanding ecosystems factors affecting lake resident fish species (char, whitefish, rainbow trout, kokanee) as well as the impacts to young sockeye fry moving through the lake & river systems as they leave their brooding grounds.

- lake productivity surveys of Stuart Lake and Trembleur Lake to determine how productive the lake is for the resident lake species as well as for young sockeye entering the lake systems.

What's New:

- Best Management Practices for Riparian Areas are being developed by a working group consisting of ESI Project Team members and Licensees (2019, ongoing)
- Protecting small streams – new buffer requirements for small streams that currently are not protected under FRPA (Forest Range Practices Act)

Forest Biodiversity

GOAL: *To identify indicators that link state of forests to the ability to meaningfully exercise Aboriginal Rights, Title & Interests*

The ESI Team has contracted a top-level ecosystems specialist to assess the state of **biodiversity** as it relates to the impacts of logging and forest health impacts such as the mountain pine beetle epidemic. The outcome was to create best **management options** to strategically repair and correct the current state of unsustainable overharvest.

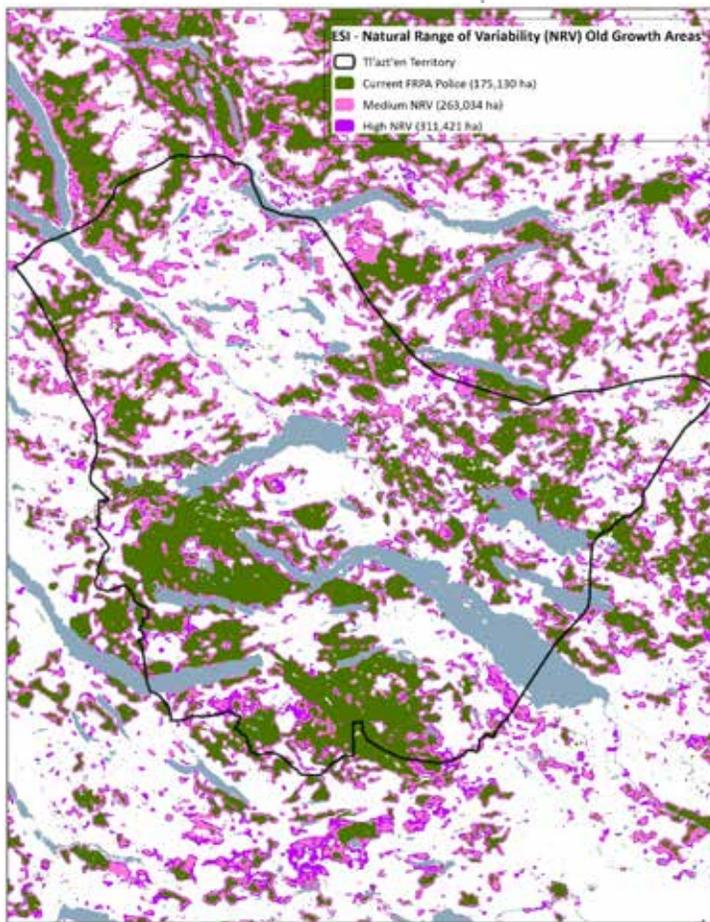
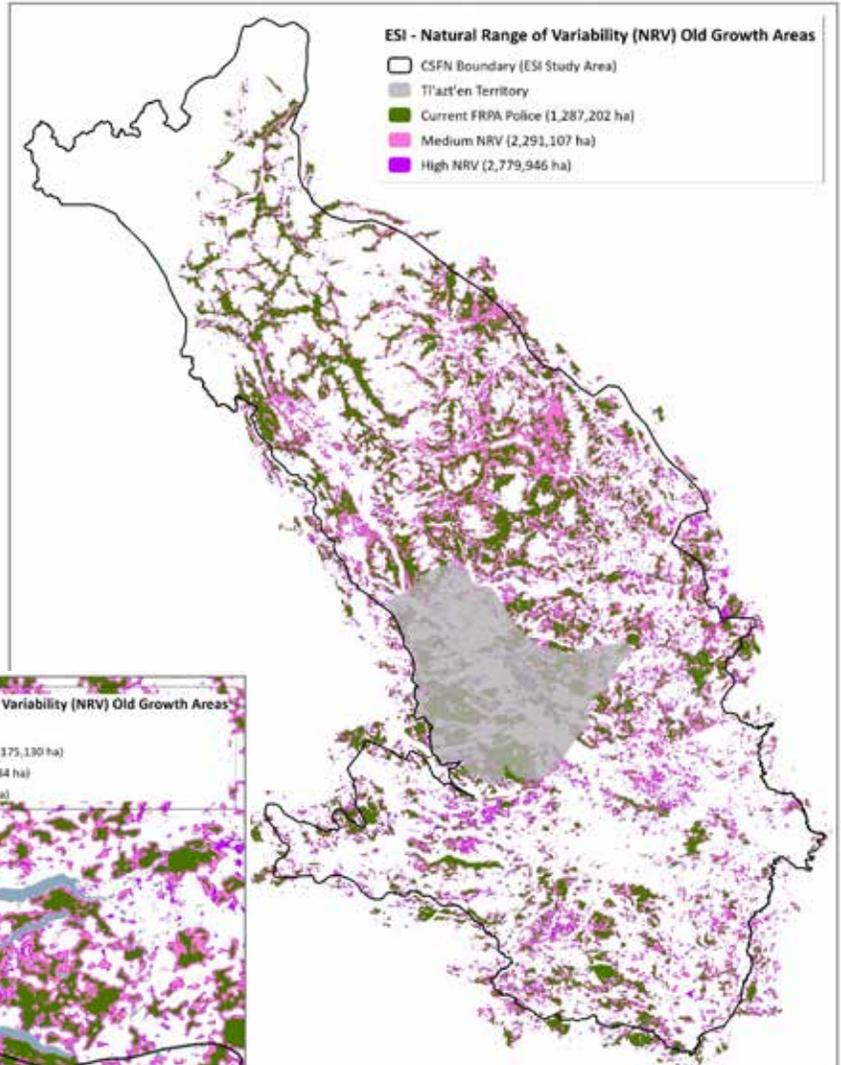
1. a **recovery** strategy in the southern areas where overharvesting has resulted in a deficit of all 5 areas of biodiversity
2. a **retention** strategy in the northern areas before overharvesting impacts the northern areas ability to still achieve biodiversity goals.

What's New:

- Biodiversity Management Areas identified

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ESI Project Team is currently looking very closely at the state of Old Growth and other biodiversity elements of the landscape. Current forestry regulations are under-protecting biodiversity. The current state of logging is putting the opportunity to protect very old forests (>250 years) in jeopardy. The ESI Team is working to have these areas avoided in the interim (2 years) until a CSFN Resource Management Planning Process can occur to legislate change in forestry.



Together Towards Tomorrow

IMMEDIATE MEASURES

As a result of the Risk Assessment, the CSFNs have the information needed to build a case for specific improvements to forest management. There are strategies that are being discussed this summer as *immediate measures*, that is, what can be done immediately to help correct the current rate of overharvesting.

1. Review current cutting permits with overlap of spatial biodiversity and moose habitat (this may include amend and/or defer cutting permits)
2. Improve forest practices (increase stream buffers; increase retention)
3. Improve post-silviculture practices (create openings)
4. Rehabilitation of roads
3. Stop the use of glyosphate

ENGAGEMENT WITH LICENSEES

The ESI Project Team along with key players in MFLNROD will begin engagement with licensees with regards to a strategic plan to implement immediate measures. The ESI Project Team will be having a series of discussions with licensees over the summer 2018.

We continue to work with Licensees to support the management objectives of the ESI Project to help protect the remaining forest values from further degradation from logging.

If you are interested in the ESI Project ... let me know

If any community member has any questions about the projects, I am involved in ... PLEASE FEEL FREE to call me or email me or meet with me I am MORE THAT HAPPY to share information and try to get people involved!



Melissa Pierre
Assistant/Catch Monitor

Lusilyoo Clan

Good Morning Tl'azt'en Members, my current position with the Natural Resources Department is the Fisheries Assistant and Catch Monitor.

As the assistant, I help coordinate our fisheries technicians and sturgeon monitors with anything they may need before our season starts or any kind of gear or supplies, they may need for camp. I also assist the manager with travel arrangements, and various duties around the natural resources building.

As the Catch Monitor my duties are to gather and compile daily catch data from the community members that are fishing, filing and various duties around the office.

During the fishing season, I love my job because it brings me out into the community, I get to interact with members and sit in smoke houses or sometimes help members take their catch out of the nets.

I am looking forward to another year working for the Nation and wish everyone Good Luck for the upcoming fishing season.

Melissa Pierre

Education Department



Georgina Alexis
Manager/Post-Secondary Coordinator

Hadih Tl'azt'enne, welcome to the 33^d Annual General Assembly. I am delighted to present the 2018/2019 report for the Education Department.

The Strategic Plan for the Education Department:

Leading

Education through

Advocacy and

Recognition of

New Possibilities

I would like to take the opportunity to acknowledge and thank Margaret Mattess for her extensive knowledge and experience throughout the years at Eugene Joseph Elementary School. This year Margaret has retired from School District #91 principalship and will be returning to Eugene Joseph Elementary School in 2019/2020 as a teacher. Tube Cho Musi Margaret for your leadership, dedication, commitment and giving our students the opportunity to learn and succeed. Snachailya.

Daniel Benzimra was promoted to the Principal position for the 2019/2020 year. Daniel's role and leadership throughout the year has proven that he is ready and capable of leading Eugene Joseph Elementary School for the upcoming school year. We look forward to the 2019/2020 academic year.

Maureen Thomas graciously returned to Eugene Joseph Elementary School halfway through this year to teach the K/1 class after the previous teacher decided to leave. Tube Cho Musi Maureen for ensuring our children have a bright future. Your compassion, leadership and knowledge will be greatly missed. All the best to you in your journey.

Together Towards Tomorrow

In order to give you a better understanding of the programs and services provided through Indigenous Services Canada (ISC), I have broken down all the programs that are offered through the Education Department;

Elementary and Secondary Education Program:

This program provides eligible students ordinarily living on reserve with elementary and secondary education programs comparable to those in provincial schools. The program supports First Nations students to progress academically, graduate and contribute their individual, family and community well-being.

High-Cost Special Education Program:

Indigenous Services Canada (ISC)'s High-Cost Special Education Program helps eligible First Nations students with high-cost special needs to access quality programs and services that are culturally sensitive and reflective of generally accepted provincial or territorial standards.

The High-Cost Special Education Program consists of direct and indirect services. Direct services represent at least 75% of the available funding. These include several classroom and school-based services related to the education and support of students with high-cost special needs. Indirect services represent up to 25% of total High-Cost Special Education Program funding.

Funding is provided to eligible First Nations recipients for the development of special education programs and services on the understanding that each First Nations student with special needs is unique. Each student requires customized program to meet their individual needs in order to best support their success.

New Paths for Education:

This program funds projects and activities designed to improve the quality of education in First Nations schools and to enhance the educational experience of students, teachers, administrators, parents and communities. New Paths funds a variety of school-based projects directly involving First Nations students, parents and caregivers, teachers and communities.

Funds can also be provided to First Nations education authorities and regional education and management organizations to build capacity and develop governance for local schools.

Projects funded under New Paths are designed to produce long-term benefits that will improve education quality and academic achievement of First Nations students, including: reduced teacher turnover, enhanced coordination and support of First Nations Education programs and services, increased use and maintenance of First Nations languages, increased level of computer literacy, increased involvement of parents and communities in the education system and enhance awareness of the importance of education to potential career paths.

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First Nations Student Success Program:

The First Nations Student Success Program (FNSSP) supports First Nations educators on reserve (kindergarten to grade 12) in their ongoing efforts to meet students' needs and improve student and school results. Funding is limited to activities intended for students attending First Nation-operated schools. The FNSSP supports activities that increase students' achievement levels in reading and writing (literacy), mathematics (numeracy) and encourage students to remain in school (student retention).

Activities funded through this program are required to include three (3) interrelated components:

- School success plans that set out goals, activities and targets for improving student achievement levels in the three priority levels (literacy, numeracy and student retention)
- Student learning assessments that support the school success planning process. Schools participate in their respective provincial standard testing process. Assessment results should be used to identify areas for improvement
- Performance measurement systems for schools to access, report and take steps to accelerate progress made by students and schools. It allows schools to set targets, monitor results and report to parents and communities on how students are doing

First Nations and Inuit Cultural Education Centres Program:

The First Nations and Inuit Cultural Education Centres Program (FNICECP) provides funding to First Nations and Inuit cultural education centres on reserves or Inuit settlement regions to support the development and promotion of First Nations and Inuit cultural heritage. The guidelines are effective as of April 1, 2019. There will be no call for proposals in 2019-2020.

