



TL'AZT'EN NATION

PO Box 670, Fort St. James, B.C. V0J 1P0
Phone 250-648-3212 • Fax 250-648-3250



December 8, 2025

Executive Director Report

New positions at the Administration office

We are pleased to announce that we have filled many vacancies at the Administration office. We have hired an Associate Executive Director (Oliver Ray) to assist with the workload that the Executive Director has been facing. The departments have been split between the Executive Director and the Associate Executive Director as follows:

Executive Director	Associate Executive Director
Administration Department	Economic Development Department
Social Development Department	Health Department
Housing Department	Finance Department
Education Department	HR department
Public Works	Communications
Emergency Management	Natural Resources
Community Safety and Policing	Negotiations and Major Projects

In addition to hiring an Associate Executive Director, we have also hired Terrance Thomas as our Housing Manager. We have been diligently working to get our housing department updated and get our files up to date and initiate the new housing committee.

The Social Development department has hired our first ever Social Worker. With the expansion of the Social Development Department into the Prevention programs and the Child and Family Program, we will be hiring more staff to fill the roles in this important department. We will be presenting a Prevention funding workplan in the new year, that lays the framework for a path forward for the Prevention funds the nation receives.

Community Hall Update

We have made significant strides in the community hall process and have begun land clearing for the Community Hall site. Community Hall budget is standing near \$44 million with the funding coming from multiple sources. Final design was decided upon by the Chief and Council, with input from the management team.

The funding from Tanizul for the Community Hall portion of the project has exceeded \$16 million, with additional funding sources being confirmed through the CHRT-41 application and the First Nation Bank of Canada.

Contract tendering for the foundation work on the Community Hall site will happen over the winter months for work to begin in the Spring of 2026. Our goal is for the local economy and workforce to benefit from the construction of the Community Hall and new administration buildings. We have given direction to the project management team to focus on the local labour force and contractors for the construction of this exciting project. This brings together years of work between the project team and multiple Administrations to get this project to this point.

Housing Update

Over the past three years, Tache has made significant progress in addressing housing needs and improving living conditions for community members. To date, the Nation has successfully constructed **six triplexes**, located on Roberts and Thomas points, Mountainview Drive, Old Tache and Dzit'lainli. This has provided twelve new, much needed housing units for families in need. These multi-unit buildings have helped reduce overcrowding and offer safe homes for these families.

Building on this momentum, Tache is currently in the process of constructing **four tiny homes** and **four single-family homes**. The funding for these homes has been made available through successful applications to the Indigenous Services Canada Housing Support Program (\$885,352) and a commitment from Chief and Council, via band members resolution (1,450,000). The tiny homes are designed to offer affordable, efficient options that meet the needs of single occupants, Elders, and individuals seeking a smaller, low-maintenance home. The single-family homes will provide comfortable, safe spaces for growing families and ease the always growing housing demands of Tl'azt'en Nation.

These projects represent a commitment of Tl'azt'en Nation to accommodate the growth and wellbeing of the members. By investing in both single-family units and tiny homes, this provides housing options and improves infrastructure. The Nation is taking meaningful steps toward a healthier, housing stock that is more suited to the community's needs.

As the community continues to grow and new homes are built, the development of a comprehensive **Housing Policy and Long-term Housing Plan** has become essential.

The Housing Policy outlines the rules, responsibilities, and procedures that guide how housing is allocated, maintained, and managed. It ensures that every community member understands the expectations around tenancy, repairs, rent or service fees, and the proper care of homes. By establishing standardized processes, the policy supports Chief and Council, the Housing Department, and the community in making decisions that are consistent, equitable, and aligned with Tache's values. This work was initiated with the between the Executive Director and Social Development Senior Manager, but has since been inherited by the Housing Manager.

