



Ts'its'uwatul'

Helping each other out

Naut'sa mawt Tribal Council
2022/23 Annual Report

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ether s'iwesá:ylhem xa-usthelum Culture čiyé?anə'im
əšq'ép totí:lt Ay' Ajuthum ínexstexw Respect Sul-hween to
l-hween Collaborate q'ép siyólexwe Ay' Ajuthum s'iwesá:ylh

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Message from the Chairman of the Board

CHIEF DARREN BLANEY, HOMALCO FIRST NATION

Dear NmTC Members and Elders,

It is an honour to welcome you all to the 2022-2023 Naut’sa mawt Tribal Council Annual General Meeting. The organization has pulled together and we remain on the path that aligns with the values of Naut’sa mawt Tribal Council;

- naut’sa mawt – working together as one
- O’siem – respect
- Snuw’uy’ulh – cultural teachings
- čiyεʔana – listen
- dádoset – learn
- Qwam-kwum tsun shq. Wuluwun – make up our minds to be strong

Over this past year we celebrated many changes in the Tribal Council, leaning on our Member Nations, Elders and Youth for guidance, direction, cultural teaching and support. It has been a year of Ts’its’uwatul’ - “Helping each other out”. As Elected Leaders, our community’s health and wellbeing will always be our motivator for the hard work we do. This year has shown that as Leaders, both

supporting and receiving support from the other NmTC Nations, fosters a stronger knowledge base; we are stronger together. NmTC Member Nations have been able to lift each other up this fiscal year - Ts’its’uwatul’.

Naut’sa mawt has greatly changed over this past year. With a new CAO and CEO, expanding staff, as well as new appointments to the Board of Directors and the Executive Board, our Tribal Council is a blend of new and familiar faces. We are guided by traditional teachings and fresh ideas. We raise our hands to our Board of Directors for their dedication, staff for their commitment to serving our Member Nations, and Elders and Youth Council for their guidance and support. It was through the support of each member of the NmTC family that we were able to so confidently embrace the changes over this last year.



Sincerely,

Chief Darren Blaney
*Chairman of the Naut’sa mawt Tribal Council
Board of Directors*

Message from the CAO

EDITH MOORE, CHIEF ADMINISTRATIVE OFFICER

Ah Siemna Sieya, Siemna Suqwan, Mustmukw Naut’sa mawt
(Respected friends and relatives, respected Elders, people of Naut’sa mawt)

I am honoured to present the Chief Administrative Officer (CAO) report for the 2022-23 Annual Report. This report aims to provide an overview of the administrative functions and achievements of our organization throughout the year. As the CAO, I am proud to share our progress, challenges, and future plans with you.

Operational Efficiency and Effectiveness

One of our primary goals as an administrative team was to enhance operational efficiency and effectiveness. Over the year we implemented various strategies to streamline processes, reduce costs, and improve overall productivity. These efforts resulted in significant achievements, including:

Process Optimization: We conducted a comprehensive review of our administrative processes, identifying areas for improvement and implementing streamlined workflows. This led to increased efficiency, reduced redundancies, and improved turnaround times.

Integration of New Technologies: We invested in advanced technologies and systems to automate routine tasks, enhance data management, and improve communication across departments. This integration has resulted in improved collaboration, reduced errors, and increased data security.

Cost Reduction Initiatives: We implemented cost-saving measures, such as renegotiating contracts, optimizing resource allocation, and adopting sustainable practices. These initiatives have resulted in substantial savings, allowing us to allocate resources to strategic initiatives and further organizational growth.

Employee Engagement and Development

Our administrative team recognizes the importance of fostering a positive work environment and investing in our employees' growth. We have focused on the following areas to enhance employee engagement and development:

Training and Development: We provided training programs to enhance employees' skills and knowledge, most specifically in our First Nations culture, ensuring they are equipped to meet evolving challenges. Additionally, we encouraged employees to pursue professional development opportunities, resulting in a more skilled and motivated workforce.

Employee Wellness: We prioritized employee well-being by implementing wellness programs, flexible work arrangements, and promoting a healthy work-life balance. These initiatives have contributed to increased employee satisfaction, reduced absenteeism, and improved overall productivity.

Communication and Collaboration: We fostered a culture of open communication and collaboration, ensuring that employees feel heard and valued. Regular team meetings, feedback sessions, and cross-functional projects have strengthened relationships and improved overall teamwork.

Future Outlook

Looking ahead, our administrative team remains committed to driving continuous improvement and supporting the organization's strategic objectives. In the coming year, we will focus on the following key areas:

Talent Acquisition and Retention: We will implement strategies to attract and retain top talent, ensuring a skilled and diverse workforce that aligns with our organizational goals.

Further Technological Integration: We will continue to leverage technology to enhance administrative processes, improve data analytics, and enable remote work capabilities.

Risk Management: We will strengthen our risk management framework to proactively identify and mitigate potential risks, ensuring the organization's long-term sustainability.

It is a powerful feeling for me to bear witness to our significant achievements in operational efficiency, employee engagement, and organizational development over the past year. Additionally, I feel fortunate and excited to have an administrative team so dedicated to supporting the organization's growth and success into the future. We extend our gratitude to all stakeholders for their continued support and look forward to another successful year ahead.



Hytsapka Siem (Thank you everyone),

Tut' Keet, Edith Moore
Chief Administrative Officer of
Naut'sa mawt Tribal Council



Naut'sa mawt Tribal Council

Naut'sa mawt Tribal Council (NmTC) was incorporated as a non-profit society in 1983 under the name of the Alliance Tribal Council, operating under broad authorities provided by Indigenous Services Canada (ISC) and the Indian Act. Tribal Councils are defined as groupings of First Nations with common interests who voluntarily join together to provide advisory and/or program services to their Member Nations. NmTC is a registered society under the BC Society Act, S-0018531. NmTC proudly serves ten Member First Nations. We receive funding support from ISC under the Tribal Council Policy program and from earned income through Naut'sa mawt Resources Group, which includes partnerships, corporate subsidiaries, event management, marketing services, and project management services.



Xuthunlhshe' sil'anum — Celebrating 40 Years!

ʔimot • háy sx^w qə • Hay čx^w qə • Huy ch q'u

This year we are celebrating 40 years of our incorporation as a non-profit society! To commemorate 40 years of the Tribal Council, and as a recommitment to each other, Member Nations and the Naut'sa mawt Tribal Council hosted a Unification Ceremony where the NmTC CAO and each Board of Director signed a Unification Drum. The Unification Drum holds immense cultural and spiritual significance for Indigenous peoples. It symbolizes the coming together of diverse Nations, fostering harmony, respect, and collaboration. The signing of the renewed Unification Drum represents a commitment from each Member Nation to work collectively towards the betterment of their communities and the preservation of their rich heritage.

Naut'sa mawt Tribal Council Member Nations

- 1

Homalco First Nation
<https://www.homalco.com>
250-923-4979
- 2

Klahoose First Nation
<https://www.klahoose.org>
250-935-0251
- 3

K'omoks First Nation
<https://komoks.ca>
250-339-4545
- 4

Malahat Nation
<https://malahatnation.com>
250-743-3231
- 5

Tla'amin Nation
<https://www.tlaaminnation.com>
604-483-9646
- 6

Snaw-naw-as First Nation
<https://snawnawas.org>
250-390-3661
- 7

Stz'uminus First Nation
<https://www.stzuminus.com>
250-245-7155
- 8

Tsawwassen First Nation
<https://tsawwassenfirstnation.com>
604-943-2112
- 9

Tsleil-Waututh Nation
<https://twnation.ca>
604-929-3454
- 10

T'Sou-ke Nation
<https://www.tsoukenation.com>
250-642-3957



Our Purpose

Walking alongside our Member Nations on their journey towards self-determination and reclamation of culture by facilitating programs and services that positively impact Indigenous Peoples.



Our Values

We honour the values of our Coast Salish Peoples, whose footsteps have marked this land for centuries and whose knowledge guides us as we lean on the teachings of our Elders who move us forward in a good way.

Naut’sa mawt (Hul’q’umín’um’)

Working together as one, we walk alongside our Member Nations with shared purpose and united voices

O’siem (Hul’q’umín’um’)

We *respectfully welcome* others and treat them with dignity and kindness

Snuw’uy’ulh (Hul’q’umín’um’)

We are mindful of our cultural values, seeking guidance from our Elders and echoing their *teachings* in the performance of our duties

Dádoset (SenĆoten)

We *learn* from each other, celebrating our diversity and including all voices, perspectives, and approaches

čiyεʔana (Ayʔaǰuθem)

We *listen* with peaceful hearts and open minds

Qwam-kwum tsun shq. wuluwun (Hul’q’umín’um’)

Together, we *make up our minds to be strong*

Our Goals



Strengthen self-determination through **organizational and operational excellence**

The dragonfly is representative of diligence, perseverance, and hard work. The dragonfly implies thoroughness through its precision and speed, being the fastest flying insect.



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**

The Beaver is a symbol of a hard worker and teamwork, as well as cooperation and a key player in the harmony of nature. With their dams, the beaver creates an entire new ecosystem of stiller, gentler water where other plants and animals are able to thrive.



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture

Frog is the storyteller figure, one who for generations has been known to spread knowledge and teachings. In order to teach, one must also be able to listen, and learn with patience and respect.



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security

The Wolf is a protective figure that signifies family bonds, trust, and teamwork. In many stories, not only does the wolf protect its own family members and other wolves, but also other animals, figures and humans. Wolves are a great symbol for ethics and strong choices for the greater good.

Strategies to support goals

1 – Organizational and Operational Excellence

- Practice sound financial management
- Cultivate strong governance
- Streamline processes and polices
- Integrate our values throughout our practices

2 – Impactful Programs and Services

- Foster relationships to identify high level priorities and opportunities
- Develop programs, projects and services that are relevant and impactful
- Deliver programs, projects and services in ways that provide value
- Evaluate and monitor relevance and impact of programs, projects and services

3 – Communications

- Create opportunities for mentorship and knowledge sharing
- Implement effective internal and external communications
- Support the recovery, reclamation, and revitalization of language, art, and culture in communications

4 – Revenues and Funding

- Build relationships based on respect, transparency and accountability
- Strengthen and diversify revenue/funding streams
- Seek opportunities to generate ethical and equitable income

Corporate Governance

NMTC BOARD OF DIRECTORS

The Board of Directors are appointed by their respective councils to represent their nations at the Tribal Council. After each election the Chief is automatically appointed to the board. A Band Council Resolution or Order will allow a Nation to appoint an alternative member from their council. The Board of Directors as a whole is responsible for managing the society and is accountable for the proper conduct of the society's affairs. The Board of Directors of a society must:

- Take action to achieve the objectives of the society
- Establish policies regarding how the society will be governed
- Propose for the consideration of Members amendments to the constitution and bylaws of the society in response to changing circumstances
- Approve an annual budget and secure the needed financial resources
- Elect or appoint officers who will ensure high-quality Board leadership in accordance with the society's bylaws
- Report to Members

The Naut'sa mawt Tribal Council Board of Directors meets bi-monthly to ensure that the activities of the Tribal Council are in alignment with the organization's cultural values, mission, and strategic plan. During these meetings, our Board of Directors share successes, align common interests, and collaborate to support one another.

We raise our hands to the hard work and dedication that the Board of Directors has given to NmTC this fiscal year.

2022/23 Board of Directors:

- Councillor Louise Ahlm**, Tsawwassen First Nation
Councillor Deanna George, Tseil-Waututh First Nation
Hegus John Hackett, Tla'amin Nation
Chief Steven Brown, Klahoose First Nation
Chief Darren Blaney, Homalco First Nation
Chief Ken Price, K'omoks First Nation
Councillor Cheryl Jones, Snaw-naw-as First Nation
Chief Roxanne Harris, Stz'uminus First Nation
Councillor Gordon Harry, Malahat Nation
Chief Gordon Planes, T'Sou-ke First Nation



Chief Ken Baird, Tsawwassen First Nation
SUNRISE JANUARY 20, 1961 | SUNSET AUGUST 2, 2022

"Before I begin I'd like to thank the creator for another beautiful day on mother earth, and for the continued strength and understanding within our community, and also for sharing these beautiful lands with us." Chief Ken Baird always started meetings with this beautiful opening. Chief Baird was a respected and loved Tsawwassen elder and leader, husband, father, grandfather, brother, uncle, cousin and friend. He was a compassionate, wise, and kind leader who loved his family, the Tsawwassen people, and his culture with all his heart. Chief Baird served the Naut'sa mawt Tribal Council board for 3 years; the NmTC family misses him dearly, and honour the guidance, leadership, and cultural teachings he brought to the tribal council. O'siem Chief Ken Baird.

"I want to fly like an eagle to the sea. Fly like an eagle, let my spirit carry me. I want to fly like an eagle. Till I'm free"

Executive Board:

- Chairman, **Chief Darren Blaney** – 2019 to December 2022
Vice-Chair, **Deanna George** – 2019 to December 2022
Secretary, **Nicole Rempel** – 2019 to December 2022

- Chairman, **Chief Steven Brown** – January 2023 – Present
Vice-Chair, **Councillor Gordon Harry** – January 2023 – Present
Secretary, **Councillor Cheryl Jones** – January 2023 – Present

Corporate Governance

ELDERS' COUNCIL

The Elders' Council was started in 2016 and guides the work of NmTC with its collective wisdom related to cultures, protocols, traditions, and languages. The intent of the NmTC Elders' Council is to provide advice on Coast Salish tradition, language, and culture to the NmTC Board. The Council is a source of wisdom and knowledge about Coast Salish spiritual and cultural protocol. The Council are considered honorary members of the tribal council under section 10 of the NmTC Bylaws.