The objective of FNICECP is to:

- Support First Nations and Inuit communities in expressing, preserving, developing, revitalizing and promoting their cultural heritage, through establishment and operation of First Nations and Inuit cultural education centres
- Ensure that culturally relevant programming and services are available to First Nations and Inuit students through cultural education centres
- Contribute to an enhanced cultural environment and understanding within communities

The program expected results are:

- Revived traditional cultural skills among First Nations and Inuit people
- Developed contemporary cultural skills among First Nations and Inuit people
- First Nations and Inuit peoples' knowledge and use of their traditional languages
- Cross-cultural awareness in mainstream educational programs and institutions

Together Towards Tomorrow

First Nations and Inuit Youth Employment Strategy-Skills Link Program (SLP)

The First Nations and Inuit Skills Link Program (SLP) is one of two (2) programs that Indigenous Service Canada (ISC) administers under the First Nations and Inuit Youth Employment Strategy (FNIYES).

The SLP has the following objectives:

- To promote the benefits of education as key to labour market participation
- To support the development and enhancement of essential employability skills among First Nations and Inuit youth such as communication skills, problem solving and working with others
- To introduce youth to a variety of career options
- To help youth achieve skills by providing wage subsidies for mentored work experience
- To support the provision of mentored school-based work and study opportunities such as co-operative education and internships
- To help First Nations and Inuit youth overcome barriers to employment

First Nations and Inuit Youth Employment Strategy- Summer Work Experience Program (SWEP)

The First Nations and Inuit Summer Work Experience Program (SWEP) is one of two programs that Indigenous Service Canada (ISC) administers under the First Nations and Inuit Youth Employment Strategy (FNIYES).

The SWEP has the following objectives:

- To help youth acquire skills by providing wage subsidies for their summer work experience
- To assist First Nations and Inuit Secondary and post-secondary students in preparation for future entry into the labour market by enabling them to obtain employment experience
- To help students acquire employability skills, to support them in financing and furthering their education and to provide students with career and labour market information and assistance in finding summer or short-term employment

Key expected results of the Summer Work Experience Program are:

- Increased awareness of the benefits of education
- Enhanced employability skills for participating First Nations and Inuit youth

Post-Secondary Student Support Program:

The program aims to improve the employability of First Nations and eligible Inuit students by providing them with funding to access education and skills development opportunities at the post-secondary level.

Eligible post-secondary levels include:

- Community college and CEGEP diploma or certificate programs
- Undergraduate programs
- Advanced or professional degree programs

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The program is administered by the First Nation or Inuit designated organizations that determines the funding and selection criteria in accordance with national guidelines. ISC provides funding for this program as part of core funding agreements with Indigenous governments and organizations. Eligible costs covered by the program may include tuition, books, travel support and living allowances.

The maximum amount payable per full-time student cannot exceed \$50,000 per year.

On an extraordinary and justified basis, the maximum amount payable per year for a student in an advanced or professional degree program or a Master or Doctoral program may exceed \$50,000 up to a maximum of \$85,000. No student is automatically entitled to this amount.

University and College Entrance Preparation Program:

This program aims to increase the number of First Nations and Inuit students with the academic level required for entrance into post-secondary programs.

Financial Assistance may be provided for a maximum of two years of studies in the form of:

- Tuition support for part-time and full-time students that may include required fees, tuition, and the cost of books and supplies required for the courses
- Travel support for full-time students who must leave their permanent place of residence to attend university or college entrance program
- Living allowance for full-time students to help cover the cost of food, shelter, local transportation and daycare

The program is administered by the First Nation or Inuit designated organizations that determines the funding and selection criteria in accordance with national guidelines. ISC provides funding for this program as part of core funding agreements with Indigenous governments and organizations.

This year Tl'azt'en Nation Post-Secondary Support Program was able to support 52 students for the 2018/2019 academic year and graduated seven (7) students.

It took a lot of hard work to reach this goal. Keep on growing. Keep adding to the goodness and beauty in the world. Keep developing those unique dreams and talents that make you who you are. May you always dare to do great things with your life!

Together Towards Tomorrow

Congratulations to all graduates 😊

Post-Secondary Graduates:

Michael Aslin Jr
Metal Fabrication
College of New Caledonia

Thomas Gordon
Heavy Duty Mechanics
Okanagan College

Stephanie Holmes
Chemical Addictions Worker Certificate
Nicola Valley Institute of Technology

Mary Lee
Bachelor of Science- Nursing
Douglas College

Sean Miller
Environmental Natural Resource Technology Certificate
Nicola Valley Institute of Technology

Travis Simmons
Environmental Natural Resource Technology Certificate
Nicola Valley Institute of Technology

Jarrold Tom
Automotive Technician
College of New Caledonia

Tl'azt'en Nation Bursary

This year the bursary was awarded to Bryden Alexander. Bryden graduated from Fort St. James Secondary School as Co-Valedictorian and is planning to attend the University of Northern British Columbia in September 2019 to enter the Business Administration Program. Congratulations Bryden on this major accomplishment!

Always remember. There's no limit to what you can do if you keep believing in yourself!

It has been an honour to lead the Education Department through the 2018/2019 year. Education plays an important role in enabling First Nations individuals and communities to reach their fullest potential and achieve a high quality of life. I look forward to what 2019/2020 will have to offer. Snachailya.

Laura Anatole
Administrative Assistant



Hello Tl'azt'en

My Name is Laura Anatole,

Clan: Lhts'umusyoo (Beaver)

Daughter of Leonie Anatole & the Late Charles Anatole

Grandparents: Seraphine Mattess & Late Joseph Mattess

Late Madeline Anatole & Late Johnnie Anatole Sr.

Mother of 3 Beautiful Children, Madison Felix (7), Bentley Felix (6) & Aubrey Seraphine (3). Since having my children who loves and believes in our culture, which got me continuing the knowledge and all the things that my Parents and Grandparents taught me when I was growing up which is absolutely amazing.

I have been employed with our nation since September 2012, as the Administrative Assistance within the Education Department. Since I have been employed within Tl'azt'en Nation I have been off for 2 years due to maternity of my 2 youngest children. As the years went by, I have had a lot of learning and experience which I am very proud of and grateful for all of Georgina's help, patience and teaching me the things that has given me the opportunity to help as much as I can now within the Education. My role here at the department now can be very challenging but that's what I love best about my job. So here are some of the items that I help with, with the Education Employee's & Tl'azt'en Nation Members.

1. E.I Applications
2. Work Along with Education Manager/Post Sec Coordinator Georgina Alexis
3. School Supplies
4. Help Coordinate Programs that are offered within Education
5. Help Staff that are in need of assistance
6. Assist summer programs
7. Main Duties such as files, copying, Faxing
8. Answering calls, taking msgs, greeting members & helping with which department they are in need of assistance
9. Help assist events that are planned within all Education Programs



Carissa Duncan
Employment &
Training Coordinator

Hadih Tl'azt'enne,

Welcome to the 2019 Annual General Assembly!

My name is Carissa Duncan. I'm into my third year as of May 2019 working as the Employment Coordinator. I have been employed in this department for a span of 8 + years now. I have learned a lot and I will continue to learn each and every day. I am 26 years old, I never thought in my teenage years that I will be running a whole department with the supervision of the Education Manager, Georgina Alexis. It was challenging and scary in the beginning, but I have gained confidence in myself. As I learn, I will make mistakes and errors, but it's your job as a Nation to tell me where I need to improve. I can't learn from my mistakes if they aren't brought to my attention.

The Employment Service Department would like to welcome Rebecca Pierre as the Program Assistant for Tl'azt'en Nation. She will be assisting me with any scheduled courses and training that will take place within our nation. She will also be able to assist clients when I am unavailable or busy. Her first big project to coordinate a 12-week Bladerunners program; where she will gain budgeting and planning skills. There will be two groups of 5 participants for the Bladerunners 2019, and Rebecca will be targeting youth ages 15 through 30. She will get to know each participant and build a professional relationship with them.

We have just completed the last group of **Weaving Our way program**, which was a great success. We have participants that have completed the 16-week program, an overcome their barriers and achieved their short-term goals. I.E Getting their license, vehicle finance approval, approval to rent their first home and eventually gain full-time employment. Shout out to all those who have achieved their short term and long-term goals and any barriers that you have overcome. You have all done an amazing job, keep up the hard work.

The **Office Administration Program** has just started on March 25, 2019 and will continue until October 11, 2019.

Tl'azt'en Nation/PGNAETA has sponsored the following participants:

Alicia Monk, Janessa Alexis, and Bonnie Prince

Together Towards Tomorrow

The Bladerunners Program is now being offered again now that the Weaving Our Way pilot project has come to an end after three years of being offered to Tl'azt'en Nation youth and young adults. The Bladerunner program will be running two groups of five participants each. The first group is starting June 24, providing the youth with certificates, employable skills, drivers licenses, tickets, work gear, and work experience. The targeted clients are those that have graduated from high school and/or are currently enrolled in school but are facing barriers that may keep them from completing school.

Intake Deadline first group: June 18, 2019

Interview Date: June 19, 2019

Start Date June 24, 2019.

Duration: 12 weeks

The **Residential Maintenance Building Program** has started Feb 11 – May 3, 2019.

The program provides a person with skills to maintain and repairs residential buildings (single family unit, multi-unit, high rise) including minor carpentry, drywall, electrical, floor laying, painting, plumbing, refrigeration mechanic and roofing repairs, maintenance, installation, inspection, testing and troubleshooting (as per Technical Safety BC legislation and regulations).

The participant(s) that have been sponsored by Tl'azt'en nation and PGNAETA are as follows: Moise Johnnie

The **Carpentry Level 2** program has started May 13, 2019 and will run till July 26, 2019. The program ensures carpenters perform all work in connection with the assembly and erection of false work and forms for concrete, wood and metal frame construction and installs interior and exterior finishing metals for residential, commercial, and industrial projects while conforming to plans and specifications and local building codes. Other trade skills include layout, rigging/signaling, cutting/welding and the erection and dismantling of scaffolding.

The participants that have been sponsored by Tl'azt'en Nation/PGNAETA are as follows: Jeremy John, Trevor John, and Moise Johnnie

The **Foundation in Innovations and Technology** program has started on June 10, 2019 – August 30, 2019.

This Program is a 12-week program that explores digital skills in six technology fields; Computer basics and professional practice, Communication and Digital Marketing, Web development and Coding Software Testing, networking setup and support, GIS/GPS Mapping.

The participant that have been sponsored by Tl'azt'en Nation & PGNAETA are as follows: James Besherse

We have sponsored numerous members for **Heavy Equipment Operator Training** with Obrien Training in Prince George. The participants got in class knowledge of the machine they desired to be trained on, as well as 100+ hours of on machine training. There are two fields of HEO you can enter; one is the Forestry which is trained on one machine. The other is Construction/mining HEO which gives you the opportunity to get certified for three machines.

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The participants that have been sponsored by PGNAETA & Tl'azt'en Nation are as follows: Fabian Tom, Wilburn Felix, Paul Felix Jr., Megan Mattess, Herman Paula, Nathaniel Tom, and Jermaine Joseph.

Here are the machines we have our members certified on:

Construction Equipment:

Rock truck driver

Dozer Operator

Wheel Loader Operator

Grader Operator

Excavator Operator

Forestry Equipment:

Process Operator

I would like to congratulate these participants for the commitment to 5-week training to become certified Heavy Equipment Operators. WAY TO GO!

The *Class One Drivers Training* was offered to those that are seeking employment in the hauling and logging industry. We have sponsored one member through fox professional driving school in PG. This training was a bit longer than the HEO training, as the driving hours have been reduced to ensure the participants is learning all aspects of logging and/or hauling industry.

The participant that have been sponsored by PGNAETA & Tl'azt'en Nation are as follows: Bruce Alexis

The basic course that are held yearly:

Occupational First Aid Level 1

Occupational First Aid Level 3

Chainsaw Safety

WHMIS (online)

Transportation of Dangerous Goods (Online)

Working Alone in Bear Country

Food safe level 1

H2S Alive

Ground Disturbance

Wildland & Firefighting training

Faller supervisor training

Forestry & Silviculture training Module 1,2,3

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Some of the funding services that we support are:

Mobility Support: This program is to assist clients to relocate, must be full-time. **Eligible once every three years.**

Work Safety Gear: This program is for clients that need work equipment and have secured full-time employment. **Eligible once every three years.**

Individual Course Purchase: To provide clients with the access to training interventions leading to employment and/or to respond to legislation affecting certification required for industry-based employment.

Long term application: Long term applications are for programs/courses that are more than two weeks.

