

DEPARTMENT REPORTS

37TH ANNUAL GENERAL ASSEMBLY



Tl'azt'en Nation neyunk'ut tube soo Dakelh ts'inli 'ink'e 'uda' whuk'un'a nede'ut'en 'uts'ulh'en
'ink'e neyun ooghuts'inli.

Tl'azt'en Nation is a strong Dakelh community, and we practice the old ways of doing things and
we take care of our land.

Tl'azt'en Nation 37th Annual General Assembly

Chairperson - Fred Sam

**September 13, 2023
Day 1**

8:30 AM CONTINENTAL BREAKFAST
9:00 AM OPENING REMARKS - CHIEF LESLIE ASLIN
9:10 AM AGENDA REVIEW - REQUESTS FOR AGENDA ADDITIONS
9:20 AM BAND TRANSFER REQUESTS
10:00 AM AUDITED FINANCIAL STATEMENTS
11:00 AM EXECUTIVE DIRECTOR
12:00 PM LUNCH
1:00 PM CSFN
2:00 PM ELECTION CODE COMMITTEE
3:00 PM COMPREHENSIVE COMMUNITY PLAN
4:00 PM

**September 14, 2023
Day 2**

8:30 AM CONTINENTAL BREAKFAST
9:00 AM OPENING REMARKS - CHAIR PERSON
10:00 AM
11:00 AM EDUCATION
12:00 PM LUNCH
1:00 PM HOUSING
2:00 PM FISHERIES
3:00 PM NATURAL RESOURCES
4:00 PM HEALTH
5:00 PM DINNER
6:00 PM - 10:00 PM LIVE ENTERTAINMENT KORDAROY BAND

**September 15, 2023
Day 3**

8:30 AM CONTINENTAL BREAKFAST
9:00 AM OPENING REMARKS - CHAIR PERSON
10:00 AM SOCIAL DEVELOPEMENT/ CHILD WELFARE/ JUSTICE
12:00 PM LUNCH AGA CONCLUSION

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Culture Activity, Nature and Book Cover Photos provided by Renel Mitchell and taken by contest winners

Chief Leslie Aslin Report Term 12/01/2025

Hadih Tl'azt'enne, I'm Chief Leslie Aslin Olivia Roberts and I have 3 children 2 of our own Mariah Aslin-Roberts and Chace Aslin we have taken care of Dalee Felix since she was a child.

We have 3 adorable grandchildren Deondre, Leeland Winser and Braelynn Aslin.

I've been in leadership since 2015, 7 years as councillor and 1 year as Chief.

I am honored and thankful for having the opportunity to represent my nation and sit as Chief for the Tl'azt'en membership. It's a tough job for sure that holds a lot of responsibility and decision making for the best interest of the Nation, but I can assure you we have a great team sitting at the table. I'm very pleased with working with the council as we continue to make changes and work on a lot of outdated policies etc. and push to make changes that will build a better structure for future generations.

And for us to make positive change we need the support of the members with respect unity and love and engagement to help us make those changes.

Key Achievements.

- Election Code as promised to push and support this to build a process around our election. We would like to thank all those involved for their hard work and dedication.
- Governance handbook the handbook will guide our council through proper meetings schedules, portfolio guides, council performance, terms and reference etc.
- Human Resource Manual we have reviewed and updated this manual that was outdated the final draft will be signed and implemented by managers
- Community Protection Law we require a few more sessions with legal this document will help leadership to deal with some of those broken systems the province in place.
- We renewed a new LOE (LETTER OF EXPECTATIONS) with the RCMP Thanks to Maddison Sam with helping leadership create this document.
- Admin and Community Hall we are in the process of moving forward as we have secured the funding for the hall and part of the Administration office with the banks and the donation Tanizul Timber Ltd. has given to support the build. We are currently waiting for word on a grant application we submitted to Jordan's principle to see if we can get this fully funded, we are crossing our fingers.
- We contacted BC Hydro and requested them in fixing all the lights in community that has been changed to LED lights. Work plans are being done in the coming months to add lights in the areas that have none and at all the bus stops in the community for the safety of the kids.
- Met with a lot of different organizations and advocates for better services to be brought to our community and members.

As chief I have dealt with a lot of issues and challenges that come up not just occasionally but on a regular basis but with the support of the various departments and staff in our organization we work together in sorting these problems out and come up with the best solutions that can work.

Collaborative Efforts.

Working with Tanizul and the NR department on collaborative projects around the





territory and PFA 2.0 agreements as they support the nations and represent our nation at these technical tables that help better our nations and bring forward our concerns and recommendations.

-Sitting at the CSFN table with 6 other nations as we engage with the province of BC in negotiations on many fronts as we push for title and rights as a collective. We continue to push for decision making on our territories and aiming for 50% stumpage from what is taken from our forest. I see the benefits of the PFA agreement we have in place currently how things are changing with government, forest licensees and industry we have a say in how things are conducted on the land.

This summer we are pushing to sign off on a 3-year bridging agreement with the Tlazten, Nadleh Whuten, Saik'uz FN, Stelat'en FN, Takla Lake Nation with the province. I have invited the technical team from CSFN to present updates on the renewal and forestry updates as well.

Future Goals

- Collaborate with our neighbouring ** in creating education jurisdictions for our kids in school system.
- Resolve the overlap issues and engage with those nations something that is one of my high priorities.
- Push to build policy around derby with surrounding nations and ministry ocean and fisheries.
- Continue to build and update current policy, job descriptions, manager contracts as leadership we see these important tasks that needs to happen.
- Parks for Tache and Middle River
- Work on getting the rink installed.
- Youth center.

Conclusion

This past year has sure been busy for me and the council table on all the projects and things we have worked on or gave directions for these things to be done. This is done in the best interest of the Nations work that has been long overdue to happen, we are pushing to make changes in the organizations and update a lot of things to current times as we see the importance to help guide the Nation in the right direction. With structure and policies and procedures in place that protect everyone and the Nation We have met with many of the different funding agencies that we receive funding from to get a better understanding on what is available to our Nation and will continue to do so every year to stay updated and informed.

I'd like to thank the leadership the membership, Scott Carle, Executive Director, Charlene Tom, Executive Assistant, Managers and staff, for the continued support. Thanks to all the staff that come to work every day to provide services to our membership, it's a tough job in certain departments that we need to understand our programs are operated on polices and guidelines, we need to follow. With unity we can achieve more and move in a positive direction and make respectful changes for the next generations to come.

I'd like to say I'm very honored in my position as chief and look forward to seeing what the next year has in store for us all. It's a tough job I know for sure and will continue to give it my best to push and advocate for changes to better our Nations.

Much love and respect to everyone, God bless.



Deputy Chief Beverly John Report
Term 12/01/2025

In a post pandemic time, it's been wonderful to watch our communities come back life and living. Exciting initiatives such as CCP, the Election Code - are being realized now after the pandemic forced a stop to it in 2020. This is a small example of the many wonderful projects taking place all throughout our Nation. Thank you to council, staff and members who continue to work hard for a prosperous and thriving Tl'azt'en Nation. Together we can move mountains.

This is a summary of some of the work I have been involved in. It's impossible to list everything but hope I capture some highlights.

1. The most exciting news and another significant milestone for Tl'azt'en Nation, is the 30th anniversary celebration of the John Prince Research Forest (JPRF) on Tuesday, August 22nd at the Cinnabar Research Station. A flyer and bus schedule will be sent out to the community. It will be wonderful if you can join us!!

The JPRF is a partnership between Tl'azt'en Nation, UNBC and Binche Whut'en (with Nak'azdli participation) for research and education. As a Board member, I attend quarterly meetings, and help to support the staff to fulfill the mandate. Many know some of the research projects that JPRF does, but most will know the Moose Collaring Project that Dexter has so often come to present in the community. Of course, Sue has been a part of JPRF from the very beginning and acknowledge her for the commitment to JPRF. Thank you to all the staff and board of JPRF. Come celebrate the 30 years of a wonderful partnership full of good memories and life-long friendships.

As part of the JPRF mandate of research and education, the Chuntoh Education Society was formed in 2002 to bring science and traditional knowledge together into the elementary and high school. I sat on the Chuntoh Board since it's inception and attend quarterly meetings to support the programs and staff. There are many fantastic sciences and traditional knowledge-based programs that are part of the schools' curriculum.

2. At the Council table, it is a busy and exciting time. Aside from the regular council meetings, many good things have begun, and some political issues are being addressed.

Behind the scenes, C&C has been working on safety issues in the community. The Community Protection Law (CPL) is a bylaw that will assist C&C to enforce banishment orders for individuals who bring harm to the community. There have been several meetings, and more is needed. A final draft will be shared with the RCMP and a plan to enforce it by courts is the end goal. It's a work in progress. Stayed tuned.

Another exciting issue is working with the forest licensees to begin defining areas in the territory that have high values for moose, fish and biodiversity, where logging will be limited. This work started with the Environmental Stewardship Initiative under the Carrier Sekani First Nations PFA umbrella. It's exciting to have a say in forest development in the territory. It will take time to create a Spatial Harvest Plan that will involve input from keyoh and other land users.





Two other CSFN tables I sit on are the Resource Management Plan table, that looks at broader landscape planning on things that are important to the Nation. Many meetings take place, but the process is in its' infancy. The goal is to get you involved in the process. The other CSFN table I sit on is the Letter of Understanding with the Federal Government on stewardship issues. At this table we discuss the federal government's role in stewardship concerns of the CSFNs. An example is DFO on fisheries issues, and Environment & Climate Change Canada (ECCC) on impacts from changes in the environment. These tables are all connected and being considered by C&C to create a strategic plan for the territory. It's an exciting time for your involvement. Stay tuned.

3. As Administration/Finance portfolio holder there are two initiatives I participate in. This year, the Administration has worked on updating the Human Resources Policy. There are some final stages, but a new policy will be in place this year. The other work that will start this year, is creating a Financial Administration Law for the Nation. Again, a work in progress. Thank you to everyone involved in these initiatives.

As well, I acknowledge the wonderful work by the Election Code Committee on the draft Election Code. Well done on your time, effort and commitment to this work. Thank you to members who participated in sessions to give your input. Let's get this Election Code passed in a referendum and move forward.

Who can forget the continued contribution of Tanizul Timber to the growth of TI'azt'en Nation. To the Tanizul Board and staff, my deep gratitude and appreciation for all that you do and contribute to the overall wellbeing of the community. Nenachailya

To all TI'azt'enne, you are the greatest asset of the Nation, and we love you. Thank you for participating in all the work to make this a healthy and prosperous Nation. To Chief and Council, it has been an honor to work with you. It is not an easy job, and we don't always agree, but we continue to work together for the people. Leadership is staying focused on the people and moving ahead for and with them. To the wonderful staff of TI'azt'en Nation, nothing is possible without you!! Even through community issues and personal challenges, you continue to put forward your best efforts. Your work is done with good intentions and a good heart to serve the people. Whatever the goal, the outcome is only as good as our effort. Well done everyone.

On a personal note, I have been on a wonderful journey with the Lord. While I am dealing with health issues, staying in prayer and the Word, gives me hope and peace that I am not on this journey alone. It's wonderful. I am in prayer for you always.

God bless you ~Bev



Councillor Chasity Aslin Report
Term 12/01/2025

Hadih, Chasity Aslin si soozi'. Lhts'umusyoo 'usli. Daughter of Martin Johnnie and the Late Betty Aslin. I am a mother of two children, Eden and Alley. My partner is Allen Roberts Jr.

First, I would like to mention that I am grateful to be sitting on council and thank the community for this opportunity and support. I have been on council for a year and a half and have gained extensive knowledge about our community politics, policies and needs.

The portfolio that has been assigned to me is, Health. I would like to acknowledge that; the Health staff are doing an amazing job at providing adequate services and programming to TI'azt'enne on and off reserve.

This work is only possible by TI'azt'enne bringing forth your concerns and suggestions, which the Health staff work collaboratively to address and implement into practices. To support our health staff and TI'azt'enne, we are currently working on creating a health committee to assist with implementing and strengthening health programs and services.

Transparency and communication are key to understanding the health of our community programs and services, and to gain understanding, we meet quarterly with managers for updates. During these meetings, I have the opportunity to voice community concerns and suggestions.

Community health and wellness is always our goal, including food security. In response to community input, a community pantry was developed to support our nation with non-perishable food.



Photo by Chasity Aslin





Councillor Fabian Tom Report

Granton

Term: September 8, 2024

I'm entering my last year of a 4-year term, prior to deciding to run for a seat at the table I have worked away from home, building log homes. I am not retired from building, and I have a little project on the go. I have sat for 17 consecutive years as a Tanizul Board of Director and stepped down from running when I decided to run for the Council seat.

These past 3 years has been an ongoing learning experience, together with the rest of the Council we act in the best interest of the nation for you the community members. I have been a part of the Interview Committee for the last 2 years; this hiring committee is only for Managers.

Our Council has also updated some of the policies that have been outdated for many years. We all have had personal struggles like anyone else. We have all have gone through grief and loss, but we continue to move forward and do our best.

My portfolio is Natural Resources, the department oversees all aspects of renewable and non-renewable resources including land, water, fish, wildlife, air quality, and vegetation. Planned programs for the 2023 fiscal year include establishing a fish hatchery in a high-valued waterway that will help address diminishing salmon stocks and establishing a comprehensive Guardians Program.

The department is also creating a program that addresses Keyoh concerns and focuses on Keyohs on traditional responsibilities that can be passed onto future generations.

I have been involved with the Ranch from the start, at the time our goal was to purchase cows to provide food for our members. My role has grown to assisting in the many infrastructure projects required for our expanding herd. We will have this year 10 cows butchered for the community, and we are experimenting with honeybees. Right now, we six colonies producing our very own honey produced here on reserve; I look forward to expanding the ranch operations by moving into turkey's this fall.

I enjoy my Council position and enjoy working with the Managers. I am always available to members and feel that I am easily approached. If I can ever be of service, please call me anytime.

Thank you.
Fabian Tom



Councillor Olivia Robert Report Term 12/01/2025

Olivia Robert, Lusilyoo Clan, My roots come from Michelle and Sabina John from Dzitlanli, Jean Marie and Azelec Joseph from yekooche, and Gerhard Martin who is from Tootlingen Germany. I'm currently working at UNBC in Prince George, a part of me moving was to see that my 14 year old son Chace Aslin experiences and gets a better education, another reason is my daughter Mariah Aslin who is a young mother with a new baby Braelynn Aslin, I ensure that I travel to and from community for my other daughter Dalee Felix who raises two very handsome young men Deondre and Leelan Winsler. My children have always been my number one priority along side my family and community. In all areas of my life I try my best to guide and support them while raising their babies.

I've been part of the Chief and council team for just over a year, overall sitting on council has opened my eyes to what this table has to deal with. You are responsible for industry initiatives and intentions on our land, to trying our best to fulfill our communities wants and needs, trying to make ends meet for existing services and fulfill community needs. For many years of my life, I contributed to the wellness and education of our people through volunteer groups, stepping up in roles that are not occupied to fill service gaps. I recognized these issues throughout my employment within the nation for nearly 14 years, giving this opportunity as an appointed council member I can use my voice to advocate and work alongside many partners to improve these service gaps.

The council table has been active in the creating an overall management structure, working with managers to create policies that are outdated going back to the 90's, these policies will help guide our current and future business.

One of those out dated policies is the election code, we have had been supporting the committee by approving budgets and hiring of lawyers and consultants that the committee suggested, after months of meetings they have made progress with the code, but there is grey areas that myself as a councilor and band member do not fully understand or agree with, these topics we have asked the committee to go back to band members with, our concerns with the add was dictated by a lawyer, saying is discriminatory but this nation is our nation, we should not be scared into a corner by lawyers or governments we have to govern our selves by ensuring we have a proper code for many years to come not repeat this 100000 project over every year that takes funding from other important issues.

The governance hand book will help us deal with issues and conflicts that arise at the table or by a council member, there will be rules in place that will help council understand their role and participate effectively at the council table and with management. When joining the council table I was assigned to a portfolio with not real purpose of what and how I am suppose to support the portfolio, what is my limitations and so on, also the creation of the handbook is going to help us deal with issues in a respectful way and not put any issues aside or ignored.

The financial policy is the next policy that will be implemented the policy will be implemented by our financial team, this policy will ensure there is proper, factual financial information shared with the community and ensure management of funds is





accurate to the agreements. This nation allows millions of dollars to flow in and out without a policy, or a outdated one that is not being communicated. This is something I have noticed myself even as an employee.

Another learning objective for me is that this nation has had long and outstanding infrustruture needs such as water lines and tower repairs, road maintenance, recreation infrastructures, and more. What we did as a team with your guidance is get a green lite for funding, and work plans, for the community centre to go ahead, this will be implemented as soon as all the agreements are in place.

This was a small part of the poitical business, I will continue to look out for the nation with good intentions and honest work, you will hear and see more from the Chief and other councillors. I wanted to take the time to recognize the following.

I wanted to recognize one young lady for her determination and commitment to her education no matter what obstacles stand in her way and that is Ellie Mae Prince for getting on honour role term after term. This was a request for me to bring up as an achievement of one of our young ladies.

Norman Alexis for managing our communications plans and making sure information is on our new board that we wanted for years and years.

Housing opportunities- and apartment building that we are very close to getting that our nation as requested for many many years, thanks to Scott, Renata and everyone else working to making this happen.

Our Health Department that has been working tirelessly to ensure our community is getting the medical attention they need, the wellness programming, the nursing care and more.

Our Education department for their efforts to building capacity within our youth through the youth council, I seen pictures over the weekend of a camping trip Christian and Troy Organized, Rebecca and Jody working with the youth throughblade runners, training program and more. I hosted them during a tour at the University and trip organized by Jody, all these make a difference in the youth.

The head start and daycare departments, I see mothers enjoying sewing classes, cooking classes, celebrations for special occasions and more, these programs mean a lot to young growing families.

The public works department working throughout the entire years clearing 2-4 feet of snow off the roads so our kids can make it to the bus stops, to working effortlessly to ensure our community has clean drinking water, to going out of their job descriptions to ensure everyone is happy, thank them for delivering all your generators.

Natural resource department for their effectiveness in ensuring our fish and forest is managed, and information is shared.

Tanizul Timber for being present and involved in many areas of our business, working as team, employing our families and training our young.

Alexandra for operating Grandmas House, I see our woman and young children gathering for drumming and singing nights and other activities.

Nazul Be culture department always present and working really hard to provide culture and language programming, I encourage you to participate in.

Chief and Council for their efforts and commitment to this nation, I've seen them run from one event to another putting aside their personal lives to be here in community, I've seen Leslie, Fabian, Bev, Chasity and Kirby work hard to be apart of all the community events and still commit to political business.

Sometimes we forget to recognize the small but very impactful initiatives, the efforts aren't always recognized and today I wanted to do that because we need to be more grateful, wake up with gratitude for what we have, I see a very fortunate nation, a lot is taken for granted the people you have here need to be appreciated, listening to my uncle William speak and other elders we have to learn to forgive one another, stop hatred and bitterness, and love one another, everyone is deserving of love and respect.

After witnessing and seeing so many of our people pass on in these past few years has really made me appreciate everyone, because we all do mesh into one big family whether we like it or not, now we need to come together as one, imagine what our community will be like if we just learn to love and respect one another again.

Snachalya

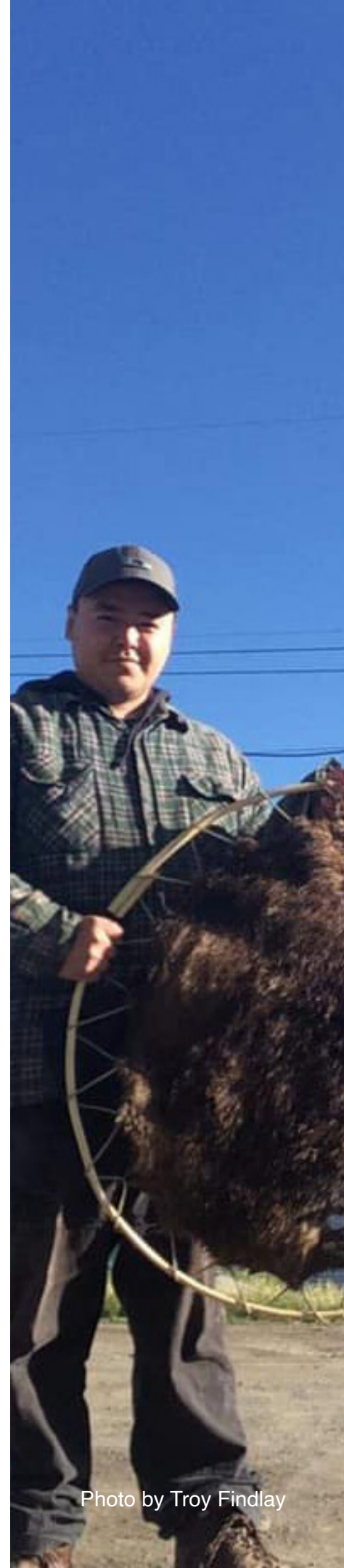
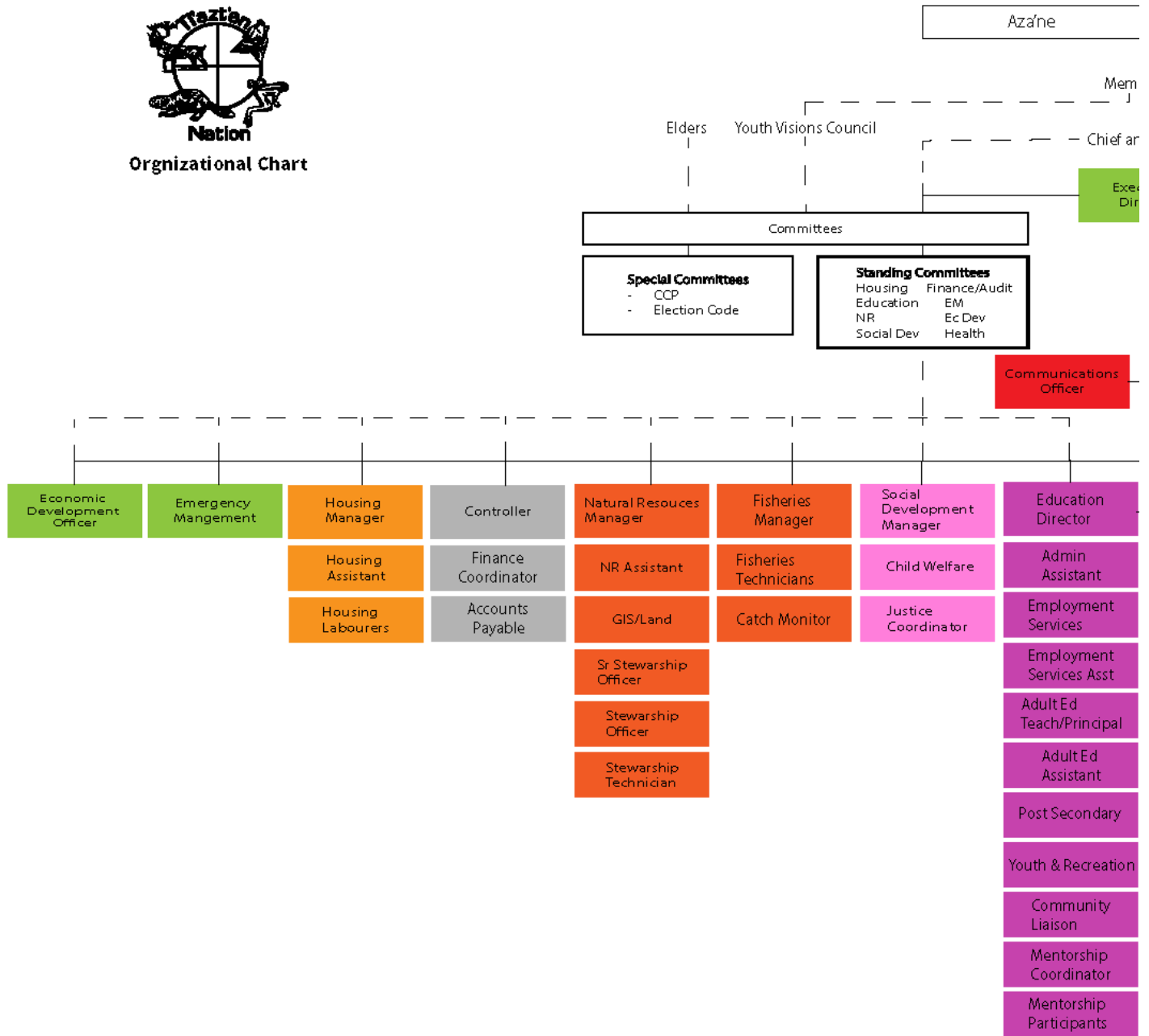