To be eligible to serve on the Council the individual must:

- Be a member of one of the ten NmTC Member Nations;
- Be recognized as an Elder within their Nation;
- Not be a member of their Nation's elected council, and
- Be interested in serving their Nation.

2022/23 Elder's Council:

Deanna George, Tsleil-Waututh Nation

Hielwet Janet Hansen, T'Sou-ke First Nation

Wholwolet'za George Harris, Stz'uminus First Nation

Vince Harry, Malahat Nation

Qaxustala's Elsie Paul, Tla'amin Nation

Vera Peacey, Homalco First Nation

Bunny Price, K'omoks First Nation

Jim Bob Sr., Snaw-naw-as First Nation



Hwum'mi'ya Janet Moore,
Halalt First Nation

SUNRISE JANUARY 22, 1942 |
SUNSET JANUARY 14, 2022

Elder Hwum'mi'ya Janet Moore was the first Elder on Naut'sa mawt Tribal Council's Elders' Council when it began in 2016, and was always inspired to serve her community. Elder Janet was steady and reliable, she never missed a meeting and of course was always early.

Jan was born in Malahat Nation to Hereditary Chief Christopher Norris and Edith Norris (nee Thorne) of Halalt First Nation. She was raised at Halalt in a small 2-bedroom house with her 15 siblings. They had no running water or plumbing. Gleaning from her mom, she became a skilled knitter and spinner. She would take wool right from the farm and spin it into beautiful Cowichan sweaters, vests, toques, mittens, and socks.

Hul'qumi'num was the spoken language in Jan's home throughout her childhood, which led to her working with the Cowichan Tribes to develop the first Hul'qumi'num dictionary. Jan's passion for her language as well as her love of children, had her working as a Cultural Teaching Assistant in local daycares and elementary schools. It was here she helped write a wonderful traditional cookbook that integrates the Hul'qumi'num language.

In 1958, Jan met and fell in love with Les Moore, a minister from England, who happened to be traveling through Canada. It wasn't long before they started their own family together. Life, along with their three children, became dedicated to sharing and translating Bible teachings.

This is just a glimpse into a remarkable woman's life. One who always had welcoming food on the table and an open door. Her voice at the Elder's Council with her experience was priceless, and we want to acknowledge her commitment to being a great role model and for the 6 years that she served on the Elder's Council.



Tla'amin Elder Centre



Tylyn helping youth with drum making

Corporate Governance

YOUTH COUNCIL

The Youth Council was started in 2021 with the purpose of giving forum to their unique perspectives, while also providing guidance and mentorship to them on their journeys. Our Youth Council members come from a variety of backgrounds; in their communities they are teachers, students, band staff, councillors, landscapers, and more. Youth have expressed interest in leadership development, connecting with their Elders, learning cultural activities, empowering other youth, and sharing knowledge and resources back to their communities.

To be eligible to serve on the Council the individual must:

- Be a member of one of the ten NmTC Member Nations;
- Be recognized as a Youth within their Nation;
- Not be a member of their Nation's elected council, and
- Be interested in serving their Nation.

2022/23 Youth Council:

Damien Peacey, Homalco First Nation

Emily White, Klahoose First Nation

Zeb Savoie-Velos, K'omoks First Nation

Kianna Watts, Snaw-naw-as First Nation

Eve Bob, Snaw-naw-as First Nation

Jasmine Seymour, Stz'uminus First Nation

Tyra Louie, Tla'amin Nation

Kayla Peters, Tla'amin Nation

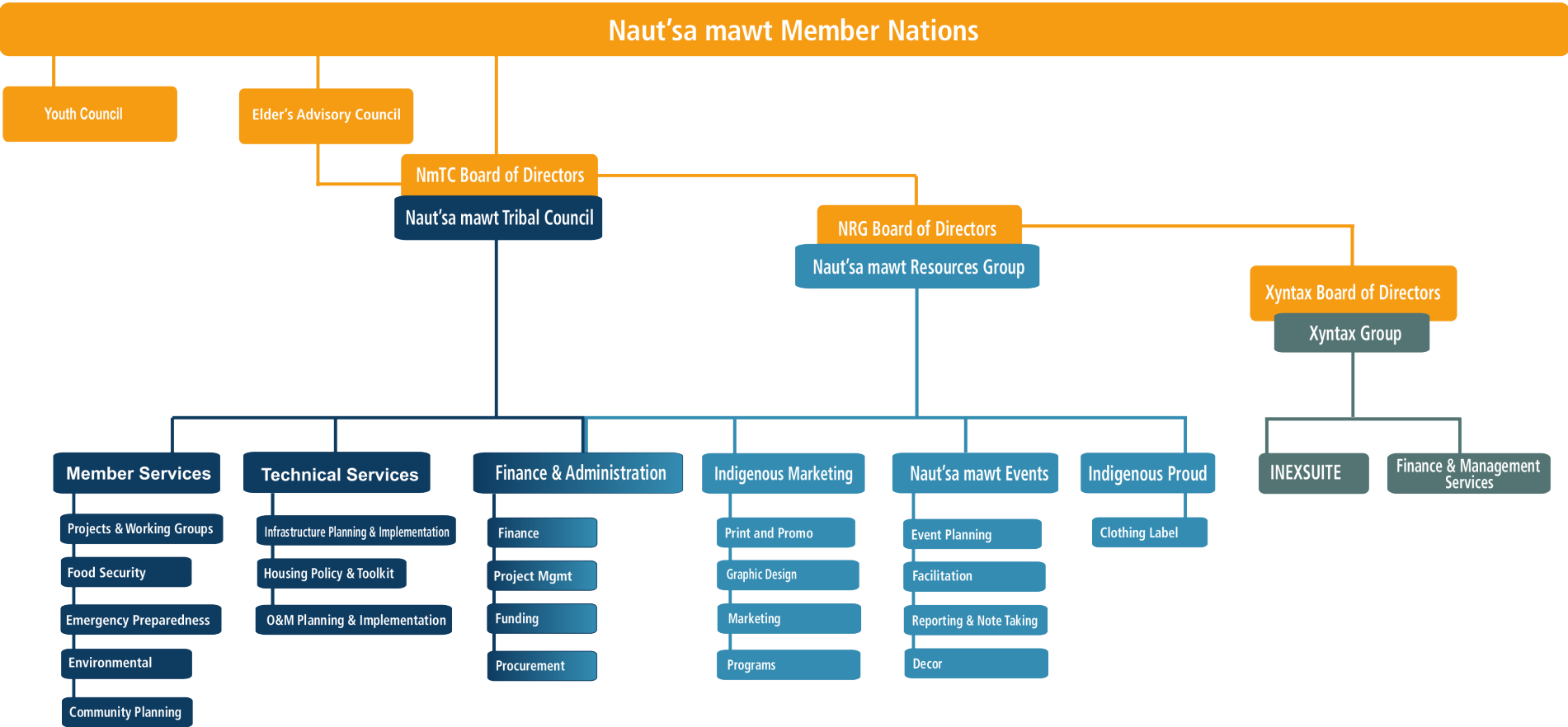
Colin Antone, Tsleil-Waututh First Nation



Indigenous Day 2023 - Stz'uminus

Organizational Structure


Naut'sa mawt Tribal Council has always ensured that the Member Nation communities are at the top of its organizational structure. The reason for this is to show how the communities fit into the organization, and that all the work that we do is guided by our Member Nations. Immediately below the communities are the Elders and Youth Council, as they play major roles in the guidance of the tribal council.



Naut'sa mawt Employees

Naut'sa mawt Tribal Council is supported by a dedicated and experienced team committed to the vision and value of our organization. NmTC is committed to diversity, equity, and inclusion. We believe that our different backgrounds, ideas, and perspectives, united by our shared organizational goals, enable us to better serve our communities and Members.


Executive



Tut'keet Edith Moore
Chief Administrative Officer, Naut'sa mawt Tribal Council



Kelly Landry
Chief Executive Officer, Naut'sa mawt Resources Group




Prabh Nijjar
Chief Financial Officer, Naut'sa mawt Tribal Council

Finance & Administration



Bailey McCloy
Accountant




Erin Law
Finance Clerk



Ethan Whitelaw
Procurement Specialist



Jenny Millar
Proposal Writer



Lana Reimer
Accountant

Member Services




Hwum'mi'ya Mikaela Whitelaw
Director of Member Services



Eric Blueschke
Technical Services Program Administrator / Housing Policy Advisor




Petqua Bayja Morgan-Banke
Food Security Intern



Clint Williams
Emergency Preparedness Advisor



Darryl Tunnicliffe
Infrastructure Advisor



Ohshpaapineese Debbie Minton
Elder & Youth Advisor / Executive Assistant to the CAO



Seanna Johnston
Food Security Advisor

Thank You for Contribution of 20+ Years, John Bolton

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 everything he accomplished while working with Naut'sa mawt. We wish him a relaxing retirement with his family!



Event Management



Samantha D’Odorico
Director, Naut’sa mawt
Event Management



Giuliana Sofra
Event Manager



Samuel Dzierzawa
Facilitation & Reporting
Manager



Adrien Castle
Event Manager



Joseph Paris
Assistant Editor



Sarah Tambur
Senior Event
Manager



Amy-Lynne Cheena
Event Assistant



Katherine Colbrook-Goddard
Event Manager



Tylyn Fasciglione
Arts & Culture
Manager



Dione Yeung
Event Coordinator



Nkere Ezekiel
Event Assistant



Victoria Lepp
Event Coordinator

Indigenous Marketing Solutions



Sean Wilman
Director of Business
Development



Silver Anderson
Print and Promo
Specialist



Claire Stewart
Graphic Designer



Niva Oglow
Content Manager



Savanah Campbell
Graphic Designer





Member Services

ᕿᕿᕿᕿᕿ; Hayuthela la xens (Ayajuthem: Moving Forward Together)

The NmTC Member Services team collaborates with our Member Nations for the common good of our communities by sharing knowledge and best practices, providing opportunities for professional development and learning, connecting with each other, and developing a vision for a sustainable future.

NmTC has expanded the Member Services core delivery areas over the years to reflect the values and priorities of our Members. During the 2022-23 fiscal year, our Member Services delivery areas included the Elders Council and Youth Council, Food Security, Environmental, Emergency Preparedness, Technical Services (Housing, Infrastructure and Operations and Maintenance), Community Planning, Governance, Finance, and various Working Groups.

Elders' and Youth Council

DEBBIE MINTON, ELDER & YOUTH ADVISOR / EXECUTIVE ASSISTANT TO THE CAO

NmTC Elders' Council

Our Elders' Council meets monthly, sharing their teachings with the Naut'sa mawt staff. Their knowledge and resilience empower us to move forward in a good way, always mindful of our purpose. In addition to regular council meetings, we respectfully invite our Elders to participate in talking circles, open and close our meetings according to cultural protocol, and attend Board of Directors meetings.

NmTC Youth Council

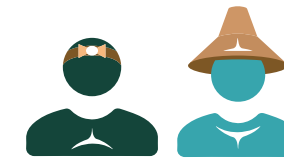
The Youth Advisory Council represents Naut'sa mawt Tribal Council's 10 Member Nations, supporting the work of NmTC with their new ideas, passion, and vision for a better future. The Youth Council meets virtually bi-monthly to share and learn with one another, connect, participate in workshops, and to think about how NmTC can better support the youth in its Member communities.

Elders and Youth Council Gatherings

At the suggestion of the Elders' Council, bi-annual joint Elder and Youth meetings are also held. These meetings offer Elder's a focused space in which to share valuable cultural teachings and storytelling with the Youth Council.

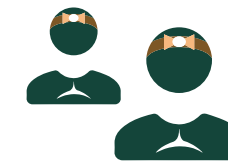
Next year, there will be an annual in-person Elder and Youth gathering, involving cultural teachings, drum making, cedar weaving, language lessons, traditional food, and medicines.

Elders' and Youth Council Meetings in 2022-2023



2 Joint Elders' and Youth Council Gatherings

Participants:
6 Elders & 7 Youth (2022),
5 Elders & 3 Youth (2023)



5 Youth Council Gatherings

Participants:
6 or 7 Youth per meeting.



8 Elders' Council Gatherings

Participants:
4 to 7 Elders per meeting.

Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture

Food Security

SEANNA JOHNSTON, FOOD SECURITY ADVISOR

The Naut'sa mawt Food Security Services support our Member Nations in projects related to food security and food sovereignty, including traditional harvesting, agriculture, aquaculture, and other food production.

Objectives:

- Connect our Member Nations, individually and collectively, to other Nations and organize work on similar projects, highlighting successes and discussing challenges
- Develop resource databases, toolkits, and technical support packages that address the needs of our Member Nations
- Support in the development, implementation and operation of food security and food sovereignty related programs
- Assist in fund sourcing and grant writing for our Member Nations

Community Food Network

The Naut'sa mawt Community Food Network (CFN) is a space for Member Nation staff working in food-related roles to come together to share and develop their ideas, knowledge, and skills on various food-related topics, brainstorm through challenges, and encourage and uplift one another.