Short term application: Short term applications are for programs/courses that are less than two weeks long.

Approval Process: First Come, first serve basis for course intakes. Also, for the above-mentioned funding supports, you must submit all applications 5-10 business days before the course start date. Any application that are submitted to short notice or incomplete will not be processed for approval or non-approval.

Target Wage Programs: To provide training and work experience that can; lead to continued employment with employers. To prepare clients to meet the required skills and knowledge that employers want to see when hiring a new employment.

I try to best accommodate our nation when I book courses. I try to bring most of the above-mentioned training to come into the community, as not all of our members have reliable transportation.

Thank you Tl'azt'enne, if you have any interests for a course or program that we have not provided get me the information and I will look into it.

Have a great day everyone.

Chris Mattess



Leonie Anatole

Adult Education Teacher Assistants

We have about 35 adults enrolled in our adult Ed courses to obtain an adult dogwood diploma. Since there is no more General Equivalency Diploma (GED) we're using E-bus Academy which is in Vanderhoof. Leonie went through E-Bus a few years ago and got my adult dogwood at my own pace and I can finally say that I have my dogwood diploma. So, if you would like to obtain your dogwood diploma to get the job you always wanted, I suggest you come into the Ed center and sign up for e-bus. I've been here since December 2018 helping members with signing up with E-bus.

E-Bus can use courses that you have taken in the past or currently at CNC towards your adult dogwood credits. The main courses you will need is your math 11 and English 12 to get your dogwood. So, if you would like to get your dogwood come in and sign up for EBUS. You will need to fill out the application form at the Ed center and then register online for the EBUS academy. It usually only takes 20 mins to register online and we can help you with registration.

If you sign up for EBUS and you attend every day you can get a daily incentive of \$10 a day. If you complete a course, you can receive a \$300 incentive for completion. We will also provide breakfast and lunch for those students who register and attend classes at the Education Centre starting in September of 2019. Another course we will be offering in September is the Foods program and Physical Education program. We are also willing to open the Education Centre in the evenings for students to complete course work.

If you are planning to start your educational journey and want to get your adult dogwood come in and see either Leonie or Chris to start the process. It will be fun to start your education and get the right qualifications to gain employment. Learning is a life-long process and you are never too old to start your education!

Farrah Alexis
Liaison Worker



Hi, my name is Farrah Alexis, and I am from the Granton Clan. I am blessed with a wonderful spouse and gifted with three amazing children. My hobbies are sewing, stargazing and spending any time I got out in the great outdoors! My role, as the Community Liaison Worker, is to be a neutral advocate between all parties of parents, students, and teachers. Some duties that I currently do:

- High School visits 3 days per week
- Build relationships with parents
- Support Learner's in school
- Connect Parents/students to services within the community of Tache, and Fort St. James
- Support Parents with the process of STADD, and help prepare learner's
- Bring teachers up to Tache to meet with parents – one on one
- Request from the High school – weekly attendances
- Meet with Naomi Stainton – regarding student's progress of courses, or to see where they stand for graduating credits
- Work with EJES – to help prepare student transitions into high school

Tl'azt'en Nation had the following graduates from Fort St. James Secondary School:

- Bryden Alexander – Co-Valedictorian
- Calvin Felix – Aboriginal Student Role Model 2019
- Walter Joseph Jr. III
- Levi Mattess-Prince
- Destiny Johnnie
- Justyne Williams
- Brodie Joseph
- Farrah Prince

Other graduates from Prince George Area:

- Aaron Moore – DP Todd Secondary School Prince George
- Chantz Joseph – Duchess Park Secondary School
- Cammille Joseph – Prince George Secondary School
- Daizerey Paula-Felix – Prince George Secondary School

I enjoyed working at the schools this year and look forward to the next year! If you have questions or concerns, please e-mail me.



Chasity Aslin



Michelle Pierre



Kimberly Johnnie

Community Support Workers

Hadih Tl'azt'enne

Here is our AGA Report for the funded project Tl'azt'en received. This project was only funded by the Jordan's Principle Initiative we do not work for the initiative. We may assist families that need help applying for funding for an assessment or funding for something they may need because their child has a diagnosis with a complex need. Our initial objective was to complete intake packages for families identified in our project, the staff at David Hoy and Eugene Joseph compiled a list of children that needed supports in school and identified if it was reading, comprehension, math, social, and behaviour needs. There are 60 children identified, that teachers and other staff realized that were needing extra supports in school so the goal was to help those students so they can transition into high school and adulthood successfully.

We completed 55 intakes, five are pending completion. Working with the Asante Centre team, we had five Psychologists, two Medical Doctors, one Speech and Language Therapist, and two Occupational Therapists come to our territory to complete the assessment process with families. It's a lengthy process, but the outcomes will benefit the children in school and at home. This project's services were offered to children living on reserve and the children living off reserve that attended the local schools in our area, e.g. David Hoy, Fort St James Secondary.

With funding availability, we will be employed for the next year to work with families, to provide support, educational workshops, assist families with outside resources available for children with complex needs, and build relationships with families. We are networking with outside resources to be the link that connects them with families in this community. Attending various training programs available in our local areas has been our goal and to receive that important information to deliver and implement in our community with parents, caregivers,

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and children. We have a Parent Support Group that meets every second Tuesday and planning other initiatives to service the community.

We look forward to building capacity within our nation and provide the best service to our families. We would like to thank Georgina Alexis for guiding us and giving us this opportunity to work under her department, she is a great mentor, supporter and has empowered us to make a difference in our community. We also would like to thank the Asante Centre team for providing the best services and working with our family's schedules and understanding the struggles, the anxiety, and just being able to come to our community. If you have any questions or want to learn more about our project, please come and see us at the Education Centre.

Awetza



Eugene Joseph Elementary School



Margaret Mattess
Principal

Although reading and math are the goals, we need to ensure that students' minds are in a good framework for learning, before learning actually happens. The meals and healthy snacks daily are used to teach students the importance of nutrition; energy needed to work hard.

We continued to work on the social/emotional aspect of learning. Students are taught strategies ongoing on how to resolve conflicts; walking away, using their words and hands off is our common day to day language. Building and maintaining trustworthy relationships with students is always a priority.

At the last AGM we committed that Special Education would be priority, this past year we have made huge strides in identifying the needs and measures needed to be put into place. This is the second year we have been putting benchmarks into place and identifying the needs. Daniel Benzimra has done an incredible job of collecting data, identifying resources needed and interventions or adaptations to learning that we needed to carry out so we can meet the learning needs of our students. An area that has become apparent to us is the rigorous intervention for speech and language at all grade levels.

We are patiently waiting for the assessments that are carried out by Asante so at a professional level we may be informed of our students learning needs and what we need to do differently for our learners. These reports are expected for Late August/early September 2019.

We have been short of teachers for this second half of the year, as a result we have focussed on Experiential Learning. Collaboratively we have combined Dakelh language and culture with the curriculum (Knowing, Understanding and Doing). The culture aspect has been a very strong area this past year, we have taken many trips outdoors learning on the land in Dak'et, Khit, Olulh and Shin. I am very proud of how professional Pauline's crew were in preparing for our outdoor fieldtrips and keeping us same in the outdoors. We complement that

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learning with the anatomy of the different animals, fish and birds, examples are salmon, bear, moose, hummingbird, rabbit, beaver, etc. Students had fun learning the different body parts, weighing, measuring, drawing, etc. As we went through the year we gathered and have celebrated the year's learning with the Year End Balhats. Tube cho musi Pauline for your dedication and hard work in leading the way for learning on the land this year, next year can only get better!

Although we have been very strong in the culture aspect, the language component has continued throughout the year, students have learned the morning prayer and have learned to be culturally respectful.

We continued with the recycling initiative with a goal of ZERO garbage. Since April we have done indoor gardening, every classroom was growing potatoes, tomatoes, corn, onions, strawberries, peas, beans, pumpkin, lettuce, garlic. Students took a lot of interest in gardening food and learned to work hard. We also connected with Val Crowley from Chuntoh Education Society and are excited in the possibilities in working who are "experts" in the different fields of study.

I will be retiring as Principal and will be teaching this coming year. I feel I need the time to focus on our language and culture. I would like to take this opportunity to thank all the people who have supported me over the past fifteen years as an administrator. I am grateful for Georgina the Manager of Education, The Education Advisory Committee, office assistants, custodians, maintenance workers, bus driver, cooks, Education assistants who work tirelessly, parents, volunteers. Once again musi noh dusi.

Note: There is a separate report for Special Education and a Dakelh Language and Culture Report as they are more specific and detailed.





Daniel Benzimra Special Education Teacher

Introduction

This 2018-19 school year at Eugene Joseph Elementary School has seen a significant overhaul of its Special Education program. These changes can be seen with a dedicated special education teacher, increased assessments and reporting, funding, and implementation of therapies. Each of these topics will be further explored below, and through the attached appendices.

Special Education Teacher

For the 2018-19 school year, there were 37 students enrolled in grades K-7. Of those 37 students, 20 (54%) have at least one diagnosis that requires special education services. This past year, the special education teacher was responsible for the creation and maintenance of Individual Education Plans (IEPs) for those 20 students, coordinating therapies and services (through FNEESC and Tiny EYE, as well as Carrier Sekani and Nechako Valley Community Services), acting as a contact for Asante in conducting and completing assessments, as well as providing support to teachers and staff for their students. This was a full-time position that was very needed at the school in order to effectively and fully support the significant population of students with special needs and learning exceptionalities. A dedicated, full time special education teacher will be needed for the 2019-20 school year in order to support the increased number of students expected to be diagnosed through Asante.

Assessments and Reporting

One of the most drastic changes to the Special Education program at EJES this year was the advent of a variety of assessments on nearly every student registered. These assessments generally included Speech & Language Pathology (SLP), Occupational Therapy (OT), Psychological Educational (Psych-Ed), and multi-disciplinary assessments. This year, we received support in conducting the various assessments through FNEESC, TinyEYE, and Asante. The table below shows the number and type of assessments conducted by each provider for the current 2018-19 school year.

	SLP	OT	Psych-Ed	Other
FNEESC	4	0	4	
TinyEYE	2	31		
Asante	33	0	Not available	Not available

*Note – Asante will be continuing their assessments into Aug. 2019, so these numbers are current as of May 2019

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As a result of the high number of assessments being conducted by Asante (30 out of 37 EJES students are being assessed), we are confident that we will have not only greater understanding of our students' needs, but also a greater number of diagnoses. As such, it was unnecessary to require FNEESC to conduct more assessments (our school is allowed up to 5 Psych-Eds each year, and SLP designations were done prior to the AHC application deadline as well as before Asante started their assessments). At present, there is only 1 student being applied for second level services (assessments) from FNEESC for next year as the vast majority of students are being assessed by Asante.

Funding

There are two types of special education funding EJES receives through FNEESC each year: Special Education Program (SEP) funding and Additional High Cost (AHC) funding. SEP funding is based partly on the number of students enrolled from the previous school year, as well as the number of students on the SEP list. AHC funding is specifically for those students with significant enough learning exceptionalities or diagnoses to warrant additional funding in order to meet their needs (e.g. autism spectrum disorder, intellectual disability, FASD, etc.).

In the 2017-18 school year, EJES was approved for \$137,854 for Special Education Program (SEP) funding, and \$81,000 for Additional High Cost (AHC) funding, for a total of \$229,154 for special education. For that application, there were 10 students on the SEP list, and 11 students on the AHC list.

In the 2018-19 school year, EJES was approved for \$108,112 for SEP funding, and \$145,040 for AHC funding, for a total of \$253,152 for special education. For this application, 25 students were on the SEP list, and 20 students on the AHC list.

	2017-18 School Year	2018-19 School Year	Difference (#)	Difference (%)
SEP	\$137,854	\$108,112	-\$29,742	-21.57%
AHC	\$81,000	\$145,040	+\$64,040	+79.06%
# of SEP students	10	25	+15	+150%
# of AHC students	11	20	+9	+81.81%

What this data demonstrates is that EJES has a significant need for special education funding, particularly AHC, in order to meet the needs of the students. Below is a breakdown of types of designations per class.

	Number of Students in Class	Speech & Language Exceptionality	Intellectual Disability			Physical	Behaviour
			Mild	Moderate	Severe		
K/1	9	5					
2/3	9	6	2	1			

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4/5	12	3			1	1 ASD, 1 FASD, 1 ADHD, 1 LD	2
6/7	7	4	2	1		1 ADHD, 1 LD	2
Total:	37	18	4	2	1	6	4

** this chart shows total number of diagnoses in each class; it is not reflective of number of diagnoses per student*

As approximately 50% of all EJES students have been diagnosed with an SLP exceptionality, literacy and language is a priority at the school. Please check the Literacy appendices for more information on student reading levels.