Public Works and Asset Condition Reporting System (ACRS)

The public works department has been approved for **ACRS** group 2 funding for outstanding infrastructure projects. For the fiscal year of 2025-26. Tl'azt'en will receive approximately \$415,000 for **ACRS** projects. Tl'azt'en has lost out on previous years funding opportunities due missing the deadline for applications. This provides some much-needed relief in the Operations and Maintenance work that is required to continue operate the community's infrastructure. The Social Development Senior manager (Renata Monk) and Social Development Manager (Michelle Pierre) had stepped up to provide guidance to the Public works team over the summer months and have gotten some much needed improvements to community assets complete. Moving forward the Housing Manager and Executive Director will be providing oversight on the Public works team. We currently have plans to develop a new **First Nation Infrastructure Investment Plan (FNIIP)** that will identify major infrastructure projects that Tl'azt'en wishes to complete over the next year. This plan is typically renewed annually and will guide where the investment in infrastructure will occur.

Community Comprehensive Plan Implementation

The management team will be meeting in the new year to receive and update from the Alyssa Melnyk (The Changemakers) to begin developing the departmental workplans to align with the priorities outlined in the Community Comprehensive plan. In addition to this, the Management team will be working to include Council priorities in the upcoming workplans as well. We will be hosting a community update on progress made on these priorities on how we intend to further incorporate these CCP priorities in how the nation moves our departments forward.

We are still looking for a Comprehensive Community Plan Implementation Coordinator to coordinate and lead this important work. In the meantime, managers will take on the role of prioritizing and implementing aspects of the CCP into their respective departmental workplans.

Drug and Alcohol Testing

On December 3rd, 2025, for the first time in the history of Tl'azt'en Nation, employee drug testing was implemented. Safe T Core Training and Testing out of Prince George, were contracted to complete the required testing. This was the initial roll out and enforcement of the drug testing policy. We will move forward with enforcing the policy as required for the safe and effective delivery of the Nations services.

Community Safety

Tl'azt'en has engaged the services of Three Nations Contracting Ltd. to provide short term security patrol services. These patrols have helped in reporting and identifying problematic situations and homes within Tl'azt'en Nation. These patrols are only designated to observe and report situations and not engage. This initial round of patrols has yielded very good results, some reports have included unidentified vehicle entering the community late at night, a chimney fire was caught and put out, community member was safely returned home after being found out in the cold. Many of these instances were reported to police and in turn, police files were created for these reports.

I would like to raise my hands and say MUSSI to those Three nations Contracting and those that have been a part of the security patrol to date.

Tl'azt'en Nation will be directly taking over the security patrol as of December 15th, 2025. We will be employing at least two security guards to continue the patrol and provide these services. For the longer term, a fulsome **Community Safety Plan** is being developed and will require community input to construct this plan.

Community safety does not necessarily mean only drugs and alcohol are being looked at, but other situations such as icy roads, problematic or neglected pets, noisy parties, potential drunk drivers are all issues that the community faces and we would like to develop a path forward and input from the community is vital to achieving this goal.

Satellite office and away from home community navigator

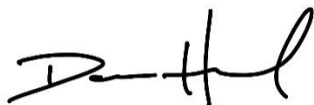
The Council has identified the need to create a remote office in Prince George to help serve our member living away from home. This includes hiring an away from home community navigator and situating that person into a semi permanent office located in Prince George.

This Council and administration is looking to develop a Satellite office located in Prince George, to support community members living off-reserve and in the surrounding urban area. The office will provide direct assistance in navigating services, connecting with Tl'azt'en Nation programs, and accessing supports from external service providers such as health, housing, employment, education, cultural services, and social support programs.

As the Nation continues to grow, the demand for flexible and reliable work environments has increased. The recent shift toward digital communication, cloud-based systems, and virtual collaboration tools has made remote work both practical and beneficial and Tl'azt'en Nation hopes to embrace this to increase services to those away from home.

Many big changes have been underway in Tl'azt'en Nation and these are all to accommodate the growth of Tl'azt'en Nation. As these changes happen, we still have to navigate the day to day operations and expand our services to include those away from home. We still have much work ahead of us, but we are committed to seeing this through and make these plans are a reality. With the additions of much needed staff members, we are able to make some progress on this front, with more opportunities to make additions to our team and bring us further towards the common goal of providing the best services we can to our members.

Tube Cho Mussi,

A handwritten signature in black ink, appearing to read 'D. Haskell'.

Darren Haskell

Tl'azt'en Nation Executive Director