



Newsletter

April 2023 - May 2023

Update from Interim CAO

Highlights for this reporting period from CAO, Edith Moore

- Appointed as the Permanent Chief Administration Officer for Naut'sa mawt Tribal Council
- Worked with Executive Staff and Bronwen Geddes to identify Grants for upcoming projects
- Retired John Bolton- Technical Services Advisor
- NmTC Board of Directors Meeting March 28th
- NRG Board of Directors Meeting March 28th
- Klahoose Team with Member Services Team meeting in Klahoose Territory April 4
- Tla'amin Team with Member Services Team meeting in Tla'amin Territory April 5
- Homalco Team with Member Services Team meeting in Homalco Territory April 6
- Demonstration of "Cedar Box"
- Comprehensive Community Planning Workshop - Organized by NmTC, held at Stz'uminus First Nation March 22-23
- Staff performance reviews
- Employment Contract reviews
- Strategic Planning with Marketing Team



- Governance restructure with TransformAction Consulting, Ann Moskow
- HR Company - research and interview to hire for NmTC – ongoing
- Insurance provider review and renewed with new provider HUB Insurance

Planned Activities for Next Reporting Period

- Team-to-Team meeting with Stz’uminus and Snaw-naw-as, May 24th and 25th
- NmTC BOD Meeting May 30th
- NRG BOD Meeting May 30th
- Review and Update NmTC/NRG constitution - Bylaws and Policies
- Visit to Xyntax home office
- Staff Performance and workplan reviews
- Staff Cultural Training - University of Alberta Indigenous Canada Course
- Cultural Policy – Internally developing with NmTC Elder and Youth Council
- Strategic Planning with Member Services Team and Finance Team
- On board new Policy/Grant Writer
- Complete Employment Contracts with staff
- Book our Team-to-Team meetings with Malahat, T’Sou-ke and Tsleil-Waututh

Calendar of Events

Community Food Network

Next meeting: **June 1, 2:30-4:00 PM**

Contact: seannaj@nautsamawt.org

Housing Manager Working Group

Resource and information sharing between Housing Managers and staff

Next meeting: **June 7, 10-11:30 AM (Tentative)**

Contact: ericb@nautsamawt.com

Elder Council Meeting

Connecting with our Youth Agenda Planning

Next meeting: **June 13, 2023**

Contact: debbiem@nautsamawt.com

CAO Working Group

Resource and information sharing between CAO and Band Administrators

Next meeting: **June 19, 1:30-3:00 PM**

Contact: mikaelaw@nautsamawt.com

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Staff Announcements

Appointment of CAO of Naut'sa mawt Tribal Council

NMTC IS THRILLED TO ANNOUNCE THE PERMANENT APPOINTMENT OF CAO

"I have worked for Naut'sa mawt Tribal Council for the last 8 years. I began in finance, communications, member services, and now stand as CAO. I have dedicated myself to creating the Naut'sa mawt that I believe in. A Tribal Council that stands with its Member Nations to build sovereignty. A strong united voice."



TUT'KEET, EDITH MOORE
Chief Administrative Officer



Appointment of CEO of Naut'sa mawt Tribal Council

NRG IS THRILLED TO ANNOUNCE THE PERMANENT APPOINTMENT OF CEO

"I have been with Naut'sa mawt for 9 years, as Director of Communications and vice president of NRG. I am honoured to be appointed to the position of CEO, and committed to ensuring that our businesses, partnerships, and programs are aligned with the values of Naut'sa mawt and the communities we serve."



KELLY LANDRY
Chief Executive Officer



Calendar of Events

Housing Manager Working Group

The purpose of this workshop is to review and discuss asset management practices including asset management fundamentals, common approaches, and software solutions.

June 22, 2023 at the Coast Bastion Hotel in Nanaimo

Contact: darrylt@nautsamawt.com

Finance Working Group

Resource and information sharing between CFO and Finance staff

Next meeting: **August 16, 1:30-3:00 PM**

Contact: : mikaelaw@nautsamawt.com



Staff Announcements Cont.