Another important consideration is that not only the majority of diagnoses, but the complexity of needs as well, is more pronounced in the older grades (4-7) than in the younger grades. As such, it is prudent to achieve smaller class sizes for the 2019-20 school year. There will be a K/1/2 class, a grade 3/4 class, a grade 5 class, a grade 6 class, and a grade 7 class. This will result in approximately 7 students per classroom.

Therapies

This year EJES piloted that use of TinyEYE as therapy providers for SLP, OT, and counselling. OT and counselling both commenced in December 2018 for assessments and services, while SLP began in February 2019 for assessments, and May 2019 for services. As of May 31st 2019, there are 29 students regularly receiving OT each week, 15 students receiving counselling, and 16 students receive SLP.

The necessity for TinyEYE is two-fold: (1) there is great difficulty in recruiting a qualified therapy provider, and (2) the current services available locally and through FNEESC is inadequate to meet the needs of the students. TinyEYE provides SLP, OT, and counselling services synchronously online for a reasonable rate. After this past school year, we will be continuing with TinyEYE for OT and counselling specifically. The reason for not continuing with them for SLP services, is that speech language pathologists from TinyEYE and FNEESC have told us that a number of the challenge's students have could be helped through the use of embedded in-class programs and lessons. Naturally the school needs to have dedicated teachers in each classroom for this happen – something EJES did not have this past year. In the event that EJES loses teachers again during the 2019-20 school year, TinyEYE would be revisited for SLP services.

Speech and Language Pathology has been a little complicated this year. It took until about February for TinyEYE to provide us with qualified and certified SLPs to complete some assessments for students. We wanted a number of students to be assessed for SLP exceptionalities in order for them to qualify for FNEESC's additional high cost funding (either in October or January). As Asante had not yet started, and wouldn't have reports ready until August 2019, it was necessary for TinyEYE to complete these. However, by the time therapists could be found, the high cost deadline had passed. The students did receive assessments and in late April/early May, those identified students began having regularly weekly sessions.

Together Towards Tomorrow

For the first half of the school year, a few students had weekly counselling appointments in Fort St James with Nechako Valley Community Services (NVCS). These were students who had previously been seeing a counsellor through NVCS, or had a referral submitted in the 2017-18 school year, and before TinyEYE was discovered, let alone utilized. The challenge we ran into with students attending NVCS is that it required a staff member to drive the students to town – this resulted in usually the principal or special education teacher being out of the school for half a day per student. This became an ineffective and costly system, and as such, we switched to TinyEYE.

We have seen a great deal of improvement tangentially among student emotionality as a result of an increase in counselling sessions. Students who attend weekly counselling sessions report feeling “happier” or “calmer” after sessions. We have also noted less emotional outbursts this semester compared with previous semesters. This really speaks to the need for counselling for students – regardless of the method of therapy (online or in person).

Moving Forward and Recommendations

First, it is strongly recommended that a full time, permanent position, of a special education teacher be filled each school year. Where possible, this should be a dedicated position, rather than split with a teaching or administrative role. The data demonstrates a clear need for this position in order to effectively support the numerous students with complex needs, and the teachers and EAs who support their learning in class.

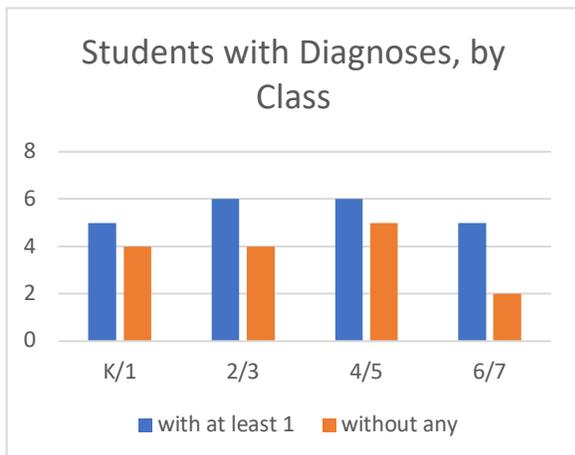
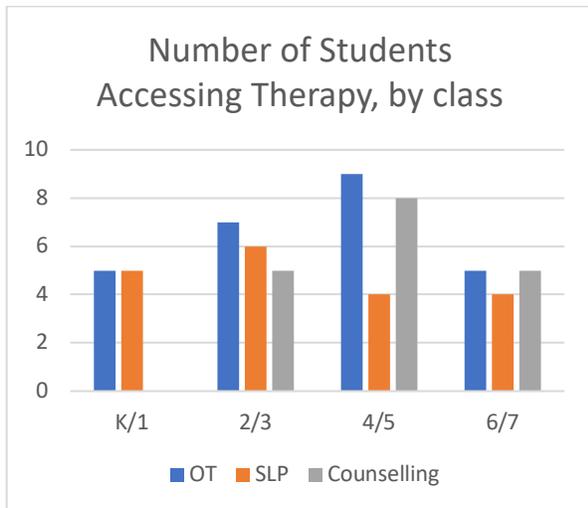
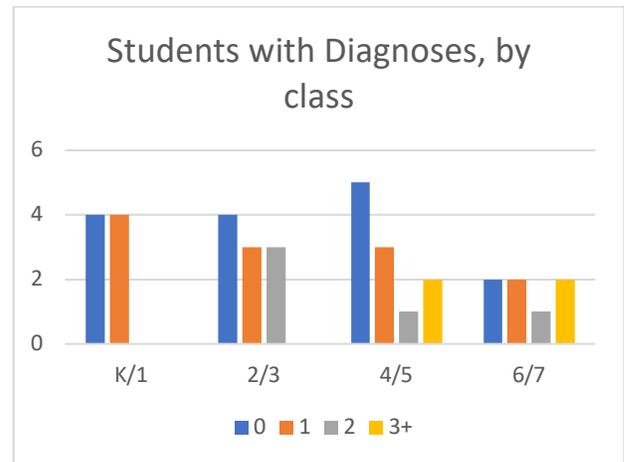
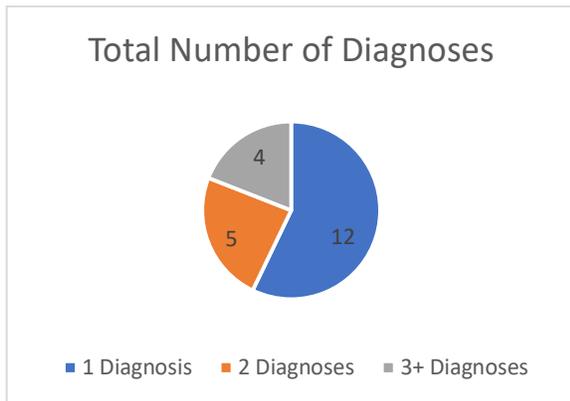
Second, counselling has been identified as a primary need by many staff, parents, and even students. A full time, permanent counsellor should be found to meet the socio-emotional needs of our students. At present, a counsellor is available through the Health Centre, but only for adults in the community. As previously explained, counselling through Nechako Valley Community Services is inadequate to meet the needs due to travel times, and Carrier Sekani is only available for a maximum of 6 students. While TinyEYE is currently able to meet our needs, in-person counselling would be preferred when possible.

Third, Speech and Language is an identified need based on our student population. At present assessments are able to be completed by FNESC, but ongoing therapy services have not happened previously. This year we were able to engage TinyEYE for SLP services – however, it was a very late start. Recommendations from SLPs have been that a number of SLP exceptionalities can be addressed through consistent use of literacy programs and resources. There are some students who do need consistent (and even daily) SLP therapy, so a Speech Language Pathologist will still be required, but in a more limited capacity.

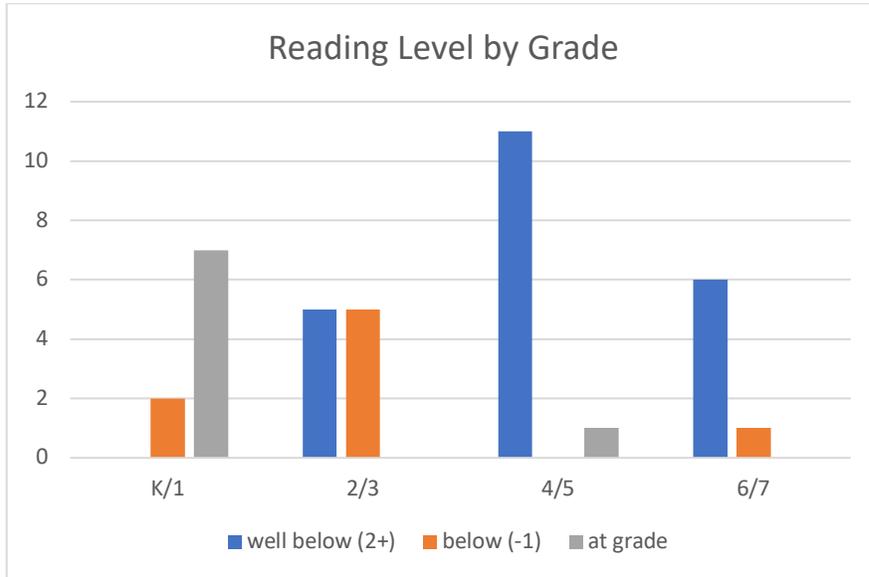
Fourth, special education at the school will not be successful without the support and consistency of having classroom teachers at the school. Naturally full-time teachers must be providing quality instruction to all students daily.

Appendix

Diagnoses



Literacy



Jodie Pierre
Administrative Assistant



Hello, my name is Jodie Pierre.

When I began working at Eugene Joseph School, I was originally placed in a classroom working one-on-one with a student. I enjoyed it very much, and kids do say the darndest things. I was working in the classroom for about 1 month, during this time I had the opportunity to apply for the administrative assistant position here at the school. I was the successful candidate, and this is my first year in the position. Laura did an awesome job of training me for the job. My primary job is not only assisting the Principal but supporting the rest of the staff. Every Monday to date, I handed out the weekly notes, so all the staff were aware of the week's events. I was also in charge of submitting time sheets and cheque requisitions in a timely matter, as well as picking them up from the Education Centre. I also got purchase orders ready for whomever needed it. For office work, I created and maintained files, sent faxes and emails when needed. Some of my duties were shared with the receptionist. Tiffany and I both organized the staff room and photocopy room, sent home newsletters and permission slips, maintained staff and student files, covering the receptionist, and aided with Special Education. For Special Education I brought students to and from their TinyEYE counselling session. Sometimes I had to coax the kids into attending, but overall the kids enjoyed going. My other jobs included organizing the library, ordering supplies and driving the student's home whenever needed. Working with new people is always difficult at first, but it improved as the year went on. Overall my first year working at the school went well, I definitely learned a lot from not only the kids, but my co-workers as well.

Sumyaz Daycare



Vera Mattess
Manager

Welcome to Tl'azt'en Nations Annual General Assembly. I hope this report finds you well and in good health. My name is Vera Mattess, I am the Manager for Sum Yaz Daycare. I have worked for our community since 1993. I began my career working as a teacher assistant for Eugene Joseph School. In 1996, I enrolled in the University of Victoria's Child and Youth Care and completed certificates in Early Childhood Education, Infant/Toddler Education, Special Needs education and a Diploma in Child and Youth Care. I also have a diploma for Carrier Language from UNBC.

This past year has been very challenging and at the same time very rewarding for Daycare. In September, we had two ECE workers and by November one left on a leave of absence and returned in January. From the original six daycare staff, one ECE worker is now working for Yekooche and the other is working for Nezul Be Hunuyeh. Although we are very proud and delighted that these ladies are helping other programs with their staff shortage, the loss of these two workers have left us without an Infant and Toddler Program. This in turn, significantly lowered our enrolment this year. Another challenge we faced was re-licensing the daycare. The license application had to be submitted in terms of it being a daycare that is opening for the very first time. So, all the paper work had to be re submitted such as when the daycare very first opened in 1996.

We initially thought that the daycare would be open in September 2018, however, there was minor delays to the renovations as well as the licensing application. First of all, we had to wait for the Occupancy Permit. The occupancy permit was required by licensing to show that the building was safe, and all required renovations were completed. There was also a number of inspections required by licensing. These included a fire inspection, kitchen inspection, a final review for renovation inspections as well as the Northern Health Licensing Inspection. Daycare also had to update the policy and procedure manual and create an emergency evacuation plan.

The work that was completed for the licensing inspection was performed through consistent collaboration with the Northern Health Licensing Officer. Every portion of the daycare re-opening had to be adequate and satisfactory and had to pass many health and safety checks.

Sum Yaz Daycare was granted a License to Operate a Child Care Facility on March 12, 2019. The staff and children moved from Head Start back to daycare after the Spring Break.