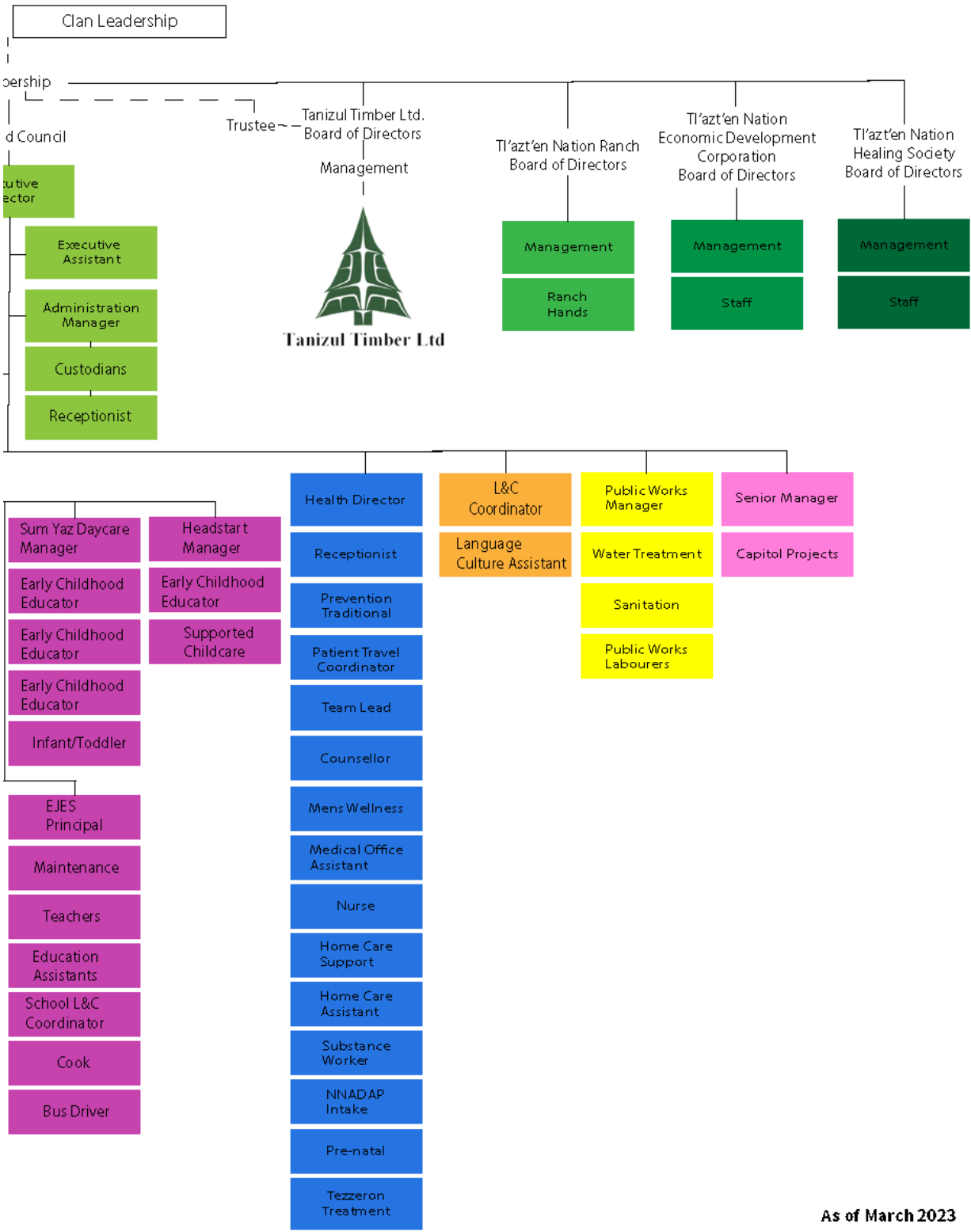
Photo by Troy Findlay



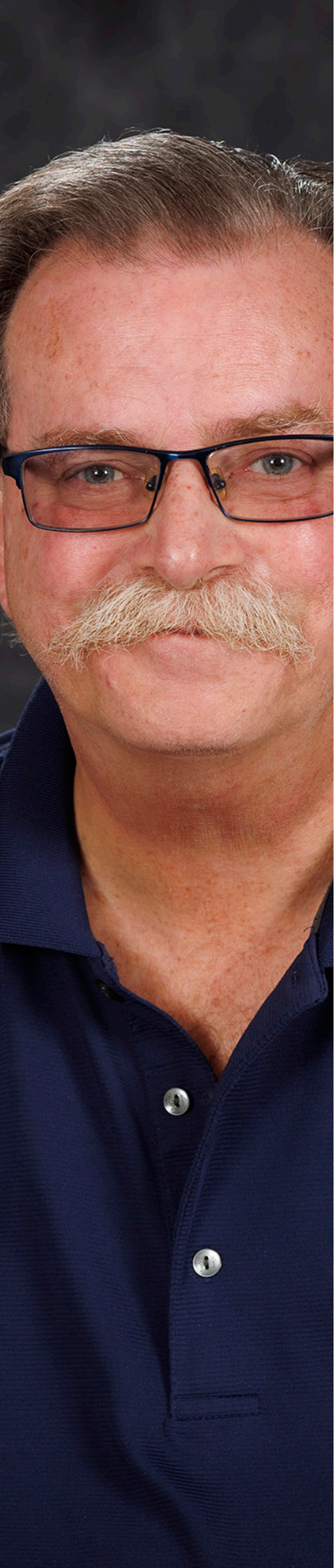
Organizational Chart



DRAFT



As of March 2023



Executive Director Report

Scott Carle

Hello Tl'azt'en Members,

My name is Scott Carle. I am the Executive Director of our Nation. I am originally from Saskatchewan where I attended school and later University in Saskatoon. My spouse's name is Aku, she is an Inuit from the eastern arctic and she resides at our home base in Alberta now. I have been involved in Community Development and Senior Management and Administrative positions with First Nation and Inuit communities since 1984.

The Council has entered into a number of initiatives that have been on their plates from some time now, including Council's Governance Handbook, Community Election Code, updating the Nation's Human Resource Policies and Visioning for our Natural Resource Department as some of our recent accomplishments. We are working on beginning our Financial Administrative Law (FAL) and we are looking closely at all our departments to best integrate our language and culture in the delivery of our programs and services. Recently, the CCP processes has completed and after four years a working draft of this community plan has now been presented. Once approved, we will now look at ways to best integrate these ideas into workable benefits to the community.

On the Housing front, last year we had a close look out our rules and terms of reference for our Housing Committee, policies, and procedures. We examined the financial situation of this department which traditionally has had a growing deficit from year to year for ways to correct it. We have now updated our Housing Department, created a new Housing Committee, implemented some new controls to better track our expenses and costs and have sourced new software which will allow the department in real time to track and monitor all the units and tenants. We have implemented some new procedures which has assisted the Housing Committee in better working with our tenants and to allocate units, itemize priority repairs, and catch up past due tenants. To date, the new committee appears to be operating well and has come together to handle several challenging issues to date.

Regarding new construction, last year the Housing Department oversaw 35 home renovations and 6 new home constructions. This year, we have completed 25 renovations and we are finalizing 8 new units with applications between two programs for an additional 12 units which we will hear about shortly.

In respect to Capital Projects, I am pleased that we are finalizing plans for the new community hall project. With donations from Tanizul Timber and hopefully assistance from the Jordans Principle fund this project appears to finally be reaching the stage where we will be breaking ground soon. We continue to work with ISC on the T6 and T3 roads surfacing (paving) for the community. Recently, we have been working on a plan to access a secure gravel source closer to the reserve to make the project feasible. Although this project has been in the works for many years now, it has recently caught some new fresh air and we are awaiting the finalization of a new plan for ISC to consider. Our Public Works has recently completed a major renovation of our local Water Plant and we are seeking a plan to move forward with the Middle River Water Plant upgrades. We are in the process as of this report in repairing the foundation on the log 'church' in Middle River and we are attempting to see if we can't

have some repairs done on the church in old Tache this season. We continue to work on upgrades to our infrastructure concerning our water systems, hydrant repairs and replacements and curb stops. This work has been ongoing, and we have recently purchased a used backhoe to assist us in this effort.

Our Natural Resource department welcomes a new Manager and has secured funding to begin our own Guardianship Program for the work we are doing with our Keyoh's and our Referral processes for forestry, fisheries, wildlife, and mineral development on our territory. We have recently improved on our Keyoh Enhancement Process, and we are ready for this year's applicants.

After years long search the Nation has recently acquired a new Economic Development Officer which will work towards setting up a Economic Development department for the Nation and pursue employment and business opportunities.

Our Health Department has had a close look at how they deliver their programs and services and better ways to support our members who are suffering with addictions and other medical conditions. All summer long we have utilized Tezzeron Camp for a variety of wellness activities for our youth, elders, and others within our membership. We have a full-service team including nurses, councillors, wellness, and mental health personnel to assist our members as required. Our home care program is highly developed, and we offer daily care to our elders on reserve. Our team is fully accredited and has worked hard to gain that accreditation as one of the few health centres on reserve in this region that hold one.

Our school is preparing for a new season soon and we have most of our staff returning again this year. We are always looking for ways to improve our school attendance to offer the best programs available for our kids. We are hoping to do some renovations in our day care and head start programs and that department is heavily used by our membership.

On a more somber note, we have a few challenges that are upon us that will require the membership to unite together with their leadership moving forward. They include, continued development of mineral exploration centered around the Mount Sidney Williams mountain. The leadership has made it clear that they are not in favour of any development concerning that mountain or the streams that flow from it; Continued pressure from our surrounding Nations all claiming overlaps on our territory trying to access money related to our forestry operations while the Tl'azt'en Nation has never made a similar claim with any of our neighboring Nations; and a new push for a corridor for a gas pipeline from the coast planned to extend directly through our territory by Middle River which would have devastating impacts on the area and wildlife. I would ask all membership to come together to support your leadership in these upcoming challenges to your sovereignty and rights and title.

I have found my time here to be very challenging and satisfying. I enjoy coming to work each morning and I grow to love this little community a bit more each day. I see it as an honor and a privilege to serve the Chief and Council, my staff and all of you.

Scott...

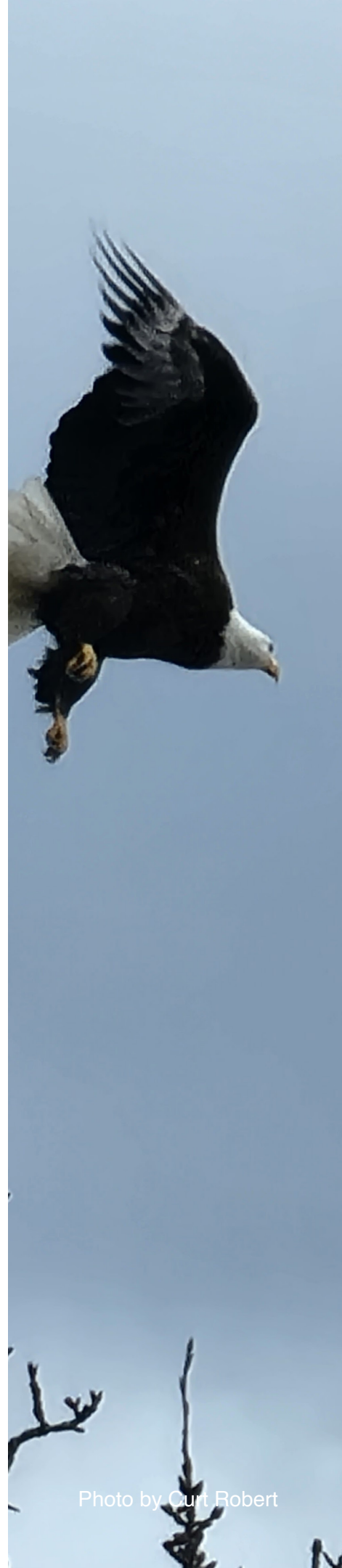


Photo by Curt Robert



Finance Department Report

Administration
Lorna Wendling

Greetings to all members,

This has been a year of many changes in the finance department. In September Nelson Mayrand joined the team as the new Finance Director as Lorna Wendling from MNP transitioned out of the role. In late May 2023, Nelson decided to return to his home base in Alberta, leaving the position vacant. MNP has been assisting again to fill that role, while the search for a full-time Finance Director continued. Interviews have been completed, and we have extended an offer to a candidate to begin in November 2023.

We also said goodbye to Pam Felix. Pam has been stellar in her role with accounts payable over the past few years, and showed amazing commitment to her role, especially during the covid pandemic. When the offices were closed, she still came in every day to ensure that members and suppliers were paid.

We wish Pam all the best in her new role with the recreation department.

Jean Felix has joined the team this summer to take on the accounts payable function. She brings a great deal of experience to the role, which is very much appreciated. Don Mattess has continued to support the department with the payroll function and has been a great source of stability and support as we've worked to address the changes in the department. We appreciate his contributions and good humour in the face of these challenges.

Given the number of changes, there have been some bumps in the road this year in the department. With Nelson's unexpected departure just before the audit started, it was necessary to delay the start of the audit while we prepared the working papers and adjustments necessary for the Auditors. The audit was completed in August 2023.

Accounts payable fell behind after Pam's departure, and we've been working hard to bring things up to date. We've contacted all vendors in our listing to determine if there are any unpaid invoices that we have not received, and we've been busy reconciling and catching those up. Thanks to everyone for their patience as we work through these issues.

We are moving to new software this fall for payroll and for next fiscal year for our core accounting software, to modernize and provide better control and access to reporting for managers.

We are also moving to a new bank, Bank of Montreal, for our daily transactions, and will be making that transition in the next couple of months.

Many thanks
Lorna Wendling





Photo by Justine Felix





Executive Assistant Report

Administration

Charlene Tom, Lhts'umusyoo

My parents were Helen Joseph (Dzit'lainli) and Lawrence Quinn (La La Biche AB) I am married and have celebrated 28 years of Marriage in May, together with my Husband of 31 years this December. We have a beautiful daughter, and are blessed with three beautiful grandchildren, and soon to be four. Our only son Darren Lawrence Tom gained his Angel wings on March 13, 2022. He is forever loved, and in our hearts.

I oversee the Administration Reception, Communications Officer/EMO and the Custodians. I still Administer the Membership for the nation. We have had several attempts to fill the position however I am still overseeing this program, Its the longest position I have held with the Nation. The Administration department is extremely busy as it is the first point of contact for our members residing on/off reserve who may require information for life events, assistance with applications and various forms such as signatures from Chief Leslie Aslin or myself as the Commissioner for Affidavits. I am Secretary to the Chief and Council; they meet three times per month and meet in the event of an emergency. I enjoy working alongside Chief Leslie Aslin the Council and Scott Carle, Executive Director. Although it can be challenging, and the workload is heavy I enjoy the day-to-day operations and assisting my community is rewarding.

The challenges faced during the past year as a community have been the loss of members including young and elderly. Its not natural to lose so many in such a short time. My heart goes out to those who are grieving and you are in my prayers. The Administration department is also very busy, and it would be helpful to hire more people who are consistent. I continually learn to adapt as a Senior Manager in Administration and enjoy teaching those who come in. I have learned greater communication skills and consider myself a great multi-tasker.

I have worked at Tl'azt'en for 27 years and are fond of my colleagues as we have all faced many changes over the years. When times are tough, we work effectively as a team and collaborate well together. Some of the collaborative projects that I participated in are joining other departments to assist in bringing services to our members. I found it rewarding and brought us closer as a team.

I love my community of Tl'azt'en and my hopes and dreams for the upcoming year are to complete my schooling this coming September. Since I have been a part of this community for many years my experience and knowledge will continually contribute to the success of the community. I plan to mentor the skills I have in administration so that we can have growth and success in this area. I admire our elders and community. My personal growth is important to me because I have grandchildren who look up to me, and I want to give them the best this life has to offer.

Overall, I love my job and the people as it has helped me through difficult times. We understand one another and the challenges we face as Indigenous people. We come together in difficult times, and it has shown our resilience over and over again. I am so grateful for the years of support I received when my son was ill. Much respect to my peers, Elders and Community members. I could not imagine working anywhere else. Awet'za.



Economic Development Officer

Administration

Jason Evans

Jason was born and raised in the Bahamas and moved to Canada in 2009 to pursue post-secondary education. He has completed an Honours Bachelor of Law (2021) from the University of Southampton (UK), in addition to an Honours Bachelor of Commerce in International Business (2014), and a Master of Science in Management (2016) from Lakehead University (ON). Prior to starting with TI'azt'en Nation, Jason was the Strategic Advisor to the Grand Chief of Nishnawbe Aski Nation, a political territorial organization representing 49 First Nations within Northern Ontario. Jason has performed economic development in the public and private sector, and has experience in community legal work, advocacy, lobbying, strategic advisory, and management consulting. He has dedicated his career to improving the quality of lives of others. Jason also acknowledges an Indigenous worldview which values the practice of listening to the land and asks that all people be recognized and heard, not just those that create value. Jason is passionate about equality, food security, and sustainability.

Administration Receptionist Report

Trinity D Johnnie

Hello my name is Trinity Johnnie I am the receptionist for TI'azt'en Nation administration.

I am from the Lusilyoo clan, my parents are Ida Prince and the late Ruben Johnnie. My grandparents on my mother's side are Donna Haskell and Peter Bird, on my father's side Is Louise Goodacre nee Johnnie and the late Alfred Felix.

My role at the office is to triage the front desk, all communication and band members drop in's, help staff when needed, all types of communication, mail, email, telephone, messages, incoming/outgoing faxes, order supplies for the office, update bulletin board, take appointments for people who want a status card, restock supplies in main office, keep the office tidy and sanitized.

I am currently engaged in professional program Administrative Assistant Professional online with UNBC which I started March 30th and will be done on June 30th. After my online course I am interested in future programs. However, I will continue my education at a later date. I would like to continue to gain office experience to develop new skills. I'm excited to be here to serve my community.





Middle River Liaison Worker/ Accounts Payable Clerk

Administration/ Finance

Jean M. Felix

My name is Jean Felix I am the Middle River Liaison Worker. I am from the Lhts'umusyoo (Beaver) clan. I am a mother to four very beautiful children, three of them are not so little anymore. Our youngest baby boy just turned two years old in May. I am also blessed to be an Utsoo to our four-year-old Chai Kolsen James.

Now to speak on my background with the nation. My work with the Nation has been extensive as I have worked in various departments over the years. Being an activist in every job I have taken on. One of my passions have always been loving to learn and expand in areas that would benefit the nation in moving in directions that served our people and their families. Before I took the time off to be with my family during one of the most difficult times of all our lives, I was the junior manager at our Health department. In the past I was fortunate enough to learn and work alongside some of the best of the best. From working in the Finance department for twelve years as well as working in Social Development I have gained knowledge experience as well as built relationships with many different organizations and companies. If I didn't directly work in the department, I was involved in some aspect of it such as Housing, I sat on the Committee before it dissolved and then it was reinstated this past year, so I continued to help by accepting a seat on the Committee for the second time. It is one of the most difficult seats to hold, because it takes great strength, wisdom and knowledge as well as commitment. I knew right away that I wanted to help in this area. As stressful as it can be at times the rewards always outweigh all the negative things that come with this job. Advocating for those that cannot speak up for themselves and trying to help reunite families is always my number one goal. I commend everyone that sits at this table it's a tough and thankless job and I am confident we have a strong team. I also refreshed my skills in Emergency Services. I attended my refresher course in June in Smithers, BC. I am in the process of furthering my skills in ESS with JIB where I will take my next level in Burnaby this fall now that I completed all my pre-requisites. My Goal is to complete all the ESS Levels. Having completed each level will benefit me and the Nation in the event we are faced with any Emergencies such as evacuations, House fires, flooding etc. In February I started back as the Middle River Liaison Worker helping administer funds given to Dzitlainli for various projects. The better first part of my time working with Middle River was spent building relationships with each member trying to identify the needs of the community and trying to find ways to further improve things in ways that benefit both Middle River and the Nation as a whole. I also spent time trying to figure out exactly what the community has in terms of inventory and equipment. I am still working on determining exactly what was done and purchased for the community before my time at the same time ensuring that all new purchases are recorded and have some way of identifying it if we had to by keeping records and labeling all serial numbers for all items bought. It was a lot of work and hours put into this as things were all over the place when I first started. My only goal was to ensure that all community members had access to these items when they need it.

Below are the items we were able to complete to date.

Middle River Program Centre (formerly the school):

- Complete Renovations of the Atco Trailer

Photo by Faith Pierre



- Furnished the building (includes Kitchen/Bathroom Necessities & décor)
- Completed it with new conference table & chairs.
- New Deck (BBQ included)

Community Boat & Motor

- Purchased a 16-foot hunting tin boat & two 25hp motors.
- o One 25hp motor for a member
- Complete with Life Jackets & Paddle

Freezers:

- Purchased 9 freezers for each home.
- Delivered at the same time the Generators that Social Development purchased.
- o Only to full time homeowners

Below are projects that are currently underway.

Church:

- Dado Construction is getting ready to begin the work on the foundation.

Renovations:

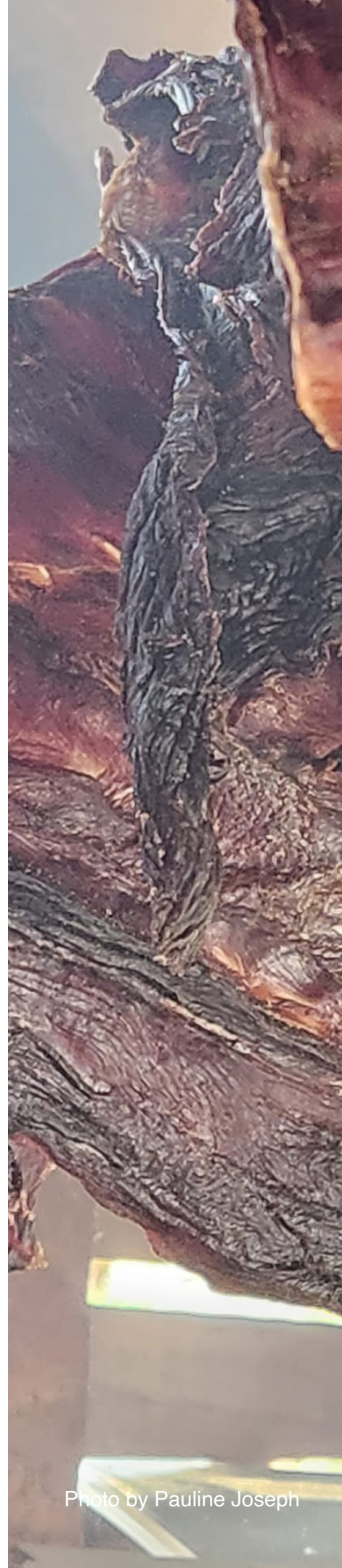
- Each homeowner received \$10,000.00 for renovations.
- o Work on two of the nine homes will Begin shortly.

In closing I want to wish you all a fabulous summer break, I hope that you get to do all the things you set out to do. Most importantly I pray that your all happy and healthy.

Et Awetza,

“Be on your guard; stand firm in the faith; be courageous; be strong. Do everything in love.”

1 Corinthians 16: 13-18





Emergency Management Program Coordinator Report

Administration

Norman Alexis

I am excited to report that I have recently been appointed as the Emergency Management Coordinator for our community. As the new coordinator, my first priority was to establish a committee made up of managers or designates from Nation. This committee will work together to ensure that our community is prepared for any emergency situation that may arise.

To achieve this, I had to develop a Terms of Reference (ToR) for the committee. The ToR will outline the roles and responsibilities of each member, the goals and objectives of the committee, and the processes for decision-making and communication.

Once the ToR was established, we will create a training program for those on the committee and those who will be active in the Emergency Operations Centre (EOC). This training program will cover topics such as emergency planning, incident management, communication, and response protocols. By providing comprehensive training to our committee members, we will ensure that they are fully equipped to handle any emergency situation that may arise.

In addition to establishing the committee and creating a training program, we will review the emergency plan for the upcoming year. This review will include an assessment of potential risks and hazards in our community, an analysis of our current emergency management procedures, and an evaluation of our emergency response resources.

Based on this review, we will update the emergency plan to ensure that it reflects the most current and relevant information. This may include updating emergency contact lists, revising evacuation procedures, and identifying new resources and equipment that may be needed in the event of an emergency.

Our goal is to ensure that our community is fully prepared and equipped to respond to any emergency situation that may arise. We believe that by establishing a committee, developing a ToR, creating a training program, and reviewing our emergency plan, we will be able to achieve this goal.

As the new Emergency Management Coordinator, I am committed to working closely with Tl'azt'en Nation and other community stakeholders to ensure that our emergency management procedures are effective, efficient, and responsive to the needs of our community. I look forward to working with everyone in the coming months to achieve this important goal.



Communications Officer Report

Administration
Norman Alexis

Hello, My name is Norman Alexis, I began my role as the nations Communications Officer, September 7th 2022. I have worked for the nation previously as Emergency Management Coordinator and as the Payroll and Benefits Administrator.

I am currently on the Tanizul Board of Directors a position that I was voted into November 2020 for a 4 year term. I am certified in First Nations Public Administration through the AFOA which are helping me work towards my Bachelor of Commerce Degree. Along with two Associate Certificates in Emergency Management, one being Emergency Managemtn and the other an Exercise Design Certificate, I am also doing a Certificate in Tax Administration.

I was a participant and am now an alumni of the Governor Generals Canadian Leadership Conference 2022. Which is a 14-20 day intensive program bringing together leaders and future leaders from across Canada. I networked with delegates from across the country.

The conference brought together different and opposing ideas from across many different sectors. I and the other 249 delegates were chosen from a pool of thousands of applicants and divided into groups of 16. I and 15 others from across the country toured Northern Ontario, we then presented our findings to the Governor General and the other 234 conference delegates as well as alumni from previous tours.

As Communications Officer I am responsible for developing and executing communication strategies and plans for the organization. I am the key point of contact for media, stakeholders, and the public, and I am responsible for ensuring that the organization's messaging is consistent and effective.

