



## 38<sup>TH</sup> ANNUAL GENERAL ASSEMBLY





# **38<sup>th</sup> Annual General Assembly**

**“Tl’azt’en Resetting Priorities”**

**Chairperson -**

**September 17, 2024**

**Day 1**

**8:30 AM** CONTINENTAL BREAKFAST

**9:00 AM** OPENING REMARKS - CHIEF

**9:10 AM** AGENDA REVIEW - REQUESTS FOR AGENDA ADDITIONS

**9:20 AM** CHIEF AND COUNCIL REPORT

**10:00 AM** AUDITED FINANCIAL STATEMENTS

**11:00 AM** EXECUTIVE DIRECTOR

**12:00 PM** LUNCH

**1:00 PM** CCP UPDATE

**2:00PM** RADLOFF

**2:30 PM** MOH - HIGHWAYS

**3:00 PM** HOUSING

**5:00 PM** DINNER

**6:00 PM - 8:00 PM** RYTHEM & SOUND

**September 18, 2024**

**Day 2**

**8:30 AM** CONTINENTAL BREAKFAST

**9:00 AM** OPENING REMARKS - CHAIR PERSON

**10:00 AM** TERRY LUGGI

**11:00 AM** EDUCATION

**12:00 PM** LUNCH

**1:00 PM** SOCIAL DEVELOPMENT

CHILD WELFARE / COMMUNITY JUSTICE

**2:30 PM** JPRF - SUE GRAINGER

**3:00 PM** NATURAL RESOURCES

**4:00 PM** FISHERIES

**September 19, 2024**

**Day 3**

**8:30 AM** CONTINENTAL BREAKFAST

**9:00 AM** OPENING REMARKS - CHAIR PERSON

**10:00 AM** HEALTH

**12:00 PM** LUNCH AGA CONCLUSION

## **Mission Statement**

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.

# “Ti’azt’en Resetting Priorities”

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# “TI’azt’en Resetting Priorities”

Edward John, Chief Report



## **FAMILY:**

My family are original members of TI’azt’en Nation residing in our Dakelh homelands for countless generations and I have lived in many places including in our villages in Tache, Yekooche and Nantl’at with my parents and extended family members. One of the most prominent in my life was “atsoo lala”, my grandmother on my mother’s side. I was told by my late mother that I was brought and welcomed into this world in the traditional ways of our people by late elder midwife “Emalian” and later told by my late uncle Leno, that I was born in a tent on the shores of Nak’alibun. It was on a summer day.

Wendy and I have 8 children combined (4 each with prior spouses), and 12 grandchildren with 4 great grandchildren. In my TI’azt’en family I have 9 siblings, four of whom sadly have gone to be with our ancestors. I have countless nieces and nephews and their children and grandchildren who make me absolutely proud; many of them are doing well but some are on hard times.

Nonetheless I love each and everyone of our them dearly trying to provide what guidance I can.

This is the one of the most important responsibility we inherited from our “udusneke” and we must do our best. There are no others who can carry out our Dakelh work and responsibilities.

## **INTENT:**

As TI’azt’enne we face tremendous inter-generational challenges mostly from residential school at Lejac which I attended as a child and youth. This was followed by the “60s scoop”. Both of these governments strategies affected our y parents, and in some cases our grandparents.

We and our children were and still deal with the intergenerational traumas each and everyday. Each one of us are impacted in different ways and we each understand and deal with it in many different ways. It also impacts each and all of our families and our respective relationships with each other..one of the worst being the nature and extent of lateral violence.

The traumas has and still impacts the well being and dignity of our peoples: -physical (body), -the mental (mind), -spiritual (nezul) and -cultural/linguistic (who we are, our identity and where we come from).

We have to think strategically and work diligently to understand, manage and to deal and hopefully in time overcome the challenges which come from this..for each person, each family and each community. For this work we have many tools including most importantly the teachings of our ancestors. It guided them, generation by generation and served them well.

We have a most difficult challenge though... we are slowly losing our fluent Dakelh speakers and we need to re-vitalize our language while we still can, together with our traditional knowledge and practices.

In this, education, both public and Dakelh, is an absolute priority because it helps our people open doors to the outside and to the world we inherited from our ancestors.

As we deal with these inter-generational challenges we need to create opportunities to support all of our people, our families and communities. This requires training, jobs, businesses and economic opportunities for individuals to take care of themselves, their families and our communities.

## “TI’azt’en Resetting Priorities”

This will help our families prepare our children in their Dakelh ways and for the world outside. How we do this is up to us. No one can do this for us...but we will need outside support and assistance.

### **EDUCATION:**

I have been involved in Tlazten Nation’s work in different capacities including as Chief and a member of Council for some 18 years. I was strongly supported by my community. I graduated from Prince George College, the University of Victoria (BA degree) and to UBC Law School (LLB degree).

However, our Dakelh traditional teachings and knowledge taught to me by my parents, grandparents and TI’azt’en elders and my fluency in our Dakelh language is the most important education I have.

### **SKILLS:**

My skills are broad. I have a strong work ethic, a critical thinker, a public speaker, proficient in writing and able to work well with people to establish strong relationships.

As an adjunct professor I taught a course on “Indigenous government and practices” at the University of Victoria for 7 years. On behalf of the 54 northern First Nations I helped establish UNBC. As a negotiator I worked other Indigenous Peoples on the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration) over many years at the United Nations. Now it has been legislated into law in Canada and BC and the Supreme Court of Canada has endorsed it as part of Canada’s positive law.

### **INTERESTS:**

To teach our young people to speak Dakelh fluently. As a child growing up in our territory I was taught to know, understand, love and respect our land and waters and everything which lives on it. As I travelled with our families throughout our territory I learned much about who we are and where we come from. We need to practice this with our children and grandchildren so they will know their identity- who they are as Dakelh and the land which is a fundamental part of being Dakelh... to teach them our ways, the place names and their importance of their responsibilities to each other and to our lands and all (fish animals, birds etc.) which depends on it.

### **GOALS:**

To help move our people forward in all of our endeavours whatever they may be. We completed and adopted a TI’azt’en Nation “comprehensive community plan”. This should guide our work in setting our priorities and to act on these with priority commitments in a 3-5 year operational plan.

### **SOME FINAL WORDS:**

On June 21, I completed a 1.5 year contract as Acting Chief Administrative Officer at Musqueam First Nation. It was an exceptional experience..giving me a depth of experience in both our Indigenous people’s political and administrative worlds.

I have moved around this province in advancing my profession as a lawyer, including with First Nations in BC, Canada and internationally. I was an Expert Member of the United Nations Permanent Forum (UNPFII) on Indigenous Issues for 6 years and also served as Chair.

UNPFII is the main advisory body to the United Nations, through ECOSOC, advising on six critical areas of Indigenous issues relating to approximately 370 million Indigenous peoples around the world. What held me in solid standing at the international arena was my solid and credible grounding in Dakelh (language and culture) which I was taught by parents and many Dakelh elders and learned as a child in TI’azt’en Dakelh territory and through my adult life. However I have stayed connected to our people in all of our villages and helped in what ways I could.

I have a house in old Tache and my priority work is in TI’azt’en territory. However TI’azt’en Nation cannot be isolated. It is through our alliances where we have developed the largest, deepest and constructive political, legal, social, cultural and economic spaces for change for to help the progress for our and other Indigenous Peoples.

## “TI’azt’en Resetting Priorities”

The marginalization of our peoples and continued “underdevelopment” of our peoples and Nations, fostered by federal and provincial government laws, polices, strategies and practices must change.

We need to work with our peoples and communities and also engage directly with government, bushiness, industry and third parties what our expectations are. In this we need to be strong, clear, direct, respectful and develop constructive solutions.

As TI’azt’en Nations elected government officials we are responsibilities to our peoples, families and communities and we must strive to do our best. Along the way we will encounter many challenges, both from inside and outside. We need to remain focussed on and disciplined in dealing with and bringing solutions forward, no matter how big or small.

To be clear TI’azt’en Nation’s business is and will be my priority focus. I also need to advise that I was in past and am now still engaged with several outside bodies: Native Education College {voluntary Chair of BoD) which will be the 25th public post secondary institution in 2025; Nadleh Lejac Guiding Team member to advise on burial sites of Indigenous children at the site of Lejac Indian residential school; elected by First Nations as Commissioner for the BC Treaty Commission; member of the Fraser Basin Society Board.

I have for decades been involved with Indigenous peoples globally. After the UN Declaration was adopted by the United Nations on September 13, 2007 Indigenous peoples focus shifted to:

- a) implementing the UN Declaration globally within the UN and by all the 192 Countries on the U.N. and
- b) to work on an Observer Status for Indigenous Peoples at the United Nations General Assembly, including all of its subsidiary bodies.

I will continue to be engaged until Indigenous Peoples globally, are welcomed as an important member of the international families of peoples represented in the UN General Assembly and its subsidiary bodies.

Over the years I have diligently developed many working relationships with Indigenous peoples and leaders in all levels of governments, business/industry and non governmental organizations. This is for me an important foundation for me to work with each and all of TI’azt’en Council members in our pathway forward.

In our lifetimes we may have said and did many things which we regret and for which we are sorry. I am sure there is not a day which goes by where we wake up in the morning committing to be respectful to all and where each night, we each assess what we may have said and done and commit to do better tomorrow. Of course, we will be conscious of and work hard each and every day to continue to earn each other’s trust and respect. I hope over the many years ahead, we will work together in the spirit of the many good teachings passed onto us by our ancestors and to work in the best interests of our people, families and communities.

In my lifetime I have come to realize one of the most powerful words our ancestors used in talking to each other was our Dakelh word: NKESSIH!

We should never be shy or fearful to say “nkessih”...it is a binding and solemn expression for our respect and love for each other in the ways of and in the spirit of our ancestors teachings. We can build on this one word...and will begin to dismantle, one by one, the colonial bricks of disconnection, lateral violence, the

hardness, even hatred, in our hearts. It is solid foundation for our TI’azt’enne pathway ahead... and worth a try.

Alhgo lhah tsoot’en. Nohkessih Et awetza.

Edward John Chief  
TI’azt’en Nation

# “TI’azt’en Resetting Priorities”

## Beverly John, Councillor Report



It's been an exciting year so far. Many projects that were put on hold, have now been completed. We recently had an election using an Election Code that was passed by members in a referendum and moving toward the implementation phase for the Comprehensive Community Plan. There are other exciting projects on the go. The community hall is an ongoing initiative but unfortunately is delayed further due to required assessments and studies. I'm looking forward to working with Chief, Council, Management, Staff and Members. Thank you for your continued support

This is a summary of my work and activities this past year:

1. A new committee I sit on as Portfolio Councillor is the Social Development Committee (SDC). The SDC has met several times already and has spent time focusing on learning more about Bill C92 Jurisdiction and Nezul Be Hunuyeh C6 delegation. Positive change for our children and families is possible through prevention efforts and wrap around programs. Thank you to Renata and Michelle who are on-reserve lead advocates on behalf of our families dealing with the child welfare system . I look forward to continuing in this role and working with the committee members on issues important to the wellbe-ing of our children.
2. I continue to sit as a Board of Director for the John Prince Research Forest Board. The JPRF BoD meets quarterly. The official 30th Anniversary was last year, but a gift will be presented to JPRF at this year's AGA. Sue Grainger, Manager of JPRF, will be retiring this year, after helping set up the company and managing it for over 30 years. Sue's leadership and friendship will be dearly missed. The JPRF is a partnership between TI'azt'en Nation, Binche and UNBC with Nak'azdli participation.
3. Many significant research and education initiatives have been done over the years. Research outcomes are being used to better manage the forest for wildlife and biodiversity. As part of the JPRF mandate of research and education, the Chuntoh Education Soci-ety was formed in 2002. There are many fantastic sciences and traditional knowledge-based programs that are part of the elementary and secondary schools' curriculum. I sit on the Chuntoh Board and attend quarterly meetings to support the programs and staff.
4. The Council table has been busy with understanding more about proposed industry projects such as the FPX nickel mine and the recently reactivated Prince Rupert Gas Transmission (PRGT) LNG line. Two significant projects that will have direct and devas-tating long term environmental impacts in the territory and early and late Stuart sockeye spawning grounds. Members stay tuned.
5. TI'azt'en Nation has participated as one of 7 Carrier Sekani First Nations (CSFN) in the Pathway Forward Agreement (PFA) with BC. As the old agreement expired, there are ongoing discussions for a PFA 2.0 renewal. I sat on two CSFN working groups: Letter of Understanding (LOU) with Federal government on stewardship issues and the Resource Management Plan (RMP) with CSFNs. Both working groups are on hold until a new agreement is finalized and agreed to by the 7 CSFNs. Stay tuned.

Thank you to Tanizul Timber for your continued contribution 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

TI'azt'enne, you are the greatest asset of the Nation. Your voice matters and your participation in the issues of the Nation



## “TI’azt’en Resetting Priorities”

is important. While life has its ups and downs, I have witnessed the community rally together to help each other and support one another through the good and bad. That’s the most wonderful strength of our people and Nation, is we put our collective efforts together with love for the greater good of the community. God is Love; when we draw near to Him, He draws near to us to strengthen our resilience and respect for one another.

To past Chief and Council, it was an honor to work with each of you. It takes a good heart and strong mind to put your name forward in service to the members and Nation. It’s not an easy job, yet rewarding when certain milestones get achieved. Leadership is working together and staying focused on the people and solutions for positive change.

To the newly elected Chief and Council, I look forward to the next three years. There are many good initiatives and projects, and I look forward to putting in the time and work to help in whatever ways I can. My love and respect for the people continues to be at the core of why I enjoy my work at the Council table, with others who also love the people. Continue to work together and strive for the unity and peace for our communities.

To the wonderful staff of TI’azt’en Nation, nothing is possible without you!! Even through 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. 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

### **Mina Holmes, Councillor Report**



Hadi TI’azt’enne,

Musi for to everyone who is attending the AGA this year. For anyone who does not know me, my parents are Rose Holmes (Mattess) and my dad is the late John Holmes. My grandparents on my mom’s side is the late Annie and Louie Mattess.

As a councillor of TI’azt’en Nation I commit to a path towards good governance that supports a prosperous economic future and the practice of inclusion where members are included in the business of the nation.

A bit about myself:

Family is the most important part of my life. I treasure time with my family, and we enjoy exploring nature or cities alike. All of my kids are now adults building their own lives and pursuits. Stephanie Holmes is working for Indian Residential School Survivors Society and has a bachelor’s in social work. Jaime Rose Holmes is at the University of BC finishing required credits for admission to UBC Law School. Laurene is working for the BC Friendship Centre Society supporting indigenous peoples access to housing and other supports. John Dawson Holmes is taking a trades program and is hoping to primarily do firefighting.

I have supported my now adult kids through organized (league) youth sports; hockey, soccer, baseball, ringette, rugby

## “Tl’azt’en Resetting Priorities”

and volleyball. Through sports youth have opportunities to develop strong self-discipline minds, physical fitness for life, leadership skills and lifetime friends.

I very much enjoy reading, including using one of my favorite Apps; Audible. My primary reading interests is personal development books, some science fiction stories, history books and the periodic novel. The last book i read for personal development was The Subtle Art of Not Giving a F@ck. I am currently listening to The Courage to Be Disliked!

Health and wellness is very important to me. Getting outside with family and friends, camping, traveling are also important. I believe healthy foods lead to a healthy life and promote this as much as possible within my family and among my friends. I enjoy walking and fitness activities (yes, doing laundry counts), hot yoga, and Pilates.

Education: My path in education was not the usual path people take. I dropped out of school after grade 10, a very big problem! It only took a few years to realize that I needed an education to go places in life, such as university. At the time I lived in Tache so I went to the Education Centre and signed up to take the General Education Diploma also known as the GED. I passed the test with flying colours and actually surprised myself! I also took an aptitude test to identify my interests and scope out careers suitable for me. That is where I learned I would enjoy teaching, facilitating, helping people, and law.