Food Relocalization Initiative

Through funding from the United Way Food Infrastructure Program, the CFN was able to provide \$12,000 of food processing equipment, as well as food-related training and workshops to our Member Nations. Seven Member Nations accepted the offer for equipment or training. Examples of food processing equipment include a professional-grade vacuum sealer, canning equipment for community workshops, and kitchen equipment for community meals. In-community training included Food Safe Certification and a Firearms Safety course.

Community Food Network Meeting Schedule

The CFN hosts regular meetings, workshops, webinars and other learning opportunities.



Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security

Workshops & Training Offered

September 2022 – Composting Workshop
Hosted in-person at Malahat’s community garden. The workshop covered how to successfully start a compost, care for it, and use it in the garden.

January 15th, 2023 – Food Safe Certification Course
In-community training offered for Malahat. Eight people gained their Food Safety Certification.

February 2nd, 2023 – Fruit Tree Care: A Year in the Life of a Tree
This was the first workshop in a three-part series centering around fruit tree care and maintenance. The workshop emphasized an ecological approach to caring for orchards over conventional approaches. It encouraged practices such as the use of mulch, composting, as well as biodiversity to keep the land around the fruit trees thriving and life supporting.

February 16th, 2023 – Fruit Tree Care: Dormant Pruning
The second workshop in the series was led in-person by Tim Fryatt from the LifeCycles Project and was hosted in the Malahat Community Garden. Elements of the workshop were filmed by Imagination FX to produce how-to videos. Two Member Nations attended.

March 10th, 2023 – Food Safe Certification Course
In-community training offered for Snaw-naw-as. Nine people gained their Food Safety Certification.

March 16th, 2023 – Firearms Safety Training
In-community training offered for Snaw-naw-as. Nine people gained their Firearms Safety Training.

March 16th, 2023 – Fruit Tree Care: Pests, Diseases & Orchard Care
This was the third and final workshop of three-part series led by Tim Fryatt from the LifeCycles Project.



Images from Fruit Tree Care: Dormant Pruning Day



Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security

Emergency Preparedness

CLINT WILLIAMS, EMERGENCY PREPAREDNESS ADVISOR
BRAD RESHETYLO, SENIOR PROJECT MANAGER; END DATE: SEPTEMBER 2022

The Naut’sa mawt Emergency Preparedness Services support our Member Nations in developing and updating emergency management plans, leading to safer and healthier communities.

Objectives:

- Support, advise and assist Member Nations with fire prevention and preparedness
- Assist Member Nations with emergency planning, including the development of emergency plans and the implementation of emergency planning drills in communities. Coordination and training were funded by the Province of BC and other agencies
- Development and assistance with Business Continuity and Recovery Planning through the implementation of common planning processes, tools, policies, bylaws, and other means necessary for Member Nations to continue business and recover from emergency situations
- Development and maintenance of ongoing collaborative relationships with Member Nations, supporting communities with the development of sound plans and best practices

- Leveraging of the roles and services of relevant agencies and organizations including but not limited to Emergency Management BC, First Nations Emergency Services Society, BC Wildfire, Emergency Services Support Program, First Nations Health Authority and ISC

Highlights:

Regional Engagements

Ongoing work with the province of British Columbia in effort to update emergency management legislation to include UNDRIP and DRIPA processes. This legislation has not been updated since the early ‘90s.

SNEKE 2022

We participated in the final set of planning sessions prior to the event which was hosted by the T’souke Nation and their many partners in the Sooke community. This involved the successful simulation of an emergency event, including emergency planning and an in-the-field response. SNEKE is a SENĆOŦEN word meaning blue heron, or watchmen, referring to one who will jump up and fly squawking to warn you that someone has come near the village.

Natural Resources Canada

We participated in multiple discussions on potential clean energy projects with attempts to develop a project that would benefit all our Member Nations. These benefits would include training opportunities, as well as potential solar and alternative back up power sources.

BC Flood Strategy – “Sharing the Pen”

These were ongoing discussions with other First Nations around the province, as well as BC representatives, reviewing and drafting new legislation for future flood events.

Emergency Management and Climate Readiness

This includes the continued networking and maintaining of contacts with the organization to stay updated on developing and ongoing incidents and other events.

Community Visits:

Stz’uminus First Nation

We were part of three separate visits to Stz’uminus First Nation. These visits included touring village sites to assist with flood damage that occurred from the atmospheric river event, a Member Services team tour, as well as a Comprehensive Community Plan conference hosted in the community.

T’souke Nation Visit

We attended the SNEKE event hosted by the community and their many partners.

Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security

Conferences Attended:

First Nations Energy Summit – January 2023
Victoria Climate Change Conference, Coastal Zone Canada – June 2023



Environmental

RYAN CHAMBERLAND, ENVIRONMENTAL ADVISOR; END DATE: MARCH 31, 2023

BRAD RESHETYLO, PROJECT MANAGER; END DATE: SEPTEMBER 2022

Naut’sa mawt Environmental Services support our Member Nations to actively address the environmental concerns and challenges of each Member Nation. This involves supporting marine and terrestrial initiatives as broadly as possible, including initiatives such as remediation, stewardship, climate change, sustainability, and self-sufficiency.

Objectives:

- Work with Natural Resources Canada to reduce diesel dependency and carbon emissions within Member Nations, increasing access for Member Nations to the following:
- Solar grid installation for emergency preparedness;
- Off grid access to power;
- Electric power tools;
- Training, equipment, and capacity for environmental and guardian programs to support early detection and monitoring of invasive species;
- Advice and assistance with funding opportunities through proposals or partnerships

Highlights:

The T’Sou-ke First Nation held a large-scale beach clean-up initiative in their territory for which we hired a T’Sou-ke member to help. As the project went on, he was one of the best workers on the team. It was such a pleasure to be around his positive attitude and great work ethic. This Member enjoyed playing videogames, so as the project went on, we offered him the chance to learn how to operate a Remote Operated Vehicle, as it is quite like playing a video game. He was ecstatic! Shortly after, he became part of T-Sou-ke Nation’s environmental team. Now in a full-time position, he is their go-to guy for anything tech-related. This story highlights how seasonal or short-term initiatives, such as a beach clean-up, can provide members with both work experience and the opportunity to share how their unique skills and interests can be incorporated into sustainable employment opportunities within their Nation.

Goals Achieved



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security

Member Services Projects and Working Groups

TUT'KEET EDITH MOORE, CAO

HWUM'MI'YA MIKAELA WHITELAW, DIRECTOR OF MEMBER SERVICES;
START DATE: DECEMBER 2022

SILVER ANDERSON, MEMBER SERVICES COORDINATOR;
TRANSFERRED TO INDIGENOUS MARKETING: FALL 2022

Naut'sa mawt Tribal Council's Director of Member Services and the Member Services Coordinator facilitate two-way communication between NmTC and its Member Nations, as well as manage special projects and facilitate different working groups.


Objectives:

- Strengthen communication between each Member Nation and the Member Services team
- Connect our Member Nations, individually and collectively, to other Nations and organize work on similar projects, highlighting successes and discussing challenges
- Continue to identify programs and services to best serve Member communities
- Increase Member knowledge of possible resources available through NmTC
- Connect Member Nation staff through working groups and Nation-to-Nation visits

NEWSLETTER

The NmTC Newsletter was restarted in January 2023. It is a bi-monthly newsletter to keep our Member Nations updated on the projects, training, and services that are available.

Goals Achieved



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture

XYNTAX TRAINING

NmTC received funding from ISC for the 2022-2023 fiscal year to provide Xyntax training to each of its Member Nations. Each Member Nation had access to \$4,000 of Xyntax Finance & Management Services, INEXSUITE training, or hardware and peripherals. During the 2022-23 year, three Member Nations took advantage of this training for a total of \$7554.

Goals Achieved



Strengthen self-determination through **organizational and operational excellence**



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture

CULTURAL GRANTS

The Cultural and Community Grants Program is a small grant for Member Nations that is intended to assist at their discretion with cultural activities, sporting events, community gatherings, and bolstering attendance at gatherings. Each Member Nation has access to a grant of up to \$3,000 in any one-year period (eligible to be carried forward 4 years total). During the 2022-2023 year, three Member Nations took advantage of this grant for a total of \$24,000. Since 2010, \$290,500 in funds have been distributed to Member Nations through the Cultural and Community Grants program.

Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture

CAO WORKING GROUP

The Administrator Working Group is an internal information sharing group comprised of NmTC Member Nations' Administrators, their self-identified support staff, and NmTC Staff. The participants of the Administrator Working Group provide recommendations to NmTC staff based upon the priorities of their Nations.

The Administrator Working Group meets monthly to discuss ongoing priorities within their Nations. This meeting serves as a means of communication for participants to:

- Identify priority needs from Member Services
- Ensure that NmTC Member Services programs are implemented in an effective and accountable manner that is consistent with the direction provided by Members
- Provide feedback to ensure that Member Services provides relevant and impactful programs of collaborative benefit that realize efficiency and economies of scale
- Build strong working relationships within this collegiate group through the sharing of best practices and resources



6 Administrator Working Group Meetings in 2022-2023



7 Participants Per Meeting on Average

FINANCE WORKING GROUP

The Finance Working Group brings together Member Nations' Finance Managers to share successes, knowledge, and skills on a variety of topics, brainstorm through challenges they may be facing, and encourage and uplift one another in their work.

The Finance Working Group meets regularly to discuss ongoing financial priorities within their Nations. This meeting serves as a means of communication for participants to:

- Identify a priority of supports for NmTC Finance Services
- Build strong working relationships within this group through the sharing of best practices and resources



5 Finance Working Group Meetings in 2022-2023



6 Participants Per Meeting on Average

Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture

Debbie stripping cedar

Comprehensive Community Planning Workshop 2022/23

BRONWEN GEDDES, PROJECT MANAGER & PROPOSAL WRITER
 HWUM'MI'YA MIKAELA WHITELAW, DIRECTOR OF MEMBER SERVICES
 TYLYN FASCIGLIONE, ARTS & CULTURE MANAGER

Comprehensive Community Planning (CCP) is inclusive, culture-and-community-specific planning that covers all aspects of the community and lays out a vision and goals for the long term. NmTC has been planning the BC Regional CCP Workshop for 8 years.

Objectives of the CCP Workshop are:

- Nation-to-Nation story sharing
- Skill-building for online, in-person and land-based planning
- Learning and connecting together

The Comprehensive Community Planning (CCP) 2022/23 Workshop ran from March 22-23, 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. The theme of the 2023 workshop was "Planning for Change". The theme was chosen based on the most prominent issues/topics in communities by the Advisory Group, which included the impacts of climate change, the Covid-19 pandemic, natural disasters and emergency

preparedness, food sustainability, and healing trauma. There were 89 participants in-person and six virtual, as well as 11 Support Organizations in attendance. There was representation from 34 different First Nations across BC, with additional participation from Canadian First Nations outside of BC.

Six of our Member Nations were represented at the CCP workshop: Homalco, K'ómoks, Stz'uminus, Tla'amin, Tsawwassen, and T'Sou-ke.

Samaya Tansey and Caitlin Willisroft paint the CCP Logo



Images from the 2022/23 CCP Workshop



Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture

Technical Services Unit

ERIC BLUESCHKE, PROGRAM ADMINISTRATOR AND HOUSING POLICY ADVISOR
 DARRYL TUNNICLIFFE, P.ENG., INFRASTRUCTURE ADVISOR; HIRED: OCTOBER 2022
 JOHN BOLTON, TECHNICAL SERVICES ADVISOR; RETIRED: MARCH 2023
 DALE KOMANCHUK, INFRASTRUCTURE ADVISOR; END DATE: MAY 2022

The Naut'sa mawt Technical Services Unit is proud to provide services in the areas of housing and infrastructure, including general technical support, creation of toolkits, liaison with funders, and advice and assistance on planning, policy, and processes.

Objectives:

- Our objectives are to support NmTC Communities with:
 - Infrastructure Planning and Implementation;
 - O&M Planning and Implementation;
 - Housing Policy Development and Implementation;
 - Collaboration and Information Sharing

Housing Policy

Provided housing policy research and development assistance to NmTC communities in areas that included Rent-To-Own considerations for multi-unit development, Building Inspector certification processes and CP homeowner/insurer/Nation responsibilities for waterline replacement.

GOALS
ACHIEVED



2022-23 Asset Inventory and Mapping Project

NmTC identified funding and assisted 9 Member Nations to develop (or augment existing) GIS map and web-based inventories for infrastructure such as potable water, sanitary sewers, roads, storm sewers and buildings.

The project included the development of common asset coding. NmTC provided optional hosting of the GIS data from which each Nation can download their own data at their discretion. These inventories help build the foundation for asset management and maintenance planning.

GOALS
ACHIEVED



Infrastructure Planning and Implementation

Infrastructure support is provided to Naut'sa mawt Tribal Council member Nations through our Technical Services Unit. Service highlights this year include:

- Provided capital planning assistance for replacement dams against flooding and sea level rise mitigation.
- Created an Owner's Engineer Request for Proposal reference template for Nations who may require an Owner's Engineer for their complex projects.
- Sent updates to relevant staff identifying capital funding opportunities.
- Funding was identified to support the development of Community Infrastructure Services Plans in two more Member Nations.