As Communications Officer my main duties include creating and implementing communication strategies, managing the organization's social media accounts, writing press releases and other communications materials, responding to media inquiries, and managing crisis communication. I am also responsible for organizing events, such as press conferences and stakeholder meetings, and coordinating with other departments to ensure that messaging is consistent across all channels.

Effective communication skills are essential for a Communications Officer. They must be able to write clearly and concisely, speak confidently and persuasively, and listen actively to stakeholders' concerns. They should also have excellent interpersonal skills to build and maintain relationships with media contacts and other stakeholders. Attention to detail and the ability to multitask are also essential skills for this role, as Communications Officers often work on multiple projects simultaneously.





Ranch Manager Report

TI'azt'en Ranch
Zetteh Gunner

I started as the ranch manager for TI'azt'en Nation in January 2023. I hold a diploma in Applied Sustainable Ranching from Thompson Rivers University and a bachelor's degree in applied science majoring in Agribusiness from Olds College. I grew up in Armstrong BC and have worked on farms and ranches in BC, Alberta, New Mexico, and New Zealand.

The ranch has made some significant progress this year with a successful calving season, infrastructure development and the addition of honeybees. In April, a yearling Red Angus bull was purchased from North 40 Red Angus at the Vanderhoof All Breeds Bull Sale. Calving also began in April and culminated with 13 healthy calves, 7 of which were heifers (female) and 5 bull calves (male). In June, the ranch purchased and received 6 honeybee colonies. Honeybees are a new venture for the ranch but so far, the bees are doing well, we have added boxes to each colony as they expand. There have been significant improvements made to the ranch infrastructure in the form of fencing, which has allowed us to rotationally graze the cattle herd in the meadows surrounding the sawmill. We have been experiencing drought conditions with very little precipitation so having fences to control grazing allows for the plants to have a longer recovery period before they are grazed again. We have moved the main ranch operations to the sawmill where we are working on getting a water source and power, so we won't be lighting fires to keep water thawed in the winter.

A big challenge this year for the ranch has been the drought conditions. We had two hay suppliers lined up in March, and both let me know in July they wouldn't have any hay to sell. I luckily found hay in Vanderhoof that I was able to purchase and have delivered to the ranch. The drought has made grazing conditions for the cows' poor with very little recovery after grazing. This has meant that we have not been able to graze any areas a second time, so we have had to adapt our grazing plan to graze each place a little longer and graze areas that we didn't intend to graze this year. We have been able to adapt by using temporary electric fencing and moving the cows daily to small new paddocks.

During the school year, the ranch worked with the school to teach school children about the horses. Each week a group of students would come out to the ranch to spend time interacting with the horses and learn about their care.

The public works department has been a vital asset to the ranch, working with us to get a water system set up at the sawmill and picking up and delivering orders of feed and fencing supplies to us.

The objectives for the upcoming year are to continue developing infrastructure so that new operations could be added. We are looking at adding turkeys next year, but this venture would require some additional infrastructure such as a barn. I would like to continue to make the daily care of the animals easier so that the ranch could work towards producing more food for the community.

This winter, I would like to learn more about beekeeping as this is a new subject area for me and I would like to be able to teach ranch employees and community members



about it.

So far, this year has been a big learning curve for me as I started a new position in a place I haven't worked in before and with difficult environmental conditions on top of that. It hasn't always been easy and has required a lot of work, but it is starting to feel as though the ranch is getting on the right track. I am thankful for my colleague's patience with me as I navigate the administration protocols and the ranch directors support when I come to them with problems and questions.



Public Works Manager

Public Works

Rigby Burgart and Team



This staff report provides an overview of Rigby Burgart's Manager and his Public Works Teams responsibilities, qualifications, and accomplishments as the Public Works Manager at Tl'azt'en Nation, Rigby Burgart holds the position of Journeyman Red Seal Plumber/Gas fitter and is responsible for overseeing various infrastructure projects and day-to-day repairs across multiple departments and locations.

Responsibilities

1. Infrastructure Management:

a) Hydrant Repairs: Rigby Burgart and the Public Works Team is tasked with managing the repair and maintenance of hydrants in Tachie and Middle River. This includes ensuring proper functioning, addressing leaks or damage, and coordinating with relevant stakeholders.

b) Curb Steps: Rigby Burgart oversees the installation and repair of curb steps, ensuring safe and accessible pedestrian pathways in Tachie and Middle River.

c) New Construction: Rigby Burgart and the Public Works Team plays a vital role in new construction projects, overseeing the implementation of plumbing and gas fitting infrastructure to meet regulatory standards and project requirements.

2. Water Plants Upgrades:

Rigby Burgart and the Public Works Team is responsible for managing the upgrades to the water plants in both Tachie and Middle River. This involves identifying necessary improvements, coordinating with contractors, and ensuring compliance with environmental and safety regulations.



3. Ranch Infrastructure Upgrades:

Rigby Burgart and the Public Works Team oversees the upgrade of infrastructure on ranch properties, ensuring proper plumbing and gas fitting systems for water supply, heating, and other necessary amenities.

4. Ball Diamond and Skating Rink Upgrades:

Rigby Burgart and the Public Works Team is involved in upgrading the ball diamond and skating rink facilities. This includes ensuring proper plumbing and gas fitting systems for restrooms, concession stands, and other amenities.

5. Fire Guards and Fire Pump:

Rigby Burgart and the Public Works Team is responsible for implementing fire guard measures in Middle River to mitigate fire risks. Additionally, they oversee the maintenance and operation of the fire pump, ensuring its readiness in case of emergencies.

6. Day-to-day Repairs:

Rigby Burgart and the Public Works Team handles the day-to-day repairs across various departments and locations within the organization. This includes addressing plumbing and gas fitting issues, conducting inspections, and coordinating repairs with internal and external stakeholders.

Qualifications and Achievements

1. Journeyman Red Seal Plumber/Gas fitter:

Rigby Burgart holds the prestigious Journeyman Red Seal certification as a qualified plumber and gas fitter. This certification demonstrates their expertise and adherence to industry standards.

2. Extensive Experience:

Rigby Burgart possesses extensive experience in managing infrastructure projects, including water plants upgrades, new construction, and repairs. Their expertise ensures efficient project execution and quality outcomes.

3. Successful Completion of Projects:

Rigby Burgart and the Public Works Team has successfully completed various projects, including hydrant repairs, infrastructure upgrades, and maintenance initiatives. Their dedication and attention to detail have resulted in improved infrastructure and enhanced operational efficiency.

Rigby Burgart, as the Public Works Manager at Tl'azt'en Nation and the Public Works Team, play a crucial role in managing infrastructure projects, overseeing day-to-day repairs, and ensuring compliance with plumbing and gas fitting standards. Their qualifications, experience, and successful project completions make them an invaluable asset to the organization. Rigby Burgart's contributions contribute to the overall success of Tl'azt'en Nation in providing efficient and reliable services to the community.



Photo by Chasity Aslin



Photo by Max Prince



Education Director Report

Education
Georgina Alexis

Hadih Tl'azt'enne,
Welcome to the 37th Annual General Assembly. I am pleased to present the 2022/2023 Education Department report.

This will be my 6th year managing the Education Department. As the manager, I am responsible for the overall planning, operations and performance of the Education Department programs and staff. I assist in the operations of Eugene Joseph Elementary School, Sum Yaz Daycare, Head Start, Employment & Training, Post-Secondary, Recreation, Language & Culture, Community Liaison, Summer Work Experience and Adult Education programs.

The Education Department is committed to helping members to achieve their educational goals and desires through the delivery of quality educational programs and services; maximize academic success; and strive to make a positive difference in the lives of our students. We support lifelong learning through education, encouragement, and motivation. The Education department is responsible for providing educational services to all community members of Tl'azt'en Nation.

The strategic plan for the Education department is:

Leading
Education through
Advocacy and
Recognition of
New Possibilities

The goal for the upcoming year is to build on the programs and services being offered through the Education Department and identify areas that need improvement. Language & Culture is at the forefront of our leadership, and we are looking at ways to include L&C into all areas of programs and services.

The Struggles that we must overcome to ensure that we are providing the services required by the members of Tl'azt'en Nation is low enrollment for E.J.E.S, lack of funding for Language & Culture programs, capacity to fill vacant positions and the lack of parent involvement/support for some our students in K-12 schools.

Enrollment at Eugene Joseph Elementary school has been declining since pre-covid. The funding for E.J.E.S is based on the number of students enrolled at our school. Historically we would have 35+ students enrolled, but after covid our numbers decreased to 25 students. Our band-operated school provides the same services as the district schools in Fort St. James. The benefits of attending E.J.E.S is the low classroom ratio's, more one on one support and access to additional resources required such as Occupational Therapy, Speech and Language, Counselling.

Funding for Language & Culture is available for Eugene Joseph Elementary School and Adult Education, but all other programs don't receive set funding specifically for language and culture programs and activities.

Currently, we don't have the ability to fill vacant positions required for certain programs in the Education Department. We have posted for a bus driver, Adult Education Teacher/Principal and Early Childhood Educators for numerous years without any success. To offer the programs and supports, we need to fill those vacant positions so that current staff are not left bearing the load of filling numerous positions.

Parent involvement in school has been demonstrated to be a key factor for children's academic outcomes. Many children lack parent involvement in K-12 education, but that doesn't have to be the way it is. Parents can become more involved by showing interest in their child's education, listen to what they've learned, and try to help them understand what they are learning. Support your child in learning the information they are taught at school.

A school can only do so much to teach a child when they don't have any support from home. A child is at school only for a short amount of time, compared to how much time they're at home. Students will take education more seriously, do well academically, display better behaviour in school and assume greater responsibility for his or her actions when they found their parents are actively involved. Set healthy routines at home for your child which may include healthy eating habits, chores, exercising and a sleep schedule.

Education Centre Staff:

1. Georgina Alexis: Education Manager
2. Laura Anatole: Administrative Assistant
3. Rebecca Pierre: Employment & Training Coordinator
4. Allison Anatole: Employment & Training Assistant
5. Jodie Pierre: Post-Secondary Coordinator
6. Troy Findlay: Liaison Worker
7. Alexandra Thomas: Cultural Coordinator
8. Christian Harpe: Youth/Recreation Coordinator

Sum Yaz Daycare Staff:

1. Vera Mattess: Daycare Manager
2. Mandy Roberts: Early Childhood Educator

Head Start Staff:

1. Roberta Joseph: Head Start Manager/Supported Childcare
2. Diane Joseph: Early Childhood Educator

Eugene Joseph Elementary School Staff:

1. Gabby Uzunomur: Principal
2. Amy Boland: Administrative Assistant
3. Joanne Haskell: Professional Cook
4. Bobby Anatole: Maintenance Worker
5. Delores Austin: Grade K/1/2 Teacher (letter of permission)
6. Dean Mattess: Grade K/1/2 Education Assistant
7. Gabby Uzunomur: Grade 3/4 Teacher
8. James Besherse: Grade 3/4 Education Assistant
9. Carel McDonald: Grade 5/6 Teacher
10. Crystal Mattess: Grade 5/6 Education Assistant
11. Leanne Zimmerman: Grade 6/7 Teacher





12. Coleen Joseph: Grade 6/7 Education Assistant
13. Elizabeth Mattess: Special Education Assistant
14. Ariel Meshorer: Child & Youth Worker
15. Pauline Joseph: Language & Culture Coordinator
16. Carissa Duncan: Language & Culture Assistant

The staff have always played a major role in the success of the department. Your effort and dedication are deeply appreciated. It's the little things that you do that make a difference in our members lives.

Mentorship Program

The purpose of the mentorship program was to assist elders and people with disabilities with dry firewood to use throughout the winter months. This program was cost shared with Employment & Training. The crew would go out and fall dry standing pine or spruce, buck it up and deliver to homes. During the program, we were able to deliver over 500 loads of dry firewood at no cost to the members over a 6-month period.

This was a one-time program, and we will not be offering it in the future.



Scott Hanson, Tre Felix, Lance Felix Sr, Levi Mattess-Prince, D'mitri Robert and Gilbert Felix

Tl'azt'en Nation Youth Visions Council

The youth council was created in October of 2022. The process taken to fill the positions was the same process that Chief & Council do. Nomination period for one week, accept/decline period for one week and voting day was held on October 26, 2022. The first meeting for the youth council was on November 2, 2022. Christian Harpe and I oversee and mentor the youth council.

Governance Training with Carden Consulting on November 9-10, 2022



Back Row: Georgina Alexis, Joshua Monk, Brodie Joseph, Gabriel Joseph Jr, Christian Harpe, Laara Yaghujaanas, Mark Salter Front Row: Jodie Pierre, Donaven Winser and Ethan Joseph

Education Advisory Committee

The following are members of the Education Advisory Committee: Louisa Alexis- member at large, Doreen Austin- Elder Rep, Vincent John- Chief & Council Rep, Camilla Joseph- Parent Rep, Conrad Joseph- member at large, Margi Pierre- Elder Rep, Georgina Alexis- Chair, and Christian Harpe- Youth Rep.

The Education Advisory Committee meet on the last Tuesday of every month.

The principals of Eugene Joseph Elementary School, David Hoy Elementary School, and Fort St. James Secondary School meet with the committee to give updates on their school. The College of New Caledonia is also invited to provide updates on courses, programs, and training available.

Through these meetings the committee members can gain knowledge on each school and ask important questions. We are also able to bring up any concerns that are brought to our attention and provide feedback to each principal on how to better serve our learners.





Back Row: Georgina Alexis, Camilla Joseph, Doreen Austin, Louisa Alexis, Margi Pierre, Vincent John
Front Row: Christian Harpe and Conrad Joseph

In conclusion, I would like to thank the Education staff, Education Advisory Committee, and community members for being so patient, kind and understanding over the past year. It has been a huge job to get to where we are today. I look forward to continuing work with the community to achieve their educational goals and desires. Together, we can achieve anything. I would like to leave you with a quote from Rosa Parks “We will fail when we fail to try”.

A'wet'za,

Georgina Alexis
Education Manager

Alhguh 'uts'ut'én- We All Work Together



Administrative Assistant and After School Program Coordinator Report

Education

Amy Boland

Goal

To assist the principal and staff in the development and continuous improvement & implementation of new events, programs, and resources. Working together to support, provide, and prioritize the needs of the community and its children. My hope is for EJES to greater serve this Nation by being a part of the educational, emotional, physical, and cultural education and opportunities, relying on our community members and Elders for direction and knowledge. We are committed to driving students toward progress and empowering them with leadership & confidence as they discover who they are.

Introduction

Hello, my name is Amy Boland and I am the administrative assistant& after-school program coordinator for Eugene Joseph Elementary School. I began working for the school in January 2023 and am excited to continue in my positions and responsibilities in the upcoming school year. I hope to expand my role next year, taking on more responsibilities and opportunities for the students and community.

My current responsibilities include the day-to-day assistance to the principal and staff, managing gym rentals & visitors, ordering materials, contacting resource representatives, submission of required paperwork (payroll, purchase orders, cheque req.), and routine office duties (photocopying, emailing, reception, maintaining student& staff records, school news & announcements, etc.).

I am also the coordinator for our current after-school program. In the after-school program, we have students participate in a variety of activities. Some of the activities we have included this year are relay races, obstacle courses, musical crafts, hands-on crafts such as a paper airplane competition, kite making, clay sculptures, and more. Students are given a healthy snack to start and are encouraged to interact cross-grade throughout the duration of the program. This program has become the highlight of my day, and I hope to continue to create a safe environment for the kids to have fun while discovering new interests and skills.

K-2 Teacher Report

Education

Delores Austin

My name is Delores Austin, I am Granton

This past year I have taught grades K-2 class with a letter of permission. It has been a busy year for me. I am currently in the Rural and Remote teaching program with UBC. Between classes and teaching my life has been quite busy. I love my job and looking forward to what next year brings. I love the outdoors as you can see, a place of peace and away from all the business of the world.

Awet Za





K5-7 Special Education Teacher Report

Education

Gamze Gabby Uzunomur

Eugene Joseph Elementary School provides a caring, compassionate, safe, and supportive learning environment while meeting students' individual special education and learning needs. My journey at EJES began in the classroom, in 2021. Since then, I have filled the shoes of many diverse positions, each with an opportunity to learn about the school from another angle. I am reminded of how fortunate I am to be serving the students, staff, and families who form this incredible community - one that is caring, compassionate, and supportive – an environment that truly fosters a love of learning.

The school offers grades K5 to 7 and boasts small class sizes and a heavy focus on special education, along with literacy and numeracy. Each classroom has a BC TRB-certified teacher, 1 Educational Assistant or Personal Attendant. The services offered through EJES, including 1:1 instructional teaching and small group, individualized special education support and curriculum, integrated Language and Culture program, frequent SLP/OT services, twice-a-week counseling, field trips, Ranch visits, healthy nutritious meals, a variety of extra-curricular activities, and a team of knowledgeable and supportive teachers.

The team is working toward increasing student enrollments while maintaining our strengths in meeting the individual Special Educational and learning needs of our learners. This year EJES went through a year-long assessment process for certification. Based on the surveys, recommendations, and planning from the 2022/2023 school year our primary academic focus will continue to be literacy and numeracy. Within literacy, one of our writing goals for the next five years is to use the concepts of oral language to build students' writing fluency, productivity, writing quality, and use of the writing process to write multiple forms of text across subject areas. The team will develop and implement a whole school writing program using the B.C. Ministry Curriculum and integrating Indigenous Knowledge and perspectives: English Language Arts K-7 BC curriculum at each grade level. Teachers will establish a baseline in writing for each student to determine appropriate resources and support. We will also incorporate accommodations for students on IEPs, especially those who are non-readers and non-writers, and determine the assessment tools to be used to monitor students' progress. Our secondary goal is to collaborate with different departments within and outside the community, learning from elders and building meaningful relationships with the community to empower and support our students' social, emotional, spiritual, and physical well-being.

As we prepare for the 2023-24 academic year, we are assessing the class sizes and compositions. We are projecting four classes (K-1, 2-3, 4-5, 6-7) and have posted two teaching jobs for the upcoming year. One is for the 4-5 position and the other is for a Special Education Teacher.

The school has endured many changes and losses recently, but the staff has come together to facilitate positive change in the school environment. Challenges with student attendance have been an ongoing concern. We will be starting an attendance committee in the upcoming school year to address the barriers to attendance by involving cooperative approaches to support our students attending school. By continuing to strengthen community connections and family involvement as outlined



in the School Growth Plan, it is hoped that the school will benefit from broader support for the school and increased enrollment.

We have been going through a yearlong school assessment. It is with pleasure to announce that we are certified as having met the criteria and standards for First Nations Schools Association Certification. Some of the highlights noted by the external team visit were:

“Dedicated and creative classroom teachers and support staff that clearly care about their students’ well-being and learning. The staff works together to ensure services are provided to students in a seamless fashion throughout the day with minimal interruption as they move between classrooms and groups. A rich and student-centered language and culture program that the school can be proud of should be promoted and highlighted outside of the community as an example of excellence. A safe, clean, and reliable environment for children to depend on, including nutritious meals.”

We are incredibly grateful for all the ongoing support from the Chief and Council, the Education Advisory Committee, and the TI’azt’en Nation Administration. I want to thank our teachers and staff. Your commitment to students’ well-being and your own professional development moves me each day. And of course, thank you to the EJES parents, caregivers, and guardians. We remain dedicated to upholding our promise to you, “Working together to create an environment that promotes health and education so that dreams can come true.” Through collaboration, we can encourage students to reach their full potential. Returning and new students will need to register for the upcoming school year and can do so through the Education Centre during the summer and at EJES (starting on August 28th).

I would like to wish students, parents, caregivers, and school staff a safe, restful, and relaxing summer.

Tube cho mussi,
Gamze Gabby Uzunomur



Photo by Michelle Pierre



K6-7 Teacher and Special Education Teacher Report

Education

Leanne Zimmerman

Hello, my name is Leanne Zimmerman.

For the 2022/2023 school year at Eugene Joseph Elementary School, my role as special education teacher has also been split with being the grade 6/7 teacher. This year, we have had approximately 25 students registered in grades K-7. While not every student has a diagnosis, every student has received special education support throughout the year, based on their individual needs.

In my role as a special education teacher, it has been my responsibility to create and maintain Individual Education Plans (IEPs) for the students, communicate with therapists (Occupational Therapy (OT) and Speech Language Pathology (SLP) through Speech Matters SLP) about how services are going for students as well as ways we can improve services when needed, and provide support and resources to teachers and staff for their students. I have also been trained in the Empower Reading Program through Sick Kids Hospital to be able to better support our emerging readers. These special education programs, including the on-going counselling, will continue to be provided in the 2023/2024 school year. One of our main special education goals is to have most of the students assessed. This will allow our school team to be better able to provide the students with the support and services they need. This is an on-going process which has been started this year as the waitlist is exceedingly long, however most of the students currently on the waitlist should be assessed by February 2024. In this way, I would be able to support the student or group of students in areas that they need extra help, such as with phonics acquisition, reading, writing, as well as other subject areas, such as math.

This school year, we have had our share of challenges, but we have also had many triumphs as well. The biggest challenge we faced this year has been motivating students to go to and participate in their therapy sessions each week. To combat this challenge, we decided to start what is now called "The Happy Hub." Each session a student attends, they earn a sticker. The stickers then act as money and the students can spend them on prizes, such as getting to sit with someone different at lunch or having a class pajama party. The students love being able to choose something they want from the Happy Hub. Many of the students seem more eager to participate in Special Education services now.

Another triumph has been during the Empower Reading Program, which I have been doing with a small group of students since the start of the school year. During this time, I have had the pleasure of seeing the results of this program as one of the students has begun to excel at reading. The reading process of this student has increased by about 20% since the beginning on the year. This student is now using the skills they are being taught for reading to help them write sentences in other subjects. It is exciting to see such progress throughout the year, and I look forward to seeing their continued success.

We have had a busy year, full of OT, SLP, counselling, and small group intervention sessions, as well as field trips and other activities both in- and outside the school. I am excited to see what the new school year will bring and embrace the challenges as they come to reap the rewards with the students. I look forward to continuing to be able to support my colleagues and the wonderful students at Eugene Joseph in the upcoming 2023/2024 school year



Post-Secondary Support Program Report

Education

Jodie Pierre

Hadih TI'azt'enne,

I am pleased to present the 2022/2023 Post-Secondary Report.

I have settled into the role of Post-Secondary Coordinator smoothly since November 2022. As the Post-Secondary Coordinator, I am responsible for assisting the students in the PSSP, and new potential students. It's been a wonderful learning experience so far, and I look forward to what the future has in store.

Vision Statement

TI'azt'en Nation seeks to encourage, support, and assist its members to access and complete post-secondary education opportunities and obtain full-time employment.

Duties

My duties include but are not limited to: Promoting the program in community and through distant learning, provide post-secondary service to all interested band members per policy and procedure manual, receive, review and respond to all student requests, update student files on a monthly basis, prepare monthly post-secondary cheques to students based on rates provided in the policy and procedure manual, code invoices for payment, complete and submit budgets for each fiscal and intake period, ensure annual reporting requirements are submitted to Indigenous Services Canada (ISC), and becoming familiar with college/university program and prerequisites and with admissions and registers of colleges/universities, other bands, and first nations workers at these institutions and campus bookstores.

I can provide assistance to those who wish to apply to Post-Secondary institutions and with the Post-Secondary Support Program. When requested, and depending on the budget, the PSSP can assist you with:

- Tuition and mandatory student fees
- Initial professional certification and examination fees
- Books and supplies
- Travel and living allowance
- Tutorial, guidance, and counselling services

Intake Deadlines

September Intake: May 01 of each year

January Intake: September 01 of each year

Summer Session: April 01 of each year (continuing students only)

Once the deadlines pass, the Education Advisory Committee reviews all applications and determines the status of the application. After this is completed, I will call the applicants and notify them of the outcome. It's very important to ensure your application is completed before the deadlines.

Priority for Funding

Priority 1 a. continuing students (students currently being funded through the





PSSP).

- b. continuing students who re-apply
- Priority 2 a. high school graduates within the last year
b. high school graduates and new students
- Priority 3 Deferred applicants (eligible, but not funded due to funding restraints)
- Priority 4 Post-Secondary Graduates
- Priority 5 New applicants already studying at a post-secondary level (students who have already completed part of their program, but were not previously funded through PSSP)
- Priority 6 Returning students (students who previously discontinued, withdrew or were terminated from their program of studies and may seek return)
- Priority 7 Part-time students

The goal for the upcoming months is to promote the program more, so the community is aware and seizes the opportunity of obtaining higher education. Education is something you are not finished with after high school, or even college/university, education is for life.

Struggles within the Program

Most recently, there have been 2 Post-Secondary Information Sessions in the community that had no attendance. These sessions were designed to provide information about the Post-Secondary Support Program and how/when you can apply. More sessions will be planned in the future.

Career Fair

The Education Centre staff started planning the Career Fair in January 2023. There were various vendors in attendance, where community members were informed about job opportunities, as well as supports available.

Post-Secondary students were the Keynote speakers at the Career Fair. The students who signed up were:

Hannah Gunnerson – Bookkeeping

Janis Joseph – Automotive Service Technician Foundation

Delores Austin – Rural & Remote Teaching Program

Darienne Russell – Master of Public Health - Specializing in Indigenous Health

Lydia Prince – Master of Design

Jason Schweizer – Bachelor of Education

Chelsea Murray (Non-student volunteer) – Film Industry

It was nice to have students with different specialities presenting. Each student received a \$500 honorarium, and for those who travelled from Prince George received \$200 in travel. Hopefully more Tl'azt'en members have been inspired by these students to sign up for Post-Secondary. The event was a huge success and the feedback we received was positive. This is an annual event, so we are already making plans and improvements for next year.