There were other areas of interest, however from the Education Centre I developed an education and career plan. I completed two programs: The Native Adult Instructors Diploma and then the Life Skills Coaching Diploma. I delivered life skills and pre-employment programs at the Education Centre. Then in 2000 I moved to Chilliwack and completed a bachelors degree. Then in 2006 I went to UBC Law.

- Juris Doctor of Law, University of British Columbia, 2010
- Bachelors of Adult Education, University of the Fraser Valley, 2004
- General Education Diploma, Adult Education Program, Tl’azt’en Education Centre, 1995

Goals: I am looking forward to the next three years. There are many areas of areas that need to be focused on, however I have four areas of interest:

- Good governance – building a foundation towards self-governance and reigniting traditional governance values instilled through clans.
- Economic Development – building an economic development corporation, supporting entrepreneurs, creating prosperity.
- Negotiations – Pathways Forward, overlap issues, BC and Canada.
- Inclusion - A health community where all members feel heard, included, and valued.

### Vincent Joseph, Councillor Report



I was elected to council mid-term in a by-election. I'd like to thank Margaret Mattess and Clifford Joseph for the nomination, their belief in me, and the membership that supported my seat at the leadership table. I bring my knowledge, life experiences, and professional attributes as an elder to the leadership table. It has been an honor to serve my community and all its membership.

## “TI’azt’en Resetting Priorities”

I took office in October 2023, and since then, there have been some changes in moving forward for the Nation. Here are a few things that I have been engaged in as a councillor:

1. The first order of business I was engaged in was Tanizul Timber. The controversial state of opposition has been settled through meetings to negotiate and create a working relationship, joining points of view and establishing a working process.
2. Tanizul Timber and the Nation have worked out and signed an agreement with Slocan and Apollo.
3. I worked with Nezul Be Hunuyeh. We sat at the table with them and clarified the position and programs of how NBH will deliver programs in the Nation. At the table, we are holding the organization accountable in terms of transparency and collaborating to meet the Nation’s needs. We gave input and direction to the organization’s Strategic Plan.
4. At the table, we have addressed some ongoing issues in the administration. The leadership table has given directives to the Executive Director in the following areas, which I have been actively involved in:
  - The membership requested evaluations and job descriptions, which are revisited at each Chief and Council meeting to ensure that the request is completed, ongoing, and reviewed regularly.
  - Scott Carle was removed as Executive Director as his contract was not renewed. A job posting was made, and we now have a new Executive Director.
  - The new Executive Director has been working with the Chief and Council to ensure that the following is underway:
    - The Election Code was ratified by vote, and we are now in the election process. According to the code, elections are to be held every three years in June. Due to the short notice and the requirement of creating an Elders Advisory Committee to work with Chief and Council in choosing an appeals committee to work with the Electoral Officer, the election will move forward with an August 7, 2024, vote date. In three years, it will return to the Election Code’s requirement of June 2027.
    - A Pathway Forward coordinator job posting has been completed and is in the works to hire. This coordinator will oversee the funds, projects, and programs, which will be reportable to membership as they unfold. Postings can be found on the TI’azt’en Nation web page.
    - The Comprehensive Community Plan was presented to the Chief and Council table to begin work on Phase 2. It was passed by the leadership table, and funding has been procured through ISC, with the utilization of PWF Governance Funds allotted at \$150,000.00 to continue the research with departments and the leadership table. The outcome is to create an implementation plan identifying what is already being implemented and what needs to be implemented.
    - Nation’s financial standing, as requested by the membership.
5. United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) has had \$200,000.00 allocated for the Nation to hire a UNDRIP coordinator to ensure the following:
  - Create an action plan ensuring industry and organizations follow a clear process in recognizing and adopting First Nations culture and traditions.
  - Identify and implement cultural and historical information through clear posters, signs, and information that bring recognition within the Nation.
  - Work in collaboration with the Cultural Coordinator and administration to ensure processes are completed and implemented.
6. FPX Nickel did a presentation showing the current state of the land and what it will look like after. No agreements have been made, and consultation with the membership will need to take place first. Environmental studies need to be done by FPX and the Nation, followed by another consultation with the membership. To date, there has only been one presentation to Chief and Council.
7. Prince Rupert Gas Link is now owned by Western Gas Link and the Nisga Nation. The Chief and I met with them, and they did a presentation on where the pipeline will be going. The pipeline will be installed above the river. There will be an update and presentation to the Nation.
8. The Baricade Treaty negotiations with ISC, between TI’azt’en and Nak’azdli Whut’en, should have final outcomes this month. The agreed negotiation is for approximately 100 million.

In closing, I would like to thank the membership for putting trust in me. I am always open to conversations with membership. I have utilized my voice, experience, and knowledge at the leadership table. We are currently in elections, and I hope to serve the Nation again. However, I am grateful for the opportunity this has given me.

I would like to extend my condolences to all the families who have lost loved ones to drug overdoses. These losses affect

# “Ti’azt’en Resetting Priorities”

our Nation and our families in ways that leave deep voids. My thoughts and prayers are with you.

Nohk’essi’ – I Love You All

## Executive Director Report

Darren Haskell



Hadih, Ti’azt’enne, I would like to acknowledge those in attendance and on zoom. Welcome to the Ti’azt’en AGA Executive Director position update

I would like to confirm that after going through the interview process for the Executive Director position. I would like to confirm that I Darren Haskell, have accepted the position on a 1 year term. We have a lot of work in the months ahead, along with committees that need to be set up. I look forward to the challenge ahead, and look to bring my knowledge to the table and hopefully guide the administration on a good path.

### Elections 2024

Your new Chief and Council were sworn in on August 12th and begin their 3-year term immediately. The 7 councillors were appointed by acclamation according to the Election Code.

An Elder’s Advisory Group, Election Committee and Appeals board have been appointed according to recommendations from the Elders Advisory Group.

The Edlers Advisory Group provides advice and recommendations on who should form the Election Committee and Appeals Board. As well as provide input into revisions or amendments needed for the Election Code.

The Election Committee will be reviewing how the Election process rolled and provide recommendations on any potential amendments needed for the Election Code.

The Election did receive 2 appeals, and it was decided by the appeals board that the information was not sufficient to overturn decisions made during the election. Thus, these appeals were dismissed.

### Tanizul Timber

A joint statement was given out to community signed by John Leidl (Tanizul General Manager) and Chief Leslie Aslin. It shows the commitment from both tables to work together for the benefit of Ti’azt’enne.

Next steps include formalizing an agreement between the Tanizul Board of Directors and the Ti’azt’en Nation Chief and Council. This will come in the form of a Letter of Agreement signed by both parties.

### Economic Development

Unfortunately, our Economic Development office resigned his position. We are continuing to move forward utilizing a consultant to help the nation further develop the Economic Development corporate structure. We would like to move this forward to ensure the Economic Development opportunities for the nation.

### Ranch

The plans for the Ranch are continually being reviewed. It was originally planned to sell the herd and recoup what we can from the sales. But at the previous band members meeting, we were given the guidance to do a feasibility study and come up with options to move ahead with the Ranch. The Ranch will be a continuing topic of discussion on how we can move ahead while continuing to incur these costs. Options will be developed once the feasibility study is complete.

### Community Hall Update

## **“Ti’azt’en Resetting Priorities”**

The Community Hall work is continuing, we have submitted a funding proposal to ISC through the CHRT-41 program. This will help in getting the funding required for the construction of the building. We would like to acknowledge that the progress has not gone as quickly as we hoped.

As part of the funding application process, we are required to submit three (3) technical reports on the site itself. The reports required are as follows:

- Water Supply System capacity analysis
- Environmental Site Assessment (Phase I)
- Environmental Impact Assessment
- Archaeological Impact assessment

Each of these studies requires at least 4 weeks to complete with a final report completed and submitted to ISC alongside the funding request. We have identified firms that will complete the work and have results to us by the end of August. Furthermore, the overall cost of the entire Community Hall/Administration building is ~\$34 million

### **NEXT STEP:**

The project team will reconvene during the week of October 18th, to see identify what steps need to taken to get shovels in the ground. We acknowledge the continued support from Tanizul in the form of donation for the Community Hall. The total donation amount is up to \$12.2 million.

### **Community Comprehensive Plan Implementation**

A job posting has been posted for a Comprehensive Community Plan implementation coordinator. This is to guide the implementation of the CCP and implement projects and identify further priorities laid out in the CCP itself.

A plan for identifying priorities will be developed by the CCP implementation coordinator, once in place. The Implementation of the CCP will lead to on the ground projects and these projects will be presented to the community.

As the posting for this position has not been successful, we are working as a management team to discuss how we can implement the projects outlined in the CCP for each department. The management team can form the interim Champions table and initiate projects with achievable goals. This work will be important to keep the CCP alive and present in the community’s eyes.

### **HR Update**

Our HR Manual has gone through a legal review, now it requires a review and update by Managers. Once managers have completed a review, it will require a quorum of council to approve the Manual and put it into force.

### **Forensic Audit**

At the Band Members meeting in March 2024, a motion was passed for the nation to undergo a 5 year Forensic Audit. A Request for Proposal was developed and sent out to various Accounting Firms. We are awaiting the proposals from each of these firms.

We have received a proposal and will be moving ahead with Phase 1 of the Forensic Audit, which involves information gathering and meeting with Finance staff.

### **Housing/Public Works**

The Housing department is currently in transition. The previous Housing Manager has moved on to other opportunities. In the interim, the Executive Director will work the Public Works manager to guide the operations of both Housing and Public Works. The Housing Committee will help guide the allocations and housing applications, alongside the Executive Director.

If there are any issues concerning repairs or maintenance, please write to the housing office to have them addressed. For future housing allocations, please ensure that your housing application is up to date and filed with the housing department. As we have constantly had Housing managers move in and out of the position, applications may not be current.

### **Asset Condition Reporting System (ACRS)**

Asset Condition Inspections were completed over a two week period beginning June 19 and ending June 26. These inspections are completed by professionals alongside our Public Works and maintenance team. These inspections will

## **“Ti’azt’en Resetting Priorities”**

result in reports that will help us assess the quality of our assets in community. A final ACRS will be completed and sent to the nation for review. This report will advise us on repairs and maintenance needed on any community assets and we can reference the report when applying for funds to complete any repairs needed. The inspections completed were on the Water plant(s) in both Middle River and Tache, as well as the road and water systems. Also, the structures were inspected for age of life and current condition. The lift station, lagoon system, and back up generator for the School was also inspected. A final report will be submitted to the nation this September.

### **Playground**

Recommendations for playgrounds have been received, multiple playgrounds are being considered, quotes are being gathered for review and funding decisions.

### **Emergency Response**

Our current Fire dept is only trained to handle structural Fires, wildland fire training is being coordinated through the education department. We have compiled a list of equipment needed for the Fire department to be more adequately prepared for future fire situations. The Assets Condition Reporting System has taken into account the age of our Infrastructure and equipment. The Wildland Fire Training will further prepare our Fire department for any wildfire situations in the future.

### **Youth/Recreation Program**

Motions were passed at the last band members meeting to develop a Youth program that targets prevention activities for Youth in the community. Overall Budgets have been approved for both of these stand alone departments. Currently, the recreation program sits under the Education Program and is administered by the Education Manager. Job descriptions and workplans are being developed, job ads will be circulated for managers for both the Youth Program and the Recreation Program

### **Economic Development**

Chunny Varaich has been engaged to work on the Economic Development Structure. Chunny previously assisted Ti’azt’en in receiving the our Economic Development fund from the Pathway Forward Agreement. Chunny is currently working on the Economic Development Corporation structure and has potential candidates to populate the board of the Ec Dev corporation. A presentation is for Council is being organized for the next Council meeting. A limited partnership approach was recommended by Chunny as a starting point for the EC Dev department. This work will take some time to progress as we work to develop an economic arm of Ti’azt’en Nation.

### **Working Committees**

Additional staffing needed to guide these committees into a final process.

Audit and Finance Committee – a draft Terms of Reference has been developed but needs to be finalized and a call out for Committee members is required.

Economic Development Committee- Terms of Reference was developed, multiple call outs for committee members have been sent out. However, the committee itself has been put on hold until we get a full time Economic Development Officer.

### **Drug and Alcohol Testing**

This has been approached by the nation before, legally we cannot force staff, other than those in safety situations, to take mandatory drug testing. A Drug and Alcohol Testing policy will be reviewed and implementation will be reviewed by legal experts.

### **Elder’s Coordinator**

The Elder’s Coordinator has been posted; Health department has been taking the lead on some Elders activities. Health Staff would like to expand on Elders engagements, including an Elders recognition Dinner, monthly activities or trips to Middle River and other areas.

### **Strategic Planning**

A Strategic Alignment document was developed for Council and NR department. Some recommendations have been outlined in the document, implementation steps need to be taken and council input will be necessary to align with Nation values. Further strategic discussions will be necessary to align with Ti’azt’en Nation Values.

# “Ti’azt’en Resetting Priorities”

## Governance Training

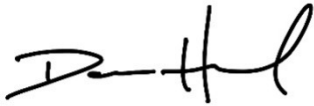
Governance Training is being proposed for the New Council as a part of the onboarding process for new council members. The proposed training will be for both Council and Managers to understand the relationship between the Governing Body and Administrative Managers. This will clearly delineate the roles of each body and how each pertains to the nation.

## T6 road

We have received an update briefing note from the Engineering firm Radloff and Associates. The current issue that the project has run into is the cost for the gravel source for required for the resurfacing of the road and subsequent paving. The briefing note will provided on potential options for gravel sourcing for the T6 road.

Thank you for reading the report and I hope to continue to help communicate initiatives that we are working on from an administration perspective.

Tube Cho Mussi,



Darren Haskell  
Ti’azt’en Nation Executive Director

## Executive Assistant Report

Charlene Tom

Mariah Aslin-Roberts



## Administration

### Roles and Responsibilities:

As part of the Administration team, my duties are varied. I serve as the recording secretary for the Chief and Council and assist the Executive Director, Darren Haskell. Recently, we held an election for one Chief and seven Councillors under the newly ratified Election Code, a document many of us worked hard to finalize. Special thanks to the Election Code Committee for their dedication. This was also a historic moment, as it marked the first time all seven Council members were sworn in by acclamation, without the need for a vote. Congratulations to the new Chief and Council—I am honored to have the privilege of working with you. In addition, I oversee the Receptionist and Custodians. Our custodial team consists of Gwenda John, Kurt Felix, Mark Rutherford, and Max Rutherford, and I want to express my gratitude to them for maintaining the cleanliness of our buildings on a daily basis.

### Space and Filing Systems:

Since moving into the trailers, we have been faced with limited space, requiring us to store many historic files in our secure c-cans. I have created a small central filing system in my office, although many departments are similarly constrained and also rely on additional storage in c-cans.

## “TI’azt’en Resetting Priorities”

### **Receptionist Role:**

The Receptionist position is often challenging to fill, as it is generally an entry-level job. I am proud to say that Trinity Johnnie started as our Receptionist just over a year ago and has since transitioned into the Accounts Payable role, learning on the job. We have also employed casual workers during the summer, and the Receptionist position is currently posted for applicants.

### **Membership-Indian Registry Administrator:**

Currently I am the main IRA and have held this title since 1996. In the past we have had 6 members take the membership training but have either moved onto different employment or have not pursued the position. I have an interested member who will be trained whenever a date comes available for training with ISC. Our total population for TI’azt’en Members as of August 2024 is 1552.

### **Knowledge Sharing and Mentorship:**

I take great pleasure in sharing my knowledge and teaching what I have learned during my years working for the Nation. Currently, I have a youth member working alongside me. She is a quick learner, follows directions well, and is eager to grow in her role, I am happy to have Mariah Aslin-Roberts.