GOALS
ACHIEVED



Goals Legend



Strengthen self-determination through **organizational and operational excellence**



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**

Goals Legend



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security

Completed the Section 95 Housing Legacy Issues Project

The TSU worked with 4 Nations and a legal team on legacy issues that occur when operating agreements expire for section 95 homes. The project included:

- The completion of legal opinions that assessed each Nation's legal and historical context, contractual obligations, policy objectives, and land tenure options. Each opinion identified key issues and provided options to address Section 95 legacy and associated land tenure issues.
- Workshops that explored Custom Allocations as an alternative form of land tenure.
- Practice Guide: Section 95 Operating Agreement Expiry.

GOALS
ACHIEVED



Completed the Infrastructure Maintenance Management Toolkit

The Infrastructure Maintenance Management Toolkit provides comprehensive tools to support the development and implementation of Maintenance Management Plans for Water and Wastewater for Buildings.

GOALS
ACHIEVED



Developed the TSU Community of Practice Web Portal

The portal allows the sharing of knowledge and advice regarding policies, processes and funding to plan and administer housing and infrastructure programs.

GOALS
ACHIEVED



2023 Community Engagement

The purpose of this engagement was to confirm and adjust current TSU programs, identify new and emerging issues where the TSU may be of assistance, and identify community specific needs where the TSU may also be of assistance.

The engagement kick-off webinar was conducted on January 11th, 2023, and attended by 7 Member Nations. Highlights included:

- The development of a survey/discussion and framework/guide
- A nation-by-nation follow-up was conducted. Detailed engagements have so far been conducted with four nations. Engagement with each community resulted in a detailed summary of potential action items which were shared back to each community
- Engagement feedback was incorporated into the 2023-24 work plan which was approved by the NmTC Board of Directors and ISC

GOALS
ACHIEVED



Snaw-naw-as Community Visit

Goals Legend



Strengthen self-determination through
organizational and operational excellence



Collaborate to identify priorities, develop,
and deliver relevant, **impactful programs,**
projects and services

Goals Legend



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and
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for long term financial security



Goals Legend



Strengthen self-determination through **organizational and operational excellence**



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**

Member Services

First Nations Housing and Infrastructure Council (HIC)

The FNHIC-BC is leading the transfer of care and control of housing and infrastructure through the development and creation of a First Nations Housing and Infrastructure Service Organization for First Nations in BC.

- The TSU participated in a number of HIC sessions including a full day meeting through the ACC, meeting directly with HIC staff and Executive Director, as well as participation in 2 HIC/CMHC sessions regarding Urban, Rural, Northern/ Remote Housing Strategy, and an engagement session with HIC consultants regarding development of the framework for transfer.
- TSU has kept Member Nations aware of opportunities to engage in the process, as well changes to the HIC approach.

GOALS
ACHIEVED



Aboriginal Capital Committee (ACC)

Attended ACC quarterly meetings. Information arising from the ACC meetings was shared with Member Nations.

GOALS
ACHIEVED



Goals Legend



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security

Hawk Solutions Communications App

STEVE WEATHERBEE, PRESIDENT/CEO AT ECENTER RESEARCH
 BRONWEN GEDDES, PROJECT MANAGER & PROPOSAL WRITER

When we asked NmTC member nations what technology supports they needed in community, they told us that they needed a better way to communicate with their members – a way that gets them off Facebook, is simple for all members to use, and that can be accessed easily from mobile devices. The Hawk Communications App was born!

The Hawk Communications App is a web and mobile app that allows communities to share communications of all kinds, including alerts, updates, events, resources, polls, and surveys directly to their members through their phones and mobile devices. The emergency communications module was launched in March 2023, allowing real-time communications with members during an emergency. The Hawk Communications App is and will continue to be free for all NmTC Member Nations through NmTC's partnership with Hawk Solutions.

NmTC received three years of additional funding from the Pathways to Safe Indigenous Communities Initiatives at ISC to expand use and functionality of the Hawk Communications App at no cost to users. The overall project goal is to launch the App in up to 110 First Nations, Tribal Councils, and Indigenous support organizations across Canada by March 2026.

Objectives:

- Simplify communications with members through an easy-to-use mobile application
- Streamline emergency communications and efficiently address urgent community needs and concerns
- Support collaboration, mentorship, and information sharing within and between Nations, organizations, and system users



Highlights:
Demos of the App

Completed 79 demos, both individual and open, of the Hawk Communications App with First Nations and Tribal Councils across BC and Canada.

Broad Uptake of the App

26 First Nations and Tribal Councils started using the Hawk Communications App by March 2023.

Growing Member use of the App

Three NmTC Member Nations began using the Hawk Communications App by March 2023: T'Sou-ke First Nation, K'ómoks First Nation, and Tla'amin Nation. Other Nations have engaged but are not currently active on the App.

Goals Achieved



Strengthen self-determination through **organizational and operational excellence**



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Overview of Funding Proposals and Projects

BRONWEN GEDDES, PROJECT MANAGER & PROPOSAL WRITER

Goals Achieved



Strengthen self-determination through **organizational and operational excellence**



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Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security

As a way to provide projects that meet the needs of our Member Nations, it is necessary for NmTC so apply for funding outside of its annual core funding. This year, areas of work that we focussed on were projects in food security, communications, finance, comprehensive community planning, governance and leadership.

Objectives:

- Expand the Member Services offerings through projects, programs, tools, and training
- Offer supports that align with the values and goals of NmTC
- Gain further funding that address the needs and interests of our Member Nations

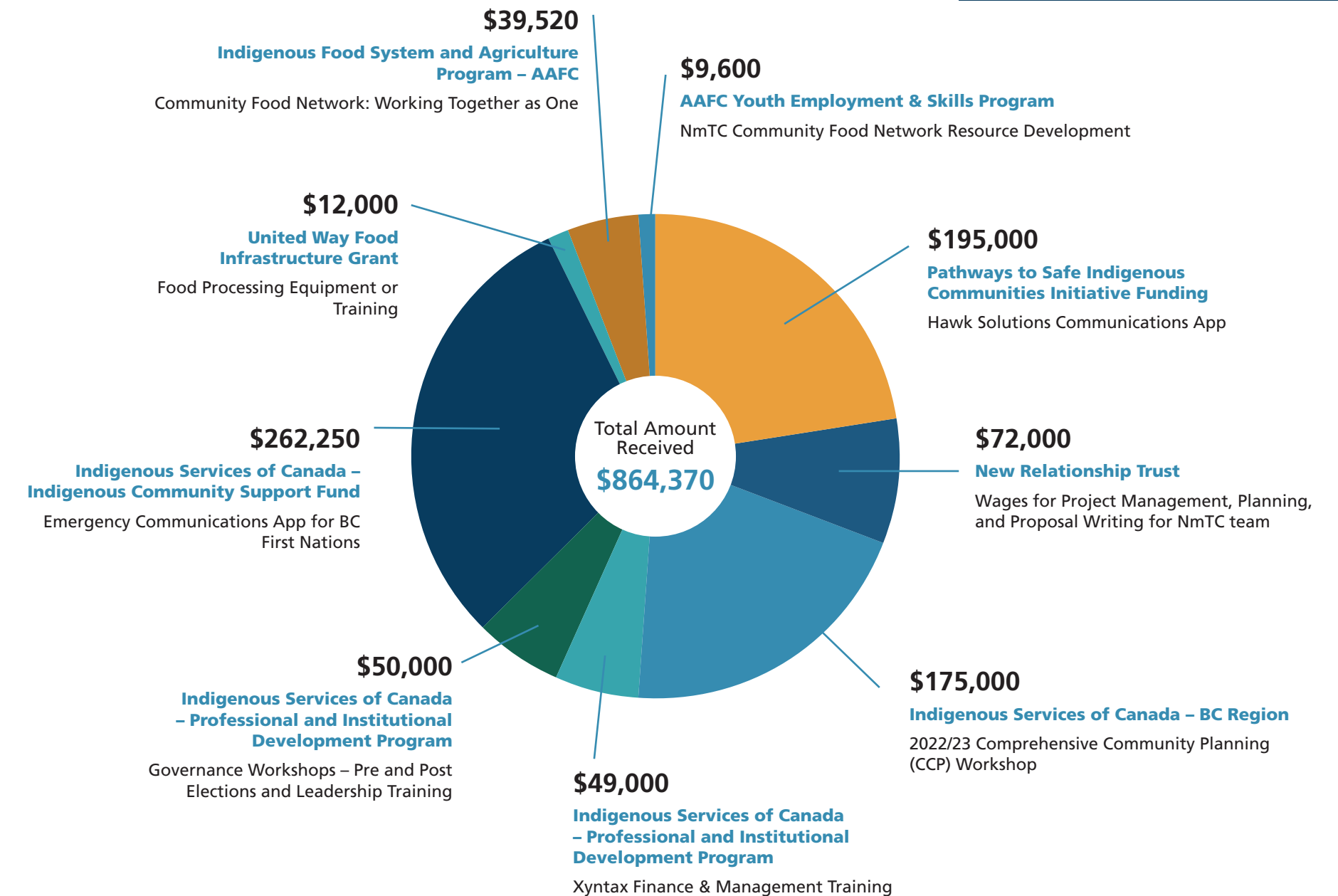
Successful Proposals for the 2022-23 Fiscal Year:

GRAPH LEGEND

Amount Received

Funder

Project



Naut’sa mawt Resources Group

Naut’sa mawt Resources Group Inc. was incorporated in British Columbia in 1997 by the Naut’sa mawt Tribal Council.

Naut’sa mawt Resources Group generates ethical and sustainable revenues to support Naut’sa mawt in our purpose - Walking alongside our Member Nations on their journey towards self-determination and reclamation of culture.

We mange projects, develop programs, and pursue business opportunities that are:

Profitable

By generating ethical and equitable income to support the long term well-being of Naut’sa mawt and our Coast Salish communities.

Impactful

By contributing to Indigenous-led efforts to recover, reclaim, and revitalize culture and positively impact Indigenous Peoples.

Respectful

By honoring the teaching of our Coast Salish Peoples whose footsteps have walked this earth since time immemorial.

Message from the CEO

KELLY LANDRY, CHIEF EXECUTIVE OFFICER

I am pleased to present the CEO’s report for Naut’sa mawt Resources Group (NRG) for the period of April 2022 to March 2023.

A year ago, we embarked on a remarkable journey of transformation, and today we stand together as a stronger and more resilient organization. It is with immense gratitude to our Elders, our Board of Directors, and our staff that I address you all to celebrate the tremendous achievements of the Naut’sa mawt Resources Group.

Throughout this past year, we’ve navigated uncharted waters, faced challenges head-on, and worked together, all of us, to create a company and an organization we are so proud to be a part of.

Financial Transparency

It took almost a full year to bring the full financial picture of NRG into focus. We completed 3 years of Audited Financial Statements, untangled and separated NRG’s revenue and expenses from NmTC, and established a base upon which to create budgets, evaluate programs and projects, and mitigate risk. This was not easy work, and I commend our CFO and the Finance Team for their dedication and support. With a clear understanding of where we are, we are now able to chart a path towards where we want to go.

Moving Forward with Purpose

One of the most significant achievements of this past year was the realignment of NRG with our purpose and values. To achieve this, we went back to the heart of why this organization was founded and engaged in meaningful conversations with our Elders’ Council, Board Members, and staff. Together, we developed a Strategic Plan reflecting the united goals, values, and purpose of Naut’sa mawt. This plan represents the collective effort of our entire organization and sets a solid roadmap for NRG, guiding us towards prosperity and growth in the years ahead.



2023 Malahat Every Child Matters March



Cheyenne “ShyWolf” Hackett, Homalco

Strategic Alignment

While maintaining our business activities and honoring our commitments, we began the challenging work of synchronizing our initiatives, resources, and operations with our Strategic Plan.

We started by focusing on our core business activities. We shifted our approach, optimized operational efficiency, enhanced collaboration, and created a flexible framework that could adapt swiftly to emerging opportunities. This process involved streamlining departments, clarifying roles and responsibilities, and integrating new technologies to support our operations.

We empowered our team to step away from clients that required us to “check a box” and lean into relationships that aligned with our values.

This commitment to upholding our values not only enhanced our reputation but enabled us to forge strong relationships with like-minded organizations, governments, and industry leaders, opening the door to cross-sector initiatives and new avenues for growth and development.

People Over Profits

One of the key elements our transformation was an intentional shift in corporate culture to “All Things Naut’sa mawt”. We prioritized our employee’s well-being, breaking down silos and cultivating a culture of collaboration, continuous learning, and open communication. My hands are raised to Naut’sa mawt Tribal Council’s CAO for fostering an inclusive environment that leads with compassion, honors culture, and lives our Naut’sa mawt values. This commitment to our workforce has resulted in increased productivity, a positive work environment, and an engaged team united in our purpose.

Community Impact

We recognize our responsibility to the Member Nations of Naut’sa mawt and have positioned ourselves to meet the needs of the Tribal Council. This past year, we worked with Indigenous and non-Indigenous partners to develop and support projects that aligned with our values and traditions. Through these initiatives and programs, we are witnessing the reclamation of cultural heritage, authentic steps towards economic reconciliation, and pride and resilience within Indigenous communities.