Graduates

Janis Joseph – Automotive Service Technician Certificate, College of New Caledonia

Brooklyn Mruk- Criminology Diploma, College of New Caledonia

Hannah Gunnerson- Bookkeeping Certificate, College of New Caledonia

Nate Pierre – Bachelor of Science, University of Northern British Columbia

Ian Paluck – Bachelor of Education, Thompson Rivers University
Caeden Austin- Electrical Foundations, Camosun College
Sienna Russell – Bachelor of Kinesiology, University of British Columbia
Lydia Prince – Master of Design, Emily Carr University
Congratulations on your graduation and best wishes for your next adventure!
The Post-Secondary Support Program continues to provide services to both on/off reserve members. There has been an increase of graduates with bachelor's and master's degrees, and there is every indication that this will continue. Tube Cho Mussi to all the dedicated students in the program, and for those who wish to start your educational journey, you can get in touch with me by in-person meetings, phone or email. I look forward to what the next year has in store.

Thank you,
Jodie Pierre





Employment and Training Report

Employment and Training Coordinator
Rebecca Pierre

Hadih Tl'azt'enne,

Welcome to the 37th Annual General Assembly. I am pleased to present the 2022/2023 Employment & Training report.

My name is Rebecca Pierre. This will be my 4th year working as the Employment & Training Coordinator for Tl'azt'en Nation. I am responsible for overseeing the Employment & Training Assistant position, providing programs/courses to our Nation, and work with industry partnerships.

A "Strategic Planning Wheel" has been developed to assist First Nations as a guideline for planning sessions. Components include:

1. Capacity: The capacity building needs of the Chief, Council, management team, and employment coordinator or band staff to manage the file, engage industry, assess, and refer citizens to initiatives
2. Research: Research agenda required by the community to appropriately address labour market needs, labour force needs, analyze current and future trends, prepare for the current and future labour force
3. Partnerships: Partnerships within the First Nation departments, existing partnerships with industry and government, unions, and future potential partnerships
4. Industry Skill Sets: Skill sets required by the existing and emerging industries or sectors both on and off reserve.
5. Accountability: Community process for decision making, allocation of funds, leveraging of funds, accountability dimensions
6. Supply (Labor Force): Current and future labour force needs, challenges, barriers, skill sets, degrees of readiness

As the Coordinator of the Employment & Training program, my responsibilities and duties include:

- Coordinate and Administer the Employment & Training Program within Budget
- Write and Submit Quarterly and Annually Reports to PGNAETA
- Write and Submit Monthly Reports to the Education Advisory Committee
- Coordinate and Plan Bladerunner Program
- Prepare and Submit Annual Budgets
- Organize and Plan Training Courses/Programs for Band Members
- Process Completed Applications for Approval/Non-Approval
- Supervise Employment & Training Assistant
- Use Known Education Principles and Stay Up to Date on New Training Methods and Techniques
- Partner with Industry and Internal Stakeholders and Liaise Employment Opportunities
- Create and Maintain Client Files

Tl'azt'en Nation is committed to providing its members and communities with the highest level of programs and services. The Employment and Training Coordinator works with industry partnerships as employers for Tl'azt'en students and band members. Employment & Training supports our members in gaining employment and training, as well as, supporting youth initiatives, economic development, career counseling, and skills enhancement.



Photo by Jasmine Getson



Support services that is available to Tl'azt'en members are:

- Resume & Cover Letter Writing
- Employment Training Programs
- Safety Tickets Training
- Life Skills
- Career Counselling
- Skills Enhancement
- Youth Initiatives
- Bladerunners
- Job Search
- Targeted Wage Subsidy
- Work Gear (Only Accessible Every 3 Years)
- Mobility (Only Accessible Every 3 Years)

The goal for the upcoming year is to meet the training and employment needs of Tl'azt'en Nation members to secure full-time employment; to provide the skills and training programs that are requested by members; and, to see our members achieve their goals and become successful.

Equally important, there is always room for improvement. We would like to increase participation and attendance in training and programs that are provided to band members.

Our education team worked collaboratively to prepare and host Career Fair on April 19, 2023. I want to express my gratitude to all vendors who attended: K&D Logging, PGNAETA, Sodexo, Ecofor Consulting Ltd, Dado Construction Ltd, Hampton Lumber Canadian operations, Work BC, and Tsayta Trucking. I also want to thank our cooks who have prepared breakfast and lunch for the event, Laura Anatole, Leonie Mattess and Kimberly Johnnie. It was a great turn out and we look forward to next year! (See Jodie's report for picture).

Bladerunners is a community-based program developed to provide life skills, job readiness, work experience/on-the-job training, job coaching and ongoing supports to unemployed, low wage youth at risk. Tl'azt'en Nation's delivery approach is by establishing partnerships with local service providers and training agencies. Through capacity building and partnership development with businesses in the surrounding area. Bladerunners can gain work experience or pursue advanced education based on their success from training experience.



Photo by Anita Joseph



Bladerunners Program (Cohort 1)



Picture 1: Juliette John, Ethan Joseph, Gabriel Joseph Jr, Tianna Joseph
Picture 2: Gabriel Jr passed his Class 7L knowledge test, congratulations!

Bladerunners Program (Cohort 2)



Devaun Anatole, Jonas Felix, Rachelle Haskell, Shivaun Joseph, Abigail Joseph

Occupational First Aid Level 3

OFA Level 3 is a 70-hour program designed for remote worksites or employers with large workforces more than 20 minutes from a hospital. All 70 hours must be completed, regardless of previous certification, to be eligible to enter into exams. OFA Level 3 meets the requirements for Canada Labour Code. Successful candidates must achieve 70% or higher on both practical and written exams to achieve certification. Our participants learned: priority action approach, primary and secondary surveys, critical interventions, airway and breathing interventions, head, brain injuries and spinal control, pelvic and abdominal injuries, to name a few. Congratulations to all!



OFA L3: Kaylene Solonas, Warren Joseph, Nate Pierre, Chelsea Solonas, Burton Alexis, Jonathan Mattess, Jasmine Getson, Logan Alexis, Instructor Roy Bernhardt

Mentorship Program

Education and Employment & Training collaborated to provide the Mentorship Program. Targeted Wage Subsidy was able to cover half of the wages. (See Georgina's report for picture).

In conclusion, this past year was productive and successful. Clients have been getting certified and licensed to return to work or continue current employment. We look forward to working with the community to achieve their goals.

A'wet'za,

Rebecca Pierre
Employment & Training Coordinator

Alhghoh 'uts'ut'én- We All Work Together





Employment and Training Assistant Report

Education

Allison Anatole

Hello I'm Allison Anatole

I'm a community member of Tl'azt'en Nation. I define my personality as an independent individual who is outgoing, ambitious, confident and knowledgeable in providing friendly services to clients, community members and fellow professionals. I have persistence and determination to achieve goals. I recently joined the education centre team as the employment & training assistant on April 3 2023. My duties and tasks are to update resumes and cover letters, greet and assist clients. Create and maintain a waitlist of potential participants for upcoming training and programs. Laminate and photocopy all certifications/tickets for sponsored clients. Create posters/flyers for upcoming courses and programs. Assist in planning and coordinating the Bladerunners Program and Complete monthly and quarterly Bladerunners program reporting.

Cultural Coordinator Report

Lands Analyst/ GIS Technician/ Culture Research

Alexandra Tsau Thomas

Hadih Tl'azt'enne;

My name is Alexandra Tsau Thomas, Lhts'umusyoo. My father is the late Chief Alexander Francois Thomas uzdani', Lasilyoo. My mother is Mary Jane John Lhts'umusyoo. My grandparents are Celestine Thomas uzdani' Lasilyoo and Francois Thomas uzdani' Lohjaboo on my father's side. Pierre John uzdani' Lhts'umusyoo and Bernie John uzdani' Lhts'umusyoo on my mother's side.

My job duties include:

Facilitate cultural activities for our community members. I also hold a class 4 driver's license and drive for any events that are held outside of the community. I also host other community events such as Indigenous Day, Missing and Murdered Indigenous Woman's Day, Orange Shirt day, etc.

Services offered through the Culture program:

I have 250 plus programs I would like to host for the foreseeable future. We currently are doing drumming once a week, beading twice a week and youth night once a week. I will be facilitating canoe and kayaking in the summer.

Culture department also facilitates traditional teachings such as: Hide preparation, salmon preparation, how to can food for winter, how to prepare traditional medicines. Drum making classes are the most popular program so far. Future plans for making drum bags, eagle feather boxes, regalia making and shawl making as well.

Winter programs will consist of traditional on the land trapping and how to prepare the animals harvested. Ice fishing, setting net under the ice and snow shoeing will be offered this year.



Elders have requested help with Dalulh as well as harvesting salmon during salmon season.

Any roadkill animals harvested is prepared and handed out to elders.

Currently working on language packages for off reserve members. Contacting elders to help with in community language classes as well.

Goals for upcoming year:

June 28, 2023, last day of school event for the community to celebrate the last day of school. There will be bingo, dinner, and a dance.

I will be facilitating culture camp for July and August for our community youth and children ages 8 years old and up. Culture camp will be Monday – Thursday to allow kids to have long weekends with their families. We will have opening day with drumming and smudging. Last day August 31 will also close with drumming, smudging, and prayers. This year trips will include, but not limited to: JPRF pit house, cinnabar, Middle River, Yekooche, Elliot Lake, medicine picking, berry picking, on the land survival skill training and hopefully overnight camping. I've contacted local Keyoh holders to see who would be available to offer their traplines for our youth to travel to.

I will be facilitating water safety courses for our culture camp as I want to take our youth on the water this year.

Salmon Welcoming Ceremony: TBA when I receive confirmation of our first salmon run, I will plan TI'azt'en's second Salmon Welcoming Ceremony. As we have not been able to harvest salmon in the recent past due to the Big Bear landslide, it felt it was important to bring back ceremony to honour and give thanks to our salmon.

International Indigenous Peoples' Day: TBA this event is usually hosted by TI'azt'en Culture Department as well as TI'azt'en Health Department. I am waiting to discuss this with the Health department to see if this is going to be another event for 2023.

September 20, 2023: National Day for Truth and Reconciliation Day. There are plans to honour our generational survivors of Residential schools on this new holiday. This event starts with drumming, smudging and prayers. We have orange t-shirts available for community members, food, drinks, and snacks provided. There will be a time for open mic so survivors can speak openly about their experiences and how they survived residential school, the effects of it and how they made it too today. This event always makes me emotional as a Residential Day school survivor and an intergenerational survivor. Having family members still not able to speak about their experiences breaks my heart. This day makes it possible for survivors to speak about their experiences, to say out loud they were hurt, how it affected their lives. Hopefully this helps to begin the healing process for us all to move forward in a good way, with understanding.

November 11, 2023: Remembrance Day. This year will be TI'azt'en Nations 3rd Remembrance Day event. This event gets bigger and bigger every year. It is an honour to be able to honour our soldiers who sacrificed their youth, and some, their lives for our freedoms we enjoy today. As all ceremonies, it begins with smudging,





prayers, and drumming.

Winter: Trapping, snaring, ice fishing. TBA

My schedule revolves around the medicines, berries, salmon, and seasons.

Struggles in the program:

My biggest struggle is getting our youth involved in our culture programs we facilitate. There has been struggles moving into the new Culture building as everything was being set up. Internet, Phonelines, furniture, supplies as well as the c-cans that need to be placed on the property so cultural supplies can be stored safely.

Success stories:

Grand opening of 'Utsoo Ooyoh February 3, 2023. There was a grand opening event for the new cultural building where we started with smudging, prayers, and drumming. The new culture building was completely filled with community members celebrating the new building.

Family Day February 20, 2023. With the help of Tl'azt'en Nation Health department we were able to have a day full of fun. We had beading, language, Bannock making, medicine teaching, bingo, community dinner, dance and a photobooth available for the community.

Gathering Our Voices March 21 – 26: Our Youth Coordinator, Christian Harpe, along with the Education Manager facilitated and organized bringing 20 Tl'azt'en youth to Vancouver for the first Gathering Our Voices event in 2 years. For some of our youth, it was their first time in a big city. Christian did an amazing job of organizing the whole week and activities.

First MMIW walk in Tl'azt'en Nation May 5, 2023. I facilitated a very successful event for May 5 International Missing Murdered Indigenous Women. We had red t-shirts available for all our community members. We started our event the way I start every event with smudging, prayers, and drumming. We had hair braiders and face painters available. We had posters of our MMIW and banners. We walked from 'Utsoo Ooyoh to Eugene Joseph Elementary and back. There was a BBQ lunch provided and continued drumming to finish our event. We had over 75 Tl'azt'enne attend! Eugene Joseph students and staff attend as well.

Grants acquired:

National Indian Brotherhood Trust Fund (NIB) \$199,323.74

This grant was to help fund "Returning to the land: Learning Dakelh Language and Culture."

This grant made it possible to purchase almost all the materials needed to run so many programs for years to come!

First Peoples' Cultural Council: Language and Technology Program (FPCC) \$123,034.77

This grant was to help digitize a lot of our documents, old VHS and tapes to digital

format so we can share that information with our community members.

First Peoples' Cultural Council (FPCC) Indigenous Cultural Heritage Infrastructure Grant.

This grant is how we got our new cultural building built. \$400,000

Canadian Heritage: 2022 National Day for Truth and Reconciliation: \$10,000

This grant helped us facilitate events for our National Truth and Reconciliation Day event for September 20, 2022. We have also reapplied for this same grant this year for 2023 and we successfully received the grant.

Conclusion:

It took a lot of work to get to where we are now. There are a lot of departments involvement that helped create the groundwork for how well the Culture Department is now. There is a new Cultural building for our community members to gather. There will be so many amazing things available to all Tl'azt'enne in the future. Looking forward to being able to support on and off reserve members with reconnecting with the land and our culture!





Community Liaison Worker Report

Education

Troy Findlay

Hadih Ts'iyanne,

Troy le soozi' Caroline Pierre le sloo, David Findlay le sba. Ihts'umusyoo. Hello everyone, my name is Troy, my mother is Caroline Pierre, my father is David Findlay and I sit in the Beaver clan.

I started this job in January of 2023. My main roles are to bridge the gap in communication between the nation and the school district. I advocate for the needs of TI'azt'en students, mediate conflict and help transition students from primary to secondary school.

In 2018 I've completed 300 hours of mentor-apprenticeship program through first people's cultural council for indigenous language(dakelh). I have also spent my childhood and teen years learning the language from my Grandparents Harry(uzdani') and Genivieve Pierre. I spent over 12 years, in my own time, reading and studying the ethnobotany of central B.C. In 2015 I've taken the environmental monitor assistant program in smithers at the northwest community college. We studied extensively the plants of central B.C. aquatic and terrestrial ecosystems and wildlife as well as anthropology.

Since I've started this position the attendance and grades have improved for our learners. I am not a licensed psychologist, but I studied psychology for 6 years. I am able to better understand many of the mental health obstacles students face especially after the pandemic as well as grief and loss. There have been a lot of deaths in our community and many of the youth have lost someone close to them. Mental health seems to pose a barrier to their education. Some of the struggles we face is the communication.

2022/2023 Graduates:

Owen Monk-Anatole Richard Joseph
FSJSS PGSS

Marshall Joseph Jr
George Secondary School

Joseph Block Johnny Bauer Dawn George NVSS
Ross Sheppard High School Central Programs & Services

Hydaya Craske
Merritt Secondary School

Our goals for the upcoming school year are to inspire the students to further their education, aid and support them as much as we can. A good quality education has the power to change the life of a person, community, and future of the planet. It is a fundamental human right of every man, woman, and child no matter who and where they are. - UNESCO (united nations educational, scientific, and cultural organization). An education can lead to a prosperous life. It can help you identify your hidden abilities and talents which you can use to advance your careers, find work, and ensure a promising future.

Recreation Coordinator Report

Education

Christian Harpe

My Name is Christian Harpe, I am the youth and recreation coordinator for the nation. My mother is Tanya Basil, grandma is Linda Basil, Grandpa is John Basil, father is Darren Harpe, Grandma is Ann Harpe, Grandpa is Joe Harpe. I started working for the nation in September of 2022. In May, Pam Felix was hired as the youth and recreation assistant, to help expand the program.

The focus has been on youth aged 13-30, with the goal to assist each youth by meeting them where their current level of growth is. In the hopes that youth can get outside of their comfort zone and build up their own self confidence through activity-based learning. Activities are offered in group settings and one on one work. Young people of Tl'azt'en Nation have the opportunity to participate in sport, recreational, social, cultural, and educational programs. At the same time, they develop important relationships with friends and specially trained staff.

Since September different programs have been offered to all community members and specific to youth. Ranging from: Open gym, Youth conferences, Field trips, Youth Council, Outdoor recreation, Life skills, Healthy eating, Self-defence, Arts & crafts, Language & Culture, Fitness, Sports, youth groups, and one on one support. During the summer we will have extra groups running for youth to get them out and active for the months of July and August. This will include multiple gym nights with scheduled activities and free time, youth groups, camping trips, and day activities/ field trips.

The goal for the upcoming year is to have more youth and community engagement that come to events and activities. Slowly over the last couple of months more and more youth have been coming out to activities. It would be great to have more adults come to open gym and recreation activities; it is encouraged to bring young kids as well.

The program has not had any notable struggles, except to ask the community to encourage our younger generation to be vocal about what they want and to be engaged with programs and activities. I believe that the pandemic has affected the community when it comes to group activities and as a community, we are slowly adjusting by expanding our comfort zones.

Success has been big and small, working in recreation and seeing youth to be able to express themselves and have fun has been a highlight and motivation. It has also been great to see youth grow, mentally, emotionally, spiritually, and physically.

I look forward to the next year of activities and programming. We hope to provide meaningful support that encourages youth and community members to continuously grow as individuals in the areas of mind, body and spirit



COMMITTEES AND BOARDS

Housing Committee

Standing Committees

Economic Development Committee

Being Formed

Education Advisory Committee

- Georgina Alexis - Chair Person
- Doreen Austin - Elder
- Margie Pierre - Elder
- Louisa Alexis - Member at large
- Conrad Joseph - Member at large
- Christian Harpe - Youth
- Camilla Joseph - Parent
- Vincent John - Council Rep

Emergency Management Committee/ Emergency Management Team

- Norman Alexis - EOC Director
 - Risk Management
 - Liaison
 - Information Officer
- Public Works Manager - Operations Chief
- Housing Manager - Planning Chief
- Health Director - Logistics Chief
- Finance Director - Finance Chief
- Executive Director - Recovery
- Middle River Liaison - ESS Director
- Fire Chief - Fire Branch
- Education Director - Alternate Logistics Chief
- Economic Development Officer - Recovery
- Natural Resources - Recovery
- Ranch Manager - Recovery

Finance and Audit Committee

- Chief
- Scott Carle
- Finance Director

- Jean Felix
- Camilla Joseph
- Bobby Anatole
- Brian Felix
- Michelle Pierre
- Alexandra Thomas

Elder Representative

- Doreen Austin

Youth Representatives

- Brodie Joseph
- Donaven Winser
- Brett Felix

Social Development Committee

- MaryAnn Joseph
- John Monk
- Joyce Anatole
- Margie Pierre
- Councillor Vincent John

TI'azt'en Nation Health Services Advisory Committee

Being Formed

Special Committees

Comprehensive Community Plan

- Mina Holmes – Chair
- Edward John – Elder
- Theresa Austin – Elder
- Louisa Alexis – Elder
- Chasity Aslin – Council
- Cheryl Schweitzer – member
- Amelia Start – member.
- Christiane Harpe – Youth Rep
- Jodie Pierre – Youth Rep.



Election Code

- Cheryl Schweitzer – Coordinator
- Mina Holmes
- Amelia Start
- Ruby Dominic
- Margaret Mattess
- Paul Williams
- Doreen Austin

Tanizul Timber Ltd. - Elected Board of Directors

December 2020- December 2024

Norman Alexis - Director
Ronald Monk - Director
Mina Holmes - Director

December 2022- December 2026

Conrad Joseph - Director
Don Mattess - Director
Georgina Alexis - Director

Ron Mattess - Trustee

TI'azt'en Ranch - Board of Directors

Being Formed

TI'azt'en Nation Economic Development - Board of Directors

Being Formed

TI'azt'en Nation Healing Society - Board of Directors

Being Formed



Natural Resources Report

Lands Analyst/ GIS Technician/ Culture Research

Renel Mitchell



Neyun Huwuts'inli defines the mandate of our department. We are dedicated to protecting the land and the waters for cultural survival and for all Tl'azt'enne to be able to meaningfully exercise their aboriginal rights and title to and on the land. We believe that healing and strengthening of culture and language begin on the land, and we need a healthy land base to support Dakelh cultural practices and teachings, and, most importantly, a place where children can grow up immersed in their cultural environment.

Article 25 - United Nations Declaration on the Rights of Indigenous Peoples

"Indigenous peoples have the right to maintain and strengthen their distinctive spiritual relationship with their traditionally owned or otherwise occupied and used lands, territories, waters and coastal seas and other resources and to uphold their responsibilities to future generations in this regard."



WE HAVE A FACEBOOK GROUP!
PLEASE JOIN



Tl'azt'en Nation Natural Resource Department Facebook Group
Tl'azt'en Nation members are encouraged to join our TNNR facebook group. We post updates on TNNR activities, including updates from Tanizul Timber, John Prince Research Forest, and Chuntoh Education Society. We also post other content related to Indigenous Rights and Title, Indigenous Guardians, and relevant natural resource information.

Please encourage any young person to join our Facebook group! Lots of info on stewardship, wildlife research, culture and language.

TN Forestry Stewardship Strategy

In 2022, there was very little logging that occurred in the territory. Licensees continue with work with our Department in a Spatial Harvest Planning Process, to identify which existing cutting permits may proceed with our consent.

Our new NR Department Manager is meeting directly with the forest planners of Licensees operating within the territory to establish a new direction for collaborative decision-making.

The focus is on improving forest practices to increase ecologically function at the cutblock level by

- increasing retention to 30%
- implementing Immediate Measure (IM) recommendations on moose habitat,



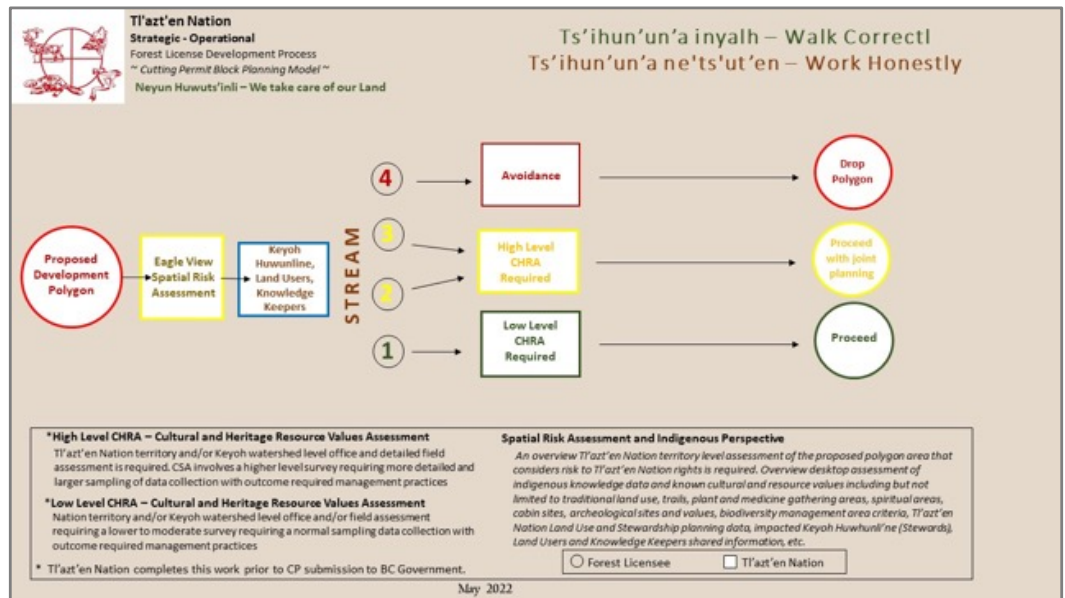
Photo by Brian Felix



Photo by Burton Alexis

riparian, and small streams

- follow guidance developed by Dexter Hodder (JRPF) to create “critter piles” and windthrows that are demonstrated to increase small mammal and mesocarnivore activity and mitigate against impacts of large openings



‘Algoḥ ‘Uts’ut’ēn Protocol Agreement

The ‘Algoḥ ‘Uts’ut’ēn Protocol Agreement will be a requirement for all companies operating in Tl’azt’ēn Territory. This Agreement will provide necessary guidelines for the working relationship between companies (forestry licensees, mineral exploration companies, etc) and Tl’azt’ēn Nation and is divided into five sections. We will be drafting similar agreement for mineral claim tenure holders proposing mining exploration activities in the territory.