For my personal development, I am committed to passing on my knowledge to any staff member I work with, drawing on my extensive experience in Administration.

### **Communications Officer:**

I collaborate closely with our Communications Officer, who plays a critical role in ensuring clear and consistent messaging across our Nation. The Communications Officer is responsible for managing public relations, disseminating important updates, and engaging with community members through various channels. This role has been vital in keeping our community informed and connected, especially during significant events like elections and other organizational changes.

### **Personal Growth and Adaptation:**

In light of recent adjustments and the ongoing challenges of living without loved ones lost, I continue to do my best each day, despite my personal grief and struggles—challenges that many of us share. I encourage everyone to value their families, especially your immediate loved ones, as times are changing, and we must adapt and accept these changes.

I am grateful for the support I have received from my colleagues, managers, and the organization.

Looking ahead, I remain enthusiastic and dedicated, eager to contribute to the future of our Nation.

## **TN Forestry Stewardship Strategy**



After years of negotiations with the Province, the Carrier-Sekani First Nations (CSFN) successfully achieved the largest transfer of tenure volume to First Nations in the Province’s history, from 3.6% to 14.9%. A total disposition of 1,240,233 m<sup>3</sup> to First Nations in the Prince George Timber Supply Area (PG TSA). Of this total amount, approximately 800,000 m<sup>3</sup> is distributed among the CSFNs. TI’azt’en Nation received a Replaceable Forest License (RFL) of 63,008 m<sup>3</sup>/yr.

The CSFN forest tenure negotiations are complex and the need for TI’azt’en Nation to advance our Forest Stewardship



## “TI’azt’en Resetting Priorities”

Strategy requires skilled forest professionals. In the fall of 2023, John Leidl, Tanizul General Manager and Chelsea Heyer, Tanizul Forest Planner were contracted to provide critically needed services in order to make significant progress on the ‘Alghoh ‘Uts’ut’en Agreements with licensees and other commitments at the government-to-government (G2G) table. Their professional services are formalized in a “Service Agreement” that outlines their scope of work and cost share arrangement for their time working on the TI’azt’en Nation Forestry Files. Pathway Forward Agreement (PFA) Capacity Funds supports this essential work, which is the intention of the funds. These funds also support John Liedl’s critical role as TI’azt’en Nation representative at the Forestry Table, of which he has regularly and faithfully attending since 2017/18.

The TI’azt’en Nation Forestry Stewardship Strategy has two main objectives:

1. To establish a “rights-based stewardship” of the land where cultural survival and the ability to meaningfully exercise aboriginal rights and title is a foundational goal of forest stewardship.
2. To ensure that all forestry activities that take place in the territory align with the Nation’s stewardship objectives through a contractual agreement with forest licensees in the ‘Alghoh ‘Uts’ut’en Agreement (AUA) to achieve meaningful joint management of forestry activities and more jurisdictional control of the territorial landbase.

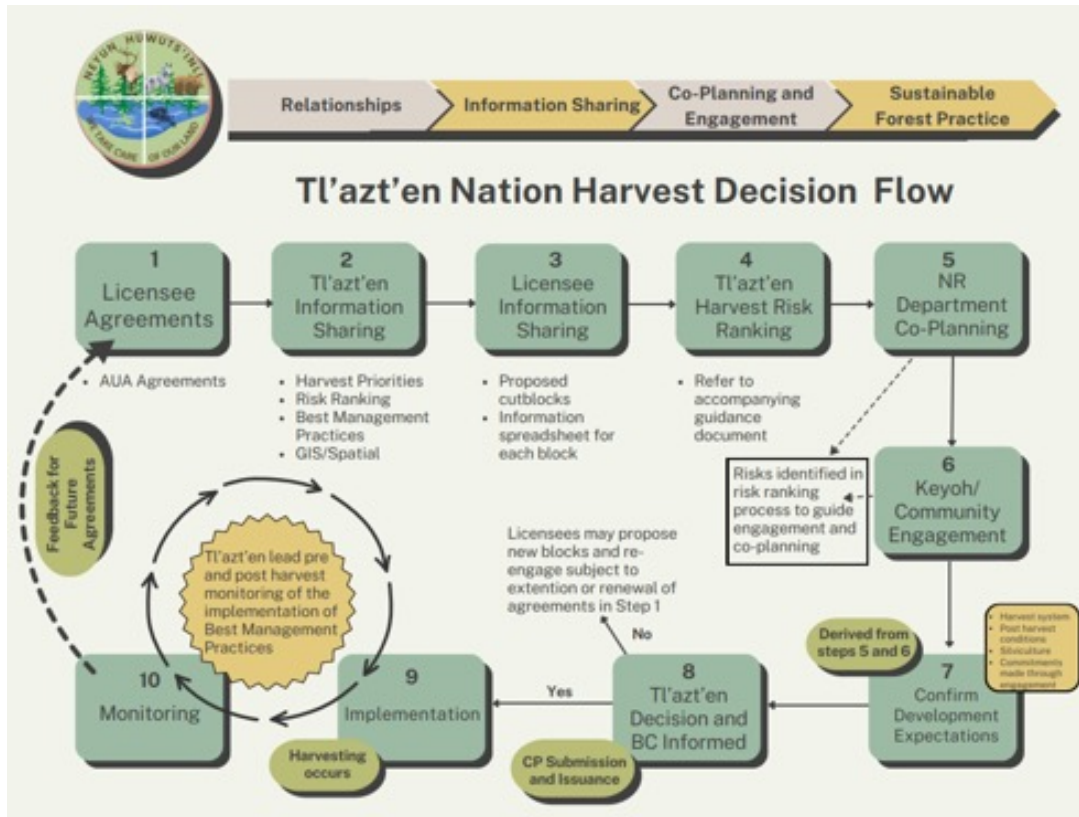
### ‘Alghoh ‘Uts’ut’en Interim Forestry Agreement

The ‘Alghoh ‘Uts’ut’en Interim Forestry Agreement is an agreement for 1-2 year term that outlines the conditions under which licensees will plan and operationalized forest planning. These agreements are for a short-term period as we work on longer term agreements. The AUA is requirement for all companies operating in TI’azt’en Territory. This Agreement will provide necessary guidelines for the working relationship between forestry licensees and TI’azt’en Nation. Most importantly the agreement will stipulate the amount of the licensee volume for the term of the agreement. In this way, TI’azt’en can essential “control” the amount of volume harvested in the territory – a critical part of reducing overall impacts of logging in the territory and improve forestry practices. The AUA will able TI’azt’en Nation to establish joint and collaborative decision making in all aspects of forest planning in the territory.

### 3 Areas Guiding this Work:

1. TI’azt’en Territory Sustainable Timber Analysis
2. TI’azt’en Nation Harvest Priorities (highly disturbed stands, forest health – NOT green live trees!)
3. Risk Assessments for Cultural Values, Wildlife Habitat, and Stewardship Objectives

# “Tl’azt’en Resetting Priorities”



Tl’azt’en Nation Cultural Archives / Cultural Research

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

Progress is being made on the finalization of the content of the Tl’azt’en Nation Cultural History book – Shih Ha’uzdut’en. Damian John is creating original illustrations for the book and we are working with a professional publicist.

First Voices

Theresa Austin, Senior Cultural Researcher and Language Expert, has been going through the current Tl’azt’en Nation First Voices site content for Dakelh language spelling and translation corrections.

The First Voices Team has created some new content – “Let’s Speak Dakelh” – useful phrases for beginner language learners. These phrases will be helpful when talking with a Dakelh speaker. Phrases like “Can I speak Dakelh with you?” “Can you repeat that?” and “Am I saying it correctly?” will allow learners of the language to ask questions and request information like “Can you say that again?” which is useful to language learners.

## “Tl’azt’en Resetting Priorities”



Lydia Prince, Tl'azt'en First Voices Coordinator, Pauline Joseph, Dakelh Language Advisor, and Renel Mitchell, NR Manager attending First Voices Workshop in Prince George in Sept 2023.



### **Communications Officer Report**

Norman Alexis

As the Communications Officer for the Tl’azt’en Nation, it is my responsibility to oversee all communication channels and ensure effective dissemination of information to our community members. In this report, I will provide updates on various communication initiatives undertaken throughout the year, including the development of the IOS and Android application, monthly publication of newsletters, utilization of the new digital sign, training on audiovisual equipment, continued use of Adobe Graphics Suite, and maintenance of the Website and Facebook Pages.

#### **IOS and Android Application**

The development of the Tl’azt’en Nation’s IOS and Android application has been a significant milestone in our communication strategy. The IOS and Android application serves as a centralized platform for community members to access important announcements, events, resources, and other relevant information. We will continue to update the application regularly to enhance user experience and incorporate new features based on feedback from the community.

#### **Monthly Newsletter Publication**

Our monthly newsletter remains a crucial tool for keeping community members informed about recent developments, events, and initiatives within the Tl’azt’en Nation. Each edition features articles, interviews, announcements, and updates

## **“Tl’azt’en Resetting Priorities”**

from various departments and community leaders. We have received positive feedback on the content and format of the newsletter, and efforts are underway to expand its reach and engagement further.

### **Utilization of the New Digital Sign**

The introduction of the new digital sign has enabled us to display dynamic and eye-catching content in a high-traffic area within the community. We have utilized the digital sign to promote upcoming events, share important announcements, showcase community achievements, and provide valuable information to residents and visitors alike. The versatility of the digital sign allows us to adapt content quickly and effectively based on the changing needs of the community.

### **Training on Audiovisual Equipment**

To ensure proficient use of audiovisual equipment across various departments and events, comprehensive training sessions have been conducted for staff members. These sessions cover the operation, maintenance, and troubleshooting of audiovisual equipment such as projectors, sound systems, microphones, and recording devices for major community events.

### **Continued Use of Adobe Graphics Suite**

The Adobe Graphics Suite remains an essential tool for creating high-quality visual content for various communication channels, including social media, websites, print materials, and presentations. Our team continues to utilize Adobe software to design graphics, edit photos, and produce multimedia content that effectively conveys the Tl’azt’en Nation’s message and identity. Regular training sessions and workshops are held to ensure that staff members are proficient in using Adobe software to its full potential.

### **Maintenance of Website and Facebook Pages**

Our website and Facebook pages serve as primary platforms for engaging with community members, sharing news and updates, and fostering meaningful dialogue. Efforts are made to keep these platforms up to date with relevant content, including event listings, photo galleries, videos, and informative articles. Regular maintenance and optimization activities are carried out to improve user experience, enhance accessibility, and ensure that content is easily accessible across different devices and platforms.

Tl’azt’en Nation’s communication initiatives have made significant strides in facilitating effective and efficient communication with our community members. The implementation of the IOS and Android application, monthly newsletter publication, utilization of the new digital sign, training on audiovisual equipment, continued use of Adobe Graphics Suite, and maintenance of website and Facebook pages have collectively contributed to enhancing communication channels and strengthening community engagement. Moving forward, we remain committed to exploring innovative communication strategies and leveraging emerging technologies to better serve the needs of our community.

## **Emergency Management Officer Report**

Norman Alexis

Greetings, Tl’azt’enne. It is an honour to present the annual report on our emergency management efforts for the 2023 - 2024 year. As your Emergency Management Officer, I am dedicated to ensuring the safety and resilience of our community through comprehensive planning, effective training, and robust community engagement. This report highlights our key initiatives, including the development of new plans, successful completion of training programs, and ongoing community outreach efforts. With continued support and collaboration, we aim to strengthen our capacity to respond to emergencies and protect our people. Thank you for your attention, and I look forward to sharing our progress and achievements.

### **Emergency Management Program and Plan Maintenance**

As the Emergency Management Officer for Tl’azt’en Nation, it is my privilege to present to you the progress and updates regarding our comprehensive Emergency Management Program. Our commitment to ensuring the safety and well-being of our community remains steadfast, and I am pleased to report on the continued maintenance and enhancement of our emergency plan.

## **“Tl’azt’en Resetting Priorities”**

Our Emergency Management Program encompasses all aspects of preparedness, response, recovery, and mitigation. We have made significant strides in maintaining and enhancing our emergency preparedness strategies. The program ensures that all elements of emergency management are addressed and updated regularly, including risk assessments, resource management, and community education.

### **Public Notification and Evacuation Route Planning**

In response to the evolving needs of our community, we have applied for some funding for Public Notification and Evacuation Route Planning. This initiative involves high-level engagement with our Leadership and Management teams, as well as stakeholders in neighboring communities who may be affected by our planning efforts. This comprehensive approach is part of a grant we have applied for from the Union of BC Municipalities, amounting to \$30,000. By collaborating closely with leadership and external stakeholders, we aim to develop robust public notification systems and efficient evacuation routes that enhance our overall emergency preparedness. These planning sessions will culminate in exercises designed to test the effectiveness and practicality of the plans, ensuring they meet the needs of our community and stakeholders.

### **Training and Funding**

I am pleased to announce that we have successfully completed the Incident Command System (ICS) Level 200 training, funded through the JIBC Public Safety Award and that covered training for 7-11 people and was 3,000.00. This training equips our emergency response team with the necessary skills and knowledge to effectively manage incidents of varying complexity.

We have applied for additional funding amounting to \$27,500 from the Union of BC Municipalities for the development of a Public Notification and Evacuation Route Plan for both our communities. This funding will enable us to enhance our public notification systems and establish efficient evacuation routes, bolstering our overall emergency preparedness capabilities.

Additionally, we have received \$45,500 from the BC Government to support the implementation of Indigenous Engagement Requirements within the Emergency and Disaster Management Act (EDMA). This funding will be instrumental in developing procedures and policies that promote meaningful engagement with Indigenous communities, further strengthening our collaborative approach to emergency management with other communities, as well as bringing our plans, partnerships collaborations etc. upto date with UNDRIP and DRIPA.

### **Pandemic Plan Integration**

Considering recent global events, we have integrated a Pandemic Plan into our existing Hazard Plans for Tl’azt’en Nation Emergency Plan. This addition reflects our proactive approach to addressing emerging threats and ensures that we are well-prepared to mitigate the impact of potential pandemics on our community.

### **Community Outreach**

We continue to prioritize community outreach and engagement through various platforms, including our Tl’azt’en Nation Emergency Management Facebook Page and the Monthly Dust’us publication. These platforms serve as vital channels for sharing emergency preparedness information, including tips for building emergency kits, developing emergency plans, fire smart practices, and other relevant updates.

### **Personal Achievement**

I am also pleased to share a personal achievement that underscores my commitment to our community’s safety. This past June, I completed an Associate Certificate in Emergency Management as a result of a paper on Enhancing Psychosocial Resilience in First Nations Communities my next education goal is the completion of the Associate Certificate in Emergency Management Exercise Design also from the Justice Institute of British Columbia. These accomplishments will further enhance my ability to serve Tl’azt’en Nation effectively.

Our ongoing efforts to enhance emergency preparedness and response capabilities reflect our unwavering commitment to the safety and well-being of our community. Through collaborative partnerships, training initiatives, and proactive planning, we remain steadfast in our mission to ensure the resilience of Tl’azt’en Nation in the face of adversity.

Thank you for your attention, and I welcome any questions or feedback from the assembly.

# “Ti’azt’en Resetting Priorities”

## Assistant Controller Report

Michelle Bell



Hello there! My name is Michelle Bell. My father is Michael Bell and my Mother is Dorothy Ross. I am from the Lac Seul Nation in Ontario. I have lived in BC since 1980 and have resided in Fort St James since 1995. I have raised 3 children in Fort St James, and they have all left home. I live in Fort St James and commute daily.

I started working with the Nation in September 2023 with a short leave in the spring returning in April 2024. The team here is positive and supportive. I am grateful to the staff and community members for making this opportunity available to me.