In April 2019, Daycare and Head Start staff attended the Early Childhood Educators of BCs 50th Annual Conference. This conference hosted approximately 500 delegates. Keynote speakers at this conference were from all over the world, such as Australia, Brazil and Norway. Daycare and Head Start staff have accumulated 19 workshop/training hours from ECEBC.

This year we had a few community members that demonstrated the art of skinning an animal or cutting fish for the children to observe. The children are always very excited and eager to observe and sometimes participate in our cultural activities. We hope that in the future more community members would share their knowledge and skills with our children. Our future goals are to include more Carrier Language and Culture into both our programs.

In March 2019, Dado Construction agreed to renovate the Head Start building. They provided us with a price quote. Council approved the cost and renovations and the work began in May and expected completion is set for June 2019.

Also, in March, we sent two community members to Prince George for one week to take a course in AECE 134 Guidance. Upon completing and passing this course, it fulfilled the requirements, so participants are able to apply to Early Childhood Educator Registry for an ECE Assistant Certificate. A long-term goal for our daycare is to recruit, retain and train people in our community to work in Daycare or Head Start.

Upcoming goals and programming for 2019/2020 include recruiting Early Childhood Educators, implementing the Read well program for preschool aged children and enhancing Carrier Language and Culture in our programs. We are also looking at developing a curriculum for Daycare and Head Start with a grant received from the British Columbia Aboriginal Child Care Society.

In closing, we are looking forward to some new directions and initiatives for the next school year and we hope that you enjoy the summer holidays.

Mandy Roberts
Early childhood Educator



Hadih, my name is Mandy. I am an ECE worker and this is my seventh year working for Sum Yaz Daycare. I enjoy my job because the children are fun to be around, and they have a wonderful imagination. The children also say the silliest things. I love working on art projects with the children, circle time, reading and finding new ideas to keep the children busy.

I became interested in working at the daycare when I was a substitute worker in 2012. I fell in love with this type of job. I worked as a substitute for two years before taking up the AECE program to become a certified Early Childhood Educator.

I enjoy working with the children, they have brought so much joy to my life since I started working. I would not want to change my job.

I would like to thank the parents for entrusting me with their children and I am thankful that Sum Yaz Daycare is open again. I feel at home being back in our own environment, so are the children. They are happy to be back at daycare.

...I hope the children all have a good summer and I will miss them.



Rosemary Prince
Early childhood Educator

Hello, my name is Rosemary. I am an Early Childhood Educator working at Sum Yaz Daycare with the Preschool age children. This is my sixth year working at the daycare. I enjoy being around the children and getting hugs from them every day. The children really look forward to circle time because I sing songs with them and they love the ABC songs and the I HEAR songs. The children also look forward to art and crafts, they are very creative and are proud about what they make. I look forward to returning to work in September and hope everyone has a good summer.

I became interested in becoming an Early Childhood Educator because I had a toddler of my own. I love being around the children. I was also a substitute worker at the daycare, and I worked in the baby room, toddler room and preschool room. I have completed all my practicums at Sum Yaz Daycare. I am very grateful for learning new things from the staff here at the daycare over the years.

We are all excited to have moved back to the daycare. The children were also very excited. I love the renovations they have done; it looks so nice inside and out.

I would like to thank the parents for trusting me with their children.

Headstart

Diana Mattess
Supervisor



Hadih Tl'azt'enne

This year marks my employment in the Early Childhood Education field at 20 years! During the course of the years I have worked in the Infant Room, Toddler Room, Preschool Room, as a Headstart Assistant, and also as the Daycare Manager. While I have thoroughly enjoyed my journey, I do appreciate my current position as the Headstart Supervisor. Headstart is a very unique program that can be adjusted to fit the needs of the community. In the training programs I have attended for Headstart one thing that stands out is the Headstart programs in each community is different.

The Headstart program and Sum Yaz Daycare have been operating out of the Headstart building for about 2 ½ years. A lot longer than expected. It was important to continue providing service and meeting the needs of parents in our community in regard to childcare. September will be an exciting time as both programs will be back to normal.

While Headstart is a flexible program that can be adjusted to fit the needs of the community, there are six components that must be included and implemented. The six components are: 1. Language and Culture, 2. Education, 3. Health Promotion, 4. Nutrition, 5. Parent and Family Involvement, and 6. Social Support.

One of the most important goals of Tl'azt'en Headstart is to involve parents in the education of their children. We would like to establish, encourage and support the role of parents as the most important teachers in their children's lives. Our program along with the Supported Child Development program, Roberta Joseph, continues to host Spring Break activities for parents with children ages 3 to 5 years old. The Good Food Box program continues to be a success. Our objective for this program is to provide community members affordable fruits and vegetables. The Health Centre staff held an Elders Tea with the children at Headstart, we are looking forward to more events with our Elders.

As the school year ends, we are always thinking of ideas or plans for the next. One important goal for next year is to create more Cultural and Language learning materials. We would also like to start an Outreach program and do home visits for parents and children who do not access our services. It is important to have parent involvement when creating a program plan for Headstart and we are always interested in hearing your ideas, thoughts and yes even criticisms as this will only improve our program.

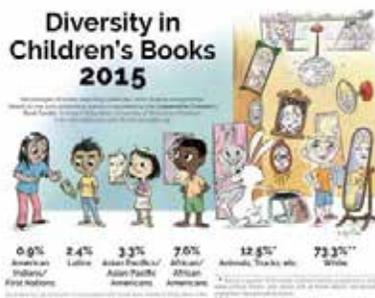
My own belief for Headstart is to have an open and welcoming environment that is inviting to parents, co-workers, and community members.



Tera Tom
Early childhood Educator

Hello, I am Tera Tom I work for Tl'azt'en Headstart. I started working at the headstart January of 2018. Working in the headstart and working with preschool aged children 3-6 was different for me and a big change from working with toddlers in the daycare. the change with the daycare opening back up after spring break this year, then the headstart closing shortly after for renovations.

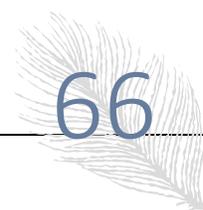
This past year we went to the ECE BC conference in Vancouver and I really enjoyed it, I was in a few workshops that I probably wouldn't of chose for myself, but it ended up being very interesting and inspired me to want to do more to change the statistics. Did you know that children's Native American stories there are only 0.9% out of all books out there for every other race in a statistic that was founded in 2015 (Keep in mind there may be a new statistic as this was one from 2015)



Together Towards Tomorrow

I think this could be a nice project to work on, while also enhancing my own knowledge of our language and culture. I believe children's literature is powerful it is the first stories children are read during our circle time it's what can make children more curious about the world around them. Also, in the workshop I was in the thing I took away the most was that children love to see that they are represented in some way in stories, something they would be able to relate to.

I still have a lot of learning to do within the Headstart program, because it is still new to me, as I was working in the daycare with toddlers. I'm still thinking of returning to school for my second year in Early Childhood Education the Infant/Toddler program.





EDUCATION ADVISORY COMMITTEE

*Doreen Austin, Camilla Joseph, Louisa Alexis, Allen Roberts Sr,
Margi Pierre, Conrad Joseph and Georgina Alexis*

Hadih Tl'azt'enne,

My name is Louisa Alexis, I am from the Lhts'umusyoo clan, in our tradition we keep our natural mother's clan even though we are adopted. My biological mother was Juliette Prince (John) and my adoptive mother was Marie Hanson of the Lasiloo clan.

I became a member of the Tl'azt'en Nation Education Advisory Committee three (3) years ago. Our duties include; monthly meetings with principals of Eugene Joseph Elementary, David Hoy Elementary, Fort St. James Secondary School and members of the CNC campus in Fort St. James. We receive updates on events at the school and how our students are doing. We also get monthly reports from the Education Manager, who updates us on Education issues, follow-up from C&C requests, budgets, etc.

We are also the committee who approves Post-Secondary applications. We strongly encourage all our students to further their education. I feel very honoured to give back to my community by sitting on the Education Advisory Committee. Wishing you all a happy and prosperous summer.

Conrad Joseph

I'm sitting on this E.A.C as a community member and have been on this committee for some time now. I joy working with the other members. This committee as a whole make valuable decisions towards postsecondary applicants who want to further their education and go on to Collages of their choice. This makes me very proud to see all the grads of 2019, and I say congratulation to you all for accomplishing your goals in completing high school and EAC will be expecting your application. Go further on in your journey to success.

Social Development

Pamela Felix
Manager



Hello Community Members

My name is Pamela Felix, I am married to the love of my life and my biggest supporter- Rodney Felix, he is currently employed alongside others from this community as Tanizul's brushing crew. We are also the Guardians to our nephew Dwayne Felix, who has just accomplished one of many educational mile stones by completing pre-school.

As for myself, I am currently employed for our Nation as the Social Development Manager. I started working in the Department as the assistant, I was given more responsibilities as the Department's Manager over a period of time. Let me tell you, it has been a tremendous learning experience for me since I've been in this position. I have had to learn and adapt to a lot of new exciting changes in to the department and its policies.

These changes are meant to help us better deliver programs and services to our members so we can make our community healthier and stronger. I am jumping from Social Development to Finance too assist with weekly manuals and other duties until the Accounts Payable position has been filled.

So, a lot can happen in my day and I just want to say; thank you, to our understanding members for having patience with me. As I continue to learn and grow in this role as member of the Nation and as the Band Social Development Manager.

I would also like to say thank you, to my co-workers, senior managers and leaders for taking the time to coach and guide me, I know how busy they are, and I am grateful for their guidance. I truly believe that our Nation has an incredible management team and truly dedicated and hard-working employees. Through the hard work and dedication of all the managers and employees in all the Departments we strive to provide efficient and effective services and support to the Nations membership.

With that being said, some updates on what the current status and future changes coming to the Department:

- **Department Restructuring:** we are currently transitioning some programs over to our department so that we are able to work alongside each other to provide our members with the proper services and to deliver programs that will help our community members and to really focus on helping our youth reach their full potential in life as our future leaders. The two programs that are in transition right now are; the Child Welfare Program that will be operated and staffed by Michelle Pierre and an Outreach Worker position that she does have posted, so please submit a resume and cover letter. The other program that is in transition is the Justice Program that will be operated and staffed by Ronald Winser and his assistant Conrad Joseph.
- **Trailer Complex Rental:** With this restructuring this department alongside both programs and the Natural Resources Department have pulled together some funds to rent a trailer complex that will be located beside the band office trailer complex. Reasons for this trailer complex rental is so that we can accommodate both departments and have the proper space to deliver the much-needed support and services to our members of Tl'azt'en Nation. Updates will be provided to our clients and to our members as to when the trailers will arrive and when the department will be moving from the Education Center to the new complex.
- **Pre-Employment Supports Program:** Another program that the social development department will be taken part in alongside of Employment Services, PGNAETA and Indigenous Service Canada (ISC), is the Pre-Employment Supports Program (PREP). This pilot project was introduced and is funded by Indigenous Service Canada (ISC) to provide the support to our youth who struggle after high school or who struggle in general with finding employment. This program was developed to really focus on helping our youth reach their full potential in life and to really support and prepare them for employment so that they can succeed rather than having them depend on Income Assistance.
- **Department Assistant:** Also, I would like to welcome Jennifer Pierre to our department, she has recently transitioned over from Post-Secondary to Social as my assistant. She has been a huge help in the department by ensuring that all client files are up to date, making sure that all filing is done so that we can manage the department according to the Social Development Policy Book.
- **Outreach Support Worker Posting:** I would also like to mention that our department is currently seeking an Outreach support worker, having this position introduced to the department will not only benefit our client needs but it will also help our department provide the much-needed support and services to our Income Assistance Client's, elders and too our community members.

Some of my Responsibilities as the Social Development Manager are:

- Income Assistance Reporting
- Managing the Department Budget

- *Client intake*
- *Providing income assistance to clients*
- *Provide Assisted Living services to our Elders*
- *Manage client files to ensure that they are kept up to date and reflect the programs policy*
- *Provide department updates to chief and council*

Some of the responsibilities I take on in the finance department are:

- *Process manual cheque's on Tuesday's and Thursday's*
- *Match purchases orders to invoices*
- *Keep filing system up to date*



Jennifer Pierre
Assistant

Hadih Tl'azt'enne,

My name is Jennifer Pierre I'm currently employed as the Social Development Assistant where I assist Pam Felix who is the Social Development Manager. I have been working in this department since February 2019. I was previously employed in the Education Department as the Post-Secondary Assistant. The transition into a new department has been going smoothly, and I enjoy learning the new policies & procedures, how to do the new tasks, and experiencing a new department. My job as an assistant is to do the filing, intake of clients, receive documents from clients, distribute documents and info to clients, and just be there for our clients. I have been employed by Tl'azt'en Nation for many years off and on, in different departments and they have all taught me everything I need to know to keep myself employed and busy. I am hoping this position I am in now will be a long-term employment and help build up my skills. I look forward to what the future holds for us and am determined to be here and do my part. Thank you and have a nice summer and year.