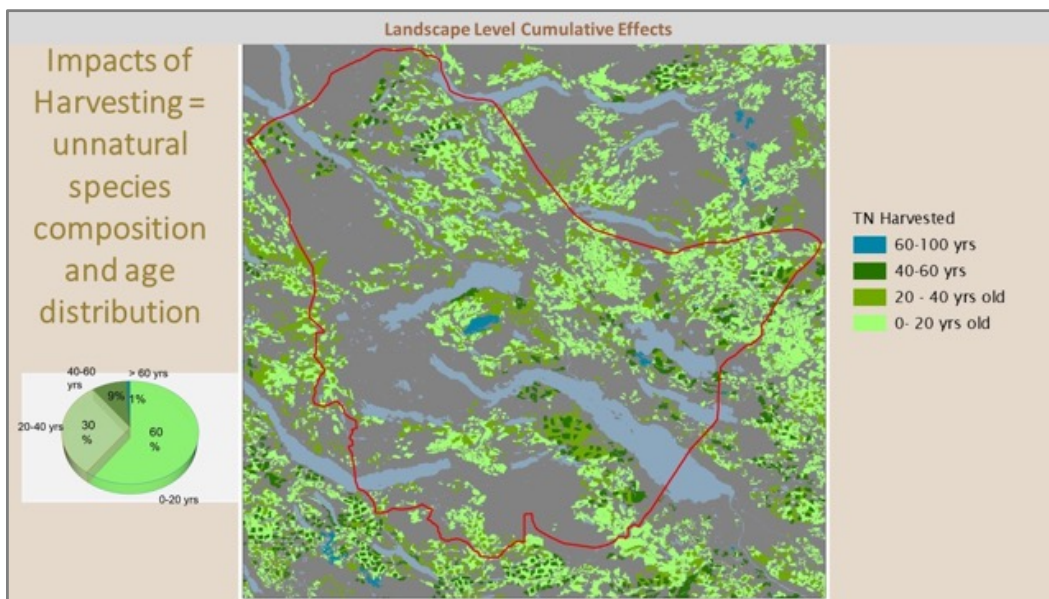
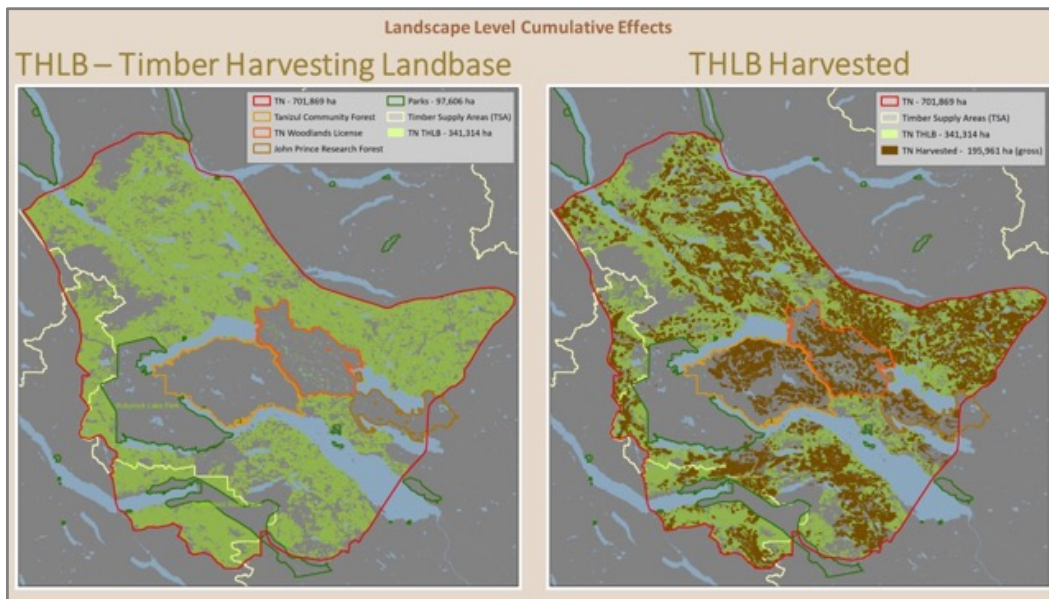
5 Part Protocol Agreement

1. Relationship: How Tl’azt’ēn Nation works with Forest Licensees (FL) and other resource companies
2. Sustainability: Cultural Heritage Resource (CHR) Values: Eagle View Assessments (high level overview of resource activities impacts on Tl’azt’ēn Nation Rights & Title): Cultural Heritage Resource Assessments (on the ground assessments for cultural values such as potential archaeological values, trails, cabins, other Keyoh infrastructure, subsistence areas); Keyoh Unit Planning | ALL Fees for Service activities i.e. FL pays
3. Communications: How we communicate | Info. Sharing both ways i.e. proposals, Eagle View Assessments, Cultural Heritage Resource Value Assessment Reports, Management Practice Requirements, | Close the Loop | FL InfoShare Report submitted with Cutting Permits | Free, Prior, and Informed Consent required for all activities
4. Economics: Economic Opportunities: employments, business (contracts), education, community, etc.; Compensation: stewardship fees, road use charges, legacy impacts benefits
5. Process: Information Confidentiality and other Agreement functionality details

The goal is to establish joint and collaborative decision making.

Most importantly, logging must align with the current state of the territory. A sustainable Timber Supply Analysis of the territory was conducted with Forest Ecosystem Solutions Ltd, and preliminary findings can assist with keeping the overall amount of harvest with acceptable and sustainable levels.

The NR Department's focus is on CUMULATIVE IMPACTS at the LANDSCAPE LEVEL and the KEYOH LEVEL. Over the past 20 years the result of intensive mountain pine beetle salvage logging has resulted in negative cumulative impact loading on the territorial landbase. Not only has this created a fragmented landscape in which large tracts of primary forest have been removed, but it has changed the species and age-class distribution which would naturally occur.



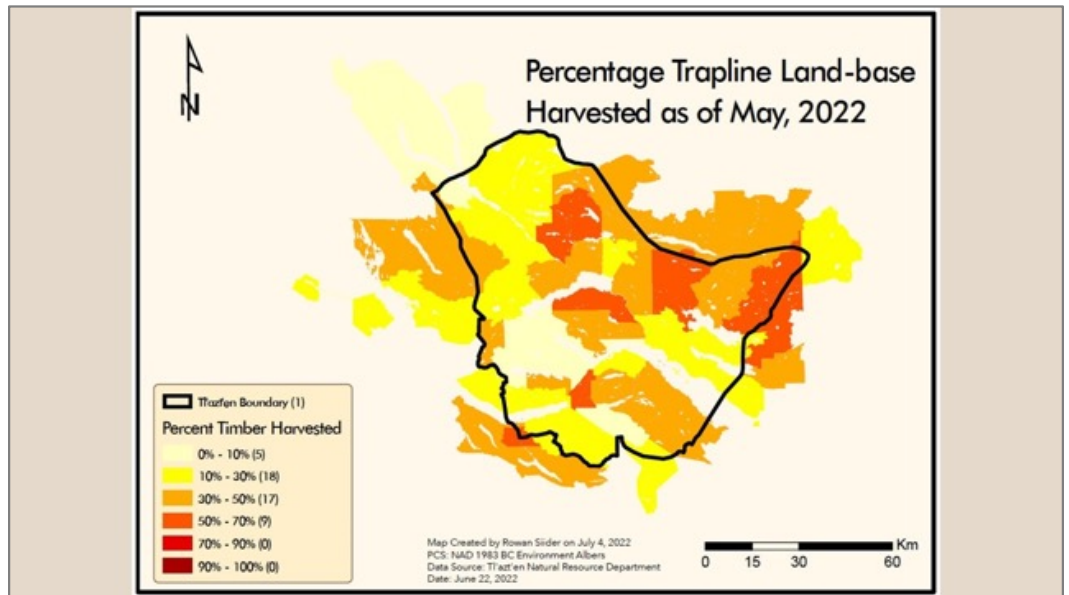
Summary of Licensee Harvest since 2002

Gross Harvested since 2003

<u>Tenure Holder</u>	<u>Gross Area (ha)</u>
Other Smaller Tenures (41 - all < 1500ha tenures)	11,519.82
CARRIER LUMBER LTD.	3,226.38
DUNKLEY LUMBER LTD.	4,980.57
BABINE FOREST PRODUCTS LIMITED	5,036.72
TANIZUL TIMBER LTD.	6,185.58
WEST FRASER MILLS LTD.	7,227.72
K & D LOGGING LTD.	8,195.40
CANADIAN FOREST PRODUCTS LTD.	11,552.42
APOLLO FOREST PRODUCTS LTD.	15,643.59
TIMBER SALES MANAGER STUART-NECHAKO	17,307.39
FORT ST. JAMES FOREST PRODUCTS GENERAL PARTNER LTD.	26,687.04

Approximately: 32,329,720 m3 in 19 years

The KEYOH LEVEL impacts are just as important to look at because Keyoh families might have limited access to certain areas. Below is a map that identifies the amount harvested from each trapline:



There are also SPIRITUAL and WELL_BEING CUMULATIVE IMPACTS on the community:

CUMULATIVE EFFECTS



Photo by Anita Joseph



Photo by Charlene Tom

TI'azt'en Nation Cultural Archives / Cultural Research

Shih Ha'uzdut'en – We Fish, Trap, Hunt for Survival

Since December, Renel Mitchell has been working closely with a small group of Dakelh Language Speakers/Elders to review the Dakelh content for the Shih Ha'uzdut'en Book.

Shih Ha'uzdut'en will be a book of about 300 pages that assembles some of the best of the best interview excerpts from Elders, taken from our Cultural Archives of over 400 interview recordings. This book has been 20 years in the making, as our Language expert team – Theresa Austin and George Morris – have been transcribing and translating Elders interviews over the course of the past 15 years.

Shih Ha'uzdut'en assembles excerpts from Elders from all our Dakelh villages – Tache, Yekooche, Nak'azdli, and Dzitl'ainli that talk about how everything was done in all the seasons long ago. The book is arranged by season, and the tools and harvest technology, the animals and plants and how they are prepared and stored are discussed and described.

OUR TEAM

Language Verification Group

The book contains interview excerpts in Dakelh with their English translation, so in essence the book will be bilingual. The Language Verification Group worked very hard during December until March to go over – word by word – all the Dakelh content in the book.

Thank you so much for your dedication to this project:

- Theres Austin
- Jonas Morris
- Frank Joseph
- Doreen Austin
- Paul William
- Art Pierre
- Ed John

Also attending Dakelh verification sessions were: Damian John, Farrah Alexis, Leah Joseph, Melanie Robert, Seraphine Mattess, and Margie Pierre.

The Team is collaborating with Damian John who is providing illustrations and original artwork for the book. The book will consists of interview excerpts, archival photos, current photos, archival documents, and illustrations.

Renel Mitchell will soon be working with a Publicist to begin the task of laying out the book. It will be a legacy project that all Dakelh people will be proud of.

On going Photo Contest. Renel has been hosting a WEEKLY PHOTO CONTEST, and these photos will be featured in the book to show how our people continue to live



and practice our cultural way of life.

Here is an example of a excerpt from Agnes Mattes about going to the mountains in August for groundhog:

Agnes remembers going to the mountains for groundhog
Agnes Mattes

'Uda' 'enne ts'iyawh dzulh k'uz whehudilh.
A long time ago everybody would go to the mountains.

Shin totsuk dulcho whe 'uhut'ih.
Every summer they go all over the place.

Ndi dutni hika'ut'en khith wheni, groundhog 'i hika'ut'en 'i khith wheni 'uhuyulh'en.
They made groundhog for the winter, they hunted for groundhog, they made it for the winter.

Duje chah 'ohwhi cha 'uhuyulh'ih.
Huckleberries too (they picked), and things like that too they made.

One night 'et 'awet ye'huyulh'ih te 'et 'awet 'ugi.
They worked on it and in one night it dries.

'Et lhoohoont'oh te nuts'udilh, 'aw 'ilhoh whuts'ulhts'uditni, gak.
That is the place where we walked to, not once we complained about it, nothing.

Ts'ih'un 'uts'oot'e'-un za hukwa'huninzun nedusneke.
Our parents wanted us to live a good life.

shin = summer
dulcho = all over
whe 'uhut'ih = the
place

duje = huckleberries

'ugi = it dries

nuts'udilh = we
walked



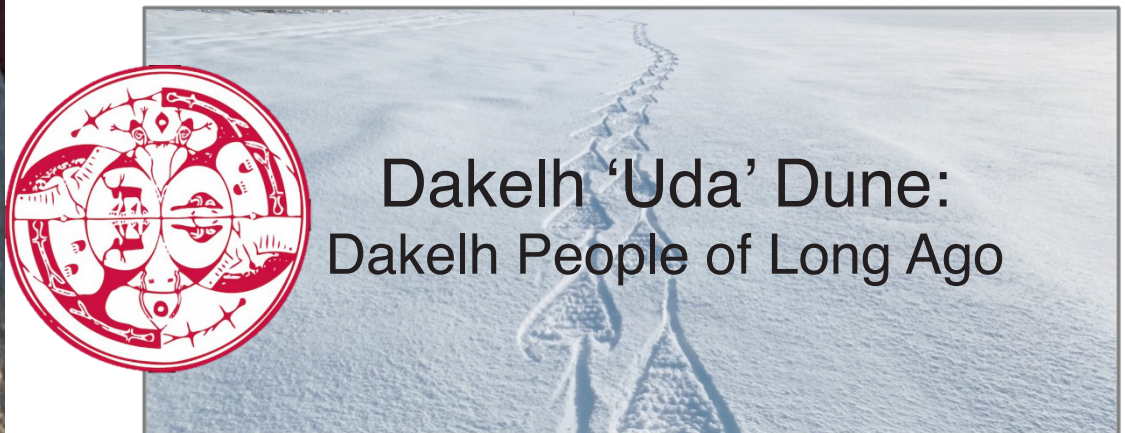


Dzulh Tsul
dutni (groundhog) hunting grounds

Archeology StoryMap

The Archeology StoryMap is an interactive map that will be available online that presents that archeology history and record for the Tl'azt'en Nation area. The StoryMap blends archeological information with stories about places to merge the technical aspect of archeology with the cultural knowledge of our people. Stay tuned ... it will be available online after some updates to our Tl'azt'en Nation website.

Here is a sample for Bilhk'a Ts'uyati





For countless generations Dakelh people lived and survived on their lands; evidence of their lives is still among us, we are still here.

Created by Rowan Siider and Renel Mitchell, Tl'azt'en Nation Natural Resource Department, 2023

Bilhk'a Ts'uyati
"the trail toward Bilhk'a"



Hunt Camp at Bilhk'a (Whitefish Lake), 1975

The trail between Naka'lbun (Stuart Lake) and Bilhk'a (Whitefish Lake) is an important transportation link between seasonal camps. Along this trail families would travel from their home at Tache or Yekooche, or from their fish camps on the islands of Nak'albun to their homestead at Bilhk'a.

Celestine Thomas remembers walking that trail as a young girl with her family:

"Right across Tache, we go there and there's a trail in there. We walk to the shore and then we cross the lake with ... when we didn't have lubaz (riverboat) we use canoe. Then we stay here and then pack all the way to Bilhk'a. Ya', we start early in the morning and cut across there. Used to be three hours walk for us. Going up hill. It's all up hill. You can see it from here. Then it starts going up hill all the way. Well it goes this way and then right there when we get near here there's a big yo tutih (slant in the road). Well it's like this, it's slanted like that and there's lots of nja



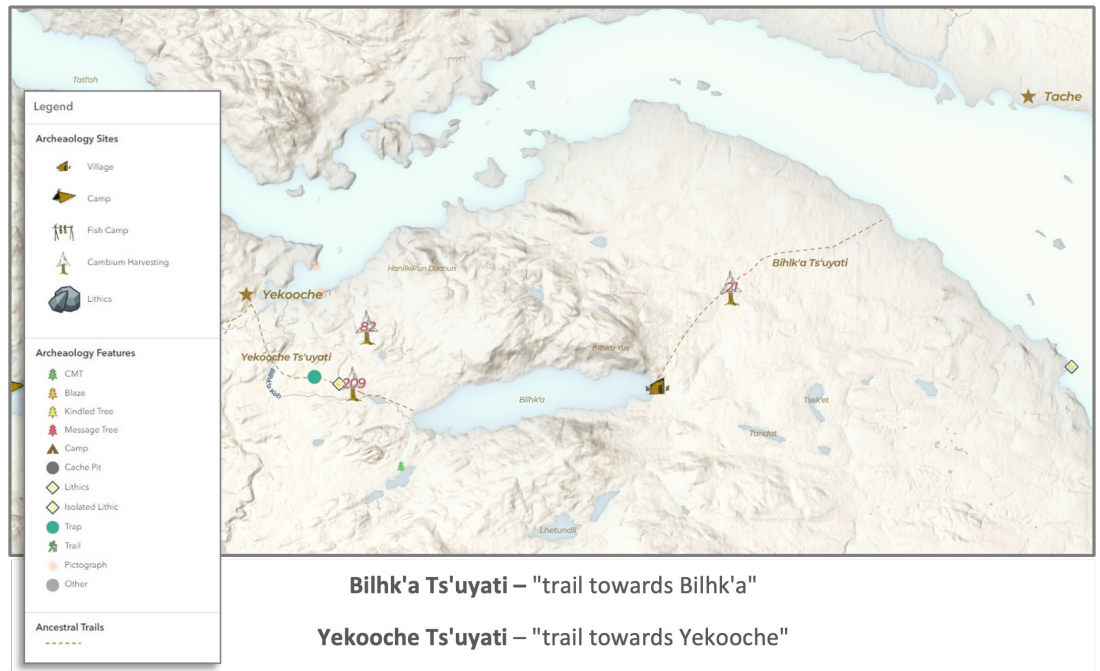


duts'ut'en (we go like this) [we have to avoid], we cross some swamps.”



Celestine working on her moose hide

In 2000, Heritage North Consulting was contracted by BC Timber Sales (BCTS) to conduct an archeological assessment of proposed cutblocks in this area. The archaeologists identified a section of the trail bed and over 20 cambium-stripped lodgepole pine trees associated with the trail. The scars on the CMT's were dated to 1887 - 1910 AD.



Natural Resources Manager Report

Natural Resources

Glen Guthrie

The NR Department is involved in many initiatives including defending the Nation against industries that want to extract resources from the Territory, Guardians Program, Keyoh Enhancement Fund, field data collections, fisheries, Pinche Lake Reclamation, X.

TI'azt'en Nation is facing onslaught by three industries:

(1) Forestry: The proponents include Apollo, British Columbia Timber Sales, Canfor, Dunkley, Hampton, Tanizul, and West Fraser. These proponents are complying to new standards set out by the NR Department that include significant retention of forests following harvests. While they are only obligated to leave approximately 6% of the original stands, we are convincing them to increase this to 30%. This is a long process that requires negotiation and direction from the NR Department to achieve our goals. So far, four of the seven companies have changed their harvest practices to suite our expectations and the remaining companies are moving in that direction.

(2) Mining: Three exploration companies have claims on and around Tselk'um (Mount Sidney Williams) including FPX, Grid Battery Metals and Surge Battery Metals. The NR Department provides information to Leadership that is allowing us to fight these interests and lead to protection of this sacred site. Several additional mining companies are looking at other sites within TI'azt'en Nation in preparation for future mining initiatives that will require significant effort by the NR Department to address.

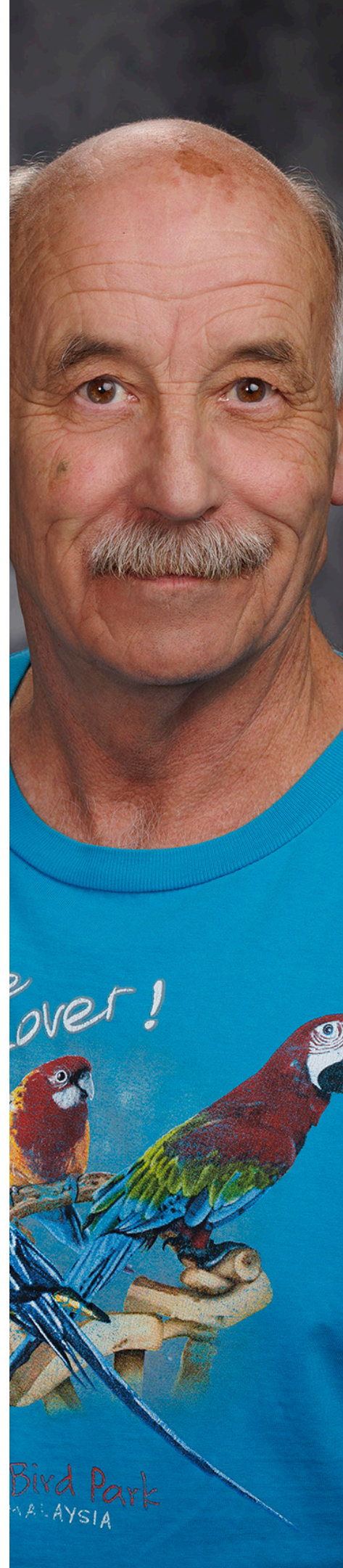
(3) Pipeline: TC Energy plans to build a natural gas pipeline from Hudson's Hope area to the Pacific Northwest Liquid Natural Gas Facility near Prince Rupert. This project will require a right of way and staging areas up to 100 metres wide and will cross through the middle of TI'azt'en Nation from the east to west borders. A proposed compressor station is planned at Middle River. The NR Department is looking into ways of challenging this proposal and creating baseline inventories of wildlife, vegetation and fisheries habitat.

The NR Department will be accepting applications for the Guardians Program in September. This program will provide observations of industrial activities within the TI'azt'en Territory, collect baseline data to help mitigate industrial activities, provide information to visitors, and will establish a visible presence on the land to help establish traditional land use priorities.

The Keyoh Enhancement Fund provides assistance to land users through an application process. These funds will be used to help with cabin building projects, equipment purchases, repairs, and maintenance.

Field data collection projects provide essential information to the NR Department to plan protective strategies, mitigate issues affecting the landscape and help with the Salmon Recovery Program. These projects will include observations by our forthcoming Guardians Program and other projects that industrial impacts and watershed protection.

The NR Department is monitoring the reclamation of Pinche Lake Mine by Teck Resources Limited. This is a long-term mitigation project that has addressed many of the concerns but still has some issues to resolve.





Fisheries Manager Report

Natural Resources

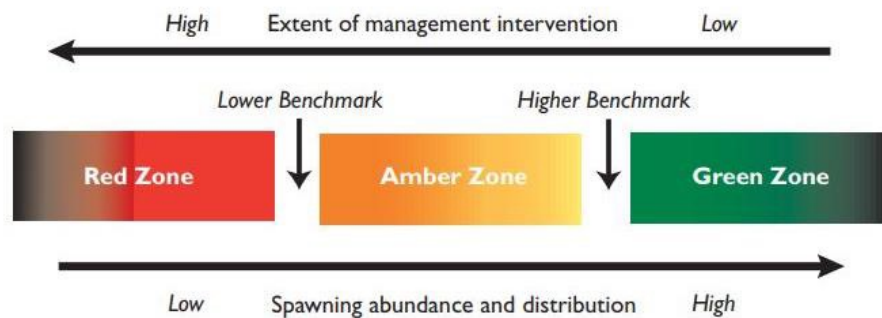
Darren Haskell

Tl'azt'en Nation Fisheries 2022 AGA report

Early Stuart - 2023

The preliminary Pacific Salmon Outlook was released presented on January 16, 2023. The purpose of the outlook is to give a brief snapshot of the upcoming Salmon runs for the Pacific Coast. Each stock is given an Outlook Category based on expected abundance and Wild Salmon Policy level.

Wild Salmon Policy Benchmarks



Wild Salmon Policy benchmarks are indicators of the health of a Conservation Unit. (e.g Early Stuart)

- Red Zone – Low spawning abundance and Distribution
- Amber Zone – Moderate spawning abundance and Distribution
- Green Zone – High spawning abundance and distribution

Salmon Outlook Categories

Outlook Category Wild Salmon Policy Benchmark level

- 1 Red zone – well below average
- 2 Amber – below average
- 3 Green – near average
- 4 Green- abundant

Early Stuart 2023

The 2023 Early Stuart run is coming of the brood year of 2019, which was the year of the Big Bar Landslide. Only 89 sockeye returned in 2019, with 46 effective female spawners, and it is unknown what the expected return is going to be. In the fall of 2019 approx. 20,000 fry were released into Gluske creek in an effort to increase the potential return of the 2023 sockeye. This return is far below any data points so an early estimate is currently unavailable.

The Early Stuart sockeye have been given a status of Red (endangered) under the Wild Salmon Policy and have been classified as endangered under the COSEWIC (Committee on the Status of Endangered Wildlife in Canada). Due to the rapid decline of the Stock, Early Stuart is currently under review for classification as endangered



under the federal SARA (Species At Risk Act). These classifications are intended to provide more protection of the Early Stuart Run and will, hopefully, trigger the development of a recovery strategy for the run.

The expected return was approximately 23,000, this has been upgraded to 43,000. The 2023 return of Early is Stuart is expected to be a majority of 5 yr old salmon returning. This has definitely been the case for the test fisheries and what we are seeing on the spawning grounds.

We will not know the exact return until later in the winter of 2023, once all data has been analyzed.

2023 Early Stuart Outlook

Outlook Category Wild Salmon Policy Benchmark
1 RED

2023 Early Stuart In-season

Brood year (2019)	2023 Estimate	In-Season Estimate
89	~23,000	43,000

Late Stuart 2023

The Late Stuart Sockeye is the main provider for Tl'azt'en Nations community fisheries. For 2023 the pre-season estimate was 196,000 sockeye returning to the Fraser River. Keep in mind that the Late Stuart is a part of a larger aggregate run known as the Summer run. That means is co-migrates with other sockeye runs from around the Fraser watershed.