The Finance Department has been busy implementing new accounting and payroll software. Payworks provides cloud-based payroll, Human Resources and Absence Management for the Nation. This allows staff to enter their time, vacation requests and allows them to always have access to their payroll documents.

Our new accounting software will enable the accounting department to better support managers in their reporting and financial obligations. Learning the system will be an ongoing task. We will be supporting managers in the system when it is still very new to us. It is a big change for everyone but a positive one.

My current duties in the finance department include processing bi-weekly payroll for our staff, monthly payroll for the Chief and Council and monthly post-secondary payments to our students. I ensure monthly and annual reporting requirements are fulfilled by deadlines, update employee benefits and filing systems in Payroll and ensure Human Resource files and benefits are current and up to date.

I am still very new here, but I look forward to the work ahead.

## Accounts Payable Clerk Report

Trinity Johnnie



“Hadih Ti’azt’en Nation

My name is Trinity Johnnie I belong to the Lusilyoo clan. My mother is Ida Mae Prince, and my father is the late Ruben Johnnie. I am the accounts payable clerk. I started this position mid January 2024.

As the accounts payable clerk my duties and responsibilities are to process transactions, recording transaction data,

## “Ti’azt’en Resetting Priorities”

filing, data management systems, pay vendors, preparing cheques, reconciling vendor accounts, reconciling monthly vendor statements, resolving purchase orders, and weekly manual cheque runs.

Before this position I was the receptionist for the administration office. It has taught me so much being in that position, and I am so grateful for the work experience and opportunities the administration has given me during the time I was receptionist. I knew it was time for me to start a new chapter in my life, so I went into finance and being in finance is about being a team and working together to do our best for the nation. At first, I started out filing and organizing in the finance department, next I started to do hands on learning alongside Jean Felix. She taught me everything I needed to know about being the accounts payable clerk, I caught on quickly and down the road I started to manage the position myself. I am so thankful Jean was here to teach me new things and I appreciate her and the finance crew.

Here in finance, we are working together to launch a cloud-based accounting and financial management system that is new to us. We are wanting to go paperless, and the system will give me more time to take on new tasks.

This year has been challenging for me because I went from being a receptionist to the accounts payable clerk and having to learn the current system to having to learn the new cloud-based accounting system as well. Whenever I faced a challenge, I would not break under pressure and quit, I would face the problem and never give up.

In the future my goal is to grow in finance and do more training. At this moment here in finance the only current project we have is the cloud-based accounting system.

I just want to thank the community for your patience and support. I am excited to serve this community. You can contact me at (250-648-3212) for any questions or further communication.”

## Social Development Report

Renata Monk



Our department has been busy with many projects and initiatives this past year, below is an overview of the work we have been doing. We have worked together with other departments and program coordinator to assist and partner where we can. Our services and programs are planned and driven by the community through our committee members. It has been an especially trying year given the number of members we have lost and under tragic circumstances. Please remember that there are health & wellness initiatives offered in the community, we are here to assist where we can. Your wellbeing is our priority.

- Statistics- Currently we serve:
  - 70 Employable Singles
  - 10 -2 Parent Families
  - 20 PWD Single
  - 6 -One parent Families
- Committee – We 5 had meetings take place this year quarterly. Our meetings include program and services updates, as well as questions and direction requested from. We would like to thank elders Mary Ann Joseph & Margie Pierre, Councillor Beverly John, members John Monk, Joyce Anatole, Nicole Robert, Geraldine Joseph and youth Justine

## “Ti’azt’en Resetting Priorities”

Felix for participating and guiding us this year. We look forward to including the committee in projects and initiatives this year. We appreciate your service.

- Budgets & Reporting- We have completed the budget and workplan for this year and presented to both social development Committee and Chief & Council. It was accepted and we are utilizing this document moving forward. There are benefits and credits to recipients noted in the budget that we will issue to client’s different times of the year. Such as Christmas and Back to School.
- Past year activities-Budget & Literacy program for members sponsored and facilitated by the Aboriginal Business Center in Prince George. We will continue to offer these services in the fall, as it supports our members with financial literacy. Child Activities such as Youth Stipend planning and delivery is well under way. Tax preparation clinics were held for 2 moths in the late winter. Many members accessed this free service. Thank you to Kimberly Johnnie, Nicole Robert and Michelle Pierre for organizing and providing this service. Jordans Principle intake worker has been consistently visiting the nation this past year. We have meany members that are accessing the important initiative it provides much needed support in many areas that are not currently funded by any other service providers. The system at ISC is currently backlogged and a waiting period is longer that normal, one estimate is 6 months delay. More information can be provided by Cindy Ashe our local representative.
- Inflation Support- Inflation funding is one time only and is issued to assist low-income members in accessing essential needs such as food, etc. A directive was issued outlining purchase and allowable expenses, and we based our distribution with this in mind. We are also supporting the pantry with this budget.
- Women’s support group activities- Michelle Pierre has held many sessions with ladies’ craft events throughout the year. She scheduled different local service providers and craft evenings were held. The importance of gathering doing crafts proved successful in terms of supporting each other, being there for each other and enjoying each others company. All members are welcome, and we look forward to more sessions this fall and winter.
- Filled Outreach, - we would like to welcome Farrah Felix to our team as Outreach / Community Justice Assistant. Farrah has been supporting members with access to Service Canada, CPP/OAS services as well. As well as other service providers. Farrah is also our CJ program contact for members accessing court services probation, etc. This past spring we also said goodbye to Maddison Sam, as she had other priorities that she needed to pursue in her personal life and was unable to commit to her position. She is in the interim supporting the program through the transition and reporting etc. We thank Maddison for her service and look forward to one day working together again. Ongoing planning is currently being done and we
- will collectively decide a long-term approach for the program. Community patience is appreciated as we navigate our way through this uncertainty.
- Bed Bugs- We have had many members this year that the unfortunate experience of bed bugs in their home. We will continue to work with these homes to determine an appropriate treatment and support plan. This is becoming more frequent, and I urge members to remain diligent because they are very hard to exterminate. Please contact Michelle Pierre if you would like further information.
- Pantry-We have opened the community pantry located at Mountainview Dr. in early July. An interim coordinator for start up will be hired and we will distribute to community a schedule of events planned for the summer. The pantry is supported by existing funding as well as a grant that was applied for and Inflation relief funding. We would like to thank the Administration department for supporting us in the transition but also giving us the lease for the trailer.

In closing, we would like to thank the community and clients for their support and understanding this past year. Our program has limits and is based on an eligibility process that can be challenging at times. We are here to serve to the best of our ability. Moving forward, we will continue strive to meet the needs of our members we serve together. Healthy Families and Healthy Communities is at the heart of our planning and programming.

A’wetza



# “TI’azt’en Resetting Priorities”

## Education Manager Report

Georgina Alexis



Hoonust’i’ whusahdil,

Daint’oh? Soo’ust’oh. Georgina le soozi’. Lhts’umusyoo ust’oh. Thomas Alexis le sba. Louisa Alexis le sloo. TI’azt’en skeyoh. Tache whust’i.

Welcome to the 38th Annual General Assembly. I am pleased and honoured to present the 2023/2024 Education Department report.

This will be my 7th year managing the Education Department and my 17th year working in Education. 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, Youth Programs, Recreation, Language & Culture, Community Liaison, Summer Work Experience and Adult Education programs. I also work closely with the Education Advisory Committee to identify new strategies and vision to help us focus on what is needed in our community to ensure students are successful and having their needs met.

The Education department is responsible for providing educational services to all community members of TI’azt’en Nation. Education 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 strategic plan for the Education department is:

Leading  
Education through  
Advocacy and  
Recognition of  
New Possibilities

### Achievements

- Second year running the TI’azt’en Youth Visions Council
- Work actively with First Nations Education Steering Committee (FNESC) to provide programs and services
- Work actively with School District #91 to ensure our students are succeeding
- Dogwood graduation rates continue to increase
- Team building sessions with Education Centre staff on monthly basis

### Challenges

- Community involvement in programs, services and training
- Enrollment at Eugene Joseph Elementary School
- Parental involvement in child(ren) education
- Decrease in student attendance at EJES, DHE & FSJSS
- Filling vacant positions within the Education Centre, EJES and Sum Yaz Daycare

### Goals

- Continue to advocate for parents and students of TI’azt’en Nation
- Work with TI’azt’en Nation students that are not attending school

## “TI’azt’en Resetting Priorities”

- Strive to see more TI’azt’en members achieve their goals
- More celebrations of achievements
- Continue to create employment opportunities for those who are willing.

### 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/Bladerunners
5. Jodie Pierre: Post-Secondary Coordinator
6. Troy Findlay: Education Liaison Worker
7. Alexandra Thomas: Cultural Coordinator
8. Christian Harpe: Youth/Recreation Coordinator
9. Pam Felix: Youth/Recreation Assistant

### Eugene Joseph Elementary School Staff:

1. Gabby Uzunomur: Principal
2. Dean Mattess: Receptionist
3. Joanne Haskell: Professional Cook
4. Bobby Anatole: Maintenance Worker
5. Delores Austin: Grade K/1 Teacher (letter of permission)
6. Ronald Monk: Grade K/1 Education Assistant
7. Gabby Uzunomur: Grade 2/3/4 Teacher
8. Amy Boland: Grade 2/3/4 Education Assistant/After School Program Coordinator
9. Crystal Mattess: Grade 2/3/4 Education Assistant
10. Carel McDonald: Grade 5/6/7 Teacher
11. Coleen Joseph: Grade 5/6/7 Education Assistant
12. Elizabeth Mattess: Special Education Assistant
13. Pauline Joseph: Language & Culture Coordinator
14. Crystal Mattess: Language & Culture Coordinator\*filled in\*

### 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

### Funding for Education

Each program may have its own unique set of policies in place or terms that we must meet according to funding contracts and/or agreements. It’s important to understand how each program is funded so that you are aware of the policies, procedures, restrictions and limitations for the services and support provided. TI’azt’en Nation holds an annual funding agreement with Indigenous Services Canada. We receive funding every year based on enrollment, per-capita, reporting, etc.

Most of the Elementary, Secondary and Adult programs in the Education Department are funded through Indigenous Services Canada (ISC) and are based off the number of students enrolled at each school: Eugene Joseph Elementary School, David Hoy Elementary, Fort St. James Secondary school and Adult Learning Centre.

TI’azt’en Nation and School District #91 have Local Education Agreement (LEA) in place for David Hoy Elementary and Fort St. James Secondary. The LEA allows the funds to flow through TI’azt’en Nation. This way we have more control over the funding and can advocate on behalf of our students when the needs of our learners are not being met.

The funds received for students that attend DHE & FSJSS are paid to SD#91 for tuition. The only funding that stays with TI’azt’en Nation are the funds received for those that attend Eugene Joseph Elementary School and the Adult Learning Centre. The more students we have enrolled at EJES/Adult Education, the more funding we receive from ISC. These funds are intended to support the tuition for students, employ staff members at EJES and provide the necessary services to ensure our students are successful.

## “TI’azt’en Resetting Priorities”

Post-Secondary is another program that receives funding from ISC to provide support to community members. This funding is on a per-capita basis, which means TI’azt’en Nation receives funding for all member that are 18 years of age or older. There are local operating policies in place to access these funds. Even though the program is funded on a per-capita basis, this does not mean each member is entitled to the funding.

### Farewell

On Friday, June 28, 2024, was the last day for Christian Harpe, Youth/Recreation Coordinator and Amy Boland, Education Assistant/After School Program Coordinator. Christian completed his two-year contract and has plans to return to school. Amy began her time here in TI’azt’en Nation as the Administrative Assistant at Eugene Joseph Elementary School and quickly took on many other vital roles in the school. Both, Amy & Christian, have contributed so much to the children and youth of our Nation. It was an honour and privilege to work with them and they will be greatly missed.

### Success Story

One success story that I would like to highlight is Delores Austin. She is currently enrolled in the Bachelor of Education-Elementary/Middle years, Rural and Remote Program through the University of British Columbia. She is in the final stages of completing her program to become an Elementary School teacher. Once she is complete, she plans on returning to Eugene Joseph Elementary School to teach the Kindergarten/Grade one class after working at the school for 20+ years as an Education Assistant. It is with great pride to witness and follow the educational journeys of our members when they strive to accomplish their dreams!

### Education Advisory Committee

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 that they offer. These meetings are open to the public and are held at the Education Centre. 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. For the upcoming school year, we will be looking to replace the youth representative position and adding two more parent reps. boardroom.

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

### TI’azt’en Youth Visions Council

The youth council was created in October of 2022. The first council consisted of: Jodie Pierre, Joshua Monk, Donaven Winser, Bret Felix, Brodie Joseph, Gabriel Joseph Jr and Ethan Joseph. One of the changes that the youth council made was to allow all members ages 13+ to vote. One year has passed and a new election was held for all 7 positions. Election day was set for November 1, 2023. Your Youth Council Chief: Jodie Pierre. Youth Councillors: Elizabeth Mattess, Shivaun Joseph, Allison Anatole, Donaven Winser, Joshua Monk and Bret Felix.

Back Row: Jodie Pierre, Elizabeth Mattess, Shivaun Joseph and Allison Anatole

Front Row: Donaven Winser, Joshua Monk and Bret Felix

In conclusion, it is my strongest belief that involvement with your child’s education will help to ensure lifelong learning. In addition, strong parental involvement with education will help to ensure that TI’azt’en identity is strengthened and supported. We are destined to make choices and those choices do largely control our actions. I am most fortunate and grateful for all staff, community members and acquaintances that I’ve had the privilege to work with. TI’azt’en Nation is filled with so many motivated people who make positive choices, which ultimately lead to so many meaningful and productive actions. Thank you all, sincerely, for being inspirational!

‘Et A’wet’za,

Georgina Alexis

# “Tl’azt’en Resetting Priorities”

Alhguh ‘uts’ut’én- We All Work Together

“Education is the foundation of all we do in life. It shapes who we are and what we aspire to be.” ~Julie Payette

## Administrative Assistant Report

Laura Anatole



Welcome to the 38th Annual General Assembly

My name is Laura Anatole. I belong to the Lhts’umusyoo Clan.

My father is the Late Charles Anatole, and my mother is Leonie Mattess. I have 4 beautiful children: Maddison Felix, Bentley Felix, Aubrey Felix, and Scarlett Felix. In my personal time I enjoy spending time with my family and doing our cultural activities such as setting net, hunting, and doing smoke house duties.

I am the Administrative Assistant for Tl’azt’en Nation’s Education Department. I have been working in this position for 10 years.

My duties and responsibilities include but are not limited to:

- Greetings, screens, directs, and relays messages from incoming telephone callers and visitors
- Answers inquiries by telephone or in person
- Maintain polite and professional communication via telephone, email and mail
- Provides first level assistance to employees and community members
- Handling office tasks, such as filing, generating reports, presentations, setting up meetings and reordering supplies
- Maintain inventory of all supplies, technology etc.
- Prepare purchase orders, cheque requisitions, gas vouchers, etc...
- Assist with arrangements for special events, e.g., open house, career fair. Etc.
- Making travel arrangements, such as booking flights, hotels, reservations, etc.
- Coordinate monthly Education Advisory Committee meetings
- Assist with overseeing programs such as: Mentorship, Summer Work Experience, meals, etc.
- Assist with the required maintenance, billing and tracking of teacherages.
- Responsible for booking and invoicing for the Elder’s Centre & EJES Gym (Summer).
- Work collaboratively with other departments
- Abide by Tl’azt’en Nation policies and procedures/Employee Code of Ethics
- Complete any other tasks assigned by supervisory and/or manager

During my time in the Education Office, I am not limited to my job description, I enjoy working with all programs that are hosted by the Education Department. We work with all ages from 13 – 29. The summer and spring are the busiest months with work experience programs and preparing for the seasonal work in and around our community.