Future Outlook

As we move forward, we are committed to generating ethical revenue by developing profitable programs and services that positively impact Indigenous peoples, establishing equitable partnerships, contributing to efforts to recover, reclaim and revitalize culture, and respectfully honoring our Coast Salish values.

In conclusion, we reflect on the past year with profound gratitude and an overwhelming sense of pride. It has been a truly transformative journey for NRG, marked by resilience, adaptability and a willingness to do what is right, instead of what is easy.

Through our unwavering commitment to transparency, accountability, and strategic planning, we have navigated challenges, seized opportunities, and achieved remarkable growth.

The relentless dedication and collaboration of our team members have been the driving force behind these accomplishments. Every step we took was not just a strategic move; it was an expression of our collective determination and commitment to “all things Naut’sa mawt”. I am humbled by the extraordinary teamwork and collaboration that brought us to where we are today.

As we stand here, halfway through a new fiscal year, we can proudly assert that NRG is stronger, more agile, and better positioned to support the Tribal Council. We are determined to chart a course towards even greater success in the future and we are filled with hope and excitement for the journey that lies ahead.



With Appreciation,
Kelly Landry
*Chief Executive Officer, Naut’sa mawt
Resources Group*

Naut’sa mawt Event Management

SAMANTHA D’ODORICO, DIRECTOR, NAUT’SA MAWT EVENT MANAGEMENT

Naut’sa mawt Event Management is one of the most experienced and respected Indigenous-owned event management organizations in Canada. We have delivered more than 500 virtual, hybrid, and in-person events with budgets as high as \$14 million.

We have a 20-year history of working with governments, corporations, and organizations to manage their engagements with Indigenous peoples. We are honoured to have worked on some of Canada’s most significant events impacting Indigenous communities and peoples.

Our revenues support our Member Nations in their efforts toward self-determination, contribute to Indigenous-led efforts to recover, reclaim, and revitalize Indigenous culture, and positively impact Indigenous peoples.

Objectives:

- Provide event management services rooted in cultural knowledge, engagement, and collaboration
- Generate ethical revenue through equitable partnerships
- Manage events that positively impact Indigenous peoples and support Indigenous initiatives

Services:

- Event Management
- Facilitation
- Notetaking & Report Writing
- Décor

Highlighted Events

ECCC: Public Interest Better Bonding Virtual Engagements

April 2022

National Aboriginal Capital Association Annual Forum

April 2022

Assembly of First Nations: Seven Generations Continuum of Care Forum

May 2022

Innovations, Science and Technology Canada Indigenous Consultation

June 2022

Ministry of Children and Family Development: Modern Treaty First Nations Engagement

July 2022

DFO Aquaculture Virtual Series

August 2022 – Jan 2023

Metro Vancouver PNE

August 2022

Malahat Fundraiser

September 2022

BC Child Care Society Conference

September 2022

International Gathering on Salmon

October 2022

Union of BC Indian Chiefs: All Chiefs Meeting

October 2023

Environment and Climate Change Canada: Cumulative Effects on the Salish Sea Engagement

October – March 2023

Innovations, Science and Technology Canada – Inuit, Metis and AFN Engagements

October – March 2023

IAMC-TMX Line Wide Gathering

November 2022

Line 3 IAMC Line Wide Gathering

November 2022

DFO Indigenous Book Club

December – March 2023

NRCAN Event Management Services

2022-2023

DFO Indigenous Employee Network Gathering

January 2023

IMPAC5 Congress

February 2023

CCP Workshop

March 2023

Line 3 IAMC (NRCAN Contribution Agreement)

Ongoing Events / Reporting 2022-2023

IAMC-TMX (NRCAN Contribution Agreement)

Ongoing Events / Reporting 2022-2023

DFO SSI Arms-Length Working Fund (Contribution Agreement)

Ongoing Events / Reporting 2022-2023



Highlights:

Naut’sa mawt Event Planning

Beginning in April 2022, the Events team transitioned back to supporting in-person events post COVID. This shift back to in-person events, along with the reemergence of travel, resulted in increased hospitality pricing, limited venue/hotel availability, new on-site health and safety standards, as well as the integration of in-person AV technology with virtual platforms to develop “hybrid” solutions, and other challenges.

Naut’sa mawt Facilitation Services

In 2022, we increased our services to include Facilitation Management. As a qualified provider of facilitation services to the Federal and Provincial government, we receive numerous RFPs for facilitation. We restructured our team to prioritize this opportunity and have expanded our list of facilitators.

Naut’sa mawt Reporting Services

While we continue to offer notetaking and reporting services to our event clients, we expanded notetaking and reporting as a stand-alone service. In addition to notetaking and minute taking, we provide summary reports of meetings, as well as larger “What We Heard” reports.

Expanding our Event Management Team

This past year we expanded our event management team to better handle the increasing number of contracts we are securing. These new team members bring a wealth of expertise and enthusiasm

to the table, further enhancing our capability to meet and exceed client expectations. With this strategic move, we are poised to not only streamline our operations, but also to foster stronger client relationships while upholding our reputation for delivering exceptional events.

Updating Internal Processes

Over the past year, we revamped our internal processes to streamline operations, improve communication, and facilitate data-driven decision-making. This included the use of Monday.com to centralize tasks, timelines, budgets, proposals, and workplans to keep everyone on the same page. By analyzing and updating how we do things, we’ve cut out unnecessary steps and used technology to handle routine tasks. Through this transition, we have fostered better communication, collaboration, and accountability among team members, ultimately leading to increased productivity and successful project outcomes.

Cross-Departmental Collaboration

We worked collaboratively with other Naut’sa mawt departments to ensure that our events were aligned with our company’s strategic goals and objectives. By working with the finance department on RFP budgets and financial reporting, we provided a high level of transparency and accountability to our clients. In addition to providing in-house graphic design services and printed products by partnering with Indigenous Marketing, and we supported Member Services and our member nations with their event needs.

Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security



IMPAC5 Pavilion

The IMPAC5 Congress was hosted in Vancouver February 3rd to 9th by the International Marine Protected Areas Congress. Our Event Management team collaborated with our Marketing Department to design and develop the Indigenous Pavilion, a stunning display highlighting Indigenous accomplishments in ocean conservation, as well as Coast Salish art and culture. Our events team was also responsible for the full-day Indigenous Caucus Meeting, the Indigenous lounge and networking space, as well as the Indigenous Banquet. Over 3000 local and international visitors attended.



Featured Event:

International Gathering of Indigenous Salmon Peoples

This was a three-day Indigenous-led gathering centering on Indigenous-led ceremony, culture, governance, and academic discussion around Indigenous experiences in salmon management at the national and international levels. Throughout the engagement, Indigenous Salmon Peoples and their partners worked together to identify potential pathways and actions to strengthen international Indigenous collaboration, uphold Indigenous rights in an effort to lead to improved outcomes for the future of salmon people.

Naut'sa mawt Event Management supported this event through managing all subcontractors, registration, logistics and communications. Additionally, the NEM team lead all onsite activities and programming for the 100+ participants who attended on the traditional and unceded territory of the xʷməθkʷəy̓əm (Musqueam) Nation.



International Gathering of Indigenous Salmon Peoples artwork

Featured Event:

National Aboriginal Capital Association – Indigenous Prosperity Forum

The National Aboriginal Capital Corporations Association (NACCA) is a not-for-profit organization and a network of Aboriginal Financial Institutions (AFIs) from coast to coast to coast. The theme of the 2022 forum was “reConnecting - Investing in the Return to Indigenous Prosperity”. The forum was included discussions around the increased barriers Indigenous entrepreneurs experience and how to continue breaking them down through innovative solutions that allow Indigenous entrepreneurs and economies to thrive.

Naut'sa mawt Event Management supported this event through managing all subcontractors, registration, hybrid event logistics and communications. Additionally, the NEM team lead all onsite activities and programming for the 500+ participants who attended in Ottawa on the unceded and unsundered Territory of the Anishinaabe Algonquin Nation

Indigenous Marketing

SEAN WILMAN, DIRECTOR OF BUSINESS DEVELOPMENT

Indigenous Marketing provides a full spectrum of communication and marketing services to organizations, communities, industry, government departments, and corporations.

Our revenues support our Member Nations in their efforts toward self-determination, contribute to Indigenous-led efforts to recover, reclaim, and revitalize Indigenous culture, and positively impact Indigenous peoples.

Objectives:

- Provide communications services rooted in cultural knowledge, engagement, and collaboration.
- Establish equitable partnerships that generate ethical revenue
- Develop programs that positively impact Indigenous peoples and support Indigenous initiatives.
- Support efforts to recover, reclaim and revitalize language, art and culture

Services:

- Branding
- Graphic Design
- Digital Marketing
- Printing
- Promotional Products



2023 Malahat Every Child Matters March

Highlights:

Rebrand from Indigenous Printing and Office Solutions to Indigenous Marketing Solutions

During this fiscal year, we transitioned from IPOS into Indigenous Marketing. This shift aligned with our efforts to focus and strengthen our core business activities.

New E-commerce Platform

Moving to a new e-commerce platform marked a pivotal moment for our business. This process involved meticulous planning, migration of data, and a comprehensive reimagining of the online shopping experience. The migration signifies a commitment to adaptability and innovation, with the new platform offering a suite of tools to streamline operations, enhance customer engagement, and expand market reach.



Expanding our Team and our Capabilities

We expanded our services to include branding and communications solutions, along with expert graphic design services. This strategic step allowed us to cater to the evolving needs of our clients in a dynamic business landscape. We added a Graphic Designer and an Inside Sales Specialist to our team. This strategic decision has played a pivotal role in fostering meaningful client relationships and driving our sales efforts forward.

School Agenda Program

This year we introduced our school Agenda program, featuring Indigenous artwork.



Print and Merchandising Services

We have provided printing services and promotional items to some of Canada’s most notable companies and organizations including annual reports for the Chiefs of Ontario and First Nations Public Service Secretariat; custom Orange Shirt Day pins for Suncor and Bell Canada; and branded products for Interior Health, The Real Estate Foundation BC, and School District 61’s Indigenous Education Department.


Partnering with Indigenous Artists

We are honored to work with both established and emerging artists across Canada. We hold annual “Orange Shirt Day”, “Pink Shirt Day” and “Indigenous Peoples Day” T-shirt design contests for artists of all ages, and contract artists to partner with us on commercial design projects. The artists that we work with always retain ownership of their work, and we create licensing agreements to protect their intellectual property and create guidelines for how their art can be used.

“**TIMOTHY FOSTER**
of Gitksan from the house of Niisto in the Lax Seel clan

My late wife and I both understood the importance of Orange Shirt Day, what it meant, and how hard it is to change and rid our future generation of the vicious cycles residential schools created in our families.

Orange shirt day is an important cause that my wife had a deep and loving passion for. She wanted to bring awareness not only for our children but all families and their children as well. I believe that through art I can honour her and help spread awareness.



Pink Shirt Partnership with the WITS Foundation

In 2022 we partnered with the WITS Foundation for our Pink Shirt Campaign. Pink Shirt Day is an annual event that aims to raise awareness about the harmful effects of bullying, promoting kindness, inclusivity, and respect. Our shirts featured artwork from Koyah Morgan-banke, a 17-year-old artist from Toquaht, and were sold across Canada. A portion of the proceeds from each shirt sold were donated to the WITS Anti-Bullying Foundation to support their educational programs and resources – including free programming for Indigenous schools.



Indigenous Proud and Walmart Canada

This year we partnered with Mad Engine to develop the Indigenous Proud brand, available exclusively at Walmart Canada. We provided Orange T-Shirts for Walmart’s National Day of Truth and Reconciliation Program, and T-shirts and Hoodies for their Indigenous Peoples Day Program. We received royalties on Walmart’s purchase of the shirts and 100% of the profits from the Orange Shirt sales were donated to the Orange Shirt Society. This partnership with Walmart Canada signifies a significant step towards promoting inclusivity, cultural appreciation, and economic support for Indigenous artisans and creators, while allowing customers to connect with and honor the rich tapestry of Indigenous heritage.



Indigenous Peoples Day Design for Walmart Canada



Orange Shirt Day Design for Walmart Canada

Goals Achieved



Collaborate to identify priorities, develop, and deliver relevant, **impactful programs, projects and services**



Facilitate **meaningful conversations and communications** that support knowledge sharing and foster connection to culture



Develop relationship, programs, and activities that **generate ethical revenues** for long term financial security



Xyntax Group Inc. – CEO & President Report

DHARMESH MAKWANA, CEO & PRESIDENT

Dear Esteemed Members,

I extend a warm welcome to each and every one of you as you gather for the Naut’sa mawt Tribal Council Annual General Meeting (AGM). It is with great pleasure that I take this opportunity to reflect on the accomplishments and progress made over the past year by Xyntax Group (Xyntax), your Indigenous software and finance company. Our journey has been rooted in our shared values and driven by our unwavering commitment to strengthening Indigenous communities. In this review, I am delighted to present an overview of our achievements so far, the company’s performance, our initiatives, and our vision for the future.