The Exploitation rate on Summer run sockeye is set at 60%, which means that approximately 60% of the run would be allowed to be caught in various fisheries. This catch combine with en-route mortality would not be expected to exceed 60%. Discharge levels at Hell's Gate and Big Bar are not expected to be a concern during migration of this run.

As of August 11,2023 this run is tracking at 113,000 and potentially 30-40,000 of those would be expected to be Late Stuart

At the time of writing this report, no in visual surveys were completed on this run. We fully expect to exercise our FSC rights during this Late Stuart sockeye run.

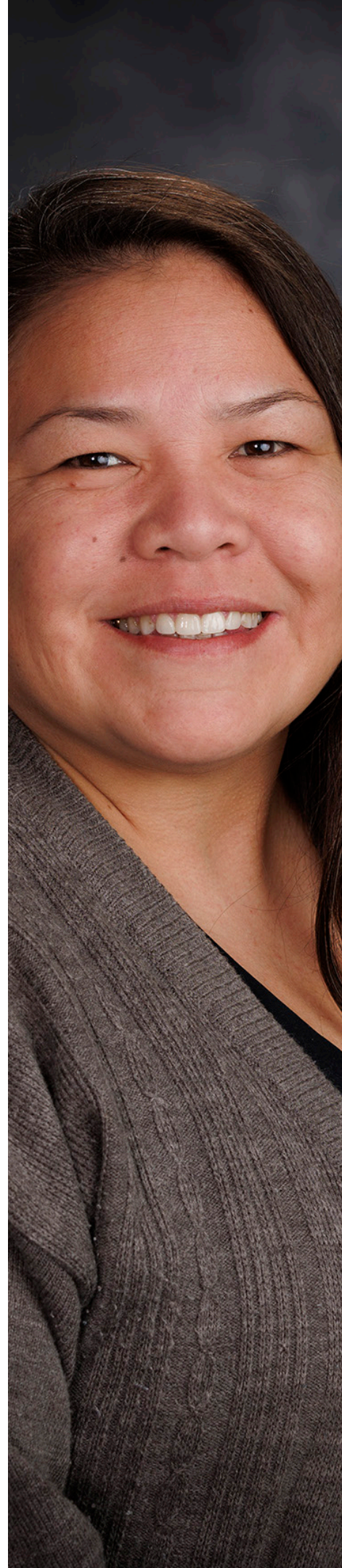
2023 Late Stuart

Pre-season estimate	196,000	
In-season estimate w.Stellako		113,00
Preliminary escapement	N/A	

Water Quality Stations

Tl'azt'en has participated with the UFFCA in installing water quality and quantity station at 3 streams within Tl'azt'en Territory. We have collected water data over those few years on Gluske, Kynoch (One-el) and Forfar creeks, which are all Early Stuart spawning streams. Our crews would go to these sites to download data from data loggers that have been installed at theses 3 sites. Some of the data we would collect would be: discharge level, dissolved oxygen, turbidity, PH levels. Funding for these station ran out and these stations were removed last Fall.

UFFCA has gotten additional funding this year to install water quality stations that transmit real-time data via satellite connection. It will be much easier to download data as it is happening and we can check on water quality at any point during the





year. This station will be installed on Forfar creek.

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 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 DNA(Chinook)	July 01 – August 30	PSC(Sockeye), DNA(Chinook)
Chinook/Coho Sampling	July 01-July 31	DNA and photos
Late Stuart Sockeye Adult Enumeration (Sockeye), DNA(Chinook)	August 20 – October 30	P S C

We have hired 3 technicians for the Stock Assessment field season:

- Bobby Mattess
- Angela Pierre
- Janine Joseph

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.

Tube Cho Mussi

Darren Haskell

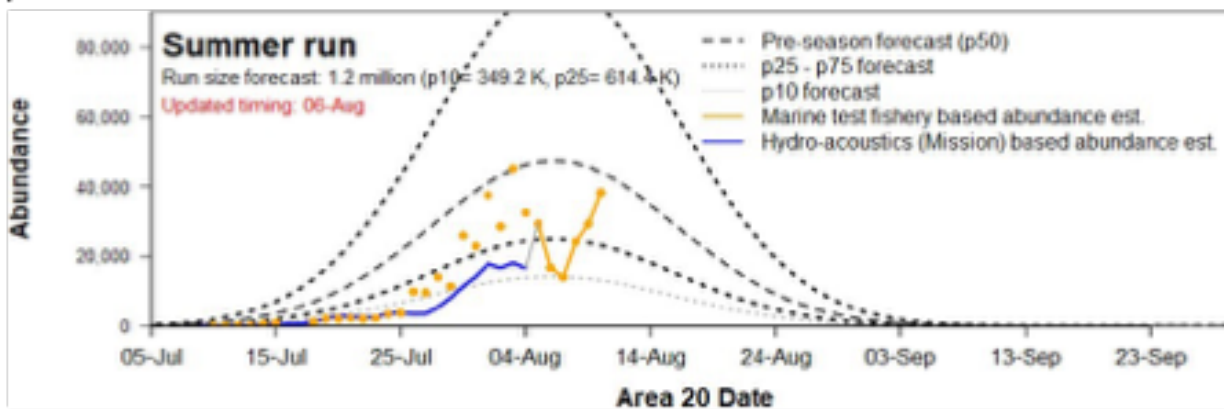
2023 Run status of Fraser sockeye and pink salmon

Date: Aug. 11, 2023

The information presented in this distribution has been prepared by PSC Secretariat staff and should be considered preliminary until reviewed by the Fraser River Panel

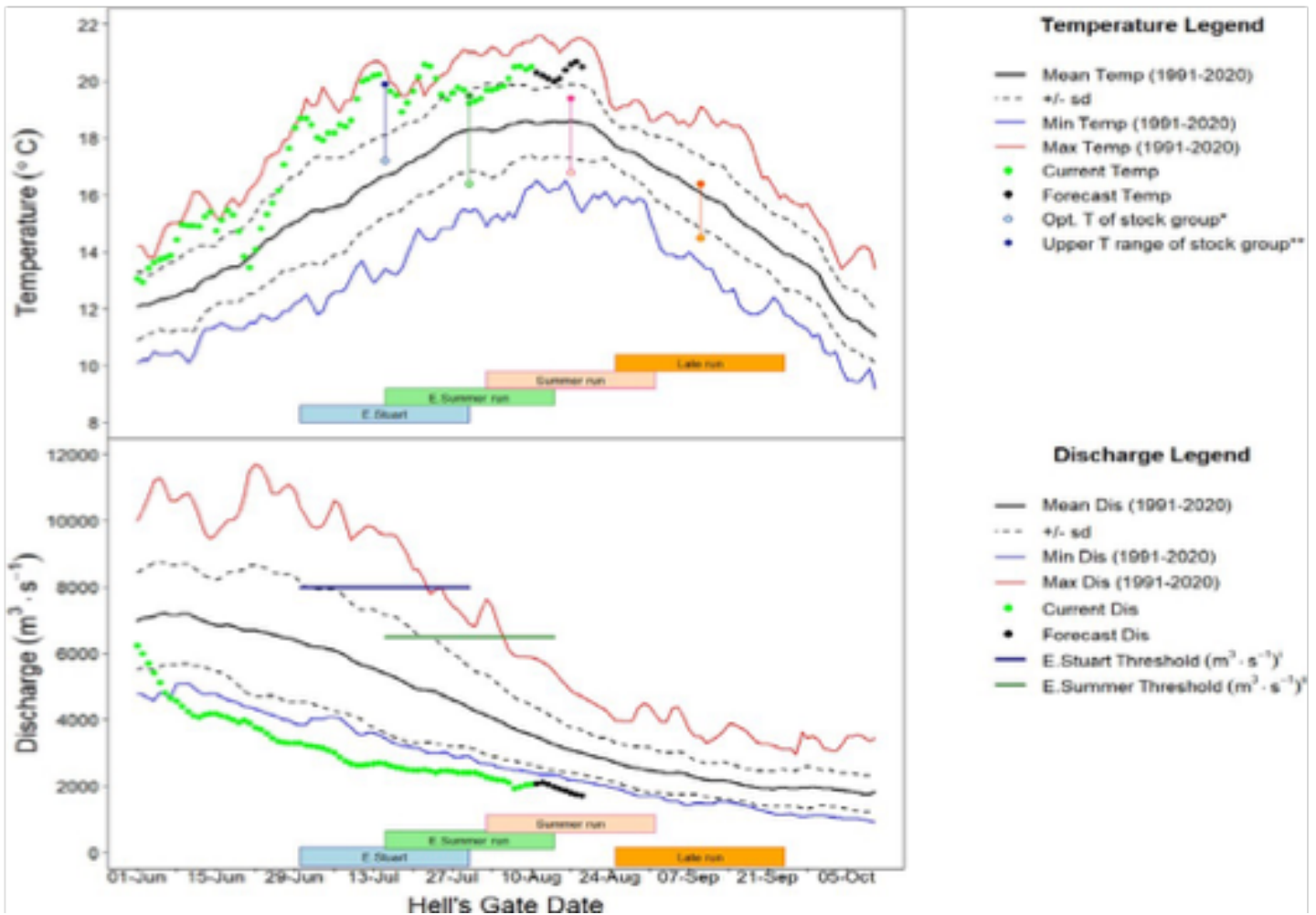
Week of: Aug. 6 - Aug. 12, 2023	Sockeye				Pink	
	Management Group				Total Fraser	Total Fraser
	E.Stuart	E.Summer	Summer	Late		
Mission passage (incls Pitt, Alouette, Coquitlam)	40,900	239,300	138,400	8,200	426,800	9,100
Catch downstream of Mission	200	3,100	3,500	500	7,300	400
Accounted Run To Date	41,100	242,400	141,900	8,700	434,100	9,500
Run size adopted in-season ²	43,000	240,000	na	na	na	na
Run size forecasted pre-season	23,000	186,000	1,167,000	188,000	1,564,000	6,135,000
Area 20 timing adopted in-season	2/Jul	20/Jul	na	na	na	na
Area 20 timing expected pre-season	7/Jul	6/Aug	17/Aug	24/Aug	16/Aug	25/Aug
Johnstone Str. Diversion Rate	In-season 5-day average				74%	16%
	Preseason forecast of annual rate:				67%	62%

² Run sizes are usually not adopted until after the peak of the run has passed through marine test fishery areas in Juan de Fuca and Johnstone straits.



Observed Fraser River Temperature at Qualark for 10-Aug	20.5°C
Average (1991-2020) Historical Temperature on this day	18.6°C
Deviation from Average	1.9°C
Forecast Temperature for 16-Aug-23	20.4°C
The forecast in Kamloops and Prince George is for below average air temperature until Aug 11 and then above average for the rest of the forecast period.	

Observed Fraser River Discharge at Hope for 10-Aug	2057 m ³ ·s ⁻¹
Average (1991-2020) Historical Discharge on this day	3551 m ³ ·s ⁻¹
% above or below Historical Discharge	-42%
Forecast Discharge for 16-Aug-23	1866 m ³ ·s ⁻¹
The forecast in Kamloops is for no precipitation. The forecast in Prince George is for 1 mm of precipitation.	

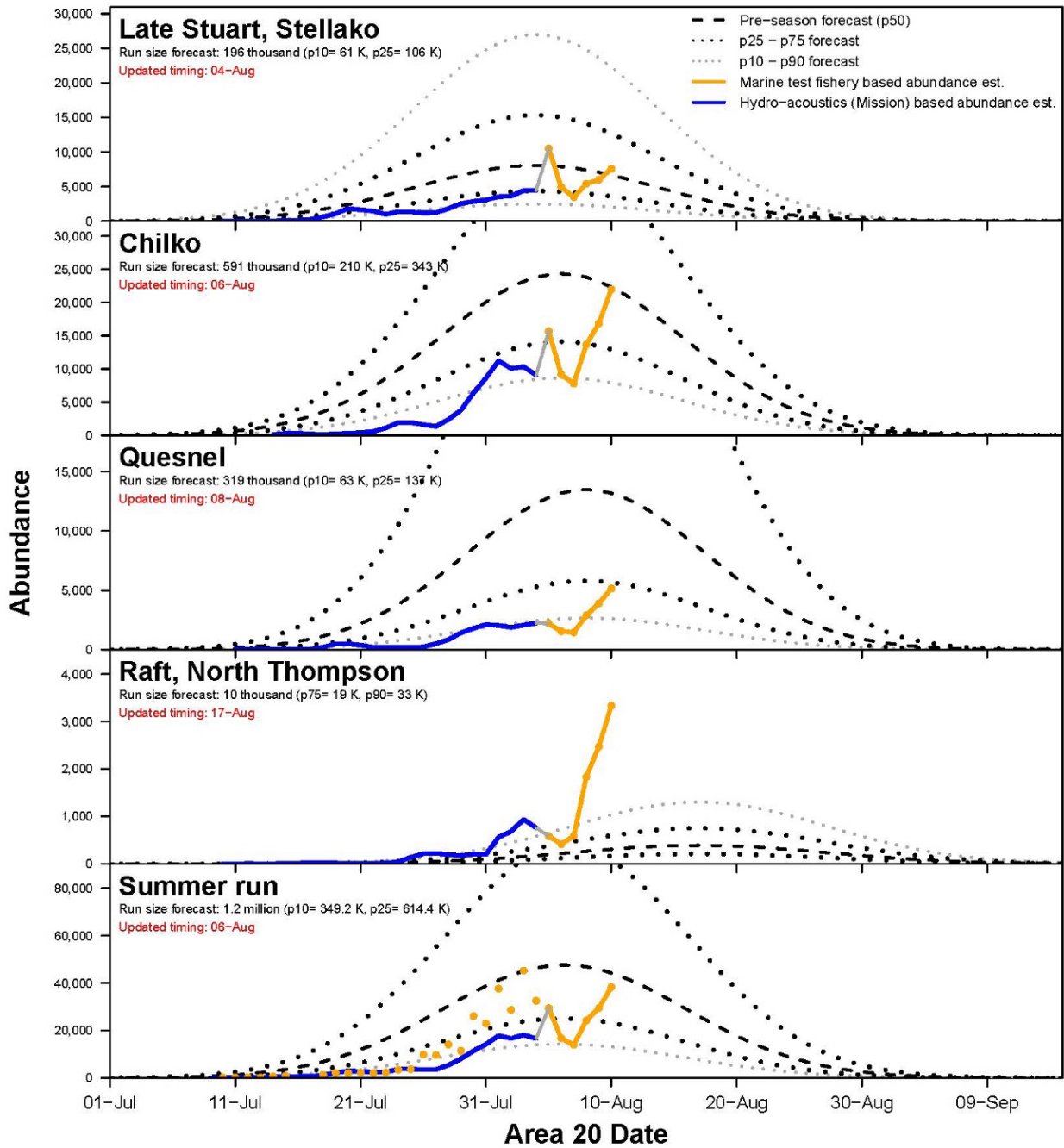


Current Temperatures						
Upriver of Slide	Map #	09-Aug	Daily Mean	Historic Mean	Deviation from Historical Mean	Historic Year Range
Fraser River Mainstem						
	1	Fraser River @ Qualark	20.4	18.6	1.8	1991-2020
	2	Fraser River @ Texas Creek	20.2	18.5	1.7	2006-2022
	3	Fraser River @ Big Bar Creek	NA	NA	NA	2019-2022
▶	4	Fraser River @ Marguerite	19.7	18.6	1.1	2015-2022
▶	5	Upper Fraser @ Shelley	18.2	15.4	2.8	1994-2022
Fraser River Tributaries						
	6	Thompson R. @ Ashcroft	20.4	18.3	2.1	1995-2022
	7	South Thompson @ Chase	20.5	19.5	1.0	1994-2022
	8	North Thompson @ McLure	18.0	15.8	2.2	2006-2022
▶	9	Quesnel R. @ Quesnel	18.0	16.5	1.5	2000-2022
▶	10	Nechako R. @ Isle Pierre	19.3	19.1	0.2	2006-2022
▶	11	Stuart R. @ Ft. St. James	20.5	18.6	1.9	2000-2022



2023 Fraser River sockeye salmon daily migration

Timing updated based on Timing Correlations



Date: 2023-08-11, Time: 09:39 SW



Social Development Department, Child Welfare and Community Justice Report

Social Development

Renata Monk, Michelle Pierre, Maddison Sam

Welcome members and guests!

The Social Development Department, which includes the Child Welfare Program and Community Justice is overseen by myself and Michelle Pierre. The CJ program is coordinated by Maddison Sam. Michelle is the designated band rep and coordinates her program along with MCFD and Nezul Be Hunuyeh. Michelle is also the Social Development Department rep for the Housing Committee.

I am the current rep for Tl'azt'en on the Nezul be Hunuyeh Board of Directors. A role I was appointed to earlier this year. It has been over 5 years since my last appointment, and I look forward to advocating for and serving my community.

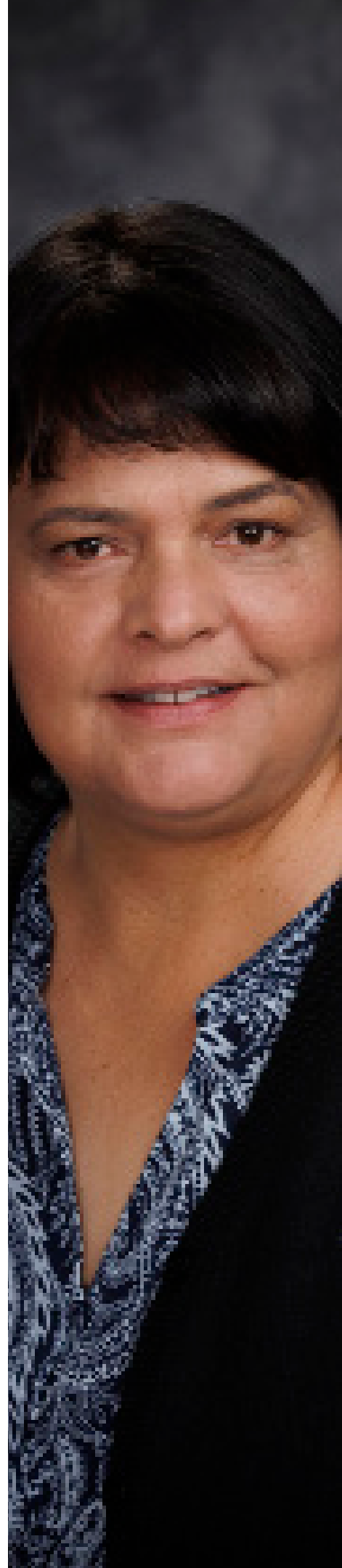
It has been a very busy year in the Social Development Department. Programs and services that fall under us are Child Welfare, Community Advocate, Income Assistance, and Community Justice Program. Michelle Pierre and I collectively oversee these programs. With measures lifted and we adapt to our new normal we have been able to plan and oversee many projects and activities this past spring and summer. All programs have been offered at various times, training, information sessions and programming for members. Member service is at the forefront of our programs and the planning of future programs that will benefit the community. We welcome and encourage your participation in all events.

We have been able to complete our first Social Development Committee meeting. Our meeting centered around program information and sharing. We updated members on our workplan for this year and budgets. We were also able to get feedback on programming and many challenges and opportunities for our members. We received valuable feedback regarding future programming. Thank you to our committee members, MaryAnn Joseph, John Monk, Joyce Anatole, and Margie Pierre. Leadership representation is provided by Councillor Vincent John. Next scheduled meeting will take place in early October 2023. We will plan for the remainder of the fiscal year, everyone is welcome.

Income Assistance reform has been at the forefront of many regional conversations. With more studies and analysis completed and the rate of poverty on reserve for families being fully recognized and acknowledged through various reports. This movement is not a new issue for members but because of the rise of inflation funders have been slowly increasing rates. We would like to advocate for additional shelter funds as costs for utilities, R&M, etc. have only increased in the past two years at a rate that some clients are not able to keep up with. We have consistently been able to be creative and proactive while working with families but our ability to keep up with the current pace may be hindered by current economic trends such as the rise of inflation and Hydro increases. We will continue to advocate on behalf of members and their families we serve.

We will keep you updated on developments through our monthly newsletter.

Currently, we are actively working on file maintenance and monthly requirements for IA. This includes renewal slips, etc. We have made an appeal to clients to come in





and review their files. We urge all clients to come in and renew their files, RTA's, etc. We also must mention at this time that we are required to complete forms for burial support that our department has issued in the last year. We have the required documentation but due to the sensitive nature of the allowances we do not immediately require signatures from the next of kin. If you or your family member has received this support please come in and complete the package, so we remain in compliance with the funders.

Adult in Home Care Program-We would like to recognize the homemakers that continue to work on behalf of members. These services are important for our members that require extra assistance in their homes. Their service and dedication are very much appreciated. Our department works alongside the Home Care program when completing assessments for individuals. The hours of service are determined by the nurse and teams' recommendation and also the available budget is taken into consideration. The AIHC budget is the smallest one we administer and with the demand and need for services increasing the annual budget does not reflect this. It has been a challenge this year but with the cooperation of community members we have been able to address needs. I hope this gives a better understanding of the program and requirements.

We have been fortunate to receive extra funds this past year. We collectively decided that the members could benefit from a generator purchase for their home. Given the growing number of power outages in our area and the increase in the length of time given for these services to be restored. This has put a strain on our members, and many had food waste because of these outage episodes.

Other funding-Inflation-this year we have also been issued inflationary funding for the on-reserve clients who are on income assistance. This funding was allocated to members this past spring. We will continue to plan for the most efficient use of these funds as they become available. Currently, we have received additional funding that is being planned for. This new funding is substantially lower than what we have received in the past and we have been told this is the only funding we will be receiving this year. We will continue to involve the committee in determining the best use of these funds. We will keep you updated through the newsletter.

We would like to recognize Joshua Joseph who has been a great help with file maintenance and assisting clients with the necessary documentation during the annual renewal process.

Pre employment supports program is available to clients. A few open houses took place this past year. This program is administered and funded through PGNAETA. The coordinator was Tara William. Members have participated in the healing sessions in Prince George, we encourage members to take advantage of these opportunities for wellness. Please see us for more details should you be interested in participating.

Social Development activities have resumed this year and membership participation has increased. This includes in person events that we have in the past offered such as Mother's Day Breakfast and activities Family Fair, Summer Stipend Program, parenting programs and pre-employment supports programs.

We encourage all members to participate in programming as our community's overall well-being is at the heart of all programming that Departments undertake.



God Bless you and your family with Health & Wellness!

Social Development Team





Reception & Homemaker Coordinator

Social Development & Natural Resources

Tiffany Felix

Hadih Ti'azt'en,

My name is Tiffany Felix and I belong to the Lojuboo my parents are Cindy Felix and the Late James Monk Jr; my stepfather is Edmond Prince. With my common-law spouse Chad Roberts, we reside in the community with our four children, we are working with Nezul Be Hunneyeh to become caregivers for children in care.

As the Administrative Assistance at the Natural Resource/Social Development office my duties include answering and directing incoming calls, submit PO's, cheque requisitions, travel arrangements, submit timesheets and complete any other tasks directed by my supervisors and coworkers. I'm also the Intake worker for Income Assistance and Homemaker program, with my supervisors I assist clients with the process to determine eligibility for income assistance and for the homemaker program I make a referral to Rose Aslin at Health to complete necessary assessments that determine the needs and eligibility for the client. We currently employ four homemakers that work with eligible elders and clients. We appreciate the homemakers that provide the much-needed services in the community.

I am currently enrolled at UNBC doing Administration Assistance Program online until the end of June 2023. My goal is to become an office Manager because I love the work I currently do for my community. My inspiration comes from Michelle Pierre, Maddison Sam, and Renata Monk who also mentor me in many aspects of my life.

Like most service providers we face challenges from time to time and it's been a learning process for me as I learn from my mistakes, and I often seek advice from my supervisors when I don't understand or unable to find a solution on my own. I'm always asking questions and I have no problem asking for help when it is needed.

My future goals are to complete necessary courses to get my Adult Dogwood and to continue my education with post-secondary to gain the skills and requirements that's needed to become a manager. I want to learn how to help my community and be part of the solution. I just keep doing what I do best make sure to ask for help when I need it.



CCP Coordinator

Infrastructure and Capital

Ruby Dominic

Hadih, Tl'azt'enne

Ruby Dominic-Prince Le Suzi, I do a few things for the nation,

1. Coordinator for the Community Comprehensive plan, the Comprehensive Community Plan is here to help build the foundation to the future of our Nation. We are building a path for tomorrow by using the words of our own people who are giving us the direction needed. My job is to plan, engage, compile and ensure the CCP is an active document that is lead by the nations Membership.

As Tl'azt'enne, we must all be accountable and responsible, to build a strong nation working as one people. This plan can be used to help our future generations to be strong and united.

Completion of Phase 1 includes:

- Over the last 3 years information has been gathered, and a draft document has been created that reflects the voice of membership in action plan areas.
- The future of our people is building programs that represent the voice of the people. The Document reflect values, goals and activities that membership identified as action planning areas.
- Together we are creating our cultural way of being, through embracing our Language and culture and building the departments in our Nation. The document has an in-depth planning in all areas of business for the nation Traditional, Cultural and languages values and practices to be integrated.

We are here now: Nest Steps,

- Research and compile department structure: creating an understanding of processes and utilization of services and programs offered.
- From the Draft action areas recommendations will be added to the document along with a draft best practices implementation plan. Creating a document that can be enacted, building a Nation to move forward.
- a Strategic plan with Managers and Chief and Council will take place utilizing the document to create a short- and long-term plan for the nation.

We, the Team.