I look forward to what the coming years have in store for our beautiful community.

Thank you

Laura Anatole

# “TI’azt’en Resetting Priorities”

## Employment and Training Coordinator Report

Rebecca Pierre



Welcome to the 38th Annual General Assembly Meeting.

My name is Rebecca Pierre. This will be my 5th year working as the Employment and Training Coordinator for TI’azt’en Nation. I am responsible for overseeing the Employment and Training Assistant position, providing programs/courses/workshops to our members, and work with industry partnerships.

My duties include but are not limited to: Promoting programs/courses in and out of community, write and submit quarterly and annual reports to PGNAETA, submit monthly reports to EAC, coordinate and plan BladeRunners program, process completed applications for approval/non-approval, supervise the E&T assistant.

We can aid those who need the following:

- Resume & Cover Letter Writing
- Employment Training Programs
- Safety Tickets Training
- Life Skills
- Career Counselling
- Skills Enhancement
- Youth Initiatives
- BladeRunners (Age 15-30)
- Job Search
- Targeted Wage Subsidy
- Work Gear (Only Accessible Every 3 Years)
- Mobility (Only Accessible Every 3 Years)

In our 2023/2024 fiscal year we have provided the following programs/courses to our members:

- Occupational First Aid Level 1
- WHMIS
- In Class Learner’s Study Guide
- Confined Space Monitor Entry
- Fall Protection
- Transportation of Dangerous Goods
- Fire & Spark Watch
- Life Skills Workshops
- Wildland Fire Fighting (Paid by FNESS)
- Building Maintenance Worker Training Program
- Community Emergency Response Program
- Volunteer Fire Fighting Training Program
- Occupational First Aid Level 3
- Power Saw Operator
- S100/S185
- S100 Recertification
- BladeRunners Program (1st Cohort)
- Individual Course Purchases for Clients (Food Safe, Basic Security License Renewal, ECT)

## “TI’azt’en Resetting Priorities”

- Work Gear for Eligible Clients

### Career Fair

This 2023/2024 year our Education Team has hosted our annual Career Fair on April 11, 2024; we had returning vendors and new vendors which was amazing. We had a total of 9 vendors attend: Tanizul Timber Ltd, College of New Caledonia, Dado Construction Ltd, Hampton Lumber, PGNAETA, Work BC (Vanderhoof), TI’azt’en Nation Fire Smart, TC Energy, and . Community members were able to submit resumes to the vendors, for current job opportunities.

### Pre-Employment Support Program

Additionally, we have worked closely with the Pre-Employment Support Program (PESP) at PGNAETA to recruit Income Assistance clients living on reserve for online programs and Transformations retreat. And provide supports where needed.

### Improvements

Throughout the years we have had low participation in programs/courses; although we advertise well in advance, we understand that unexpected items prevent clients from attending program or training. We continue with services and brainstorm ideas to increase community involvement.

The Employment & Training program continues to provide support services to clients living on reserve. Thank you to everyone who continue to access the supports to enhance your skills/employment. We look forward to what the next year has in store.

Thank you,  
Rebecca Pierre

## Employment and Training Assistant Report

Allison Anatole



Hello TI’azt’en Community Members

I would like to take the opportunity of introducing myself as Allison Anatole, I am a TI’azt’en community member and the Employment and Training assistant for the TI’azt’en Education Department. This is my second year working in this position.

My job duties include -

- Meet and Great all Clients, Guests, Instructors, Employees of TI’azt’en and the surroundings community and cities and community members who are looking for training and following future career path.
- Assist with recruitment of TI’azt’en Nation for programs.
- Create and maintain a waitlist of potential participants for upcoming training/programs.
- Assist clients/members with updating resume and cover letter.
- Laminate and photocopy all certificates/tickets for sponsored clients.
- Create flyers/posting for continuous courses/training and program.
- Plan and coordinate the Bladerunners program.

## “Ti’azt’en Resetting Priorities”

- Complete monthly and quarterly Bladerunners report to PGNAETA
- Perform other related duties as required by supervisor and or manager.
- Abide by Ti’azt’en Nation Policies and Procedures and Code of Conduct.

I am excited and eager to write about my job. Throughout my two years, I have been established and successful to create a positive and inclusive program that promotes engagement and encouragement. I have started as the coordinator for the Bladerunners Program in 2023, as well of the year 2024. This was a whole new experience to run, plan, and coordinating this program. I am extremely impressed with the Bladerunners as they have shown tremendous potential and determinate for growth, gaining new skills, learning progress also adapting the Workforce schedule on daily basis of the 2 group.

The Bladerunners program will be continuous for the upcoming year. Each cohort is a group of 5 participants which lead to overall growth and progress of the Bladerunners Program. Some topics and training covered in the program include enhancing work, Computer Skills, Workshops, Job Readiness and Essential Skills Culture Components, Class7L Knowledge Study Guide and Tests and Certificated Training that will be enrolled into Future Opportunities of following \\  
Career Path what they desire.

Career Path what they desire.

As the Employment Assistant, I believe I have gained insight into the importance of building a memorable experience that aligns within Education Centre Department as a team, The potential development of others, continuous learning and exploring new ideas that across the mind I look forward to work relations of Ti’azt’en Nation Employees, community members, instructors, and the surroundings areas.

We extend the best wishes for continued success and kindest regards.

Allison Anatole

## Post-Secondary Support Program Report

Jodie Pierre



Hadih Ti’azt’enne,

I am pleased to present the 2023/2024 Post-Secondary Report.

This is my second full year as the Post-Secondary Coordinator. It’s very inspiring seeing community members of all ages make the commitment to further their schooling. I’m very privileged to be serving the community in this position.

### 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

## “TI’azt’en Resetting Priorities”

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 Aboriginal and Northern Development Canada (AANDC), 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

### In-take 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

### Struggles within the Program

The in-take deadlines have not changed over the years, and it has been posted to the TI’azt’en website, and to the TI’azt’en Education Facebook page, and sent out house to house via flyers. The struggle is late applications coming in for September. The Post-Secondary Student Support Program Policy and Procedures indicate how the program shall be run with fairness and structure. For myself, I can better promote the in-take deadlines on all platforms and take advice from those that have ideas to share.

### Program goals

The ultimate goal is to have all of our community member education with:

- Grade 12
- Certificates
- Diplomas
- Bachelor’s Degrees
- Master’s Degrees
- PhD’s

Each year we have more and more post-secondary graduates, and our hope is for these graduates to return to community and contribute to the Nation. Can you imagine a day where all work positions in our Nation are occupied by our own people?



## “Tl’azt’en Resetting Priorities”



### Career Fair

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

### Post-Secondary Graduates for 2023/2024

Caeden Austin – Camosun College – Electrical Foundation  
Brooklyn Mruk – College of New Caledonia – Criminology Diploma  
Hannah Gunnerson – College of New Caledonia – Bookkeeping Certificate  
Melissa Tokarek – Royal Roads University – Master of Science  
Brian Joseph – Thompson Rivers University – Carpentry Level 2  
Darienne Russell – University of Toronto – Master of Public Health

Congratulations on your graduation and warm wishes for a happy and successful future! Your ambition is so inspiring! The Post-Secondary Support Program continues to provide services to both on/off reserve members. Tube Cho Mussi to all the dedicated students in the program! If you would like for information please don’t hesitate to visit me at the Education Centre, or by telephone or email.

**Jodie Pierre**  
POST-SECONDARY COORDINATOR

☎ 250-648-3227  
🌐 [www.tlaztenation.ca](http://www.tlaztenation.ca)  
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📍 P.O Box 2176, Fort St James, BC, V0J 1P0

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

# “Tl’azt’en Resetting Priorities”

## Education Liaison Report

Troy Findlay



Hadih, Troy le soozi’ lhts’umusyoo ust’oh tl’azt’enne butuhasya.

Hello, my name is Troy beaver clan I come from among the tl’azt’en people.

Community Liaison worker Annual General Assembly report 2024.

This year’s achievements: Happy to announce there were eleven Tl’azt’en graduates for 2024. Ellie Mai Prince. Jazlyn Felix. Jullisa Joseph. Bree Morris. Andrea Monk. Jazmyn Teichman. Tanya Mejia Pierre. Shy John. Araya Wilkes. Sylvester Wilson. Keenan Anatole. The B.C. Provincial Government announced the new law restricting phones in the classroom from bell to bell. Students are no longer allowed to use any device that can connect to the internet unless it’s for educational purposes only (example: Watching an instructional video for class project.)

There has been a big province-wide change to the way achievements are being measured for many students in British Columbia for the 2023-2024 school year. Letter grades have gone away for all public-school students from kindergarten to Grade 9.

Instead of As, Bs and Cs, student progress reports will use the terms “emerging, developing, proficient and extending” to assess their learning, along with written feedback from teachers. Below is an example of the proficiency scale:

### Provincial Proficiency Scale Grades K-9

Proficiency Scale	Emerging	Developing	Proficient	Extending
	The student demonstrates an initial understanding of the concepts and competencies relevant to the expected learning.	The student demonstrates a partial understanding of the concepts and competencies relevant to the expected learning.	The student demonstrates a complete understanding of the concepts and competencies relevant to the expected learning.	The student demonstrates a sophisticated understanding of the concepts and competencies relevant to the expected learning.

The new reporting style was implemented across B.C for this school year after being tested and adopted by half of the school districts. Letter grades will stay for grades 10, 11 and 12.

Challenges: A big challenge this past year was communication. Things would go a lot smoother if we were able to get in contact with parents and guardians. When there’s an incident at school, we call parents/guardians to notify them, the majority of the time there’s no answer. Whether a student is absent from class, left the school without telling anyone or did not show up when called to the office we usually notify the parents.

## “Ti’azt’en Resetting Priorities”

Future goals: Continue to inspire youth to pursue their education and gain the skills they need to gain meaningful employment. In today’s day and age, you need grade 12 dogwood and a valid driver’s license to work anywhere no matter the job position. Education is the most powerful weapon in which you can use to change the world – Nelson Mandela

The most successful people in the world are also the ones “who’ve had the most failures,” including Michael Jordan, who was cut from his high school basketball team, years before he would become one of the greatest professional basketball players of all time. “You can’t let your failures define you — you have to let your failures teach you,” he said. “You have to let them show you what to do differently the next time. No one’s born being good at all things ... you become good at things through hard work.” - Barack Obama

### Cultural Coordinator Report

Alexandra Thomas



Hadih Ti’azt’enne

2023 – 2024 achievements:

Culture camp this year had 15 children attend culture camp. Our children learned how to make medicine with Jonas Morris and Teresa Austin. They made 40 containers of Chunts’a and handed them out to elders. Teresa Austin and Peggy Felix came and talked to our children. We were fortunate to have a good day and went to JPRF to the pit house with elder Jonas Morris. Culture camp kids learned how to bead and made their own drums. Kids wanted to support our firefighters and spent the day baking for them.

Purchased 10 canoes, 10 kayaks and trailers.

Truth and Reconciliation Day September 30, 2023:

In preparation for the event, there was beading nights hosted to make beaded orange t-shirt pins. There was also ribbon skirt making classes provided throughout September so community members can make ribbon skirts.

This year we are hosting this even in conjunction with Noye Dzin. This event will be 2 days this year. There will be t-shirts, drummers, family activities, salmon cook-off, film: Remembering Lejac. Lahal tournament, singing, dancing and mini games will be October 1, 2023. Light breakfast, lunch and dinner will be provided for both days.

In October throughout November there were over 100 poppy to go kits handed out for our community members for Remembrance Day.

There was a “Revival within our communities” hosted by Tache Fellowship group November 10 – 13. Due to the event, there was no Remembrance Day event hosted in community.

Invited Myrna Thomas to facilitate Christmas ornament beading class. She did a draw for one of her amazing large beaded Christmas ornaments and an elder won the prize.

## “TI’azt’en Resetting Priorities”

Created pins for our First Responders. First Aid, Firefighters, nurses, EMT and Search and Rescue. First Responder pins beading Wednesdays for the month of December.



February 17 – 19

Winter Games! In partnership with TI’azt’en Youth & Recreation and TI’azt’en Health Department. There was a 3-day event hosted in community and 5 other Nations were invited. This event had over 250 people attend the first day! Over 200 the second day! Yekooche oldest elder the recently late William Joseph attended as well. He got to sit with the lahal players and even do some drumming! He was seen with nothing but a big smile the whole time he was there! So grateful this will be my last memories of him.

There were individual games hosted the first day, team games hosted the second day and lahal tournament the last day. The last day also had drumming contest, traditional dancing contest and a chilli cook off! There were also horses in community for the last day. So many community members were happy and excited to see and ride horses! It was heartwarming to see even elders riding horses!

February 21 – Hosted Fireweed Safe Haven at ‘Utsoo Ooyoh. They held an event called “surviving the moment.” They wanted to start an open conversation about suicide, intervention, prevention, support and recognizing the signs of violence. There were a few other agencies in attendance as well. NezulBe, TI’azt’en Health, RCMP and Northern Health. This was an amazing event and the discussions that followed were very helpful and eye opening. Great to see community members attend this event and hear all the services offered through these amazing organizations.

Hosted bladerunners from April to May. Bladerunners all learned how to make ribbon skirts and vests. They all made their own drums, drumsticks and drum bags. They also had language lessons and elder teachings.

Taught Eugene Joseph Elementary students and teachers how to make ribbon skirts and vests for their year end potlatch. It was Heartwarming to watch our little ones learning how to use sewing machines, picking out their materials and ribbons.

May 5 International Murdered Indigenous Women’s Day. Hosted our second annual MMIW day in community. We gave away 2 ribbon skirts to members that attended. Had hair braiders, face painting and drumming for the event. It was amazing to see community members come together to honour our MMIW and they all helped set up and clean up after the event.

As we prepared for the event, the month of April beading classes was focused on beading red dress pins and earrings. Hosted ribbon skirt making classes as well.

This year we will be bringing youth and elders to Kamloops for the first time. We will be leaving June 27 and returning

## “Tl’azt’en Resetting Priorities”

July 1st. This event is cohosted by Educations’ Youth and Recreation as well and the Health Department.

2023 – 2024 Challenges faced:

2023 was a hard year for everyone. The fires we faced over spring that continued throughout the summer, created a lot of anxiety and disturbed a lot of plans. It was not safe to take anyone out on the land due to the smoke and unsafe conditions of surrounding communities.

One of the biggest issues over the year that ‘Utsoo Ooyoh has been vandalism. Days after grand opening February 2023, one of the windows was broken. Shortly after, a window in the main door was broken. More recently there has been small things like paint on the deck, and 4 youth has spray painted the roof.

### Helping a community learn and grow: Alexandra Thomas

By Binny Paul

Alexandra Thomas serves as the Cultural Coordinator for the Tl’azt’en Nation, renowned for her diverse skills and teaching prowess, notably her association with Utsoo Ooyoh, affectionately known as Grandma’s House.

As the youngest of nine siblings, Thomas left her hometown at 16, relocating to Vancouver before returning to her community at the age of 20.

Initially adrift, she eventually found her calling teaching traditional moosehide work, a skill passed down by her grandmother.

This journey led her to work at the Nakazdli culture house and later at Nakalbun, where she felt a profound sense of purpose and empowerment.

Her passion for preserving cultural heritage led her to apply for a language coordinator position, though her extensive skill set surpassed the role’s requirements. In the application she put down all that

on beadwork and drum making, securing substantial grants totaling \$762,000 for the construction of the Tl’azt’en cultural building, Grandma’s House, a location deeply meaningful to Thomas as it stands on the former site of a residential day school.

“We came to the site and we smudged the grounds to bless it, purify it, let go of all the bad negative energies that were created here... and I did a lot of crying that day because for me it was really emotional. I know a lot of our people suffered a lot through residential schools.”