The Path to Being an Indigenous-Owned Technology & Financial Management Services Company

Back in August 2012, the Naut’sa mawt Resources Group (NRG) set forth on a path to progressively acquire 80% of Xyntax shares by August 2017. In 2019, it became evident that the company needed revitalization due to its stagnant growth and failure to deliver value to stakeholders, including shareholders, employees, and clients. As a result, in August 2020, Naut’sa mawt Resources Group (NRG) successfully completed the acquisition of the remaining 20% stake in Xyntax.

During this transformative phase, the Xyntax Board of Directors recognized the need for strong leadership to navigate the acquisition process and beyond. In August 2020, I had the honour of being appointed as Vice President (VP). My role as VP was to ensure a smooth transition, stabilize the company, and provide strategic direction while laying the foundation for future growth. Upon achieving these goals, I was honoured to be appointed CEO & President in May 2021.

As CEO & President, my primary responsibility, as mandated by the Xyntax Board of Directors, was to steer the company toward sustainable growth by leveraging our strengths, resources, and expertise while remaining adaptable to market conditions. I worked closely with the dedicated Xyntax Team to execute a comprehensive strategy that enhanced stakeholder value, fostered innovation, and promoted a customer-centric approach, positioning Xyntax as a competitive force in the industry.

Overcoming Challenges with Resilience

Our journey was not without challenges, and I am proud to share that we overcame significant obstacles with resilience and determination. The Xyntax Team demonstrated resilience and adeptness in maneuvering through significant obstacles during and after the acquisition. It is worth noting the following key challenges, which we successfully overcame:

- **Loss of Talent and Knowledge:** Several key individuals not in favour of the acquisition departed from Xyntax, including the President & CEO, Director of Software Development, VP of Business Development, Project Manager, and Support Manager. As a result, the company was left with a team of six, including myself. We have since more than doubled our team and are now 13 strong and growing.
- **Employee Disengagement & Negative Company Culture:** Employees felt uncertain and anxious about their future, which created a sense of instability and led to a decline in employee morale and productivity. However, through concerted efforts, we have established a strong company culture, resulting in improved efficiency, better client services, and enhanced employee retention.
- **Negative Client Perception & Market Uncertainty:** Some clients held negative perceptions of Xyntax, which affected our brand reputation and market position. By embracing a client-centric approach and focusing on client success, we have successfully transformed the perception of Xyntax, earning a highly positive brand reputation.

Staying True to Our Mission and Values

Our mission is “To provide products and services that meet the unique financial and administrative needs of Indigenous governments and empower personal and community development.” At the core of our mission lies the preservation of Indigenous cultural identity and the empowerment of Indigenous communities through technology and financial services. Our unwavering commitment to this cause has guided our actions and shaped our achievements. Since August 2020, we have worked closely with Indigenous governments, listening to their needs and co-creating solutions that address their unique challenges. By placing Indigenous values and traditions at the heart of our operations, we have fostered a sense of belonging and ownership, enabling us to create a meaningful impact in the lives of community members.

Sustainable Growth

I am delighted to report that Xyntax’s growth has been commendable. Despite the challenges posed by the Canadian and global economic landscape during and post-Covid-19, we achieved a positive revenue growth of over 18% compared to the previous year. This growth is a testament to our unwavering focus on strengthening relationships with existing clients, who contributed approximately 80% of our revenues, while also welcoming new clients that accounted for about 20% of revenues.

INEXSUITE, Your Financial & Administrative Enterprise Resource Planning Software

Part of Xyntax’s growth strategy was to differentiate the company name from our software, allowing our product and service offer-

ings to scale and strengthen brand recognition. The new branding for the company and our software was officially launched in June 2021. Known as INEXSUITE, it is the same financial & administrative enterprise resource planning software you’ve come to know and use. We have continued to improve the functionality and feature set of INEXSUITE based on client feedback and best practices.

Successful Launch of Finance and Management Services

In March 2022, we proudly introduced Finance and Management Services (FMS), providing a full spectrum of services to support the finance departments of Indigenous governments. The uptake of FMS has exceeded our expectations, leading us to expand our team with specialized staff to meet the demand. The FMS services we offer include CFO & Controller Consulting and Support, CAO & Band Administration Consulting and Support, Audit Support, Accounting, Bookkeeping, Payroll Processing, Bank Reconciliation, Financial Policy Development & Implementation, FNFMB Certifications and FAL Implementation Support, and Finance Department Development & Support, as well as Economic Development Consulting & Best Practices.

Serving NmTC Member Nations

We are proud to have collaborated with the Naut’sa mawt Tribal Council to secure \$40,000 in Professional and Institutional Development (P&ID) funding from Indigenous Services Canada (ISC). This funding has been used to provide INEXSUITE Workshops and Finance & Management Services to many of our Member Nations, with over 97% of the funds being utilized. This successful initiative has resulted in NmTC securing another \$40,000 for 2023-2024.

Future Outlook and Commitment

Looking ahead, our commitment to Indigenous empowerment remains unwavering. We will continue to invest in research and development to enhance INEXSUITE, catering to the evolving needs of Indigenous governments. Our aim is to expand our geographical footprint, ensuring that our services reach as many Indigenous governments and businesses as possible.

In closing, I express my deepest gratitude to our Board of Directors, shareholders, employees, partners, and the Indigenous communities we serve. Together, we have achieved significant milestones and advanced our collective vision of Indigenous empowerment. I am fully dedicated to our purpose and feel honoured to lead this remarkable organization on our shared journey.

Thank you for your unwavering support and belief in our mission.



Sincerely,
Dharmesh Makwana
CEO & President, Xyntax Group Inc.



Financial Statements

REPORT FROM PRABH NIJJAR, CHIEF FINANCIAL OFFICER

Firstly, I want to take this opportunity to thank everyone for placing your trust in me as the Chief Financial Officer for Naut’sa mawt Tribal Council.

I joined Naut’sa mawt Tribal Council in August 2022. Initially, our primary focus was to stabilize the finance department and obtain an understanding of the current financial position. There were various gaps identified within the finance department, and it was discovered that Naut’sa mawt Tribal Council’s balance sheet had significant vulnerabilities and weaknesses which could threaten its stability and long-term viability.

For the remainder of the year, the focus shifted to setting up processes and procedures to close the gaps within the finance department while identifying opportunities to strengthen the overall health of Naut’sa mawt Tribal Council and Resources Group.

As we move forward into the next fiscal year, we recognize that challenges and opportunities will continue to arise. Our central focus is to more fully understand the financial position of Naut’sa mawt Tribal Council so as to ensure its long-term viability, while continuing to provide services to our Member Nations.



With Appreciation,
Prabh Nijjar
Chief Financial Officer, Naut’sa mawt Tribal Council

<div>NAUT'SA MAWT TRIBAL COUNCIL</div> <div>Financial Statements</div> <div>March 31, 2023</div>	<div>NAUT'SA MAWT TRIBAL COUNCIL</div> <div>Financial Statements</div> <div>Table of Contents</div> <div>Year Ended March 31, 2023</div>
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<div>MANAGEMENT REPORT</div> <div>March 31, 2023</div>	<div>CHAN NOWOSAD BOATES</div> <div>CHARTERED PROFESSIONAL ACCOUNTANTS</div> <div>CNB</div>
<p>The Board of Naut'sa mawt Tribal Council has delegated the responsibility for the integrity and objectivity of the financial information contained in the financial statements to the management of Naut'sa mawt Tribal Council. The financial statements which, in part, are based on informed judgments and estimates, have been prepared by management in accordance with Canadian public sector accounting standards, which have been applied on a basis consistent with that of the preceding year.</p> <p>To assist in carrying out their responsibility, management maintains an accounting system and internal controls to provide reasonable assurance that transactions are properly authorized and recorded in compliance with legislative and regulatory requirements and that financial records are reliable for preparation of the financial statements. These systems are monitored and evaluated by management.</p> <p>Naut'sa mawt Tribal Council's independent auditors, Chan Nowosad Boates Inc., Chartered Professional Accountants, are engaged to express an opinion as to whether these financial statements present fairly Naut'sa mawt Tribal Council's financial position and operating results in accordance with Canadian public sector accounting standards. Their opinion is based on procedures they consider sufficient to support such an opinion.</p> <p>The financial statements have, in management's opinion, been properly prepared within reasonable limits of materiality and in accordance with Canadian public sector accounting standards. These financial statements present, in all significant respects the financial position of Naut'sa mawt Tribal Council as at March 31, 2023.</p> <div>Edith Moore</div> <div>Edith Moore, CAO</div> <div>July 24, 2023</div>	<div>INDEPENDENT AUDITORS' REPORT</div> <p>To the Members of Naut'sa mawt Tribal Council,</p> <div>Opinion</div> <p>We have audited the financial statements of Naut'sa mawt Tribal Council (the "Tribal Council"), which comprise the statement of financial position as at March 31, 2023, and the statements of operations and accumulated deficit, changes in net debt and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.</p> <p>In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Tribal Council as at March 31, 2023, and the results of its financial performance and cash flows for the year then ended in accordance with Canadian public sector accounting standards ("PSAS").</p> <div>Basis for Opinion</div> <p>We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Tribal Council in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.</p> <div>Responsibilities of Management and Those Charged with Governance for the Financial Statements</div> <p>Management is responsible for the preparation and fair presentation of the financial statements in accordance with PSAS, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial statements, management is responsible for assessing the Tribal Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management intends to cease operations of the Tribal Council, or has no realistic alternative but to do so.</p> <p>Those charged with governance are responsible for overseeing the Tribal Council's financial reporting process.</p> <div>Auditors' Responsibilities for the Audit of the Financial Statements</div> <p>Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.</p> <div>Campbell River Office: 980 Alder Street, Campbell River, BC V9W 2P9 Tel: 250.286.0744 Fax: 250.286.1067 Toll Free: 1.888.262.4829</div> <div>Courtenay Office: #201 – 1532 Cliffe Avenue, Courtenay, BC V9N 2K4 Tel: 778.225.1010 Fax: 778.225.1011</div> <div>Email: cnb@cnbcpa.ca www.cnbcpa.ca</div>

Auditors' Responsibilities for the Audit of the Financial Statements (continued)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Tribal Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Tribal Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Tribal Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the Society Act of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the financial statements in accordance with Canadian public sector accounting standards have been applied on a basis consistent with that of the preceding year.

Chan Newsrad Bontis Inc

Chartered Professional Accountants
Campbell River, BC

July 24, 2023

NAUT'SA MAWT TRIBAL COUNCIL

Statement of Financial Position

March 31, 20232022

FINANCIAL ASSETS

Cash	\$ 3,157,060	\$ 10,245,763
Accounts Receivable (Note 4)	1,919,103	1,539,420
Investment in Government Business Enterprise (Note 5)	1,990,599	888,512
	<u>7,066,762</u>	<u>12,673,695</u>

LIABILITIES

Accounts Payable and Accrued Liabilities (Note 6)	1,159,523	2,213,527
Deferred Revenue (Note 7)	7,983,127	12,379,390
	<u>9,142,650</u>	<u>14,592,917</u>



NET FINANCIAL ASSETS (DEBT)	<u>(2,075,888)</u>	<u>(1,919,222)</u>
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NON-FINANCIAL ASSETS

Prepaid Expenses	-	22,388
Tangible Capital Assets (Note 8)	37,055	31,567
	<u>37,055</u>	<u>53,955</u>

ACCUMULATED DEFICIT (Note 9)	<u>\$ (2,038,833)</u>	<u>\$ (1,865,267)</u>
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Approved by:

 Director
 Director

NAUT'SA MAWT TRIBAL COUNCIL

Statement of Operations and Accumulated Deficit

Year Ended March 31, 2023

	2023		2022
	Actual	Budget (Note 14)	

Revenue

Indigenous Services Canada (Note 7)	\$ 8,043,892	\$ 1,013,162	\$ 10,991,887
Indigenous Services Canada - Recovery	-	-	(20,769)
Government of Canada - Fisheries and Oceans	387,800	-	86,000
Government of Canada - Agriculture and Agri-Food	-	-	164,670
Government of Canada - Natural Resources	1,556,368	-	543,518
Government of Canada - Canadian Coast Guard	421,716	-	349,740
Province of British Columbia	13,000	-	146,750
Income (Loss) from Government Business Enterprises	(193,903)	-	350,087
Interest Income	126,935	10,000	53,619
Other Income	98,348	500,000	226,621
	<u>10,454,156</u>	<u>1,523,162</u>	<u>12,892,123</u>

Expenditures (Note 16)

Administration	1,511,273	1,212,750	1,606,915
Other Funded Programs	447,724	450,000	258,621
Tangible Capital Assets	7,625	7,000	7,010
Enterprise Fund	40,600	-	40,600
ISC Funding	8,620,500	461,315	9,601,462
	<u>10,627,722</u>	<u>2,131,065</u>	<u>11,514,608</u>

Annual Surplus (Deficit)	(173,566)\$ (607,903)	1,377,515
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Accumulated Deficit - Beginning of Year	<u>(1,865,267)</u>	<u>(3,242,782)</u>
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Accumulated Deficit - End of Year	<u>\$ (2,038,833)</u>	<u>\$ (1,865,267)</u>
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NAUT'SA MAWT TRIBAL COUNCIL

Statement of Changes in Net Debt

Year Ended March 31, 2023

	2023		2022
	Actual	Budget (Note 14)	