Jennifer Pierre

Jeffrey Prince will continue as the main operator for the Tachie Water Treatment Plant. So far, his learning process as has been excellent, and he will continue attend more training and train other employees so that we have a fully functioning system and knowledgeable team. He continues to work with the operations and maintenance for the Tachie Reserve in all aspects.

James Hanson is the Main Operations and Maintenance Worker. He continues remove all the garbage from around the Tachie community to keep it clean while at the same time fixing all major breaks in the system and issues with Lift Stations.

Gammale Joseph is still the main operator of the Water Treatment Plant in Middle River. This year he plans on expanding his training for the new Water Treatment Plant to assist in bringing reliable and consistent clean drinking water to our village of Middle River. He also has accepted the responsibility of garbage removal for Middle River in addition to his Water Treatment Plant duties.



Jimmy Thomas
Assistant

Jimmy Thomas has been added to our Public Works Roster as an assistant to Jeffrey Prince and James Hanson. He has turned out to be an excellent addition to the team ready and willing to work when required; accepting all duties needed to maintain the village infrastructure and garbage removal duties plus learning about all the village fixes required.



Norman Anatole
Back-up operator

Norman Anatole continues to be ready community member filling in as a backup operator to our main Water Treatment Plant operators, Jeffrey Prince and Jason Holland; as a previously committed employee in the Tachie Water Treatment Plant years before.

Walter Joseph continues weekly water testing throughout the Tachie village, so water testing keeps us aware of the cleanliness of our water and or any related issues to localized contamination of which is very rare. So far, all test come back with excellent results stating that our water is excellent for drinking highlighting a healthy water system for as to use.



Gordon Anatole Assistant

Hadih everyone, my name is Gordon Anatole. I work for Tl'azt'en Nation Housing Department, I started back in April 27th, 2018 as the Housing Assistant under Seth Prince the former Housing Manager. As you may know I'm the only one in the housing department again, so please be patient with me and I will do my best you serve our community member's.

I started attending training for First Nation Housing Managers in Calgary, Alberta on September 18, 2019, and will continue until February 27, 2020. I'm learning a lot about housing from the training I am taking and by networking with other First Nations.

We are currently applying for 20 renovations and 3 triplexes for Tl'azt'en Nation, 10 regular reno's and 10 health and safety.

Tiny Home Project The pilot project from 2017 proved to be a success with the Nation, so we decided to build 4 more tiny homes, one of them being a 2-bedroom unit. We applied for the subsidies and used the surplus funds from the duplex project we received from ISC (Indigenous Services Canada) formerly known as INAC.

RENT! This topic should always be discussed because it takes a toll on the band when people don't pay their share of the rent. It takes away opportunities from other programs and jobs within the nation. To the people paying their right now, I want to thank you very much on behalf of the nation. I would like to recognize the following members that pay their rent

Phases paid out Last year we had 3 phases from CMHC (Canada Mortgage and Housing Corporation) paid out from its mortgage, Ph 5, Ph 6, and Ph 9. This year we have Band Owned Phase 2 and Phase 10 from CMHC getting paid out from its mortgage. Next year there will be phase 7 from CMHC coming out of its mortgage as well. Attached is an updated schedule.

Chief and Council have mandated the housing department to inspect all houses on reserve so we can create a housing strategy for the upcoming years. This will give us a better understanding on which house needs to be prioritized first for renovations and future projects.

I would like to acknowledge and thank our committee members for all the work that they have done and the difficult choices that are made at their table. It's not easy to be on the housing committee and I understand that.

June 27, 2019



Conrad Joseph Prevention/Youth Justice Worker

Over the past year I carried out a lot of things and have had a lot of interest, we are taking little steps towards becoming a larger group creating activities to have men active. The men's group is presented in Binche, Tl'azt'en, and now including Middle River. I would like to start including a talking circle.

We run community breakfast both in Binche and Tl'azt'en were there's about 15 to 20 people that show up per breakfast, which is carried out at the end of every month and we record everyone involved by taking names, we want to start involving communications.

I am also available for one on one talks with individuals that want to come see me. My office is now moved down to the administration office alongside Ron Winser. My position will still include prevention and helping Ron in the Youth Justice Program. I will be doing certain programs like the Talking circle, Restorative Justice circles, Circle Keeper, and Peace circle. You can come see me or contact me on the phone and I could set up a home visit.

Community Health Services



Jean Félix
Outreach Worker

Good Day Tl'azt'enne;

Wow 2019! Another year has gone by and it is now time to reflect on what we just accomplished over the last year. It is my second year working at Tl'azt'en Health with constant change in my roles and responsibilities but my willingness to serve the people has always been consistent. My current position is Outreach Worker and I work a lot on prevention programs in Diabetes as well as support the Prevention Team in their programs. I try to make myself available to helping with as many Community events and projects as I feel it is everyone's responsibility to ensure we thrive as a community and the only way we can achieve that is by working together in all we do whether its working frontline or behind the scenes it is important that we all do our part.

We had some pretty amazing things happen for us in the last year and I am so grateful to have been a part of it in some way shape or form and if I wasn't, I want to commend those that worked so hard to make it happen. We had our first Baby Welcoming Ceremony and it turned out just perfect and I want to thank Chasity again for the amazing experience I look forward to the next one because this year will be extra special for me as everyone knows we welcomed our first grandson to our families in May of this year, his name is Kolsen James Mumford he is half Tl'azt'en and half Nak'azdli Whut'en and a super huge blessing to both the Monk & Sam Families.

This past March I was able to bring our Diabetic clients to Penticton for the annual Diabetes Conference. We were fortunate this year to bring their supports as well as people that were considered "high risk" or borderline diabetic and we had some great feedback and some great testimonies on how it helped some of our clients with either type 1 or 2. We were so happy to see people come back and commit to daily walks, consistently taking their medication and checking their sugar levels.

Together Towards Tomorrow

We had the mobile diabetes clinic here for two days and one day in the Binche Community. We had a lot of members come and out and participate which is always good to see as all the services and resources that are made available to the Nation are made available because we care about your overall wellbeing and more importantly your health is our first priority. Although we are a health centre and its staffed and equipped to deliver these services it is also your responsibility to do your part and do what's best for your health and wellbeing so I encourage you to please always take advantage of every opportunity when it comes to programs and things that are meant to benefit you and if there is something you would like to see make suggestions as the Health Centre is always looking for ways to improve services, you can find the suggestion box at the front desk.

Healthy Me Program was a 10-week program we did with ages 7-11 year old and was a huge success Thank you Melanie and Olivia for this experience it was a lot of fun and I appreciate

everyone that helped us with this program from the health staff to the janitorial staff that were so patient as we carried out this program. Healthy Me was such a success that I am getting ready to begin "Healthy Me Phase two" and it is to create better and healthier eating habits starting with our youth ages 10-16 will be our focus for the second phase and we hope it's something that can be promoted in each home and everyday life. In this program we will learn about the colors of the plate, the Canadian food guide, how to read sugar label as well as have a dietician come and teach us a few things.

On a more personal note I wanted to share with everyone that in February 2019 I attended a self-development workshop called Transformations out at Ness Lake Bible Camp for four and a half days and it was the beginning of something life changing for me, I went back in April 2019 as a Coach and my life has been nothing but amazing since I am constantly making changes in my life and I have so much gratitude because of this amazing experience. If you are one that never knew what your purpose is supposed to be or you question or second guess everything you do or if you feel a prisoner to your own self or struggle with anything from grief to mental illness or drugs and alcohol I encourage you to go it's the best gift I ever gave myself and it takes work every day to maintain but I promise it's worth it I have never felt so free and my heart has never felt so light and the load I carry today is only from today not 10-15 years heavy. It's a work in progress and I am committed to trusting this process and I want to thank everyone that has been a part of my journey it definitely wasn't easy so before there are any misconceptions of what Transformations is and what it is supposed to do for you be mindful it will be a different approach and outcome for everyone we all heal differently and at our own pace there is no magic to it, it's how much you invest individually that will determine your success. If I can loan you my heart for 5 seconds, I assure you, you won't want to give it back because I feel amazing and I wish that for all you I truly do.

I want to wish you all a wonderful and safe summer take care of one another and always help when your able to do so I know times have been hard for a lot of families with illnesses and grief and loss so from my family to yours I want to extend my love and prayers to everyone and we wish you all the best in the next year.

A'wet



Aboriginal Supported Child Development

This year has been an Awesome year with the Children. I have been working along with the Headstart here in Tl'azt'en and the Nakalbun Nursery Program in Nakazdli. And I do home visits, or the home children come to the Health for a session.

My service is to provide children with Community based needs in child development. I do one on one sessions or group sessions. Individual sessions are what I plan and implement to strengthen the child's development. Group sessions are to assist the Staff in helping each child meet their milestones.

I sit on the Early Child Development committee from Fort St James we meet once a month. From the group we get introduced to all the Professionals that specialize with Children e.g. Speech Pathologist, IDP worker, and so on.

During Spring Break, I Team up with the Headstart Program to provide one week of activities for 0-6 it's always a success. I did a few Healthy Snacks workshops one at the Eugene Joseph School at the Health and one at the Tsilbayan the Nezul Be Hunuyeh building. I believe that nutrition makes a huge impact on a child's learning.

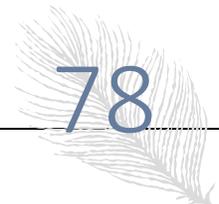
I refer children to a Speech and Language specialist from the Early intervention in Vanderhoof. So, if you have a child that you think may need any Early intervention come and see me so we can help your child build up his/her skills before Kindergarten.

Usually the beginning of the Year and the End of the year I bring Parent's and children to Fort to the Strong Start. This is to let children get the experience of being in a multicultural group at a young age. And parents can get ideas on any parenting tips from each other.

And I would like to thank Faith Pierre and Olivia Roberts for helping me out with this. I planned a Mom's and Tot's swimming field trip to Vanderhoof this was a Huge success. One of my goals for this is the bonding between parent and child. I had Mom's and Tot's Group at the Health every month to promote bonding, it's so important to have one on one time with your child. And to spend 10 minutes a day teaching your child makes a huge difference in their learning. I would like to say Thanks to all the parents that came out, it was such a fun experience.



Roberta Joseph
ASCD Worker





Bonita Monk
Patient Travel Coordinator

Hadih Tl'azt'enne!!

I recently moved back into the Patient Travel Coordinator position as of October 2019; before being the patient travel coordinator I was catching up on some lost sleep. I have gone to training in Vancouver for the Patient Travel November.

The Medical Transportation Program provides supplementary benefits intended to ensure that eligible clients have access to medically required services. It is not intended to cover all costs that may be associated with a client's medical condition and travel requirements.

First Nations Health Authority or organization representatives determine if the client is eligible for benefits and that access to medically required health services cannot be obtained on the reserve. The most economical and efficient mode of transportation must be used, taking into consideration the client's medical condition and the urgency of the situation.

In order to determine eligibility for medical transportation benefits for a specialist appointment, the client must provide the following documentation: a referral from a general practitioner, family physician or other health professional, and confirmation of appointment from the health provider/health facility. It is the client's responsibility to give 10-day notice before travel date so proper arrangements are made.

After the appropriate medical travel arrangements have been made and the client has attended their appointment, the client must provide confirmation of attendance from the health provider/health facility.

Together Towards Tomorrow

Clients who are travelling to access medically required services are to schedule their travel arrangements appropriately so that they attend their appointments and return home on earliest available means. Clients should not extend their travel beyond what is medically required, nor are they entitled to “stopovers” en route. Clients who choose to stay longer will be responsible for any additional costs and are required to pay for their return trip back to the community.

This is an outline of my duties as the patient travel coordinator; I book any airfare, rooms that are required. As you may know you still have to attend appointment and after confirmation slip is handed in a reimbursement will be issued.

Thank You for taking the time to read my AGA Report.