Despite past trauma associated with her hometown, Thomas has undergone a transformative journey of healing, finding fulfillment in nurturing her community’s growth.

“I have the best job in the world. I couldn’t be happier with what I do. We have a whole new cultural building here, we have just purchased 10 canoes, 10 kayaks so that we can take our kids out on the land, I’ve got all the trapping gear, I was hand making T shirts for community members...” she



2023 – 2024 Goals accomplished:

Hosted end of school dinner and dance June 28, 2023.

Hosted Jr. Swift Water safety training. 8 children were certified!

Hosted canoe and kayak safety training. 7 youth were certified!

In July I was sent 4 books from Eleanor Liu. She published a book called “30 Trailblazers in Truth and Reconciliation.” I was interviewed and my story has been published within 4 pages of the book. There were copies handed out to community members.

I was also featured in the Courier newspaper as a community builder on March 28, 2024!

With upmost pride and honour, I will be featured on billboards and information Kiosks coming soon! Dates for unveiling and locations TBA. These billboards will be honouring our MMIW!

Throughout the year there was beading classes offered for each event. MMIW, Truth and reconciliation, Remembrance Day, Christmas, Valentine’s Day and Indigenous People’s Day. Hosted many ribbon skirt making classes as well. So many Tl’azt’enne proudly wearing their own hand made ribbon skirts and beadwork.

Took Eugene Joseph Elementary School children and staff to many of their field trips.

Looking forward to this years Culture Camp. This will be the 4th year it will be offered. Will be going to Middle River in the month of July to help with their culture activities as well as to bring Tl’azt’enne to the events / programs offered there. Culture camp this year will include all ages and elders are encouraged to come to all events and programs.

Will be doing a lot of on the land learning this summer as well as utilizing the new canoes and kayaks this year.

## “Ti’azt’en Resetting Priorities”

It has been an amazing year so far, working closely with all departments as well as Eugene Joseph Elementary School staff. Working with the Education Department has been such an honour. All the events, programs and trips would not have been possible without the amazing support, knowledge and participation from all the staff. Tube mussi to every single person that helped make all these amazing things possible.

### Youth Recreation Report

Pamela Felix



Hello, fellow band members of this beautiful community we call home.

My name is Pamela Felix, I have been working for the nation well over 6 years and I have gained a lot of knowledge and found great pleasure in serving the nation. It's been a year since I've left the finance department and joined the youth and recreation program as the assistant to Christian Harpe and have been enjoying the new role working along side the youth of this community. As of August 1, 2024, I will be stepping into the coordinator position as we say "See you later" to Christian Harpe. We all know he will be back. Until then I have taken a leap to fill the spot until he returns. HINT HINT!! I know you will see this, Christian.

I've grown very fond on being around these amazing young people. They all have so much potential to be great future leaders and people who can thrive and succeed in life. Since joining the program I've come to learn a lot about the needs the youth require to grow and adapt to the changing stages from youth to young mature adults. My hopes and prayers for my part in helping our youth is that I can succeed in helping these young people manage and successfully conquer each new development in their growth to become young adults.

Working along side Christian Harpe has been such a learning process and has really opened my eyes to see the potential that these programs can offer to help them. We all know that living in the new modern ages where technology runs our lives can be challenging as we all have children who are addicted to the internet and gaming systems that are easy to keep them busy and entertained. But we see a future where we can have children and youth participate in recreational activities and live a healthy well-balanced life. Moving forward in the program we would like to encourage our parents of this nation to encourage their children to come on out and take part in programs that are being provided, we are also open to recommendations in things you would like to see us provide to the youth to help them develop healthy lifestyle habits.

These programs that are provided all bring to the table amazing benefits to help the youth develop into the mature young adults that will one day take on vital positions in the community to help continue to move our nation forward. Working in a team setting with the education staff has made these programs run smoothly and as a team we are always looking for ways to attract the youth to participate in programs that would benefit them down the road. seeing the youth grow and to enjoy themselves and conquer obstacles is what makes this job worth getting up every day. We at the education department ask all our members to encourage the youth and share your positive inputs in how these programs in the past has helped you in your life journey.

'Awet za,  
Pamela Felix

"Be the mentor you wish you had. Empower younger generations to reach their full potential. "

# “TI’azt’en Resetting Priorities”

## Youth Visions Council Chief Report

Jodie Pierre



Hadih, Jodie Pierre le soosi

Ralph Pierre le sba  
Vera Mattess le sloo  
Lhts’umusyoo ust’oh

I am pleased to present the 2023/2024 TI’azt’en Youth Visions Council Chief’s Report. The purpose of youth council is to prepare young teenagers and young adults to strengthen their self-awareness, learning agility, adaptability, decision-making and accountability. Our united goal is to have our Youth Visions Council members (past, present and future), be apart of the TI’azt’en Chief and Council table.

It’s easy to say, “The youth are our future, they are our future leaders”, but what are we collectively doing as a community to ensure we build up our youth? Having the Youth Visions Council is both effective and motivating. We want nothing but the best for our people, but we want this especially for our youth.

Another goal would be for us to interact with the youth and take note of what they would like to see in our community that would benefit them. While we have big goals, we struggle with getting the youth out of their comfort zones and out of their house. The support of the community would greatly impact our legacy for the duration of TI’azt’en Youth Visions Council.

Tube Cho Mussi for all your support thus far!

Youth Chief – Jodie Pierre

## Eugene Joseph Elementary School Principal Report

Gabby Uzunomur



Hadih TI’azt’en Families,

As we bid farewell to this school year, I want to reflect on the incredible journey we have shared together and express my sincere appreciation. It has been my privilege and honour to serve as Principal/teacher over the past three years and

## “Tl’azt’en Resetting Priorities”

I look forward to next school year, as we prepare for yet another exciting educational journey.

As a grades K5 - 7 school, we are committed to providing a safe, caring, and rich learning environment for all students. We strive to maintain our strengths in meeting the individual Special Educational and learning needs of our learners. Our school provides a student-centered language and culture program. As a staff, we are working on two school goals: 1. Success for all learners 2. build meaningful relationships with the community to empower and support our students' social, emotional, spiritual, and physical well-being. To achieve this, we are focused on providing our students with individualized special education support and curriculum, integrated Language and Culture program, SLP/OT services, twice-a-week counselling, athletic, arts, and extra-curricular opportunities throughout the year.

One of our staff members recently completed her teaching degree, Delores Austin, and will be returning as our K/1 teacher. Your hard work, dedication, and enthusiasm are truly inspiring, congratulations. I would like to extend my gratitude to our remarkable staff members. Your unwavering commitment to providing a nurturing and engaging learning environment is truly commendable. Thank you for going above and beyond every single day. The support of our parents and guardians. Your involvement, encouragement, and partnership have played an instrumental role in the success of our students. Your trust in our school and dedication to their education is appreciated, as Alhgoth 'uts'ut'én - we all work together. We are incredibly grateful to our Janitors for keeping our school clean and all their hard work, the ongoing support from the Chief and Council, the Education Advisory Committee, and the Tl’azt’en Nation Administration.

We are planning many school events throughout the new school year, and you can stay informed by checking on Facebook. Returning and new students can register for the upcoming 2024/2025 school year through the Education Centre during the summer and at EJES starting on August 26th. Until next school year, wishing you a restful and relaxing summer break filled with joy, laughter, and cherished moments with your loved ones.

Tube Cho Mussi

### Grade 5/6/7 Teacher Report

Carel McDonald



Hadih,

Another highly successful school year at Eugene Joseph draws to the end under the phenomenal principal Gamze Uzunomur.

My role as Vice Principal/Teacher is to support staff and students academically and socially. Our goals continue to increase the student population, increase attendance rates and further the oral and written academic. We continue to provide a caring loving space for the students who are always excited to see what is in store for the day. All staff are totally committed to the academic success of the students, and we provide the best programs and interventions to improve grades. Our school provides much more than academics in the area such as a low teacher student rate, SLP, OT, counselling, personal ride services and home delivery of notices. Along with academics the following extra curriculum and field trips are listed below.

Field Trips



## “Ti’azt’en Resetting Priorities”

- Bowling, Prince George
- Skating
- Christmas movie and lunch at Kings
- Swimming in Vanderhoof
- Jump Camp at 100 Mile House
- Science Exploration Centre, Prince George
- Joseph Prince Research Centre
- Sturgeon Release, Vanderhoof
- Skiing

### Extra-Curricular

- Welcome Family Day September
- Orange Shirt Day Celebration
- Halloween Party - Trunk-or-Treat
- S.P.A.R.C P.E. Activities
- Science World Presentation
- Math Workshops
- Science with Dr. Lindsay Jennings
- P.E. Coordinated with Christian Harpe
- Land based learning
- Elder visits with Doreen Austin
- Potlatch
- Truth and Reconciliation Activities
- Valentines Day Banquet
- After school program
- Christmas Dinner
- Grad Ceremony
- Artist workshop/mural

We are most appreciative of all the support from Ti’azt’en Nation and look forward to even greater success with the Eugene Joseph Students for the 2024-2025 school year.

Tube Cho Mussi,  
Carel McDonald

### Head Start Manager/Supported Childcare Report

Roberta Joseph



2023/2024 AGA report for HeadStart

Roberta Joseph ECE, IT and Special Needs, HeadStart Manager

I have been working as the Headstart Manager for the past 5 years. I along with Diane Joseph work with families 0-5 years of age. We have Elder’s that come in and teach their knowledge. We help parents to make food from scratch.

### Early Childhood Educator Report

Diane Joseph



## “Ti’azt’en Resetting Priorities”

They All love baking/cooking.

We have done some exciting programs with the parents. One of the highlights for the women is we started an Art Therapy program. The women/ mom’s got to display their paintings in an Art exhibit in Vanderhoof. We have very talented women in our community.

Every Tuesday we offer Early Intervention which include an Occupational Therapist and a Speech and language pathologist. The parents have been learning so much from the 2 ladies that do the program.

We always have special occasion lunches. Eg. Thanksgiving, Christmas, Easter, Mother’s Day, Father’s Day. We try to make those days as special as possible. Everyone is more than welcomed to join our dinners.

We have our Monthly swim trips that we do. Every Friday we take parents/babies to a Program called Baby Bounce. The parents get to meet other moms. we’ve been going for the past 2 years now. So, it’s awesome to see the relationships with the other mom’s and tot’s grow.

We have our annual cultural week. Its always so much fun, we had a lot of fun ice fishing, snowshoeing, rabbit snaring, learning about Indian medicine. Its always a fun filled week. I would like to encourage people in the community to come participate.

We have been doing a fruit and Veggie program every month. This is to help because of the high cost of food. These are some of what we do at our Headstart Program. I want to invite all parents with children 0-5 to come join our program, we have hot lunches everyday.

And we are always looking for Elder’s too.

Roberta Joseph & Diane Joseph

‘I ‘unt’oh ‘uk’enus oomai’ lhai. ‘Aw lhuts’oonusyin ‘ant’l tsets’ai bez ts’undunulht’o. Tunaznugus ‘ink’ez k’atle ‘uztillih, jam k’us ts’uts’utilhgi te’uz tillelh. Oochun’aw lhdiyiz, dindukwya. Nela be k’l bez ts’unulhyih. Ningwus chun ‘I ‘uk’enus nebut ba yoo ‘unzoo ts’uduliz te ‘ink’ez ts’utnai’

Ningwus



# “Tl’azt’en Resetting Priorities”



Na’dulhkai Light (fire)



□ Tse’edule He is putting it into the fire □



□ Kwuntsit yulhyulh whe nadiloh As he blows on the embers they flare up □

## “Tl’azt’en Resetting Priorities”



### Field Trips

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Tube Cho Mussi,  
Carel McDonald

# “Tl’azt’en Resetting Priorities”

## Health Director Report

Lynne Leon



First, I would like to acknowledge that I am currently working on the unceded traditional territory of Tl’azt’en Nation, and I strive to do good work for this community and provide as many resources as possible to service the membership in community.

I would also like to offer my condolences to those affected by the many losses you have experienced in the last year. Words are not enough to express how sorry I am for the families who have been left behind to grieve.

I have been recently hired as the Health Director as of April 16, 2024, and I would like to share a bit about myself. I have been a member of Nak’azdli Whut’en through marriage for the last 44 years and have lived and worked in Nak’azdli territory for most of my 49 years in Fort St. James. I am married to Brian Leon and am the mother of Marcelle, the Late Philip and Fraser Leon. I have been blessed to also be grandmother to Ayden, Orrie, Emmie and Davin Leon. My late mother and father, Hamilton and Joan Fraser, lived in Ontario, where I resided until I was sixteen, and were both WWII veterans, Mom in the British Airforce and dad in the Canadian Airforce, if it wasn’t for WWII my mother and father would have never met in London and I would not be sitting before you today.

My Mother-in-law was the late Betsy Leon a woman who was a force of nature, she was a much respected elder in Nak’azdli and a kind and generous person who shared her wisdom and traditional knowledge with all her children and grandchildren she raised 12 children and has left such a huge gap in our family since she left to join her ancestors. Because I have not been in this position for very long, I will do my best to report on the activities of the last year and share some of the initiatives that we are taking moving into the next year.

I would like to recognize the staff at the Health Centre who have carried the load as they went through so many Health Administrators including Diana Mattess and Jordan Kelner along with Darren Haskell who managed to keep afloat while the Health Director position was vacant. Their experience and guidance have been invaluable to me as I move forward. I would also like to remind community members that our employees have the right to work in a harassment free workplace and to feel heard and protected and that is what we aim to do. The high turnover in staff over the years attests to the level of stress these positions are subjected to and there is no room for personal vendettas or disrespectful interactions. Although this is my first time working in Health it is not my first time as a manager. I have worked for approximately 20 years in upper management, including several years in the capacity of Chief Operating Officer, Education Manager, Human Resources Manager etc. but each adventure is different, and Health is right up there in difficulty. I am fortunate to have such an experienced staff and the support of the Executive Director to make my transition to health easier.

### **BOARDS AND COMMITTEES:**

I currently am a director of the Dakelh Primary Care Society along with the Health Directors from Nak’azdli Whut’en and Binche Whut’en the board is made up of members of these three bands and we work with Brandon Prince from FNHA who is overseeing the Project Management of the new Dadzi Wellness Centre We are grateful for all the work that he has done to keep the construction portion of this project on track while mentoring our Executive Director Carrie Nash. We are so proud to be one of the first of its kind Wellness Centres that provide a combination of western and traditional wellness modalities. It is designed to work with the existing services available and give people an alternative to only accessing western medicine. There will be Dr’s Mental Health, nurses and traditional healers available to assist on your wellness journey. Below is the beautiful logo designed by Guy Prince . the Centre is slated to open its doors either late December or early January very exciting times.

# “TI’azt’en Resetting Priorities”



I am also a member of the First Nations Health Directors Association and will use my voice to continue to lobby for more and better services for the Nation.

I actively participate in the following:

Northern Health Indigenous Health Directors Meetings

Indigenous Health Action Table (IHAT) to build a better relationship with Northern Health that respects the people and protocols of our community, recognizes the needs to work with the communities to provide Health services and this is where we build working protocols to ensure that we can provide the best possible services to our community members. Weekly meetings for Dadzi

Monthly board meetings for Dakelh Primary Care Society

## TL’AZT’EN HEALTH SOCIETY:

I am additionally working on the terms of reference for the new Health society with our lawyer and this will be reported on more extensively once the new Council gets in place and has a chance to review.

I have also been working with the management on the New HR policies.

And writing proposals and applying for additional funding.