Annual Surplus (Deficit)	<u>\$ (173,566)</u>	<u>\$ (607,903)</u>	<u>\$ 1,377,515</u>
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Purchase of Tangible Capital Assets	(13,113)	-	(7,052)
Amortization of Tangible Capital Assets	7,625	7,000	7,010
	<u>(5,488)</u>	<u>7,000</u>	<u>(42)</u>

Net Use (Acquisition) of Prepaid Asset	22,388	-	(13,958)
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Increase (Decrease) in Net Debt	(156,666)\$ (600,903)	1,363,515
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Net Debt - Beginning of Year	<u>(1,919,222)</u>	<u>(3,282,737)</u>
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Net Debt - End of Year	<u>\$ (2,075,888)</u>	<u>\$ (1,919,222)</u>
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NAUT'SA MAWT TRIBAL COUNCIL		
Statement of Cash Flows		
Year Ended March 31, 2023	2023	2022
Cash Flows From Operating Activities:		
Cash Flows from Government and Other Sources	\$ 5,872,113	\$ 16,576,593
Cash Paid to Suppliers and Employees	<u>(11,651,713)</u>	<u>(11,705,858)</u>
	<u>(5,779,600)</u>	<u>4,870,735</u>
Cash Flows From Investing Activities:		
Advances to Government Business Enterprise	(1,295,990)	(100,522)
Purchase of Tangible Capital Assets	<u>(13,113)</u>	<u>(7,052)</u>
	<u>(1,309,103)</u>	<u>(107,574)</u>
Cash Flows From Financing Activities:		
	-	-
Increase (Decrease) in Cash	(7,088,703)	4,763,161
Cash - Beginning of Year	<u>10,245,763</u>	<u>5,482,602</u>
Cash - End of Year	<u>\$ 3,157,060</u>	<u>\$ 10,245,763</u>

NAUT'SA MAWT TRIBAL COUNCIL	
Notes to the Financial Statements	
March 31, 2023	
1. Nature of Operations:	
The Naut'sa mawt Tribal Council (the "Tribal Council") is a non-profit society, incorporated in 1983, that proudly serves ten member First Nations. Funding support includes Indigenous Services Canada and own source revenue which includes corporate subsidiaries, event management and project management services.	
The Tribal Council offers services in five core delivery areas that include: economic development; financial management; community planning; technical services; and governance.	
The Tribal Council is governed by a Board of Directors, made up of one representative from each of the ten member First Nations, appointed annually by their respective councils.	
2. Significant Accounting Policies:	
a) Basis of Accounting: These financial statements are the representation of management and have been prepared in accordance with Canadian public sector accounting standards prescribed for governments, as recommended by the Public Sector Accounting Board of CPA Canada.	
b) Basis of Presentation: The Tribal Council accounts for their investments in government business enterprises (GBE's) or partnerships using the modified equity method. Under the modified equity method of accounting, only the Tribal Council's investment in the business and the businesses' net income and other changes in equity are recorded. No adjustment is made for accounting policies of the business that are different from those of the Tribal Council, except that any other comprehensive income of the business is accounted for as an adjustment to the accumulated surplus or deficit. Inter-organizational transactions and balances are not eliminated.	
Investments in the following entities are accounted for by the modified equity method and, as such, the accounting policies of these entities are not adjusted to conform with those of the Tribal Council:	
Naut'sa mawt Resources Group Inc. (100%) Xyntax Group Inc. (100% indirect ownership)	
c) Asset Classification: Assets are classified as either financial or non-financial. Financial assets are assets that could be used to discharge existing liabilities or finance future operations. Non-financial assets are acquired, constructed or developed assets that do not provide resources to discharge existing liabilities but are employed to deliver government services and may be consumed in normal operations. Non-financial assets include tangible capital assets, and prepaid expenses. Intangible assets, and items inherited by right of the Tribal Council, are not recognized in the financial statements.	
d) Cash: Cash includes balances held with banks.	

NAUT'SA MAWT TRIBAL COUNCIL	
Notes to the Financial Statements	
March 31, 2023	
2. Significant Accounting Policies (continued):	
e) Tangible Capital Assets: Tangible capital assets are recorded at cost, which includes amounts that are directly related to the acquisition, design, construction, development, improvement or betterment of the assets. Amortization is provided for using the following rates and methods:	
Computer Equipment	20% Declining Balance
Furniture and Equipment	20% Declining Balance
Tangible capital assets are written down when conditions indicate that they no longer contribute to the Tribal Council's ability to provide goods and services, or when the value of future economic benefits associated with the assets are less than their net book value. The net writedowns are accounted for as expenses in the statement of operations.	
f) Basis of Accounting for Revenues and Expenses: Restricted transfers from other governments are initially deferred to the extent they contain a stipulation that gives rise to a liability. Amounts deferred are recognized as revenue in the period the stipulations in the related agreement are met. Unrestricted transfers are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.	
Contributions are recorded in the year the contribution becomes receivable under the terms of the applicable funding agreement. Contributions that are specifically designated to fund expenses of a future period, or that are restricted and unspent at the end of a period, are deferred and recognized in the period the related expenses are incurred.	
Contributions from non-government agreements, other fees and interest are recognized as revenue in the period earned, when collection is reasonably assured.	
Event revenue is recognized as revenue in the period the associated goods or services are provided to the recipient, and collection is reasonably assured.	
Expenses are recognized as they are incurred and measurable as a result of goods and services being received and/or the creation of a legal obligation to pay.	
g) Measurement Uncertainty: The preparation of financial statements in conformity with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and the disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period.	
Significant estimates include the allowance for doubtful accounts, asset retirement obligations, the estimated useful lives of tangible capital assets, impairment of tangible capital assets, recoverability of investments and advances, accrued liabilities and the possibility of contingent liabilities. Actual results could differ from these estimates.	

NAUT'SA MAWT TRIBAL COUNCIL	
Notes to the Financial Statements	
March 31, 2023	
2. Significant Accounting Policies (continued):	
h) Asset Retirement Obligations The Tribal Council recognizes a liability for an asset retirement obligation when there is a legal obligation to incur retirement costs in relation to a tangible capital asset; the past transaction or event giving rise to the liability has occurred; it is expected that future economic benefits will be given up; and a reasonable estimate of the amount can be made. The liability is recorded at an amount that is the best estimate of the expenditure required to retire a tangible capital asset at the financial statement date.	
i) Surplus Recoveries and Deficit Funding: Under the terms of funding arrangements, remaining surpluses of certain programs may be recovered by the funding agency, and remaining deficits may be funded by the funding agency. The Tribal Council accounts for these recoveries or surpluses in the year the funding agency requests the recovery or approves the funding.	
j) Segment Disclosures: The Tribal Council conducts its business through reportable segments. A segment is defined as a distinguishable activity or group of activities of the Tribal Council, for which it is appropriate to separately report financial information to achieve the objectives of the standard. The Tribal Council has presented financial information in segment formation in Note 18.	
These operating segments are established by senior management to facilitate the achievement of the Tribal Council's long-term objectives, aid in resource allocation decisions, and to assess operational performance. For each reported segment, revenues and expenses represent both amounts that are directly attributed to the segment and amounts that are allocated on a reasonable basis. Therefore, certain allocation methodologies are employed in the preparation of segmented financial information	
3. Change in Accounting Policies:	
On April 1, 2022, the Tribal Council adopted Public Accounting Standard PS 3280 - Asset Retirement Obligations. The new accounting standard addresses the reporting of legal obligations associated with the retirement of certain tangible capital assets. The Tribal Council determined that at both April 1, 2021 and April 1, 2022, it did not have any tangible capital assets that would result in an asset retirement obligation.	
4. Accounts Receivable:	
	2023 2022
Government of Canada - GST Public Service Bodies' Rebate	\$ 80,387 \$ 4,748
Government of Canada - Canada Employment Wage Subsidy	276,120 276,120
Natural Resources Canada	
Indigenous Services Canada	242,916 784,654
Other	<u>1,606,012</u> <u>760,230</u>
	2,205,435 1,825,752
Less: Allowance for Doubtful Accounts	<u>(286,332)</u> <u>(286,332)</u>
	<u>\$ 1,919,103</u> <u>\$ 1,539,420</u>

NAUT'SA MAWT TRIBAL COUNCIL

Notes to the Financial Statements

March 31, 2023

5. Investment in Government Business Enterprise:

The investment in Government Business Enterprise ("GBE") relates to the Tribal Council's investment in Naut'sa Mawt Resources Group Inc. (NRG), which consists of the following:

	2023	2022
Investment Cost	\$ 50	\$ 50
Cumulative Share of Earnings (Losses) (i)	(2,087,666)	(1,893,763)
Due from NRG (ii)	4,078,215	2,782,225
Interest Bearing Loan (iii)	1,009,581	968,981
Allowance for Doubtful Accounts (iii)	(1,009,581)	(968,981)
	<u>\$ 1,990,599</u>	<u>\$ 888,512</u>

(i) NRG is presented on a combined basis which includes the balances that would be allocated to NRG from the Xyntax Group Inc. (Xyntax). Xyntax operates a software licensing and servicing company. It is wholly owned by NRG but its operations are not reflected within the financial statements of NRG. Xyntax has a March 31st year-end. For the purpose of this note, its operations are presented as combined with those of NRG as if it had been consolidated.

(ii) The amounts due from NRG arose during the normal course of operations, are non-interest bearing and have no specific terms of repayment.

(iii) The interest bearing loan receivable consists of a loan with a principal balance of \$580,000 made to NRG for the acquisition of shares of Xyntax Group Inc. The loan accrues interest at 7%, compounded annually. The loan matured on August 30, 2017 and has not been repaid. An allowance for doubtful accounts has been recorded in the same amount of the loan.

Financial results for the NRG's year ending March 31, 2023, on a consolidated basis with Xyntax for the pupose of these financial statements have been summarized as follows:

	2023	2022
Total Assets	<u>\$ 3,761,494</u>	<u>\$ 2,755,283</u>
Total Liabilities	5,848,961	4,648,847
Total Equity	<u>(2,087,467)</u>	<u>(1,893,564)</u>
Total Liabilities and Equity	<u>3,761,494</u>	<u>2,755,283</u>
Revenue	4,031,275	2,928,640
Expenses	<u>4,225,178</u>	<u>2,742,150</u>
Total Comprehensive Income (Loss)	<u>\$ (193,903)</u>	<u>\$ 186,490</u>

NAUT'SA MAWT TRIBAL COUNCIL

Notes to the Financial Statements

March 31, 2023

6. Accounts Payable and Accrued Liabilities:

	2023	2022
Trade Payables and Accruals	\$ 1,091,653	\$ 2,055,045
Indigenous Services Canada	-	63,262
Government Remittances Payable	11,152	16,293
Wages, Benefits and Pension	34,029	33,116
Vacation Accrual Payable	<u>22,689</u>	<u>45,811</u>
	<u>\$ 1,159,523</u>	<u>\$ 2,213,527</u>

The vacation accrual liability is comprised of the vacation that employees are deferring to future years. Employees have either earned the benefits or are entitled to these benefits within the next budgetary year.

The Tribal Council provides a defined contribution plan for eligible members of its staff. Members are required to contribute 3-5% of their salary and the Tribal Council is required to match their contribution of 3-5%. The amount of the retirement benefit to be received by the employees will be the amount of the retirement annuity that could be purchased based on the member's share of the pension plan at the time of the member's withdrawal from the plan. The Tribal Council contributed during the year \$45,927 (2022 - \$55,298) for retirement benefits. The Tribal Council does not have any other obligations with regards to the pension plan as at March 31, 2023.

7. Deferred Revenue:

	2022	Funding Received	Revenue Recognized	ISC Recovery	2023
Indigenous Services Canada (ISC)					
ISC - Fixed Funding	\$ 7,906,096	\$ 3,399,502	\$ (3,828,434)	\$ -	\$ 7,477,164
ISC - Set Funding	53,374	6,053	(6,053)	-	53,374
ISC - Flexible Funding	<u>4,135,434</u>	<u>280,570</u>	<u>(4,209,405)</u>	<u>-</u>	<u>206,599</u>
	<u>12,094,904</u>	<u>3,686,125</u>	<u>(8,043,892)</u>	<u>-</u>	<u>7,737,137</u>
Other	<u>284,486</u>	<u>442,070</u>	<u>(480,566)</u>	<u>-</u>	<u>245,990</u>
	<u>\$ 12,379,390</u>	<u>\$ 4,128,195</u>	<u>\$ (8,524,458)</u>	<u>\$ -</u>	<u>\$ 7,983,127</u>

NAUT'SA MAWT TRIBAL COUNCIL

Notes to the Financial Statements

March 31, 2023

8. Tangible Capital Assets:

	Cost				Accumulated Amortization				Net Book Value	
	Opening	Additions	Disposals	Closing	Opening	Amort	Disposals	Closing	2023	2022
Computer Equipment	\$ 121,632	\$ 13,113	\$ -	\$ 134,745	\$ 90,065	\$ 7,625	\$ -	\$ 97,690	\$ 37,055	\$ 31,567
Furniture & Equipment	<u>11,332</u>	<u>-</u>	<u>-</u>	<u>11,332</u>	<u>11,332</u>	<u>-</u>	<u>-</u>	<u>11,332</u>	<u>-</u>	<u>-</u>
Total	<u>\$ 132,964</u>	<u>\$ 13,113</u>	<u>\$ -</u>	<u>\$ 146,077</u>	<u>\$ 101,397</u>	<u>\$ 7,625</u>	<u>\$ -</u>	<u>\$ 109,022</u>	<u>\$ 37,055</u>	<u>\$ 31,567</u>

9. Accumulated Surplus (Deficit):

	2023	2022
Restricted		
Capital Reserve Fund	<u>\$ 452,992</u>	<u>\$ 452,992</u>
Unrestricted		
Operating Fund	(160,456)	(175,305)
Enterprise Fund	(2,368,424)	(2,174,521)
Invested in Tangible Capital Assets	<u>37,055</u>	<u>31,567</u>
	<u>(2,491,825)</u>	<u>(2,318,259)</u>

Total Accumulated Surplus (Deficit) \$ (2,038,833) \$ (1,865,267)

10. Related Party Transactions:

The Tribal Council pays fees for various services in the normal course of operations to Naut'sa mawt Resources Group Inc., its wholly-owned subsidiary.