A'wet'za

Shawna Larocque
Family Care Worker



Good Day, my name is Shawna Larocque I'm Cree descendent from Hobbema, Alberta. My common -Law Derek Martin We have three sons a twenty-five-year-old son also 13-year-old twins. I have been employed with Tl'azt'en Health going on 7 years. Family Care with MCFD 4 years. Also, as the Intake Worker. I have been in My position this July will be two years. My position consists of assisting people with completing treatment applications forms Anyone with an Indian Status Card can apply for treatment once every year. The first part of the application process is to complete the questions. I can assist with any concerns with the Form. Next step is to make appointment with a family Physician for a physical examination. For the cost of \$80.00 the Physical examination cost is covered once a year. with an Indian status card. As June 1/2019 the new treatment Application forms were issued. We are now slowly transitioning into universal forms. This means all ten treatment centres in the province of British Columbia funded by First Nations Health Authority. Will use the same application form This means less confusion for both the client and intake Worker. Next step would be the T.B. Testing. This TB Testing takes 48 hours. Most people can come to Tl'azt'en Health centre, Northern Health, Nak'azdli Health Center and Fort St James Medical Center To complete TB Testing the nurse can assist you with the process. When the application process is complete. I then can fax or email application to the Treatment Centre. If any documents are missing, then the incomplete file is filed as incomplete This is the main reason treatment centres do not like to receive application forms incomplete. When this happens majority of the time files are missed placed. I then (Intake Worker) waits for a reply in letter form. the document is labelled as an acceptance letter. Once we receive the letter. The clients travel needs to be completed. The travel clerk Esais Johnnie or Bonita Monk can assist the client with the travel arrangements round Trip. I do not assist with the travel arrangements round trip. My position (Intake Worker) issues the Comfort Allowance 2 1/2 weeks into the treatment program. Client must have completed at least 2 1/2 weeks completed.

Thank You,

Intake Worker, Shawna Larocque



Erick Mattess
Wellness Worker

This past year we held Healing/Peacemaking training and Trauma based restorative justice, which was the last time we can get Jim Cooley to the community before he retired, from November 5th/18 to November 7th/18, this was the 3rd time that this training was delivered here in community

I Have been working more with MCFD this year home visit with the CJO this year has been more involved with Community Members and MCFD Issues, Child Protection Mediation as the Band Rep, since becoming the Band Rep I have been involved in 24 Home visits, with an MCFD worker and myself and sometimes we have meetings with some students at the at the School, from May to September, 5 Mediation Meetings one in Vanderhoof B.C, 6 By Phone along with MCFD from Vancouver, Penticton, Kamloops, and Prince George. I'm working with clients to ensure the safety of the children and to do a Temporary Safety plan with the Clients and MCFD workers, we have had phone communications with at least 5 different MCFD workers on a weekly basis, to date we have closed 3 files with MCFD, we have requested that Nezul be, in Fort St James attend family court on court days, to free up more time in community for the Band rep. approximately 20 cases currently open in community and 10 out of community thru out BC.

Helping the CHS team with the Elders Tea monthly picking up and dropping off Elders, assisting with the activities, and serving the Elders, picking up the slack by answering the phones and watching the front desk when we are short staffed, and on Doctor days.

We have had scheduled information sessions at the wellness center for Tuesdays Thursdays Fridays, RR, SAM, Family violence, Anger management, for 3-month sessions at the Wellness Center, during the past summer. And will continue this once the wellness center is available this summer.

We have had the Native court worker here for one day she was scheduled for once a month but that had to be put on hold due to scheduling difficulties.

To date the following is the training that I have taken:

1. Core Addictions practice
2. Self- Empowerment Workshop by Richard Sampson
3. 2hr information session on Jordan's Principle information workshop with INAC.
4. ESS training December/ January
5. Band REP training
6. December 11th/18 to December 15th/18- Restorative Justice - Peacemaking Circle Training with Jim Cooley
7. Aboriginal Disaster Resilience Planning
8. Food Safe level 1
9. Assisting Individuals in Crisis
10. Trauma-informed training
11. Naloxone Training
12. Connie Morrisey the native court worker has been to the community offering Aromatherapy workshops and Information on her job as the Native Court worker.
13. Connie came in on March 19th/18 to do another workshop on Knowing your rights when dealing with the RCMP at the wellness center

I have also continued to work with the probation Officer when I have time when she is in community, doing home visits with her clients in the community, and assisting clients with reporting by phone. And helping members with information on court dates,

Thank you for your attention in this matter, we are always looking forward to serving the Community of Tl'azt'en Nation, if you have any questions please feel free to contact Erick Mattess at (250) 648.3350 Fax (250) 648.3286

Charnel Quinn
Wellness &
Prenatal Coordinator



Hadih Tl'azt'enne, my name is *Charnel Quinn* and I am a part of the Lhts'umusyoo clan. My parents are Charlene Tom, and Fabian Tom. My grandparents are Josie Felix and Phillip Felix. I'm a mother of 2 boys Loushus Quinn and Johnson Quinn. My partner is Ronald Monk, and we both love our home and practice our culture and enjoy all the delicious traditional foods. My family has 2 cabins along the K'uzche river, and we enjoy going to the cabin on the weekends and year-round. This has been a big part of my life growing up in Tache as well as working in the smokehouse and learning my culture by my Uts'oo Josie. I have been working in Tl'azt'en Nation for 10 years starting my first job as a homecare worker and transitioning into different job roles within the nation. July 16th will be my one-year anniversary since starting my job with Tl'azt'en Health. I have had the privilege to participate in numerous workshops and trainings to gain professional development. My job role is to promote healthy living and lead by example.

Wellness & Prevention Programs:

- Coordinating Youth Wellness & Prevention Programs related to, positive relationships, building friendships, preventing bullying, encouraging youth personal growth, engaging in fun activities, teaching cooking skills, learning new things together such as yoga, proper hygiene and skin care, making arts & crafts together, Building trusting relationships with the First Nations Policing Officer for Tl'azt'en Nation with Constable Britni Reiersen who joined in some of my youth activities and programs, participating in annual holiday events such as, 2 day Halloween Event organized by Wellness Team, Fall time activities, fall baking, fall teen-girl photoshoot, Christmas Santa community parade float, Christmas baking goods, Christmas wreath-making, Christmas caroling at Tl'azt'en elders tea party, Organized an 8week Fit-nation & Gym recreational activities, Spring Break Teen Girls Educational University of Northern British Columbia Tour.
- Organized a 6week "Honour Your Health Challenge" program delivered in the David Hoy School. Goals achieved were building positive working relationships with the school staff and promoting indigenous foods in the breakfast & lunch program. Providing students with healthy snacks and hot lunches.
- Youth Justice Awareness Forum, organized a Pro D Day where youth gathered and engaged in asking questions about youth criminal justice system and youth actively did role play related to the Restorative Justice Forum.
- Assisting summer youth programs related to physical activity, healthy nutrition, learning new skills such as sewing, cooking, dance classes, and other opportunities that may be relevant to youth achievement and growth.

Prenatal Care Program:

- Working collaboratively with Nak'azdli Health “Prenatal Support Group” which involves twice a month Prenatal luncheons and Pregnancy, Birth & Labour Educational mini workshops. The women also have access to health screenings with the Nurses and Prenatal Doctor.
- Providing prenatal and postnatal woman with Food vouchers once a month. Tl'azt'en Prenatal Care Program supports pregnant woman with food voucher assistance during entire pregnancy, nutrition and promotes breastfeeding. Post-natal woman are eligible to receive food vouchers for up to 6 months after they have their babies and are breastfeeding.
- Learning how to sew by hand and using a sewing machine to complete small projects such as; baby bags, baby blankets, sewing by hand moose hide baby moccasins, headbands, and cultural ceremony celebrations such as baby shawls, vests, and regalia for the baby welcoming ceremony. Thank you to Culture Coordinator and local community members for your input and ongoing support.
- I get the opportunity to host, plan and organize Tl'azt'en Baby Welcoming Ceremony this year. I will do my best to plan a joyous and memorable day of welcoming the new babies into Tl'azt'en. We very much need families on board to help plan and work on their regalia's prior to the ceremony, if parents or family members do not make their own regalia's they can borrow a regalia for their baby to use from the Culture program, however this will be considered a rental and you cannot keep the regalia and it must be returned after the ceremony is over.
- I will work collaboratively with the Elders, Nezul Be, Cultural Coordinator, other departments, the community and the families to ensure we deliver the Annual Tl'azt'en Nation Baby Welcoming Ceremony. This ceremony is open to babies in the community as well as families living off reserve. Invitations will be going out to the families and a notice will be delivered to each house. **We will be hosting the Tl'azt'en Baby Welcoming Ceremony in the Fall time November 2019.**
- I can also assist mothers and new mothers to be with accessing resources related to maternal health, infant development, and early child care. If you have any questions, feel free to ask and I can do my best to help you or connect you to the right person.



Photo taken in K'uzche with my 2 children and partner.

Together Towards Tomorrow

Photos of events

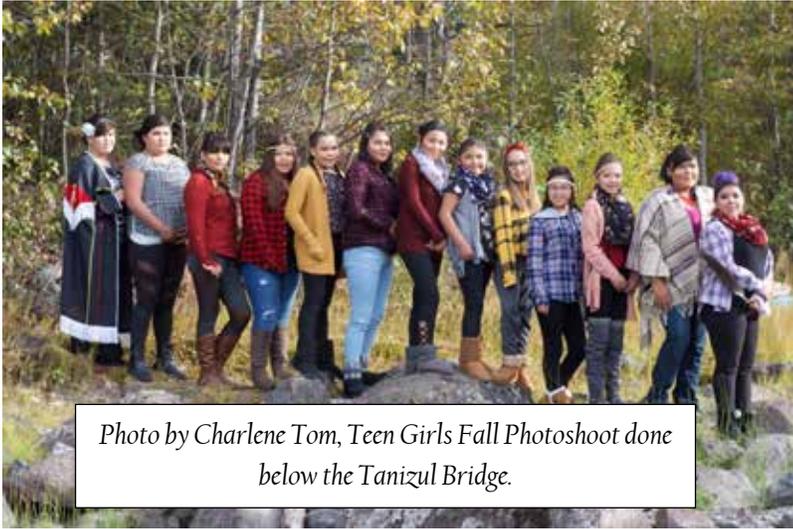


Photo by Charlene Tom, Teen Girls Fall Photoshoot done below the Tanizul Bridge.



Photo taken at the Wellness Center of Teen Girls Group working on Poster project.



Photo taken at UNBC of Teen Girls tour of the campus.



Photo taken at Wellness Center, Teen Girls group created beautiful creative posters with different coloured leaves, focused on Orange Shirt Day Sept 28th to bring awareness to Residential School Survivors Event held in Fort St James. Constable Britni Reiersen joined in.



Fit-nation 8-week program focused on Physical activities and healthy nutrition. Led by Healthy Living Team Leader Darren Tom, ISPARC and Tl'azt'en Community Health Services.

Together Towards Tomorrow



Youth doing exercise in Fit-nation program



Teen Girls group serving healthy meals including prep at Fit-nation held at Eugene Joseph School Gym.



David Hoy School enjoying hot breakfast. "Honor Your Health Challenge."



Canada's New Food Guide Student project. "Honor Your Health Challenge"



Bannok and jarred salmon lunch at David Hoy School. "Honor Your Health Challenge." Jarred Salmon donated by Tl'azt'en Culture Program.

Together Towards Tomorrow



Preparing bannok salmon lunch with school staff at David Hoy School.



School liaison, Farrah Alexis lending helping hand with lunch



Tl'azt'en students enjoying moose meat breakfast at David Hoy School.



Prenatal Group, luncheons and sewing projects.





Emma Leon
Community Health Nurse

The duties of a Community Health Nurse (CHN) encompass a wide variety of nursing skills, community needs and health topics. The services provided can be in the health centre during a booked appointment or as a drop-in as time allows. We encourage clients to book appointments whenever possible to avoid long wait times. Our services are also provided in client homes, in the school and at different organizations.

The following is a general overview of the services provided on a typical day:

● Harm Reduction Program	● Immunizations to all community members
● Referral to other agencies	● Training and updating nursing skills
● Pregnancy Testing	● School Health Program
● Contraceptive Management	● Community Health Workshops
● Pre and Postnatal	● Individual Health Teaching
● Create/Compiling current resources	● Case Conferencing and Management
● Meetings/Teleconferences	● Creating/Managing programs
● Advocating for community members	● Communicable Disease Management and Contact Tracing
● Writing/Submitting Reports	
● Clinical treatments (Certified & Non-Certified)	● Collaborating with community organizations & band departments

The second half of 2018 and the first half of 2019 have seen many community health programs, wellness days and successful client interactions. Emma Leon continues to provide Community Health Nursing services 3 days per week at the Tl'azt'en Health Centre (Monday, Wednesday & Thursday).

October and November 2018 saw the start of the flu season. Community members were immunized with the flu vaccine during drop-in flu clinics. Emma has been working to have the flu season materials organized and ready to go in an efficient manner for the 2019 flu season which will start near the end of October 2019.