## THE HEALTH CENTRE STAFF

Joshua Joseph, Reception	Sheena Turgeon Youth Mental	Student Nurse July 22 – August 30
Marilyn Williams Office Assistant	Wellness	Gene Sagalon
Rose Aslin – Home and Community care	Dawneen Coombs - Family Violence prevention	Receptionist/ Admin
Leigh Sam – Home and Community Care Assistant	Conrad Joseph – Prevention Worker	Vacant
Brendan Kelner – Accreditation Coordinator	Bonita Monk - Women’s Wellness Group	Medical Office Assistant
Brian Rivard -Mens group (off)	Diana Mattess – Admin Supervisor	Joshua Joseph
Micheal Aslin – Men’s group interim	Jordan Kelner – (off) Nurse Supervisor	Social Worker
Michelle McFayden Mental Wellness and Addictions Supervisor	Lyndsy McFadden– Health Nurse	Vacant
	Nadine Rierson – Home and Community Care nurse	Summer Students
		X2 vacant
		Nurse fulltime
		Vacant

## MENTAL HEALTH:

We provide the following services: Mental Health Counselling for families, children and young people as well as adults one on one:

- Referrals to medical and addiction services including treatment programs, detox or in house services such as patient

## “TI’azt’en Resetting Priorities”

travel or nursing.

- Addiction Counselling
- Women’s and men’s wellness programs and on-the-land programing.
- Traditional Wellness programing.
- Programing and training to deal with Grief and loss, Mental wellness, addiction and other related programing.
- AA meetings
- Outreach services
- Child and Youth Counselling
- Family Counseling
- Equine therapy
- Men and Women’s groups
- Other Mental Health and wellness related programming.

### **MEDICAL ASSISTANCE:**

Medical assistance to provide community services for people recovering from surgery and after care treatment plans for patients as well as medical advocacy for clients.

- We provide Nursing and Home nursing services as required and based on staffing availability.
- Harm reduction services such as needle exchange
- The nurses are in the office four days a week
- provide dressing changes, referrals to Drs,
- medical monitoring and other services related to treatment plans
- Teaching how to care for loved ones in community and end of life services.
- Female Hygiene products, condoms, incontinence products and other items.

The team continues to plan and implement services to meet any emerging trends in Health and work closely with the staff at Northern Health to provide services to people returning to community post-surgery and illness. Other services which is laid out in their report.

### **ADMINISTRATION AND ADDITIONAL SERVICES:**

The list will continue to grow as we identify more service providers who do remote work.

### **ADDITIONAL PROGRAMS COMING/CONTINUING THIS YEAR:**

- We are additionally looking to provide Nutritional recover classes, cooking and winter food preparation.
- Mental health services from Northern Health
- Diabetic Screening,
- Stress management,
- Foot care and custom orthotics
- Program specific support staff services.
- Nervous system repair and breathe management in the fall.
- Laser treatment for assistance with addictions, smoking cessation, weight loss, stress and sleeping disorders
- Opportunities to take part in self help programs which will be identified as the year goes on. These opportunities will be beneficial to the aftercare program and can include transitions, transformations or other type of programing.
- In community ophthalmologist services including purchasing eyeglasses
- In community dentist
- Northern Health provides up to two in community mental Health workers, one of whom is Charles and one vacant position the are here at least twice a week most weeks.
- Summer programming and assessments for youth and adults
- Custom programming designed for specific outcomes such as Men’s and Women’s groups
- We will continue to have Dr. days, however these have decreased due to a shortage of Drs.
- Naloxone training
- Education about the OAT Program

## “TI’azt’en Resetting Priorities”

- Critical Incident Stress Management

We continue to search for and engage service providers that can bring more programming and support to the community.

### **PERScription DRUG DELIVERY:**

The staff at TI’azt’en Nation are not authorized to pick up prescriptions in town. If you need to have a prescription picked up it must be prearranged with the nurses. Proper storage and refrigeration may be required and as such is the responsibility of the Nurses however, if you deal with Pharmasave they will deliver directly to you:

Excerpt from TI’azt’en Health Medication Management Policy:

TI’azt’en Health meets the needs of the community by acquiring, preparing, storing, and distributing medications within the scope of our team in a safe and timely manner. Our health care professionals work within their scope and select and purchase medications relevant to programs provided by TI’azt’en Health.

Our health care professionals dispense and/or administer medications as directed by physicians and within their respective scope of practice.

TI’azt’en Health ensures safe medication management by keeping all appropriate documentation up to date.

### **HOME CARE:**

Home Care provides services to elders including lunches, trips, foot care, breakfast program and others:

- Referrals for access to homemaking
- Other related services.
- Food Care
- Breakfast Program
- Elders Luncheon

The elders had the opportunity to take part in the annual elders gathering in Vancouver as well as attend Kamloopa this year. We are grateful to acknowledge the funds we received from Tanizul to ensure that our elders received enough money to have a memorable trip and some extra spending money. Thank you as always to Leigh and Rose for all the wonderful work they do with the elders.

We will be adding some programming specific to seniors which includes fraud prevention, understanding debt, benefits, and elder abuse workshops.

Patient Travel provides funding for fuel and support for out-of-town trips. This is one of our most accessed programs and consistently runs over budget. We may have to look at purchasing a shuttle for in-town medical trips. This is still in the feasibility phase.

Violence Prevention provides various services that support other programming

- Our staff provide support for those who are experience violence in their home lives by doing assessments and referrals as well as one on one programming.

Out of the box thinking is leading us to develop more and more opportunities in the

### **HEALTH FAIR:**

The staff worked hard to plan an annual Health Fair which we had the month after I started. It was only one day as we really at this point just wanted to ensure we could have it. We have representatives from FNHA, Northern Health, Melissa providing reflexology, Rhae providing message, Charles with mental health services, John Togi with BC Ambulance services. The staff had been attempting to put this together for quite some time, but due to so much happening in the community it had been challenging. The attendance was good and the opportunity to meet the community was wonderful. The meal was also excellent.

### **CHAIN OF COMMAND HEALTH CENTRE:**



## “Ti’azt’en Resetting Priorities”

The Health Centre has had six Health Directors since 2017, as well as various people who did the job while the position was being advertised. This is telling as to the high level of expectation for this position and the fact that it is not achievable in all people’s eyes.

I have changed the structure so the loss of the Health Director will not have such a devastating effect on all the departments and will provide enough authority to the team to continue temporarily should the position become vacant again without an acting Director.

Over the next few years, I am hoping to strengthen the team and do succession planning so that we can train internally for the increases in services and to prepare staff to take over for those of us who will be leaving due to retirement.

Direct Supervision Health Director	MENTAL HEALTH Michelle Supervisor	ADMINISTRATION Diana Supervisor	NURSING Jordan Supervisor	
MH Supervisor Admin Supervisor	Dawneen Bonita	Kim Conrad	Lyndsy Nadine HCC Supervisor	Rose Leigh
Nurse Supervisor Brian Micheal Brenden	Sheena	Drivers Marilyn Receptionist Janitorial	Joshua MOA	

This is a high stress job with so much responsibility and very little gratification. The decisions made in this office are designed to serve the greater good and are not personal. We cannot meet all the needs of each individual as we have limited resources, but we do try to impact as many as we can. It is with planning, hardworking staff and out of the box thinking that we will get on top of most things.

Our staff work hard to provide services to the members in all stages of their lives and do so frequently without any appreciation and little support. I have had staff so stressed out by the way they are talked to, and about in the community. I would like to suggest that if you identify a problem that you also identify a solution. We are receptive to productive suggestions. The Community must realize that we are a Health Centre and not a Health Clinic which has a totally different function, we do not diagnose, we do not have access to medical services on par with the Fort St. James Medical clinic our services are more geared towards prevention, aftercare and clinical support.

### FUNDING SOURCES:

We receive the lion’s share of our funding from FNHA either directly or through applications as funding becomes available. This funding is usually accessed through a simple funding proposal. There are however other opportunities to access funding which the past director C ’fine had applied for and successfully received \$100,000 to provide Psycho Educational assessments and training this funding has just been released and I we will report on the program next year. Through this project, we expect at least 30 children and youth to be impacted positively, helping increase mental health and wellbeing in-relation to self-worth, education, skills, life skills, and employability. The project’s goal is improving the soft skills required for success in education and skilled trades, while also promoting independence through life skills training and healthy lifestyles.

New this year, I have been approved to provide Compassionate Care. (See attached policy) I wrote and submitted a proposal and a policy for review, and it was accepted. This is not a large budget so it cannot be accessed without policy and limitations. This can cover some of the things that we do not traditionally cover under patient travel including a few days for an immediate family member to spend with members who are in hospice and other none covered related services. Additionally, we will pay for the coffin saddle and \$200.00 for startup of the wake.

## “Ti’azt’en Resetting Priorities”

### SUMMARY:

What I have been focusing on is learning what each staff member does, and assessing gaps in services to determine how we can best fill them. Creating structure and building capacity writing job descriptions and contracts. Our vision for this Nation is to have a strong and robust health department that offers multiple modalities of medical services in community. I am a proponent of developing aftercare programs that meet all the human needs, physical, mental, spiritual and traditional and as most people agree that encompasses land-based healing as well as looking at non-traditional practitioners and practices.

Ti’azt’en Nation like most other communities is struggling with addiction and above average mortality rates. We do not have all the answers of how to stop this, but we are going to spend the time and effort on developing other options for those who are seeking wellness and those may be things that we have not thought of or done in the past.

We will only support off-site programs where the clients are already on their healing path and have detoxed from their drug of choice. The most common drugs used in community are Heroin, Crack, Meth, Cocaine laced with Fentanyl, which has proved to be so very devastating in the cost of lives lost. Detoxing from these, or any drugs can be very dangerous resulting in potentially fatal seizures, suppression of the respiratory system or Heart issues and even those using OAT need to be medically monitored.

The opioid crisis is an ongoing issue and unfortunately Ti’azt’en has more than its fair share. We have noticed a reduction in pill related addiction while opioid addiction has exploded. After a person has detoxed from addiction, they are more susceptible to accidental overdose as their resistance to the opioids has gone down and the wrong amount can be fatal.

Mental Health is another area that people struggle with, especially post Covid, and we are in the process of building a larger addictions and wellness team. We want to see more medical services stationed here and less need for commuting. The addition of Sheena to our Wellness team will help us build more youth-oriented services and a return to ongoing Grief and Loss workshops. The opening of Dakelh Primary Care in December will also provide another source of support.

Staffing continues to be a source of stress as we compete with Northern Health and their \$30,000 signing bonuses as they attempt to staff a whole hospital, First Nations Health Authority, and the new Dakelh Primary Care Society, Conexus and many other areas that demand a large and well-trained medical force. These shortages will continue to test our ability to provide outreach services as we are short staffed always.

These discussions are ongoing with the FNHC and FNHA with the passing of a motion on the floor of the Spring Caucus to get the FNHA funding in line with Northern Health so that we can compete in a more fair and equal footing with Northern Health.

Another important update from the Caucus is that the Chiefs or elected officials no longer must be there to vote on the floor they can delegate the authority to vote on behalf of the Nation to the Health Directors or another delegate which will increase the likelihood of each nations concerns being heard.

Additionally, the Diabetes mobile clinic will receive more funding to ensure that they can provide more frequent visits to communities.

The FNHA has completed the 10 years since the adoption of the first Tripartite agreement which was drafted in 2011 at the inception of FNHA. All the Health Directors are currently taking part in analyzing the effectiveness of the FHNA and BC Tripartite Framework agreement as that is a requirement as part of the original tripartite agreement and is being done by an independent organization called QATALYST Research Group.

This has been done through a series of regional zoom meetings and break out groups at the Caucus. They have reached the third stage of five in the evaluation process, which is Gathering information, and will be followed by a session on what they learned at the fall caucus and the final report at the Winter Caucus. This document will be used to inform practices moving forward.

## “TI’azt’en Resetting Priorities”

I have been working on picking up the pieces for the many Health Directors who have come and gone and unfortunately there are a lot of back logs on things that did not get done. It is challenging but not impossible. I have included the reports from the other Health workers and hope you have a great and meaningful AGA.

Musi  
Lynne Leon  
Health Director

### **Accreditation Annual Report**

Brenden Kelner

Firstly, I'd like to start with the fact that the TI'azt'en Accreditation program is in full swing and back on track since I returned to the role and have gotten everything sorted with our upcoming survey to be done in June 2025.

I was in this role a couple years back, starting from ground zero, I built a formal system from the ground up to meet the requirements of Accreditation Canada. In doing so I was able to get the Health Center Accredited in under 8 months.

Unfortunately, since leaving the role a few months after we got our Primer status, the accreditation program was left open and wasn't looked after which has created a challenge since the program was idle without updates the data is in some instances no longer relevant and obsolete. Another challenge is the Health Center never made any progress in the two years since I left, and this will result in us losing our primer status as of June 2024.

This seems like a giant setback for us, but it is only a small speed bump in what is a long drive to full accreditation. Losing the Primer status won't affect the health center in how it currently delivers its programming, but we will not be able to use our status when applying for funding or promotion that we are accredited until we pass our survey in June 2025.

I am fully confident that we will have the Health Center fully Accredited by June 2025 and with that full accreditation a more manageable program will follow with minimal effort required to keep the policies and procedures up to date and current with Accreditation standards.

I don't have clients or budgets to deal with so the overall success of this program is hard to quantify in the short term but come June 2025 when we receive our full accreditation report it will show the hard work that I am putting into this program every day.

Once we have full accreditation, we will join many other health centers, on and off reserve across Canada and show not only TI'azt'en Nation, but communities across Canada, that we believe in a standard of care for our community members.

This will in turn increase the level of care and programming we will be able to deliver to the community by increasing access to funding, more opportunities to attract and increase staffing levels, and a standard of care that will show the people of TI'azt'en Nation we at the Health Center put the health and wellbeing of our community members at the front of all our services.

### **Receptionist Annual Report**

Joshua Joseph

Hello, my name is Joshua Joseph, I am from the Granton Clan. 32yrs old. Getting close to my two-year mark for being back in the community. I am currently the reception for the TI'azt'en Health Centre, moving into the Medical Office Assistant position. I have been with the Health Centre, close to a year now. Youngest of Mary Ann Joseph.

## “Ti’azt’en Resetting Priorities”

Have years of out of community experiences in customer service-related jobs, with some post-secondary and multiple training courses. Continuing to expand my education with more training whenever possible. I am excited to start my new position, as new experiences is exciting and getting to learn the medical side of the Health Centre and what that would entail. I make harm reduction kits and give out kits to those that ask for them and Naloxone as well.

Being back has been amazing and getting to connect with the community members and getting to know our people again. Getting to interact with everyone at events, or when anyone stops by the Health Centre, for our services or coffee or whatever reason! I will be around for the foreseeable future, no real plans to move again, only to travel to new countries and cities. My next goal is to head back to Southeast Asia, and either do Vietnam or Philippines as I’ve done Thailand already.

Can’t wait to see everyone at our events or community events! Watch out for flyers with up-coming events or services and give us a call to book your appointments or questions about either of those I have mentioned.

Thanks for taking your time for reading my report for the Annual AGA!

### Trauma Counsellor Annual Report

Michelle McFadyen



Over the past year I have been able to implement an Outreach Program which has given me the ability to provide support and services for on and off-reserve members in surrounding communities. This has also been extended to providing mental health support to youth who are struggling with numerous issues in their life, families and communities. This program has also allowed me to collaborate and bridge relationships with other community resources where Ti’azt’en Nation members may not have been able to access prior.

As we move forward into 2024, I have been tasked to take responsibility for the National Native Alcohol and Drug Abuse Program (NNADAP) as we are currently short-staffed in that department. As I also have a certificate in Addictions counselling, I have not had much experience being as active within NNADAP in previous positions. This has been a great learning experience for me, and I have been able to acknowledge the gaps in services that need to be altered or implemented. I continue to learn in this area, and I am very grateful for the patience of the community members as we navigate to improve and address the great concerns of addictions within the community and region.