Infrastructure and Capital

- Renata Monk– Senior Manager
- Ruby Prince – CCP coordinator

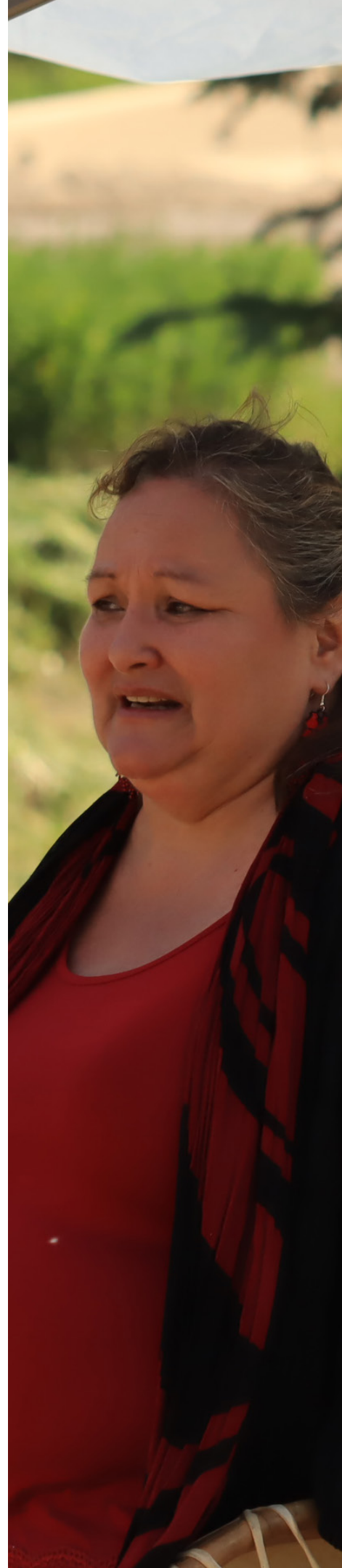
Consulting Company – Castlemain

- Sabina Saran Singh, Alyssa Melnyk and their team

Advisory Committee:

- Mina Holmes – Chair
- Edward John – Elder
- Theresa Austin – Elder
- Louisa Alexis – Elder
- Chasity Aslin – Council
- Cheryl Schweitzer – member
- Amelia Start – member.
- Christiane Harpe – Youth Rep
- Jodie Pierre – Youth Rep.

Would like to thank the community for the ongoing support of this very important





planning. We look forward to the continued work to be done.

2. Election Code Committee

I sat on the election code committee, this project came about from years of continued work through the 25 years of this document being in construction I have been involved in the last three committees, reviewing and having input through the years. This last year a committee of 5 was set up and we tackled the code through; reviewing past code revisions, reviewing motions and recommendations from previous band membership meetings, reviewing community engagement and surveys from past committees and supporting current meetings, surveys and engagements that the Election code was compiled from. Along side of Ron Lafuer – Election Code Consultant and an Election Code Lawyer Elise Penn the code was formulated and is currently in draft, the last steps of edits and correction are currently being done and the code will be ready for presentation and the passing of Ratification voting at the AGM 2023.

3. Nezul Be Hunuyeh - Board of Director

I currently hold a seat on the Board for NBH, I have sat on the board and represented TI'azt'en Nation for the past 5 years. My seat was just renewed for the next 3 years. At this table our goal is to move NBH into its best practices for building up high risk families in Preventive measures and ensuring safety of the children are priority in all aspects of Child Protection.

4. Emergency Response Team

I have volunteered to be apart of the ERT that will support the communities in Planning and in stepping up to help in the event of a Disaster. This role is important to me, as my community's safety and planning for this is integral for protecting our people.

5. Other committees and projects I have applied to support.

- Healing Society
- Economic Development Committee
- And any other places I can support to build the nation in growth.

As a proud TI'azt'enne my passion will always resonate with my nation and how I can help in building tomorrow. I am grateful to be apart of teams that are moving the nation forward one step at a time.

Ruby Dominic-Prince



Outreach

Social Development

Joshua Joseph

Hello, my name is Joshua Joseph, of the Grandton Clan, son of Mary Ann Joseph & Charlie Joseph. World traveller, always on the go, up for new experiences. What I've been helping with so far intake, filing, archiving, and whatever else that needs to be done. I enjoy engaging with the community members when I can, so don't be shy and stop by to say hi! Learning this new role, I am in will be quiet the experience I am eager to learn.

Key achievements within the past year is that I hit 5months on May 4th on my sobriety! Got my license back not too long ago as well, counting my journey and always looking for ways to help myself and others when I can. I have amazing support from my family and friends who pushed me to do better when I needed the help and continuing to push me stay on this path. First three months was the worst, but it has gotten a lot better in the last two months, from seeing counsellors and AA meetings. I look to get back into traveling with some ideas for this coming year in December, trying new activities such as kayaking, and being outside more. It has tremendously improved my mental health and cut cravings.

A challenge that I really struggled with was reaching out asking for help, it was all new for me and didn't know where to start but my cousin really pushed for me and guided me in the right direction on where I needed to be. As they say, there is no stupid questions. Asking to me always seems to be the hardest part, but I've been working on being more vocal and asking questions rather than let things be, or not completing what I am working on. The fear of rejection is what stops us, embrace it and think of it this way "nothing ventured nothing gained" you can't expect to achieve anything if you never take any risks. – google oxford dictionary (lol)

This year I have somethings I want to achieve, I want to read more, be more financially stable, I want to travel more, learn more office jargon in my area, and be around family more. I have worked many years out of the community, with specializing in customer service, the last four years I've been working as a server/bartender which I loved more than anything with the fast pace and customer interactions and the diversity of our patrons. With those skills I've acquired from those jobs, I can transfer over to my new role in social development with multitasking, quick thinking to solve problems, come up with solutions when I am stuck, and effectively interact with community members, co workers and guests.

It has been a challenging year, but I am grateful for the support from co-workers, friends, and family. Excited for this opportunity with Social Development, and eager to face the challenges ahead.



Photo by Chasity Aslin



Tl'azt'en AGM

Past and Current projects
R. Radloff & Associates Inc.

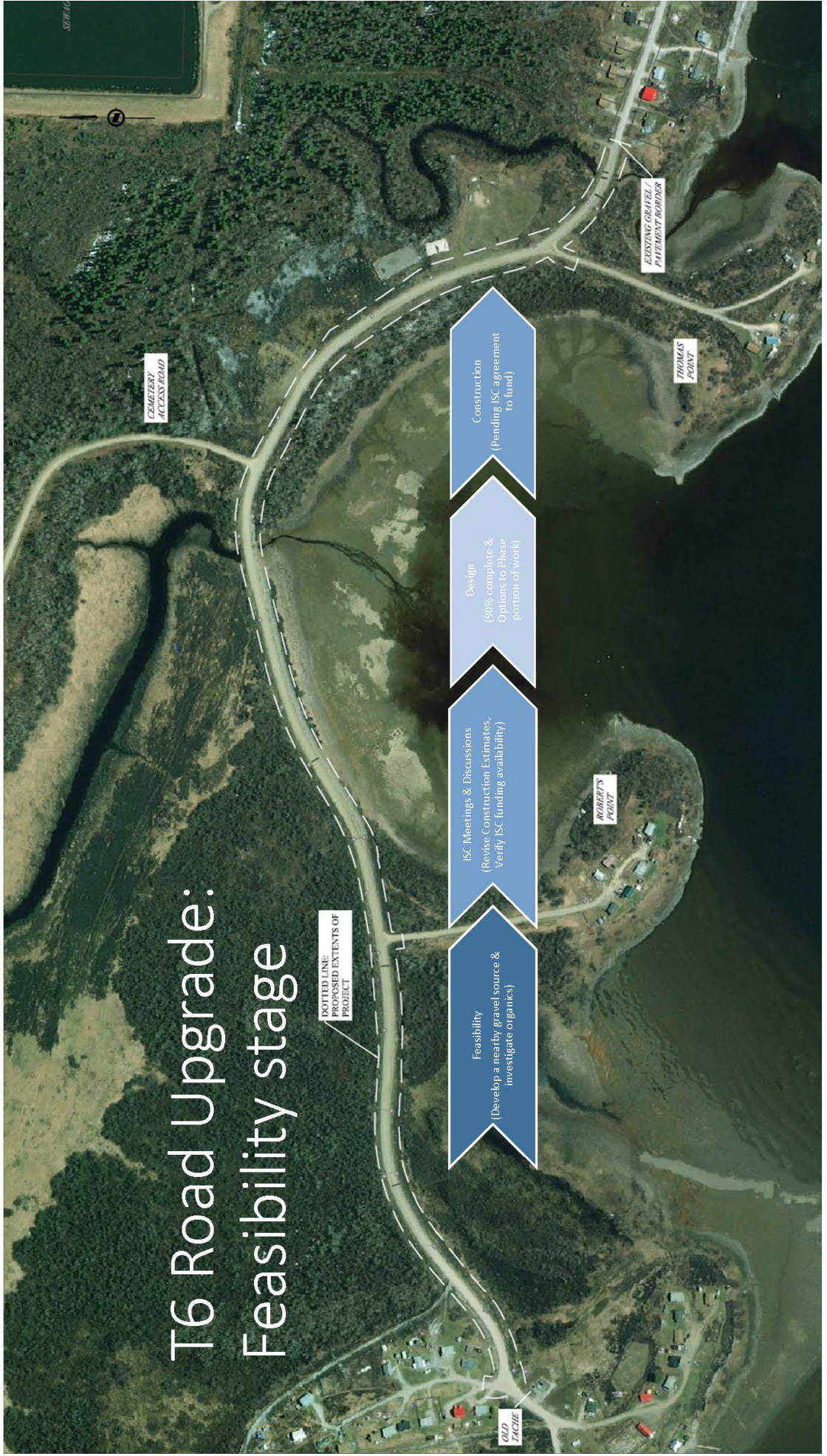
Main sewage lift station

- Completion Report has been finalized, and Project is completed



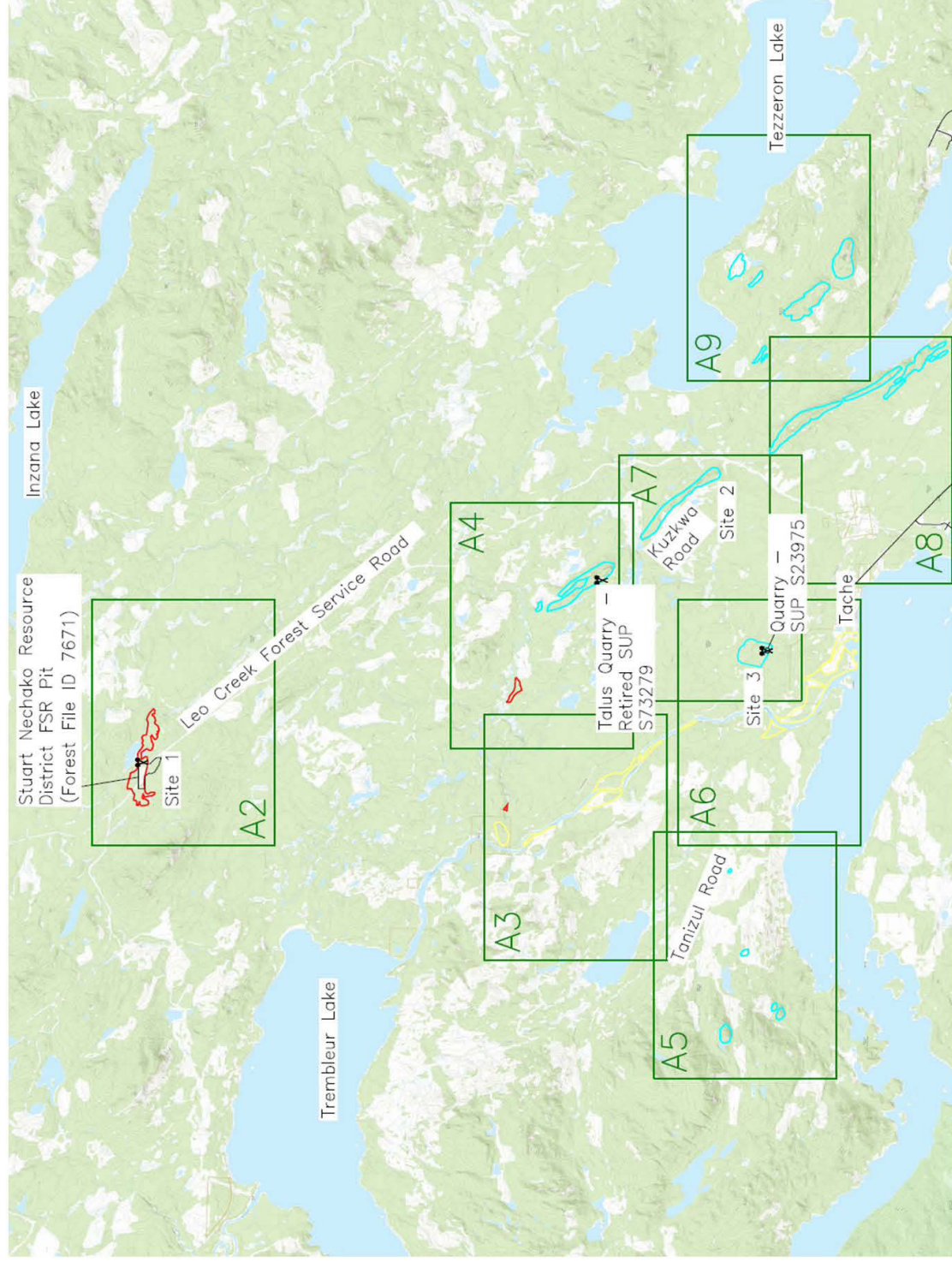


T6 Road Upgrade: Feasibility stage



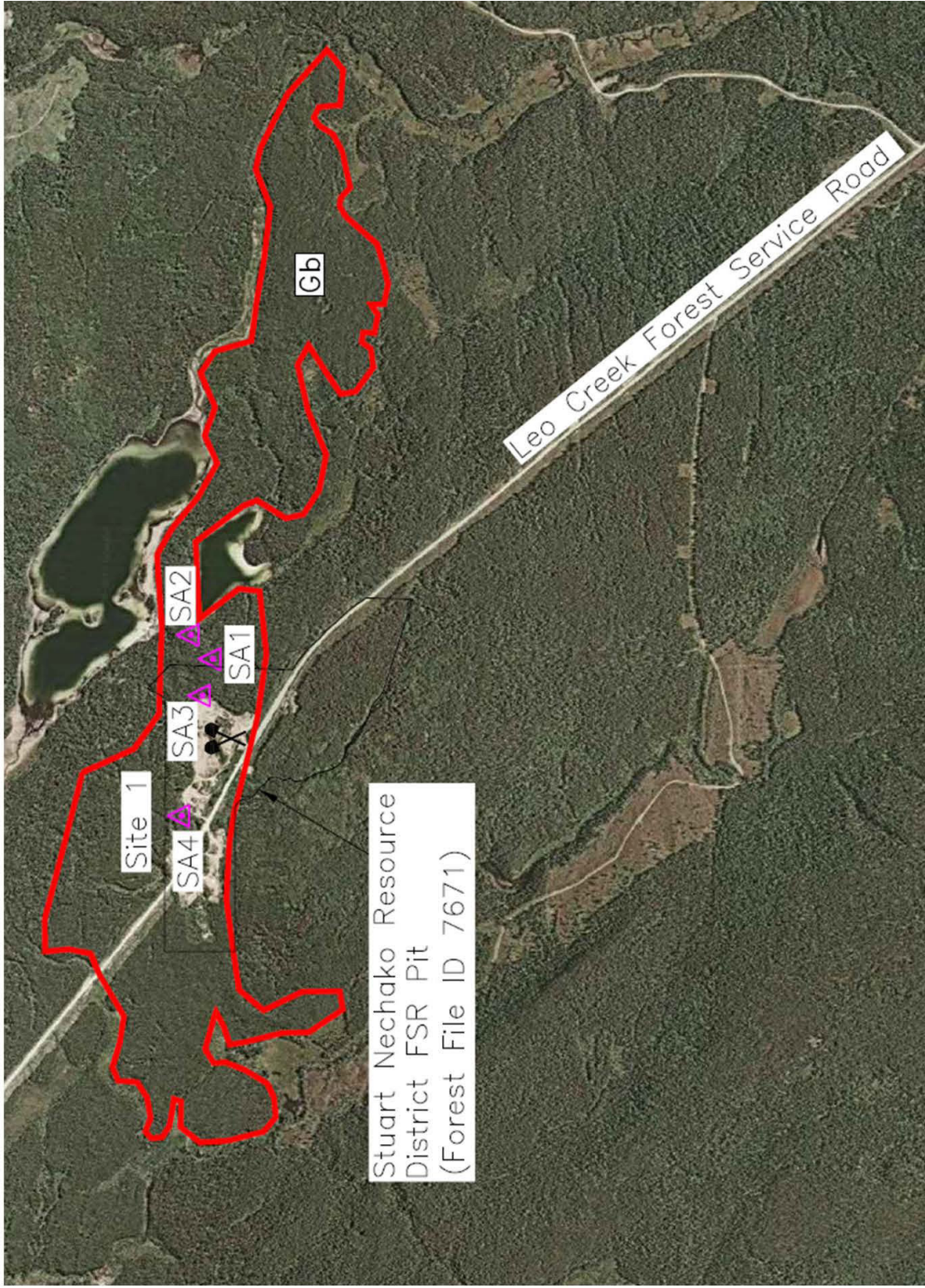
Investigated areas for an aggregate source

- Site 1 & 3 waiting on approval from the Province to perform investigation



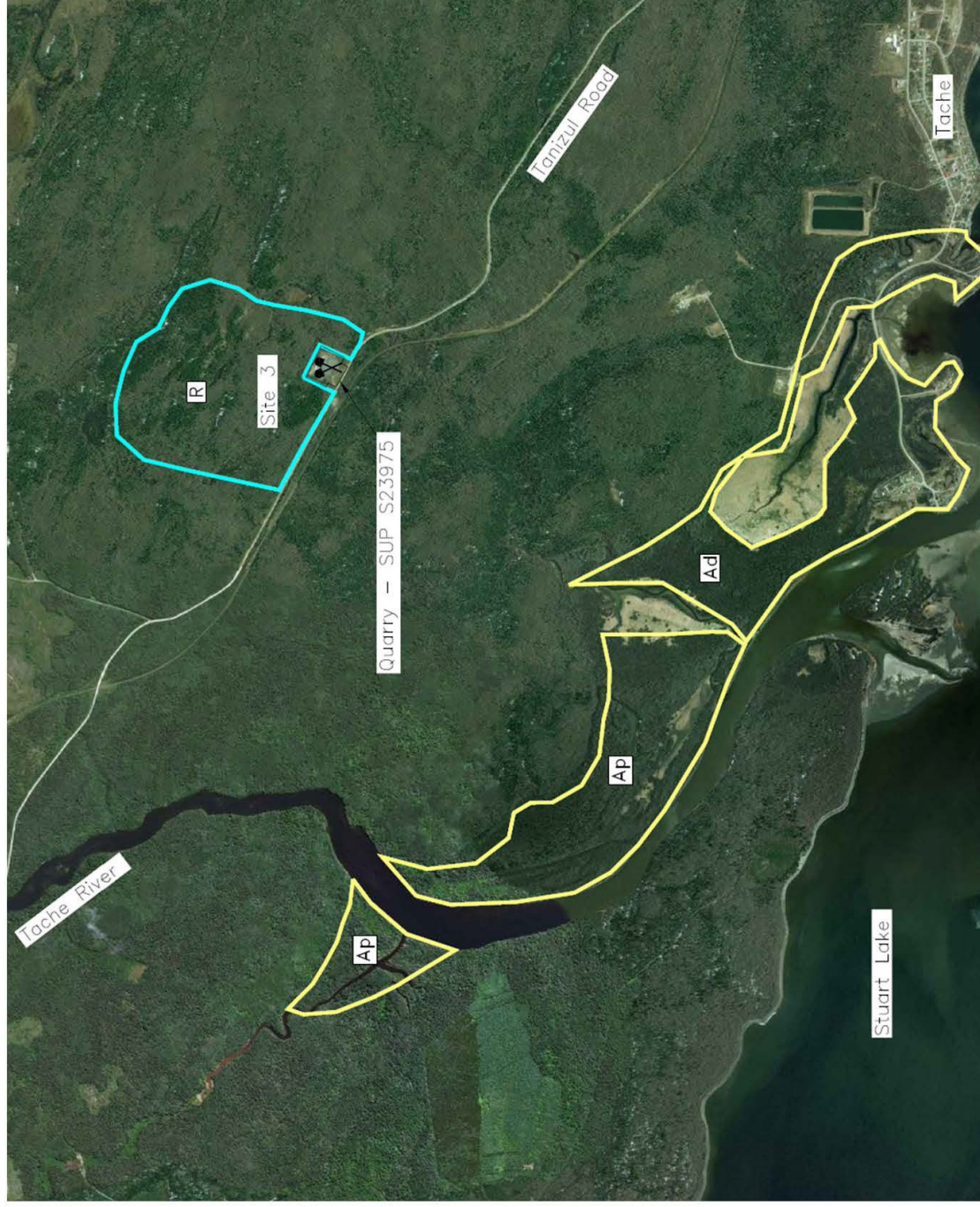
Site 1:

- Security deposit have been made to the province
- Waiting on formal approval permit in the next estimated 2 weeks.
- Investigations could start as soon as Late May, once snow is gone



Site 3:

- Security deposit has been made to the province
- Waiting on formal approval permit in the next estimated 2 weeks.
- Investigations could start as soon as late May, once snow is gone

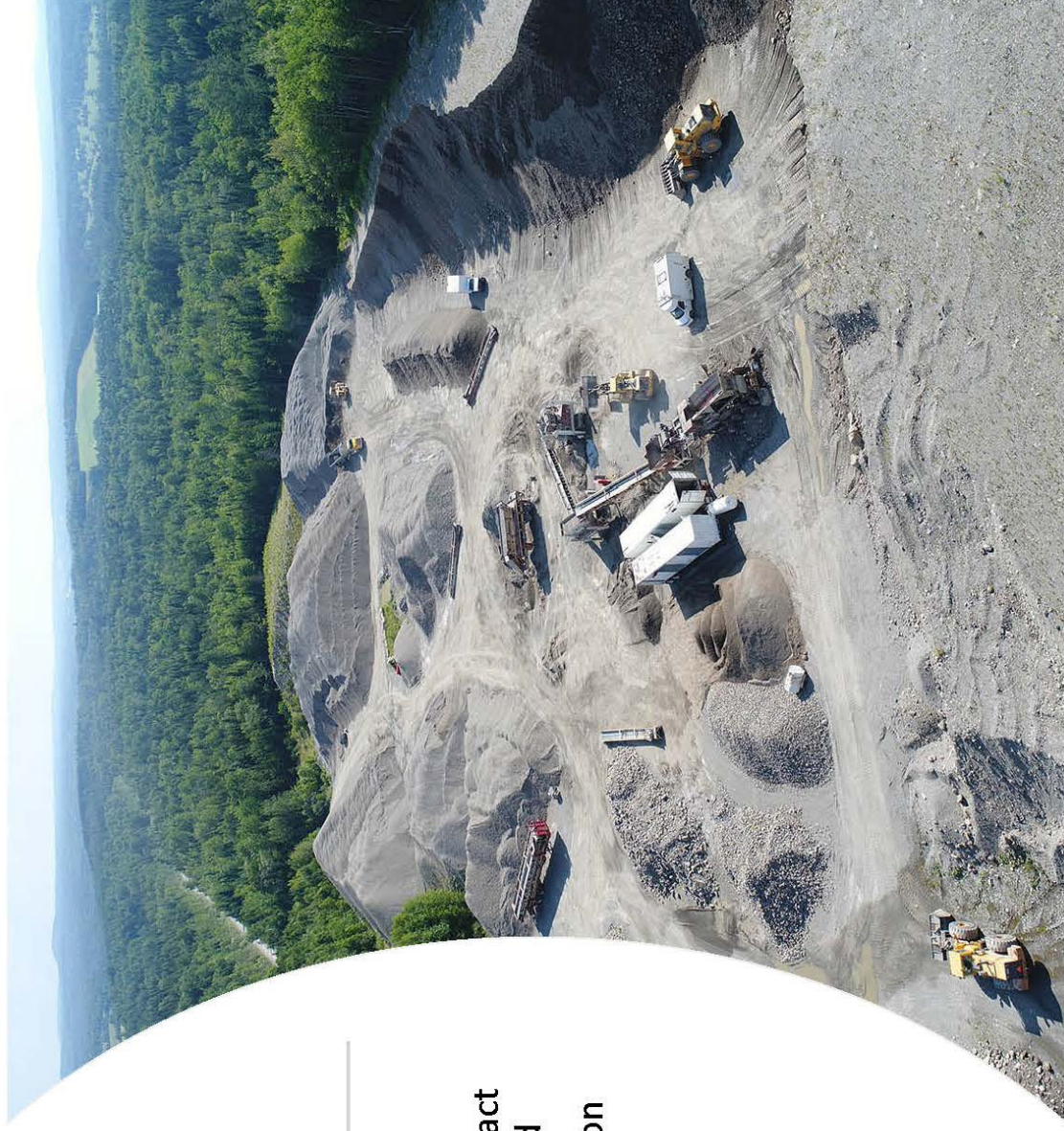




Gravel Pit Development

Next Steps for Pit Development

- An Application of notice of work mines act permit for development will be required
- Estimated timeline to develop application will be 5 months for approval