John Bolton – Retirement Announcement

John has been a dedicated NmTC staff member for 20+ years. As the Technical Services Advisor, he spent a lot of time in each Member Nation doing housing inspections. John is a well-known NmTC friendly face, and he will be deeply missed not only by

the NmTC team, but also our Elders and community members. We raise our hands to John for all of the work he accomplished while working for Naut’sa mawt, and wish him a relaxing retirement with his family!

Member Services Highlights

North Island Team-to-Team Meetings

During the month of April, our CAO and the Member Services Team went on community visits to three of our Northern Nations, Klahoose, Tla’amin and Homalco.

Our first day was to the beautiful territory of Klahoose First Nation! We were blessed with the sunniest day to have Ray, Klahoose’s boat driver, pick us up from Lund and bring us over to Klahoose. We were met by Klahoose staff and 3 Kubota’s! A delicious meal was served and we sat around the table with Chief Steven Brown, the Director of Operations, Leah Phillips, and Klahoose management staff discussing current and future projects, supports and services.



[Photo: Band Boat in the Klahoose Territory, April 2023]



The second day of our trip this week we started with taking Elder Elsie Paul for breakfast, then Clint and Elsie took us on a seaside tour through the Tla'amin Nation. We toured Cousins House, met Ivan, a Tla'amin carver working on a totem for the Elders, and met Lee and learned about the Fish Hatchery. Our meeting at the Tla'amin Nation was hosted in the Government building, where Carmen Galigos, Director of Public Works and Capital Infrastructure, and her management staff brought in lunch for us all. We heard from the Public Works Staff on current and future projects and discussed ways to work better together.



[Photo left to right: Seanna, Edith, Elder Elsie Paul, Debbie, Mikaela, Ivan (Tla'amin Carver), and Clint, April 2023]

On a blustery afternoon, our team headed out for the last visit of this tour. We drove around the Homalco First Nation, saw the Health building, and notice past projects that have come to fruition, including a new vessel, community raised garden beds, composting, and the start of a new subdivision. We met with Councillors Robert Harry, Preston Joseph, and Jamie Wilson, Administrator John Lewis, and other Homalco staff where we discussed funding and training opportunities and heard about upcoming projects and growth happening at the Nation.

Malahat Pre Election Leadership Training

NmTC hosted a Pre-Election Leadership Training workshop on April 26 for Malahat Nation. This training was facilitated by Carden Consulting, Laara Yaghujaan and Mark Salter. Nine Malahat members attended the training, which included topics on Good Leadership and Good Governance; Leading Self and Values-based Leadership; Roles, Responsibilities and Collaboration; Governance Policies; and Team Goal-Setting, Problem Solving and Decision Making. This training not only supports people in preparing for an elected role, but it also supports learning what strong leadership in general looks like which could benefit a leadership role



in employment or community-based setting. The Pre and Post Elections training is available to each Member Nation, please contact Mikaela for more information.



[Photo: Group shot from the Malahat Pre Election Leadership Training hosted in Malahat Nation, April 26, 2023]

Contact: mikaelaw@nautsamawt.com

Xyntax Finance and Management Training

Naut’sa mawt Tribal Council has received funding from ISC for the 2022-2023 fiscal year to provide Xyntax training to each of its Member Nations. Each Member Nation can spend up to \$4,000 on Xyntax Finance & Management Services or INEXSUITE (Xyntax System) training.

Contact: mikaelaw@nautsamawt.com

Housing Manager Working Group

TSU hosted the very first Housing Manager Working Group virtually on May 10th. This monthly group is meant to hold space for Housing Managers to share resources and information and discuss common topics/issues. There were four attendees to this first meeting, where the Pilot Community of Practice Web Portal was launched.

Contact: ericb@nautsamawt.com

Elders Council Meeting

Debbie Minton hosted a virtual meeting with the NmTC Elders Council. Five of our Elders were able to attend; they planned for the upcoming Elders retreat, shared stories and updates on their recent community involvement, and enjoyed each others company through laughter and friendship!