We will be bringing in the FNHA Harm Reduction Team to provide a Q&A for community members followed by a community dinner and dance on July 9th, 2024, as part of community engagement and education regarding detox and treatment processes. In addition to expanding more support for the community around substance use and recovery, I am a facilitator of SMART Recovery, which is similar to AA and Wellbriety minus the steps programming. This may be an alternative for people to have a choice in their healing journey.

Health continues to build their staffing team and upon hiring a successful candidate for health and wellness, we will be facilitating the Grief and Loss group once again. I acknowledge the great need and necessity of this support group and we want to ensure that we are providing the best possible practice and safety for delivering this much needed service. I am a trained facilitator; however, it is necessary to have a co-facilitator who is trauma-informed and has experience. We are also working on creating a set schedule to have a BBQ in Middle River once a month. We would like to explore

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the idea of being able to bring elders, youth and families as well. In conjunction to further community engagement, we will be hosting a monthly BBQ at the Health Centre and/or with collaboration from other departments.

Lastly, I would like to add that since my employment with TI’azt’en Nation, I have successfully completed the Traumatic Loss Facilitator course, along with the Suicide Intervention Training, Indigenous Focused Oriented Therapy (IFOT), and I will be completing my certification as a Trauma & Attachment Practitioner (Clinical Stream).

I look forward to continuing to learn and grow and being able to provide the best support I can in both a professional and personal manner for all community members.

Mussi,

Michelle McFadye

### Admin Supervisor Annual Report

Diana Mattess



I would like to welcome Lynne Leon as our new Health Director. A lot of good changes are being made at TI’azt’en Community Health Services so that we can provide better services and care for our community.

We continue to support and participate in the monthly Healing Fires in Prince George. These events are hosted each month by different organizations and surrounding communities. We are appreciative of the support and participation of TI’azt’en Administration and Chief & Council. The TI’azt’en Health staff each had an opportunity to attend. This not only provides a service to the homeless population, but it also creates a deeper understanding of the struggles our people face. We welcome anyone to come and join us each month.

We are continuing to host NA/AA nights on Tuesdays at 5pm. We have supper at 5pm and a meeting at 6pm. We also provide transportation.

There have been some staff changes in the past year. New staff joining our team are Nadine Reiersen, Home Care Nurse; Dawneen Coombs, Family Violence Prevention Worker; Michael Aslin, Men’s Wellness Program; Bonita Monk, Women’s Wellness Program; Joshua Joseph, Reception and Marilyn Williams, General Office Support Worker. Returning staff are Leigh Sam, Home Support Worker Assistant and Brendan Kelner, Accreditation Coordinator.

I would like to thank community members for showing up to our events. And also, for providing good and positive feedback. We value your ideas and suggestions. This helps us to improve the quality of services that meets the needs of the community.

I wish you good health and happiness. Enjoy the summer with plentiful harvest.

‘Et ‘Awet Za

# “TI’azt’en Resetting Priorities”

## TI’azt’en Community Health Nursing Report

Lyndsy McFadden

The duties of a Community Health Nurse (CHN), Medical Office Assistant (MOA), Home Support Worker and Home Care Assistant encompass a wide variety of skills, community needs and health topics. The services provided can be in the health centre during a booked appointment or as a drop-in as time allows. We encourage clients to book appointments whenever possible to avoid long wait times. Our services are also provided in the school and at different organizations. The following is a general overview of the services provided on a typical day:

- Harm Reduction Program/
- Referral to other agencies
- Pregnancy Testing
- Contraceptive Management
- Pre and Postnatal
- Create/Compiling current resources
- Meetings/Teleconferences
- Advocating for community members
- Writing/Submitting Reports
- Clinical treatments (Certified & Non-Certified)
- Navigating & liaising for members
- Home Care
- Organizing transportation to and from appointments.
- Opioid Agonist Therapy (OAT)
- Rapid Covid Testing
- Organizing clinics: eye doctor, mammogram, diabetic, etc.
- Attending discharge planning meetings with surrounding hospitals
- Children’s Oral Health Initiative (COHI) 2x/month
- Assessing need and providing mobility aids: walkers, commodes, etc.
- End of Life support
- Immunizations to all community members
- Training and updating nursing skills
- School Health Program
- Community Health Workshops
- Individual Health Teaching
- Case Conferencing and Management
- Creating/Managing programs
- Communicable Disease Management and Contact Tracing
- Collaborating with community organizations & band departments
- High standard client charting
- Breakfast Program
- Liaising with health professionals in different Health Authorities to meet the needs of community members
- Wound care
- Assisting physicians during doctor days
- Medication pick-up and delivery
- Personal Care: baths in the home or the Health Centre
- Elders Tea
- Running community garden
- Foot Care (every 4-6 weeks as it is available)

### Current Positions:

- Home Care Worker– Rose 5 days per week
- Home Care Assistant – Leigh 5 days per week
- Community Health Nurse – Lyndsy Monday and Tuesday
- Nadine Tuesday-Thursday (in charge of Home Care)
- MOA/CHR – None

### Home Care Coordinator/ Home Care Assistant

The home and community care program provides support to families and individuals who need assistance getting their health back. Each client has an initial assessment to assess the level support required, and this assessment is reviewed at least once a calendar year, but the team is constantly reassessing need as situations change.

The home care program supports the Elders when they go on Elders Trips, we help organize trips by booking the rooms, transportation, budgeting for food, getting all the names of participants, fundraising, and making sure they’re okay during the trip.

The Home Care team also takes lead on COHI- It is a Children’s Oral Health Initiative to help Health Directors, COHI supervisors and community leaders in First Nation Communities. This program is for children aged 0-8 years old. The Dental Hygienist sees kids in the community 2 times a month. She examines the children’s teeth and communicates to the parents what needs to be done.

The main purpose of Home Care and working with the community Elders is to provide support and guidance for the clients and their families, but not to take away what families do for their loved ones.

## “Ti’azt’en Resetting Priorities”

### Community Health Nurse

The community health nurse is responsible for ensuring community members’ health and well being are met in a safe and timely matter. The CHN works closely with all Home Care clients and is responsible for ensuring each client is assessed regularly and to provide support for the Home Care staff in their work with the elders in the community. They are also responsible for organizing and ensuring all services listed above are accessible to all community members.

They are responsible for ensuring all services are easily and safely accessible to all community members.

### MOA/CHR

The purpose of this position is to support the physicians, nurses, and community in providing seamless services. This position is the way to access all bookings for physician appointments in person as well as any virtual health appointments that support is required for. Virtual health has become a large part of healthcare delivery. The health centre team is aware that not all community members have access to the internet and can facilitate these appointments within the health centre.

This position has made it possible for the health centre to host the wide variety of outreach clinics that provide services to the community. The services that have been provided in the recent year have been the Mobile Diabetes Clinic, Optometry Clinic, and unfortunately there were not enough people enrolled for the Denturist to come to community. We look forward to being able to bring in even more services as this position grows.

### Physician Outreach

The physicians from the Fort St. James Health Centre provide in-community, a few times each month. These appointments are booked through the MOA at the health centre. We are working to increase the services that can be provided by the physicians within the community to decrease the amount of travel for medical needs.

### Communicable Disease

The immunization program is running smoothly with most infants, toddlers, and school aged children up to date on immunizations. Vaccines remain the most consistent and safe way to gain immunity to highly contagious viruses. With our full-time nurse currently off on maternity leave, immunizations will be done at the Fort Saint James health clinic. The staff will support community members to book appointments and support transportation needs when required.

Throughout the year there are times when each staff member will be unavailable due to educational commitments provided through professional development offered by FNHA, Northern Health, and other educational institutions. It is a priority to stay up to date in all areas of practice to provide high quality care to the community.

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

# “Ti’azt’en Resetting Priorities”

## Home and Community Care Supervisor Report

Nadine Rierson



**Home care Coordinator:** Rose Aslin

**Home care assistant:** Leigh Sam

Home and Community Care provides support to families and/or individuals to assist in independent living and aftercare while they get their health back. The program is designed to assist families who have recently gone through a transition and might need more services than before or ongoing supports to our elders in community:

- We offer a helping hand by setting up homemaker services,
- Check vitals and schedule assistance as needed including arranging appointments
- Provide planning, support, chaperoning and implementation of Elders trips.
- Provide home support equipment such as walkers, wheelchairs, toilet boosters, Bed support system.
- Personal care such as help with bathing/showering here at the health centre or in your own home,
- We have a breakfast program that we do for our elders twice weekly which includes having to shop weekly and food preparation.
- We take vital signs and ensure that the medical health team is appraised of any concerns or changes for follow up
- We provide visitation while you convalesce or for our shut ins and do light housework if we have time.
- We will pick up patients for the community Drs days.
- arrange dr. appts for in or out of community as needed.
- Host a monthly elders tea and bingo
- Manage a community garden

We support other programs when it is related to our elders or the health care program. We work close with the nurses (Jordan, Nadine & Lyndsy) ensuring that assessments are performed when someone returns from hospital or needs additional services and supports.

The home care program is here to make sure you get the best quality care, especially when our clients are at the end of life. We are here to support you during difficult times and to support your families who are there to help you. We are not also there for members who do not have any family or near family to provide the care they need to transition in a peaceful and respectful manner.

The home and community care program likes to support the Elder’s and are working toward having more programs to provide opportunities to visit and socialize. We are receptive to alternate ideas and would be happy to hear your feedback.

Every month we work with the foot nurse Shannon to provide ongoing foot care for our clients and attempt to have her in community as often as possible.

Periodically we will have a SPA day either at the same time or on another day, where we provide free haircuts, free manicures, and free eyebrow waxing.

We also offer COHI for Children’s Oral Health Initiative. This program is for children aged 0-8 years old. The dental hygienist’s name is Kelly, and she sees the kids in the community 2 times a month. She examines the children’s teeth and than will communicate with the parents if any work needs to be done.



# “Ti’azt’en Resetting Priorities”

## Patient Travel Coordinator Report

Kimberly Johnnie



Hadih Ti’azt’enne!!

I have been in the Patient Travel Coordinator position since the end of October of 2023. Prior to this I was working at the Social Development office with various duties. So, the work is quite the change from what I am used to, but I have adjusted well, getting to know the program and the needs of the individuals who access the services.

The challenges to the program that people have asked for are:

Compassionate Care which the program does not allow, but through dedication and hard work from Lynne (the New Health Manager) she has put in place and put aside funds for this, which only she can authorize

Off Reserve members asking for help which I unfortunately cannot cover under my program as we are on reserve only. However, there is comparable services available for you through FNHA. You can reach them by calling 1-855-550-5454.

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

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

To determine eligibility for medical transportation benefits for a specialist appointment, the client must provide the following information:

- A referral from a general practitioner, Family physician or other health professional
- Confirmation of appointment from the health provider/health facility
- 10 days notice before travel date so proper arrangements can be made

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

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

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

Thank you for taking the time to read my AGA report.

A’wet’za

# “Ti’azt’en Resetting Priorities”

## Men’s Wellness Report

Wilburn (Brian) Felix



My name is Willburn Felix and I work with the Men’s Wellness Program, My job is to work with men that have a drug and alcohol addictions. My goal is to keep them busy and help them seek counselling, we need 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 centre.

Some of the Services that I help with:

- Applying for proper identifications
- Applying for Old Age Pension etc.
- Advocating or them with medical appointments
- Teaching them financial independence (budgeting and paying bills)
- Teaching basic life skills
- Counselling appointments twice a week
- AA meetings weekly

Things we have 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)
- Helping with renovations for those who are in recovery, for those who took drastic steps to overcome addictions, we helped renovate their personal home, so they came back to a fresh start.
- Renovating for those who were recovering from illness
- My clients had their own personal projects that they wanted to learn to do, some of those things included; restoring rocking chairs, end tables, kitchen tables, storage chests, paddles, etc.
- In the evening, they would help build river boats
- Build other projects for events in the community
- Teaching them to build kitchen cabinets.

Cultural activities that were included were:

- Hunting and gathering of cultural food and Berries
- Setting net during the winter (under the ice)
- Setting net for elders, salmon, char, whitefish and rainbow
- Camping
- Trapping
- Traditional Hunting camps, we will be setting up camps for those who suffer from addictions.

In 2022 the men’s group volunteered to renovate five homes that desperately needed it. We have a couple of new clients that did not know much about construction but learned the basics including:

- Painting
- Patching holes
- Installing light fixtures

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- Cutting and installing trim
- Building porches
- Installing flooring and doors
- Basic plumbing

This continued struggle that I have with helping those in addictions is that there are still people who sell alcohol and drugs in community. They easily have access to the alcohol and drugs, and it makes it harder for them to overcome those addictions.

### Compassionate Funding Policy

Compassionate funding is an initiative that is based on an annual approved budget and an annual band council resolution to support continuation.

This funding has been provided to close gaps in service delivery that may exist in our organization and will be administered by the Health Centre by the Patient Travel Clerk and with the approval of the Health Director. Compassionate funding will only be accessible where there is no other program or service that the member can access to assist with these specific events. This funding is a bridge between service and is not designed to provide long-term or ongoing support.

1. The purpose of this policy is to provide support to clients who are not covered under any other program to attend the following events:

- 1.1 Hospice and Palliative Care Centre where a family member is being provided with end-of-life care.
- 1.2 Attending a hospital where there is coverage for only one escort and the injured person is in a critical or life-threatening condition.
- 1.3 Other situations that may be determined from time to time do not meet the funding guidelines for any other department, and which would have a profound negative impact on the person or the person’s family.
- 1.4 To attend the graduation of an immediate relative from a treatment Centre.

2. The definition of immediate relative or next of kin is as follows and will only be given to only one of these categories for one person (preference will start at 2.1 and will go down from there ie spouse would be first choice etc.)

- 2.1 Spouse or Common-law spouse: Any person who resides in a conjugal relationship with the client for a period more than two years and can be either the opposite sex or same sex.
- 2.2 Grown Child(ren): of the client one only first come first served.
- 2.3 Parent(s): when none of the above are relevant or someone who was raised and acted in the place of a parent.
- 2.4 Grandparent(s): if there is no other relative in the above category claiming.
- 2.5 Other person: who can be deemed to be the only surviving relative regardless of the distance of the relative status.

3. Compassionate funding for travel will be provided in the following manner:

- 3.1 One travel mileage for the vehicle of the person being funded either to the destination or the closest depot for public transportation to the destination.
- 3.2 This can be either bus, train or airline depending on the urgency of the request and where the cost is prohibitive will be up to the funder’s discretion.
- 3.3 Cost of ferries round trip to and from the destinations where it is necessary to reach destination.
- 3.4 One round trip taxi fare from the airport train station, bus depot or to the accommodation and back to bus depot for the return to airport/train station or bus depot for the return trip
- 3.5 Parking for the hotel, airport or other parking required for the funding period.
- 3.6 Cost of a standard room for up to three nights (room and taxes only)
- 3.7 Cost of taxis to and from hotel to patient accommodations ie hospital or hospice up to a maximum of one round trip daily

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- 3.8 Meal allowance of \$60.00 per day regardless up to a maximum of four (4) consecutive days.
- 3.9 This travel can only be accessed once for a specific event or client.

Compassionate funding for other purposes may be determined on a case-by-case basis where we identify other gaps in services. None of these services will be used to subvert or diminish the clan system or the governance process.

- 3.3 Cost of ferries round trip to and from the destinations where it is necessary to reach destination.
- 3.4 One round trip taxi fare from the airport train station, bus depot or to the accommodation and back to bus depot for the return to airport/train station or bus depot for the return trip
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- 3.9 This travel can only be accessed once for a specific event or client.

Compassionate funding for other purposes may be determined on a case-by-case basis where we identify other gaps in services. None of these services will be used to subvert or diminish the clan system or the governance process.

The Chief and Council reserve the right to review, amend, develop, cancel or omit any part of the policy that they feel is necessary to ensure accountability.