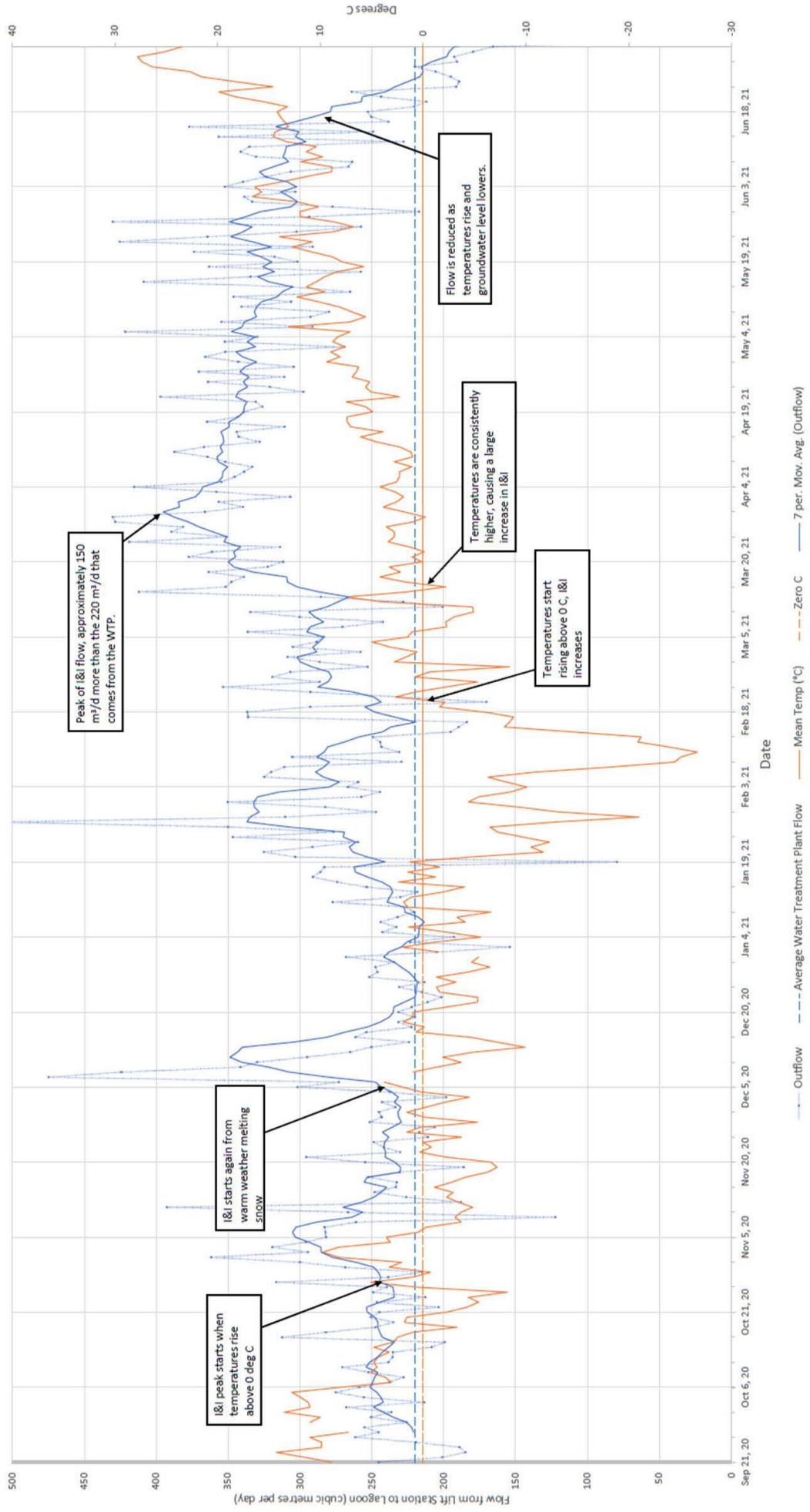


Lagoon treatment system





Tache Lift Station Flow over the last 240 days





Questions?





Health Manager (Interim) / Supervisor of Wellness & Prevention Programs

Health Department
Diana Mattess

I am Lhts'umusyoo. My late father is Joseph Mattess (Willie), and my mother is Seraphine Mattess. I have four children and 2 granddaughters. Tache has been home to me my whole life; I grew up in Old Tache and my children grew up in Tache and Trembleur.

My employment background is in the Education field. As many of you know, I have been an Early Childhood Educator for at least 20 years and have worked and managed Sum Vaz Daycare and Tl'azt'en Headstart during some of those years. I have experience in managing programs and working with organizations for the benefit of our community. I have experience in creating and implementing programs and services provided to the community. The childcare programs are still an important part of our community, but I felt that my services can be utilized in the Health Services field. I am aware of the challenges that we face daily with Addictions, and I am very passionate and driven to help our people.

My employment began as a Community Wellness worker in August 2021, and in January 2023 my employment was changed to Supervisor of Wellness & Prevention programs. The Health Director position became vacant in March of this year, I have been filling the role as manager in the day-to-day operations with Darren Haskell overseeing the Health Services programs. I have been fortunate to attend the First Nations Health Authority Regional Caucus meetings. This has not only helped me gain a greater understanding of the services we provide but has also made me aware that the challenges that we face are not limited to our community.

There have been many changes in the past year. The staff continue to provide programs and services that are much needed. New staff joining our team are: Gloria Monk and Michelle McFadyen. The staff do face challenges daily and do their absolute best to provide for the needs of our members. We have a lot of great ideas on programming and welcome suggestions from community members. We work diligently on continuously improving the quality of services.

Your feedback is important especially when it comes in the form of constructive criticism.

The team of Tl'azt'en Community Health Services wish you good health and happiness. Enjoy the summer with plentiful harvest.
'Et 'Awet Za

Our Health Centre Staff:

Jordan Erickson, Community Health Nurse
Lyndsy McFadden, Community Health Nurse
Melanie Lebatch, Community Health Nurse
Rose Aslin, Home and Community Care Coordinator
Gloria Monk, Home Support Worker Assistant
Joyce Forsythe, Mental Health Counsellor
Michelle McFadyen, Family Violence Program Coordinator
Graham Sampson, Community NNADAP Counsellor



Conrad Joseph, Prevention Worker Brian Felix, Men's Wellness Program
Michael Aslin, Wellness Program Assistant
Melissa Pierre, Reception & Patient Travel Coordinator Kim Johnnie, Reception &
Patient Travel Coordinator
Amanda Mattess, Medical Office Assistant (Northern Health)





Community Health Nurses

Health Department

Jordan Erickson & Lyndsy McFadden

Introduction

Hello Tl'azt'en band members,

Our names are Jordan and Lyndsy, we are the Community Health Nurses for the nation. Our role as your community health nurses is wide and varied, and we have found there is something new we can help you with every day! Our focus is home care, chronic illness management, providing Immunizations across the lifespan, public health and safety, wound care, medication administration (injectables), responding to emergencies within the community, and helping navigate the system to help with your health, wellbeing, or addictions. We liaise with other health professionals across the province to ensure all health needs are met and we even provide services to Middle River and the Tezzeron Healing Camp.

Key Achievements

In the past year we have helped with the admission of several band members to get into detox, treatment or even admission to our very own healing camp at Tezzeron.

We had the pleasure of trying several diverse ways to provide services to middle river, including

a trip to try out the Star Link mobile internet satellite for a virtual doctor day which was a success! One we will continue to utilize in the future when we are able to secure a doctor. We got through Covid-19 this past year and are proud to say it has been several months since we have had an outbreak, and the World Health Organization has officially announced the Covid-19 pandemic has ENDED!

We have had the distinct pleasure of also providing services to the under-housed band

members living in Prince George through the Healing Fires. We have been able to offer the chance for connection to counselling services, provided warm food, clothes and other supplies they may need especially in the long winter months.

We have successfully organized several health clinic days with our Health Department team

including bringing in the eye doctor, the mobile mammogram clinic, hosting PAPSMEAR clinics, bringing in the mobile diabetes clinic, providing services such as virtual physiotherapy and our very own Lyndsy McFadden who has provided the beautiful service of Breath Work.

Challenges and Lessons Learned

A challenge the nurses have faced, unfortunately, has been communication between agencies within the province. But we have been working closely with Northern Health in the surrounding communities and wish to let you all know that they have heard our concerns and the gaps in communication are being addressed at a high level within Northern Health.

Another challenge we have been faced with is lack of community engagement. Since Covid-19 has slowed down there has been a drastic increase in attendance to community events which is amazing! We would also like to take this time to remind community members that we only get two doctor days a week, if we are lucky, and since January 2023 we have had a TOTAL of 42 no- shows for doctor days, which



is significant as this does include the month of February when we had zero doctor days in community. Please, if you cannot come to your appointment or you do not need the appointment, let us know we will happily rebook or fill with someone on the cancellation list.

Collaborative Efforts

We would like to take this opportunity to acknowledge and thank every single person of the Tl'azt'en Health Staff for all the wonderful work that they do, and all the ways they help us out. We have had the pleasure of working with every staff member at the health centre on different projects from the health fair to the Tezzeron healing camp as well as helping with several complex client case management meetings! We owe all our successes to the whole team; we could not do this job without you.

Future Goals

For the future we aim to continue to help this community heal. From addictions; griP(trauma;
or even just your most recent hospital visit.

We are looking to broaden our scope by seeking education in death and dying, chronic illness management updates, and grief and loss and critical incident counselling. We will strive to provide the highest level of care we can within our scope of practice, and we thank you all for your kindness and patience while we navigate the health system alongside you and help achieve the best care possible for you and your loved ones.

Conclusion

This past year working with the Tl'azt'en community has been a year of lessons and gratitude. Gratitude for the amazing people we meet each day and the wonderful lessons you all teach us. We would like to thank our wonderful coworkers and new managers once again for the work they do and for the flawless transitions we have navigated with losing one great manager and gaining two new ones. We look forward to the next year of working with you all!



Photo by Jasmine Getson



Mental Health Counsellor

Health Department
Michelle McFadyen

My name is Michelle McFadyen; I was originally hired as the Family Violence Program Coordinator and Mental Health Counsellor located in Tache – full time, start date March 8th, 2023. As of May 7th, 2023, I relocated to Fort St. James from Prince George to dedicate my time and energy to supporting your Nation.

To-date of this report, I have been an employee with TI'azt'en Nation for approximately 12 weeks. In this time, with the assistance and support of the health clinic staff, band staff and community members, I have been able to make a stable and solid start at connecting with members who are seeking a variety of mental health supports and addictions. I believe I have been a proactive member of the clinic team in collaboration and supports to promote health and wellness of community members who present as struggling – long and short term. During my time so far, I have participated in two community engagements promoting and educating the community in regard to counselling services.

My personal decision to accept this position and relocate was a huge change and I find my adjustment period has been somewhat of a challenge while getting familiar with the territory, community members and a new team of other professionals. However, I have great positivity and trust that once I am accepted and given the opportunity to share my knowledge, skills, and passion for Indigenous healing – this transition will be easier to manage.

On a professional level, I realized that holding two positions (FVPC and MH Counsellor) was out of my capabilities and scope given the newness of the roles and job location. I was able to have an honest conversation with my Supervisor, Diana and she was understanding and compassionate about my decision to relinquish the FVPC title and focus on the roll of Mental Health Counsellor which is currently more suitable within my wheelhouse of experience.

I have experienced and observed within the clinic staff, it is very much a team-effort which sometimes means that we assist and support each other when it is necessary. Since the beginning of my employment, as a team, we have had to make decisions about members' overall health and wellness which has involved family mediation and case management for best outcome practices.

I have also experienced collaborations with other band staff revolving around community engagement and activities, and overall wellness such as health, career, and education fairs; awareness events; and wellbeing activities.

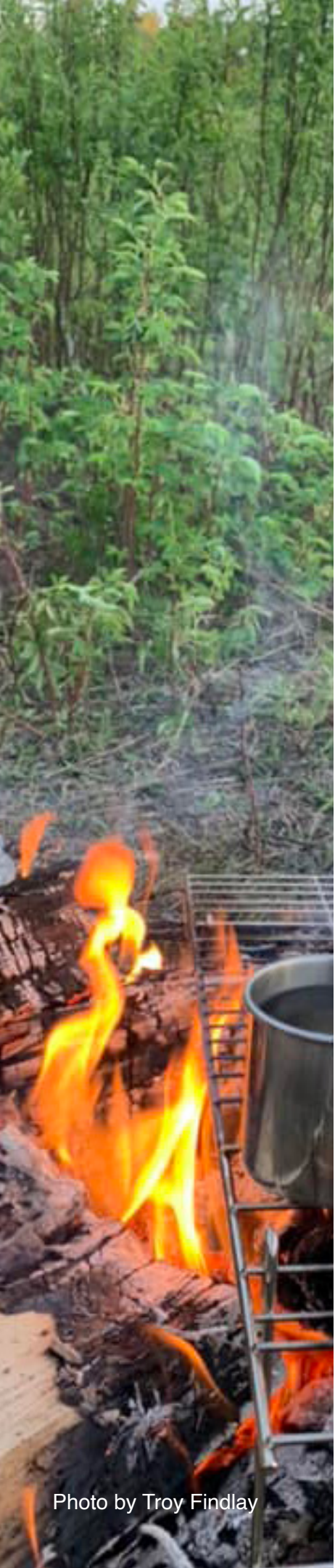
For the next year, I would like to present and facilitate a revolving 6-week, Grief & Loss Workshop. I have been invited to support Women's Wellness and Family retreats at Tezzeron during the summer months. I would like to continue working on professional development and have two possible upcoming courses: 1) Certification for Trauma and Attachment Practitioner, 2) CISM (Crisis Incident Stress Management). My primary goal is to continue supporting community members day-to-day to help with



trauma, stress, depression, anxiety and overcoming grief.

Thank you, Leadership, for supporting me in this new role and navigating tough situations. In smaller Indigenous communities, being a new visiting professional can be challenging, with diverse roles, personalities, and communication styles. I'll improve self-awareness, set healthy boundaries, and maintain a balanced, open-minded work ethic.





Home & Community Care

Health Department

Rose Aslin

The Home & Community Care Program has been in operation since 1999 and has been serving TI'azt'en Nation Community members in a holistic manner looking at the person's physical, social, spiritual and emotional needs because each person is different and unique. TI'azt'en Home & Community Care Program will support and improve the care of the client and their families in the community so they can stay home longer and get the care they need with a team approach, through an assessment. The Home Care Nurse is the clinical supervisor who will delegate tasks to the Home Support Workers to establish a plan of care. The Home Support Worker must maintain confidentiality and report any issues regarding the client and any unsafe situations to the nurse or the Home Care Coordinator. Home Care Program provides a variety of services that will meet the needs of our clients/ families:

Home Visits

Assist & maintain a healthy environment in the home

Breakfast Program

Walking Group

Elder's Tea

Foot Care twice a month

Annual assessment

Hair Cuts

Follow up appointments

Equipment picks up

Personal care

Tub baths in facility



The duties of the Home Support Worker will vary according to the Care Plan that has been developed by the Home Care Nurse and the Home Care Team for the specific Client. The Home Care team are trained & certified professional employees who give quality services to meet the needs of our Community of TI'azt'en Nation Health

Homecare Worker

Health Department
Gloria Monk

I am a Home Care Worker with Rose - Home Care Co-ordinator. I started in October 2022. We go out home visiting, breakfast program, make posters for health fair or other programs. The nurse gives Rose directions in what to do and I help her. Pick up clients for doctor day, elders tea, health day. Shop for elders tea,, breakfast program. I went to walking group for awhile but didn't finish. I'm also sitting on the Daketh Society as an elder and work with COHI which is for the young children to get fluoride on their teeth. We went to the healing fire in PG and helped give out packages to the homeless.

Mussi

Tl'azt'en Health Services Receptionist

Health Department
Melissa Pierre

Hello Tl'azt'en Members,

My name is Melissa Pierre, my mother is the Late Barbara Pierre. I have 2 children and currently live in Binche. I have worked with the health center since June of 2022 as the Receptionist and soon after I was asked to help with Patient Travel.

My daily duties vary from day to day, with Reception I greet, and direct clients and guests to where they need to be or to the right person. I manage the front desk, answer phones, take messages, fax, photocopying, filing. I assist other co-workers with various duties and tasks in and around the office, such as flyers, purchase orders, and helping with their programs.

With Patient Travel, I assist Kimberly with monthly reports to FNHA, assist members with getting to their appointments (on reserve), with the appointments if asked to help I would book the accommodations and make the travel arrangements for the member. I also attend training, workshops, and meetings when I can for this position. Learning a lot about Patient Travel and the various rules and guidelines that FNHA has set out.

I love working here, the work environment is amazing, co-workers are amazing and to see how we all help members in little ways really fills my heart with a little hope for our beautiful nation and people. Seeing how happy people are when they get the help they need or ask for is the prize, I try to the best of my ability to help with what I can and when I can.

I look forward to more years to come working with the Health.



Counselling Report for 2022

Health Department

Joyce Forsythe

Please note that I submitted a more detailed report to the Health Director monthly on what I did as a counsellor each month of the year

Over view

Counselling Mondays and Wednesdays all year in person and drop in. Estimated 6-8 per day in person, plus phone calls and often people in groups. Home visits on a weekly basis in conjunction with wellness coordinator, home support, addictions counsellor and nursing, and also visits just by myself.

Made several urgent home visits with suicidal clients and accompanied one client to hospital in Vanderhoof. Met with clients all year who had addictions issues, postpartum depression, complicated trauma, grief and loss, shame and guilt, social anxiety, psychosis, panic attacks, general worry, relationship and communication issues, self harm, suicidal ideation.

Wrote letters to the housing committee and advocated on their behalf x3

Ran a SMART recovery group and New Perspectives group throughout the year weekly. Provided counselling to Tezerron camp individually and in a group setting at the camp weekly. Helped organize and prepared information for Addictions Awareness Week. Helped prepare and deliver information to the Day Treatment Program between Nakazdli, Binche, and Tachie x 3 weeks

Helped with applications for treatment centers and with Tezerron Provided telephone counselling to Middle River clients. Attended funerals and wakes and participated in funeral services for clients. Wrote several articles for the newsletter. Prepared resources for clients with minimal literacy. Worked in the community garden planting, weeding, and harvesting Taught and prepared resources for the Childrens cultural camp

Met and provided counselling for men from Brian's work group

Wrote several letters for parole officers and provided counselling to meet court requirements. Helped 12 clients with Day School applications and provided counselling to go with this. Prepared to deliver a presentation on Women and Hormones for the Women and Warriors group

Helped write grant for food sustainability

Created pamphlets on grief and loss to get printed externally

Created the 6 sessions of material needed for Tezerron camp to meet counselling requirements. Created a power point presentation on grief and loss for the website



Photo by Margaret Mattess



NNADAP Counselor

Health Department
Graham R Sampson

Good day to you all, My name is Graham Sampson, I am Gitksan and belong to the killer whale house. I have been employed here for 19 months, and enjoy the environment both in and out of the office, as I find the staff here are very welcoming and very helpful when events need to happen, we all pull together, good to see, and a lot laughter always good for well-being.

The huge event that was planned and I believe was a success was “Snachaliya”, which was held on March 18,19, 2023, the main purpose of this event was to highlight culture, in hopes of starting a drum group here once again, during the Snachaliya event there was a challenge put out by, a few of the groups, that challenge was to have a group come down to Kitsegukla in November to attend and perform and to also attend in Hobiye in February. I do believe that this will happen however, just may take a bit of time to really get things going, community input will be involved, via BBQ to get more invovled and to simply sit and chat with community members about the drum group, as this will benefit all in there well being.

All with the Tuesday NA meeting we have on the regular basis, I do on planning another day treatment type program here as during the last one I did work with Nakozlie and Binchi, all the planning and prep work we did, registration and workshop, the day program did well, however, it turned out to be a drop in type day program as it was good, people that were in attendance where meant to be there. The one thing that I was always told, keep moving forward it will reach someone who needs it, that the important piece.

As I sit and thing about the past year here, I do believe that a lot of good things have happened, a lot of more good things will happen in the next year. I always look forward to working with different individuals, as the energy is always different which is a good thing, as we all strive to to help make sure the most important piece is covered, the community and the best interest of the members of the TI'azt'en Nation.

Thank you and have a good day.

All my relations,
Graham Sampson





Men's Wellness Program

Health Department
Wilburn Felix

My name is Wilburn Felix and I work with the Men's Wellness Program. My job is to work with men that have drug and alcohol addictions. My goal is to keep them busy and help them seek counseling. With the pandemic our community also suffered with opioid crisis. With this we needed to figure out how to draw these people in to get help. I also encourage them to utilize the services and resources that we have at the Community Health Center.

Some of the services that I helped with:

- Applying for proper Identification
- Applying for Pension, etc.
- Advocating for them with medical appointments
- Teaching them financial independence (Budgeting, paying bills)
- Teaching Life skills
- Weekly council meetings, twice per week
- AA weekly appointments
- Things we've been doing in the shop:
 - Taught them how to build boxes for the sobriety event (This included: cutting, measuring, staining, and teaching how to put the overall structure of the box).
 - Helped with renovations for those who are in recovery. For those, who took drastic steps to overcome addictions, we helped renovate their home.
 - Renovating people with illnesses homes
 - They had their own personal projects that they wanted to learn to do. Some of these things include restoring rocking chairs, end tables, kitchen tables, storage chest, paddles.
 - In the evening, they helped build river boats
 - Built other projects for events in the community
 - We starting to build a timber frame cabin with the guys
- Cultural Activities, we've done:
 - Hunting and gathering
 - Setting net under ice
 - Setting net for elders for salmon, char, whitefish and rainbow
 - Camping
 - Traditional Hunting Camps, we will be setting up camps for those who suffer from addictions.

Tezzeron Camp:

- Sealed up gable ends to prevent from rodents
- Purchased furniture
- Installed appliances.
- And other small projects around the camp

I would like to thank all the other departments for their support from education, housing and the band manager Scott Carle

Photo by Farrah Alexis



Wellness Prevention

Health Department

Conrad Joseph

I have been with the health department for the pass several years in prevention. My job is to help along with the community members keeping them busy, having evening activities at the wellness center three nights a week: Monday, Wednesday and Thursday all from 6:00 pm till 9:00 pm.

Prevention has the following events; acoustic night, gaming night, movies night at the wellness center. We held a winter snow-shoe hike around the trails behind the health center, a 15 and 45 minute hiking trail just to get community involved a physical activity. Started an end of the month breakfast. Work along with FNHA and the Dudes Club. I would like to keep these activities consistent to help along with prevention. We are getting the works of the Rites of Passage done, we are also going to be doing our annual harvesting camp going this fall. I here are any question that you would like for me to answer please ask, thanks. Conrad Joseph.

Maintenance/Driver/Support, Tezzeron Camp

Health Department

Michael Aslin.

My job for the nation:

Tl'azt'en Nation Maintenance/Driver/Support, Tezzeron Camp

Maintenance: Make sure water system is working (plumbing), cutting firewood for winter months, plowing roads during the winter, maintain the generators, fueling and re-fueling. Driver: Transport clients to programs, Doctors and Dentist appointments, AA/NA meetings. Support: Would bring clients out hunting and trapping and teach them how to set traps and how to prepare the fur for auction. Also, how to stretch and prepare the animals we catch.

Men's Group Helper, Tl'azt'en Community Health Services

I'm really grateful for the nation, how they helped me, in my journey in sobriety. It's been 15 months sobriety on my journey and recovery in addictions. And I'm grateful to be alive today and to start working with our people again in recovery of addictions. My dream is to keep the Land Based Healing Camps going. It's who we are and to keep Tezzeron Healing Camp open for our people and nations and for now I'm working with Brian Felix with the Men's Group at the clinic until they open the Tezzeron Camp again.





Patient Travel Coordinator

Health Department
Kimberly Johnnie

Hadih Ti'azt'enne

As the Patient Travel Coordinator for the Health Department, I transitioned into this role in October of last year. Prior to this, I had been working in the Social Development office with different responsibilities. Although it was a significant change, I have adapted well to the new role and familiarized myself with the program and individual needs.

The challenges I face in this position involve dealing with people requesting compassionate care, which the program doesn't permit, as it focuses on getting patients treated and back home. Additionally, I receive requests for assistance from off-reserve members, which the program cannot accommodate. However, those individuals can seek help from FNHA off-reserve at 1 855-550-5454.

The Medical Transportation Program offers supplementary benefits to ensure eligible clients have access to medically required services. It does not cover all associated costs related to the client's medical condition and travel. Eligibility is determined by First Nations Health Authority or organization representatives based on the necessity of off-reserve medical services. The most economical and efficient mode of transportation is considered, taking into account the client's medical condition and urgency.

To be eligible for medical transportation benefits for a specialist appointment, the client must provide a referral from a general practitioner or health professional, along with confirmation of the appointment. The client is responsible for providing a 10-day notice before the travel date for proper arrangements. After the medical travel arrangements are made, the client must confirm attendance at the appointment.

Clients are encouraged to schedule their travel arrangements appropriately to attend their appointments and return home using the earliest available means. Extending travel beyond medical requirements or requesting stopovers is not allowed. Any additional costs incurred are the responsibility of the client, including the return trip to the community.

As the patient travel coordinator, my duties include booking airfare and required accommodations. Once the appointment is attended and the confirmation slip is provided, reimbursement will be issued.

Thank you for taking the time to read my AGA Report 2014.

A'wet'za