In addition, the Tribal Council receives revenue and pays fees for various services in the normal course of operations to Xyntax Group Inc., which is the wholly-owned subsidiary of Naut'sa mawt Resources Group Inc. The Tribal Council also provides cultural grants to various member Nations or has various occurring activities with the member Nations throughout the year.

Related party transactions for the year ending March 31, 2023 and 2022 have been summarized as follows:

	2023	2022
Revenue		
Xyntax Group Inc. - Other Income	\$ -	\$ 13,270
Naut'sa mawt Resources Group Inc. - Interest Income	40,600	40,600

NAUT'SA MAWT TRIBAL COUNCIL

Notes to the Financial Statements

March 31, 2023

10. Related Party Transactions (continued):

	2023	2022
Expenditures		
Naut'sa mawt Resources Group Inc. - ISC and Other Funding	\$ 182,266	\$ 257,726
Xyntax Group Inc. - Administration and Office Expenses	39,002	10,463
Homalco First Nation - Administration	20,569	-
Snaw'naw'as First Nation - Administration	-	15,000
Stz'uminus First Nation - Administration	-	1,500
Halalt First Nation - Administration	130	12,000
Klahoose First Nation - Administration	1,100	-
Malahat Nation - Administration and Maintenance	47,036	-
T'sou-ke Nation - Administration	5,500	-
T'la'amin Nation - Administration	1,151	-
Tsleil-Waututh Nation - Administration	500	-
Tsawwassen First Nation - Administration	6,853	-

Included within Accounts Receivable at March 31, 2023 is \$3,575 due from Xyntax Group Inc.

11. Director and Employee Remuneration:

Section 36(1) of the British Columbia Society Act requires that all remuneration paid to Directors be disclosed and remuneration paid to employees/contractors that is greater than \$75,000 be disclosed. For the fiscal year ending March 31, 2023, the Tribal Council had paid the following:

Honorariums paid to eleven board members totaled \$8,707 (2022 - \$6,650).

Remuneration paid to 5 employees of more than \$75,000 totaled \$483,662 (2022 - 6 employees totaled \$608,554).

12. Risk Management:

The Tribal Council has exposure to the following risks from its use of financial instruments: credit risk, market risk and liquidity risk. The Tribal Council has identified its risks and ensures that management monitors and controls them.

Credit Risk

Credit risk is the risk of financial loss to the Tribal Council if a customer or counter party to a financial instrument fails to meet its contractual obligations. Such risks arise principally from certain financial assets held consisting of cash and accounts receivable.

The Tribal Council is primarily exposed to credit risk in their receivables in relation to their amounts due from trade receivables which in 2023 had a carrying value of \$1,319,680 (2022 - \$168,192).

It is management's opinion that the Tribal Council is not exposed to significant credit risk associated with its cash deposits as they are placed in recognized Canadian financial institutions.

NAUT'SA MAWT TRIBAL COUNCIL

Notes to the Financial Statements

March 31, 2023

12. Risk Management (continued):

Market Risk
Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of interest rate risk. Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market interest rates. It is management's opinion that the Tribal Council is not exposed to significant market and interest rate risk.

Liquidity Risk
Liquidity risk is the risk that the Tribal Council will not be able to meet its financial obligations as they become due.

The Tribal Council manages liquidity risk by continually monitoring cash flows from operations and anticipated investing activities to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Tribal Council's reputation.

13. Comparative Figures:

Certain March 31, 2022 comparative figures have been reclassified to conform with the financial statement presentation adopted in the current year.

14. Budget Figures:

Budgeted figures have been provided for comparison purposes and have been derived from the estimates approved by the Board of Directors and have not been audited.

15. Economic Dependence:

Naut'sa mawt Tribal Council receives a significant portion of its revenue pursuant to a funding agreement with ISC. The nature and extent of this revenue is of such significance that the Tribal Council is economically dependent on this source of revenue.

NAUT'SA MAWT TRIBAL COUNCIL

Notes to the Financial Statements

March 31, 2023

16. Schedule of Expenses by Object:

	2023	2022
Administration (Recovery)	\$ (20,545)	\$ 54,659
Advertising	-	2,230
Amortization	7,625	7,010
Bad Debt Expense	60,443	16,141
Contractors	7,212,254	9,051,010
Donations	24,315	28,500
Equipment Purchases	159,546	-
Events - Direct Costs	865,148	-
Honoraria	40,589	38,630
Honoraria - Other	321,213	183,013
Insurance	17,249	9,442
Interest and Bank Charges	5,243	3,655
Meetings and Project Costs	39,273	662,117
Office and Supplies	161,404	152,499
Professional Fees	183,118	40,726
Rent	39,756	42,392
Repairs and Maintenance	17,101	7,331
Travel	321,753	86,882
Utilities and Telephone	23,339	13,880
Wages and Benefits	1,148,898	1,114,491
	\$ 10,627,722	\$ 11,514,608

17. Contingent Liability:

During the year ended March 31, 2023, litigation was taken against the Tribal Council by a former employee. Costs relating to the litigation have not been accrued in these financial statements as no reasonable estimate could be made at the date of these financial statements, nor is the likelihood of a liability existing determinable as of the date of the financial statements.

18. Segment Disclosure:

The Tribal Council provides a range of services to its member Nations and their members. For management reporting purposes, operations and activities are organized and reported by function. For each separate segment, revenue and expenses represent both amounts that are directly attributable to the segment and amounts that are allocated on a reasonable basis. The presentation by segment is based on the same accounting policies as described in the summary of Significant Accounting Policies as described in Note 2. The segments are grouped as follows:

Administration:
Administration contains activities that are needed to manage and administer the Tribal Council including corporate administration. Administration is responsible for the support and coordination of all the Tribal Council's departments.

Other Funded Programs:
Other funded programs contains ongoing and one time programs that the Tribal Council operates that are funded by a third party, but that are not otherwise funded by ISC. These programs deliver services to the member Nations and their members that will vary in nature from agreement to agreement.

NAUT'SA MAWT TRIBAL COUNCIL

Notes to the Financial Statements

March 31, 2023

18. Segment Disclosure (continued):

Tangible Capital Assets:
Tangible capital assets contains funding received for the purchase of tangible capital assets and the respective amortization from those tangible capital assets.

Enterprise Fund:
Enterprise fund contains activities that are involved in the development and operation of economic opportunities.

ISC Funding:
ISC funding contains activities that are solely funded by ISC.

NAUT'SA MAWT TRIBAL COUNCIL

Notes to Consolidated Financial Statements
March 31, 2023

18. Segment Disclosure (continued):

Year ended March 31, 2023:

	Administration			Other Funded Programs			Tangible Capital Assets		
	2023 Budget	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual
Revenues									
Indigenous Services Canada	\$ 578,727	\$ 705,471	\$ 1,319,968	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Province of BC	-	-	-	-	13,000	146,750	-	-	-
Interest Income	10,000	86,335	13,019	-	-	-	-	-	-
Other Revenue	<u>-</u>	<u>674,513</u>	<u>1,959,064</u>	<u>500,000</u>	<u>479,565</u>	<u>137,734</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>588,727</u>	<u>1,466,319</u>	<u>3,292,051</u>	<u>500,000</u>	<u>492,565</u>	<u>284,484</u>	<u>-</u>	<u>-</u>	<u>-</u>
Less: Inter-Program Charges	<u>-</u>	<u>(662,348)</u>	<u>(726,249)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>588,727</u>	<u>803,971</u>	<u>2,565,802</u>	<u>500,000</u>	<u>492,565</u>	<u>284,484</u>	<u>-</u>	<u>-</u>	<u>-</u>
Expenses									
Wages and Benefits	617,520	631,079	609,742	-	-	-	-	-	-
Interest and Bank Charges	2,000	4,409	3,655	-	834	-	-	-	-
Amortization	-	-	-	-	-	-	7,000	7,625	7,010
Other Expenses	<u>593,230</u>	<u>875,785</u>	<u>1,002,191</u>	<u>450,000</u>	<u>500,209</u>	<u>284,484</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>1,212,750</u>	<u>1,511,273</u>	<u>1,615,588</u>	<u>450,000</u>	<u>501,043</u>	<u>284,484</u>	<u>7,000</u>	<u>7,625</u>	<u>7,010</u>
Less: Inter-Program Charges	<u>-</u>	<u>-</u>	<u>(8,673)</u>	<u>-</u>	<u>(53,319)</u>	<u>(25,863)</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>1,212,750</u>	<u>1,511,273</u>	<u>1,606,915</u>	<u>450,000</u>	<u>447,724</u>	<u>258,621</u>	<u>7,000</u>	<u>7,625</u>	<u>7,010</u>
Annual Surplus (Deficit)	<u>\$ (624,023)</u>	<u>\$ (44,954)</u>	<u>\$ 958,887</u>	<u>\$ 50,000</u>	<u>\$ 44,841</u>	<u>\$ 25,863</u>	<u>\$ (7,000)</u>	<u>\$ (7,625)</u>	<u>\$ (7,010)</u>

NAUT'SA MAWT TRIBAL COUNCIL

Notes to Consolidated Financial Statements
March 31, 2023

18. Segment Disclosure (continued):

Year ended March 31, 2023:

	Enterprise Fund			ISC Funding			Consolidated Totals		
	2023 Budget	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual	2023 Budget	2023 Actual	2022 Actual
Revenues									
Indigenous Services Canada	\$ -	\$ -	\$ -	434,435	7,338,421	9,671,919	1,013,162	8,043,892	10,991,887
ISC Reimbursement (Recovery)	-	-	-	-	-	(20,769)	-	-	(20,769)
Province of BC	-	-	-	-	-	-	-	13,000	146,750
Net Income (Loss) from GBE's	-	(193,903)	350,087	-	-	-	-	(193,903)	350,087
Interest Income	-	40,600	40,600	-	-	-	10,000	126,935	53,619
Other Revenue (Recoveries)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,972,502</u>	<u>-</u>	<u>500,000</u>	<u>3,126,580</u>	<u>2,096,798</u>
	<u>-</u>	<u>(153,303)</u>	<u>390,687</u>	<u>434,435</u>	<u>9,310,923</u>	<u>9,651,150</u>	<u>1,523,162</u>	<u>11,116,504</u>	<u>13,618,372</u>
Less: Inter-Program Charges	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(662,348)</u>	<u>(726,249)</u>
	<u>-</u>	<u>(153,303)</u>	<u>390,687</u>	<u>434,435</u>	<u>9,310,923</u>	<u>9,651,150</u>	<u>1,523,162</u>	<u>10,454,156</u>	<u>12,892,123</u>
Expenses									
Wages and Benefits	-	-	-	461,315	517,819	504,749	1,078,835	1,148,898	1,114,491
Interest and Bank Charges	-	-	-	-	-	-	2,000	5,243	3,655
Amortization	-	-	-	-	-	-	7,000	7,625	7,010
Other Expenses	<u>-</u>	<u>40,600</u>	<u>40,600</u>	<u>-</u>	<u>8,711,710</u>	<u>9,788,426</u>	<u>1,043,230</u>	<u>10,128,304</u>	<u>11,115,701</u>
	<u>-</u>	<u>40,600</u>	<u>40,600</u>	<u>461,315</u>	<u>9,229,529</u>	<u>10,293,175</u>	<u>2,131,065</u>	<u>11,290,070</u>	<u>12,240,857</u>
Less: Inter-Program Charges	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(609,029)</u>	<u>(691,713)</u>	<u>-</u>	<u>(662,348)</u>	<u>(726,249)</u>
	<u>-</u>	<u>40,600</u>	<u>40,600</u>	<u>461,315</u>	<u>8,620,500</u>	<u>9,601,462</u>	<u>2,131,065</u>	<u>10,627,722</u>	<u>11,514,608</u>
Annual Surplus (Deficit)	<u>\$ -</u>	<u>\$ (193,903)</u>	<u>\$ 350,087</u>	<u>\$ (26,880)</u>	<u>\$ 690,423</u>	<u>\$ 49,688</u>	<u>\$ (607,903)</u>	<u>\$ (173,566)</u>	<u>\$ 1,377,515</u>



Office:

1121 Jesken Road,
Mill Bay, BC, V0R 2P4

Duncan PO Box:

PO Box 21029,
Duncan, BC, V9L 0C2

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IÁM TFE NE SCÁLEC Together s'iwesá:ylhem xa-usthelum Culture čiyé?anə'imus
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