The immunization program is running smoothly with the majority of infants, toddlers and school aged children up to date on immunizations. Community members have been making appointments or dropping in to have immunizations completed. If any community members are unsure on the immunization status of themselves or their children, they are encouraged to see Emma at the Tl'azt'en Health Centre.

Together Towards Tomorrow

The Nak'azdli Health Centre has been providing a nurse one day per month for sexual health and women's health. This program has been successful in reaching community members who have difficulty getting to appointments in Fort St. James. If any community members have questions or concerns regarding sexual health, please speak to Emma to set up an appointment.

In March 2019 the Medication Collection Day was completed. This day was extremely successful. Over 100 pounds of medications were collected from the community and disposed of properly. Each household received a healthy meal, medication lockbox and sharps container. This will be an annual event.

Emma attends professional development offered by FNHA either in person, at conferences, or over the phone. It is a priority to stay up to date in nursing practice to provide high quality care to the community.

The community health nurse office is always stocked with harm reduction supplies. The goal of harm reduction is to keep the community members of Tl'azt'en safe, build relationships and provide medical care when needed. If you have harm reduction needs please come see Emma, your information is always kept confidential.

Emma and Rachel (home care nurse) have been regularly going to Middle River for one year now. There has been very encouraging progress in the health status of community members living in Middle River as well as the relationship with health care professionals. The doctors from the Fort St. James Medical Clinic have recently added Middle River onto the community list that they are serving.

Upcoming events:

July 4, 2019 – Women's Wellness Day

August 22, 2019 – Sexual Health & Pap Tests

October 2019 – Liver Health Day (exact date to be decided)

Each day looks different and brings new and exciting things through our door. Through all the challenges, the main goal of community nursing in Tl'azt'en is to provide excellent health services to the community while promoting healthy lifestyles for all community members.



Emma Leon, RN

Community Health Nurse

Rachel Guenther
Community Health Nurse



As a home and community care nurse, my job is to help promote health, support members in their health journeys, and be a resource to the community. Much of my work is with those who already have chronic illness, but I am available to meet with anyone who would like to see a nurse. If you call and I am not immediately available, please leave me a message with a phone number to reach you. Along with my nursing colleagues, in the last year we have tried to tackle the most prominent health concerns, knowing that it will take several years to develop programs to meet the health needs of the community after a significant lapse in services.

Over the last year we have been through many changes of staff and had more requests for care than we were able to provide but are continuing to grow in what we can offer the community as time and staff availability permit.

We have been hearing very clearly that the community would like to see more visits to elders, and we are working to collaborate with the whole health staff team to make this possible. It would really help to know if there are specific individuals that would like visits, so we do not miss someone in need.

We have re-established offering medication pick-ups, medication administration, and assistance managing medications. We have completed many assessments for providing home visits to those who are in need. If you or someone you know needs support or wellness checks at home, please contact Rose.

We have hosted an Occupational Therapist from Vanderhoof every 3-4 months, and I am able to provide assessment and short-term equipment loans from Red Cross in between these visits. This involves a visit to your home, discussion about your mobility/safety needs, and arranging to pick-up equipment.

Foot care has been available in the community for over a year now, with appointments available every Tuesday for those who need assistance caring for their feet. Please contact Rachel to make an appointment.

Last summer Emma and I started monthly visits to Middle River to offer nursing support to clients there. Other health centre staff have offered Naloxone training and other programs there as well.

Together Towards Tomorrow

In January the primary care team from Fort St. James began making weekly outreach visits to Tache & Binche, with Middle River visits starting in May. Additionally, if someone is unwell and needing to see a doctor on another day of the week, virtual support has been available to the nurses to help members access care.

In January, we also hosted the annual diabetes screening team where members with and without diabetes got screened for diabetes, including checking their eye and kidney health, blood pressure, and blood sugar levels.

In February we began planning with Kidney Check BC, an organization that is partnering with us to offer kidney screening (including blood pressure and diabetes screening) that will be available to anyone in the community over 10. The goal is to screen as many people as possible, educate about kidney health, and provide support for those who discover their kidney health may be compromised. In May, presenters came to tell us more about the project, and a few community members were able to attend as representatives. It is hoped that sometime this summer we will be able to start this program.

In March, we took 14 people on a trip to Penticton for the National Aboriginal Diabetes Associate gathering. We have started monthly gatherings to share knowledge about living well with chronic illness. Some community members have been willing to share their stories of health and mentor others. Several members with diabetes have taken a more active role in managing their health in a holistic way.

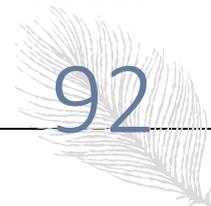
Also, in March we went to each household and collected unwanted medications for safe disposal, and gave a medication lock box, sharps disposal box, and ingredients with a recipe for a good home-made meal. We collected well over 100lbs of medications to dispose of.

In April we started offering Opioid Addiction Treatment Support in Tache for those who wish to safely stop using opioids (prescribed or not). In collaboration with one of the local physicians, we are available to offer daily dosing from the health centre during the week and carries on weekends when appropriate. Suboxone is now the first line choice of opioid agonist therapy in BC and is much safer and easier to administer in remote communities. It still has risks when combined with other substances, but we are already seeing success in clients being able to access this in their home community.

In May, we hosted a vision care team and many community members were able to have vision exams done and receive prescriptions for glasses. If you have not received yours, please call Rosanna at the health centre.

In mid-May the Health Fair had a great turnout, where many of us hosted booths, sharing about our services, and inviting people from within and outside of Tl'azt'en to share their knowledge with us with the theme of getting back to the land. It was good to connect with many of you there!

In June several of you came to help with the establishment of a beautiful community garden behind the Health Centre. Thank you! There is now a fenced garden that can be worked and enjoyed by all, with many kinds of fruit, vegetables, and herbs growing. We are passionate about helping make healthy food available. Some items are



Together Towards Tomorrow

already in need of harvesting (herbs and strawberries), so feel free to come enjoy these, and ask for one of the garden-savvy staff to help if you are unsure how to harvest or use the food that is available.

My daily work outside of planning and offering special programs includes connecting with clients at the health centre and out in the community. After seeing clients, I typically work to liaise with other health care providers and community members to help clients who need assistance making medical appointments, finding out test results, understanding their medications or illness, finding out what is covered financially, and supporting people in their health journeys. I have had over 30 client interactions on my busiest days. Some of my clients include members receiving home support and need long-term follow-up, while many are clients only needing short-term support.

It is an honour to serve your community,



Rose Aslin
Home & Community Care
Coordinator

I hope this report finds you well & In Good Health. I would like to first acknowledge the Home Care Staff:

Rachel Gardener R.N. Home Care Nurse, Nadine Isaac Home Health Aide and I the Home Care Coordinator We also have two regular casual workers Gloria Monk and Micheline Sam. I returned to work the last week in February 2019 from (1 ½) a year and half medial leave. The return to work has been an adjustment because the Staff turnover I am continuing my role & responsibilities as the Coordinator My priorities are to ensure services are being met and implementing new ways to give the best services to our members.

The Home Care Program provides a variety of Services to our clients:

Goals

- Home Health Aide are given their designated task(s) by the Home Care Nurse and myself just as (vitals, home visits, meal program prep, utilizing other health resources for client, access and promote Healthy living and assist Clients to live in Community as independently as possible.

-Elder's Tea Once a Month

- Meal Program Three times a week to Special needs Clients

- Work Plans Every Month

Objective

Provide an access for both health services and support services for Individuals needing Home & Community Care

Develop a client-centered agree upon care plan defining service delivery and expected outcomes.

Teach clients, families and others to provide care to promote self-reliance and use of resources.

Encourage visits to the health center for client treatments where-ever possible.

Here our duties: to ensure everyone is seen on a weekly basis keeping the Home Care team is updated daily on the client

that anyone who has been assessed after by the Home Care Nurse and a Care Plan has be done for the client will be seen by the Home Support Worker. A schedule is given to the HHA to do weekly visits or even daily visits is need.

Our Mission

Our Home & Community Care Program will promote health and independence by providing support to families and individuals, recognizing the abilities of all persons. It will adapt care plans to enable the clients and their families to meet the needs of the clients collectively We will ensure the essential needs of comfort safety , dignity and privacy as provided in a quality care program in the spirit of a team approach.

Thank you for your confidence and cooperation to this essential program The staff will be trained professionals as we are a mandated to be train in our field to provide care. The Home Care is open to any suggestions please feel free to drop in at the health center to discuss your ideas.

Mussi Rose Aslin



Rosanna Monk
Receptionist

My Name is Rosanna Monk I am from Tl'azt'en Nation. I work at the Health Center as Receptionist and also work with the doctors when they come up on Mondays and Tuesdays. I also helped with other things like with the eye doctor foot doctor and help with the Women's Day. I also helped with other things that any of the other staff that needed helping. I enjoy what I do and love to help with our Tl'azt'enne.

Faith Pierre
CHR



this year since starting the women's program at the end of April I've done so much with the help from Roberta Joseph & Olivia Robert and help from all the CHS health staff. Our team did a number of things with the women's group like.

- meetings at the beginning of each month and see if the women have any ideas on what we can do for self-care.*
- We have taken 10 women to get their nails done in FSJ and taken them out to lunch.*
- We have done home remedies on how to use things we have in our everyday house hold. home remedies to help with self-care.*
- We have brought the group to Vanderhoof for a Late Mother's Day gift to Dinner & Movies.*
- Had a bake raffle at one of the Binche Keyoh's bingo's*
- 'Music on The Rez' donated roughly 35 bags of empties that will go towards our last trip in July before I take my mat leave.*
- Planning Ningwus picking.*
- Trip to UHNBC tour the campus and see what women of today are doing with education and how far we have come since staying home and just raising our families.*
- Net fixing and learning how to dry black berries.*

The whole reason I wanted to help with the women's group was because there isn't much for women around our community and we as women often forget about ourselves cause our life is so busy with taking care of our families and every day duties. So once a week I like to get together and get the women to think and treat themselves for couple of hours.



Marcy Dwyer Mental Wellness & Substance Use

Mental Wellness and Substance Use (MWSU)
Marcy Dwyer BScN, RN, CPMHN (C)

BACKGROUND: I was raised in a lobster fishing town in rural Nova Scotia. My parents are David and Carolyn Dwyer. I am a single parent to Emma age 21.

I studied at St. Francis Xavier University in Antigonish, NS graduating in 2002 with a Bachelor of Science in Nursing. I went on to be employed at East Coast Forensic Psychiatric Hospital in Burnside, NS, where I spent the next 5 years assessing fitness to stand trial and criminal responsibility for the court. I also implemented psycho social rehabilitation with persons who had been found Not Criminally Responsible. During this time, I became certified by the Canadian Nurses Association in Mental Health and Psychiatric Nursing Care CPMHN(c). I also completed a RNPDC – Psychiatric Mental Health Nursing Program (PMHNP) in order to provide safe, effective, compassionate care to clients and their families at the advanced level of nursing practice.

Following a move to be closer to my family, I transferred to Acute Care at the Colchester Regional Hospital, where I became a formally trained Emergency Room Nurse. After 5 years, I moved into Community Nursing with the Victorian Order of Nurses. I gained knowledge and skill in Palliative Care and End of Life Care.

I have completed San'yas Indigenous Cultural Safety Program and currently provide Trauma Informed Care and support traditional approaches to care and cultural healers to support First Nations and Indigenous Clients and their families.

The Mobile Support Team provides a continuum of services within First Nations communities such as: prevention and promotion activities; intervention activities (e.g. assessments and care planning for individuals in their communities); as well as continuing education, support, and enhancement to existing mental health and substance use staff in case management and specialty service referrals.

As an MST I also act as a supportive connection for communities and staff with Northern Health Integrated Primary Care Homes and services.

Together Towards Tomorrow

I provide low barrier care to patients experiencing infant loss, treatment center applications, harm reduction, major mental illness, facilitate psychiatric consults, case management, PTSD, and geriatric referrals.

My goal is to address barriers to care and provide low barrier treatment options including harm reduction. I provide a drop-in service for those who may have been unable to see a counsellor. I also provide suboxone induction treatment in the community and complete treatment center applications. I will continue to collaborate with primary care nurses to support all aspects of wellness.

I am so proud to acknowledge that I work on the traditional unseeded territory of Tl'azt'en Nation.

Tache Volunteer Fire Department



The Tache Volunteer Fire Department took part in the 35th Annual BC First Nations Firefighter Competition. Which included 10 teams and over 150 individuals from communities across BC, in a competition on Monday and training during the Safety Expo from June 4 to 6 on the Penticton Indian Reserve.

2019 Firefighter Competition Winners:
First Place – Saik’uz
Second Place - Penalakut Team 1
Third Place – Heiltsuk