Comprehensive Community Planning 2022/23 Workshop

The Comprehensive Community Planning (CCP) 2022/23 Workshop was co-hosted by the Stz’uminus First Nation and the BC Region of Indigenous Services Canada, with event management provided by Naut’sa mawt Tribal Council, March 22-23. The theme of the 2023 workshop was “Planning for Change”. The theme was chosen based on the most prominent



issues/topics in communities, as identified by the Advisory Group, including the impacts of climate change, Covid-19 pandemic, natural disasters and emergency preparedness, food sustainability, and healing trauma. There were 89 participants in-person and 6 virtual, 11 Support Organizations in attendance, with representation from 34 different First Nations across BC (some outside BC; all in Canada). Six of our Member Nations were represented at the CCP workshop, which were Homalco, K'omoks, Stz'uminus, Tla'amin, Tsawwassen, and T'Sou-ke.

Funding & Training Opportunities

First Nations Waste Management Initiative

This initiative provides support to First Nations to develop sustainable waste management systems through modern infrastructure, operations, training and partnerships. Funding is available for a range of waste management activities.

Deadline: applications accepted on an on-going basis

<https://www.sac-isc.gc.ca/eng/1491490781609/1533647730166#Deadlines>

Contact: darrylt@nautsamawt.com for support with your proposal

IZWTAG Zero Waste Circuit Rider Program

IZWTAG is piloting a Zero Waste Circuit Rider program to: visit communities annually; help troubleshoot system operations; provide coaching and mentoring; perform minor equipment maintenance and repair; recommend operators for recognition awards.

<https://izwtag.com/programs-services/zero-waste-circuit-rider/>

Contact: darrylt@nautsamawt.com for support in connecting with this training opportunity

Clean Coast, Clean Waters Initiative Fund

The goal is to support marine shoreline clean-up and derelict vessel removal in coastal communities within BC. The fund is now open for Expressions of Interest (EOI). Application portal: <https://cccw.outcome-plus.com/>

Contact: darrylt@nautsamawt.com for support with your EOI

Indigenous Agriculture & Trades Training at Tea Creek Farm

Tea Creek Farm has secured funding to support communities who would like to send a cohort to one of their courses, or to develop custom training.



1. Costs for longer training programs are \$0 - \$7,000 per person depending on the course (which is more than 50% less than last year!)
2. Please contact Jacob Beaton, jacob@teacreek.ca, if you would like a proposal

Tea Creek offers a variety of short-term and long-term training opportunities, as well as direct-apprenticeships and work-experience programs, for example Intro to Indigenous Agriculture, Gardening workshops, Greenhouse Construction and Plastic, Garden Shed Construction, and Intro to Carpentry.

<https://www.teacreek.ca/about-our-training>

Contact: seannaj@nautsamawt.com for support in connecting with this training opportunity

Climate Change Scenarios for First Nations in BC: Projections, Data and Tools

The BC Assembly of First Nations (BCAFN) and the First Nations Emergency Services Society of BC (FNESS) have designed this Webinar and Virtual Workshop Series to create space for First Nations in BC to learn, discuss and utilize climate projections, data, and tools for climate action and decision-making.

1. Climate Data Workshop Series: Part 1 - How to Access and Interpret First Nation Reserve-Specific Climate Data
Tuesday, May 30, 2023 from 10:00 to 11:30 AM (PT) – Online via Zoom
2. Climate Data Workshop Series: Part 2 - Environmental Footprint Tracking and Reporting Tools
Tuesday, June 20, 2023 from 10:00 to 11:30 AM (PT) – Online via Zoom

Registration: <https://events.bcafn.ca/climate-change-scenarios-projections-data-tools/register/>

Tools & Resources

Housing Financial Viability Guide and the Section 95 Operating Agreement Expiry Guide:

<https://www.nautsamawt.org/housing-sustainability-project>

Infrastructure Maintenance Management Toolkit:

<https://www.nautsamawt.org/infrastructure-maintenance-management-toolkit>



Communications App

The Communications App is a mobile app that allows communities to send out urgent alerts, updates, events, resources, polls, and surveys directly to their members through their phones and mobile devices. Emergency communications features will be launched in the App this March. The Communications App is and will continue

to be free for all NmTC member nations through NmTC's partnership with Hawk Solutions.

To learn more, please visit

www.hawksolutions.net

Contact: steve@ecenterresearch.com

Naut'sa mawt Resource Group CEO Update, Kelly Landry

Naut'sa mawt Resources Group is a corporation owned by Naut'sa mawt Tribal Council. In addition to owning Xyntax Systems, we operate Naut'sa mawt Event Management, Indigenous Marketing, Indigenous Proud, and manage projects and programs.

Naut'sa mawt Resources Group continues to develop relationships to move our business interests forward.

Over this past reporting period I have been focused on developing the NRG strategic plans, business plans, and works plans. This includes working with the CAO to identify member needs, working with the CFO to finalize budgets, leveraging existing partnerships and relationships, and pursuing

new opportunities for the 2023/24 fiscal year.

Over this past reporting period and the first two months of the new fiscal year, I have completed NRG performance reviews, job descriptions and employment contracts. I have worked with the Events Department and Indigenous Marketing department on strategic planning, including identifying strengths, weaknesses, opportunities, and threats to assist in the completion of business plans, and works plans. We are continuing to leverage existing partnerships and relationships and have begun exploring new opportunities to increase revenues for the organization.



Highlights for this reporting period include:

- Being awarded the position of Chief Executive Officer at the March Board of Directors Meeting
- Worked with CAO and Governance Consultant to establish timeline and deliverables for NmTC and NRG Governance work (constitution, bylaws, policies, procedures)
- Selected artwork for the 2024 Pink Shirt Campaign
- Conducted performance reviews with NRG staff and drafted new job descriptions where applicable
- Team-to-Team nation visits with NmTC in Stz'uminus, Snaw-naw-as for May
- Posted for new positions: Graphic Designer and Marketing Manager
- Respond to RFPs and continue to develop opportunities to generate revenue

Naut'sa mawt Event Management

<https://www.nmtcevents.com>

The Events Team has had a busy start to the new fiscal year. We have been working on

our current events and responding to proposals for the 2023/24 year. We held part 2 of our Strategic planning session which included cultural safety training and work planning. We are committed to engaging with the Elders and Youth Council, creating a cultural protocols toolkit for clients, and expanding our marketing efforts. We also identified a need for training in trauma-informed conflict resolution, further cultural training, and accessibility training.

We are building out our facilitation and reporting services by adding to our list of facilitators and actively managing our standing offer with the provincial government for facilitation.

Current Events:

- Arms Length Fund Working Group – ongoing and in-person meeting May 19, 2023
- Our Gathering – May 16-18, 2023
- Line 3 IAMC Regional Gatherings – May – October 2023
- Malahat First Nation Annual Golf Tournament – September 2023
- Indigenous Animal Welfare Summit – Fall 2023
- Coastal Zone Canada (Travel Claims) – June 2023
- BC Indigenous Relations (Travel Claims) – June 2023



Indigenous Marketing

<https://www.indigenousmarketing.ca>

Our team is proud of our recent accomplishments and excited about our future initiatives. We remain committed to providing top-notch marketing services that promote Indigenous values and culture.

AGENDA

<https://www.indigenousmarketing.ca/agendas>

Our team has updated our student agenda program, and we have started marketing efforts on social media to sell these for the 2023/24 school year.



ART CONTESTS - PINK SHIRT 2024

<https://www.indigenousproud.com/pink-shirtdaycontest>

First Prize:

- Artwork featured nationally on our new label
- \$1500 cash award

Artwork Specifications:

- Max Size 10"x10"
- Solid colors (no shading)
- Avoid details smaller than .25"

Submission Details:

- Deadline to apply is April, 21st 2023
- Applicants must be youths 19 and under

Questions?

- Contact Info@indigenousproud.com