



siiye'yu

April – May, 2025

{	<i>New Hires</i>	<i>3</i>
	<i>Employment Opportunity – Building Inspector Internship</i>	<i>5</i>
	<i>Gardens2Gardens Pilot Program</i>	<i>6</i>
	<i>NmTC Elder & Youth Gathering: Medicine Walk & Cultural Knowledge</i>	<i>7</i>
	<i>Housing Policy Toolkit Update</i>	<i>9</i>
	<i>New Indigenous Marketing Solutions Website</i>	<i>11</i>
	<i>Tsleil-Waututh Nation Retreat</i>	<i>13</i>



Update from CEO, Edith Moore

With the 2025/2026 fiscal year now underway, we paddle toward the horizon with optimism and determination, excited for the opportunity to build a stronger today upon the successes of last fiscal year.

In early April, we held our quarterly in-person Directors meeting at the NmTC office. The meeting focused on the rollout of our new annual performance review system, setting formal schedules, clarifying the process, and introducing goal tracking to support a more structured and transparent approach. Annual performance reviews are now underway, with managers and staff working together to ensure an engaged and happy staff.

I am thrilled to announce that Mikaela Craig has accepted a promotion to Executive Director of Member Services within the Tribal Council. Additionally, Seanna Johnston has been promoted to Director of Land, Water, and Food Systems. The Executive Team is pleased to recognize the exemplary work that both Mikaela and Seanna have been doing, and we believe these promotions accurately reflect their contributions and the leadership they provide.

I am proud to see team-to-team engagement continue to grow. Most recently, the NmTC Member Services Team and the Technical Services Unit made collaborative visits to the administrative teams of Tsawwassen First Nation and Tla'amin First Nation. These in-person visits are powerful opportunities for meaningful discussions, updates on current initiatives, further identification of areas where NmTC can be of support, and active coordination on shared goals. These annual visits serve to maintain strong bonds with our Member Nations, continuing to build on our history of collaboration. Visits with our remaining Member Nations will be scheduled in the coming months.

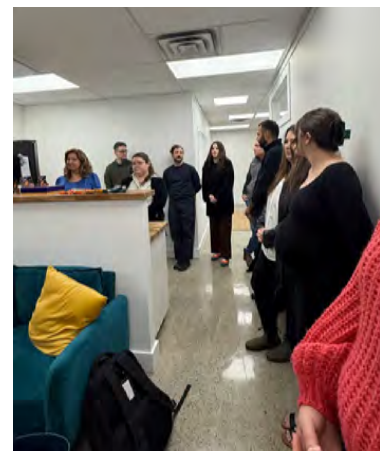
Finally, I was grateful to travel to both Klahoose First Nation and K'ómoks First Nation in May to meet with their respected Chief and Councils. These meetings offered valuable opportunities for connection and collaboration, further emphasizing the importance of face-to-face engagement for building strong working relationships.

As always, I am grateful to our staff for their continued engagement, hard work, and commitment to collaboration as we move forward together.

Overall, I am heartened by the progress we have already made this fiscal year and look forward to our continued success. Hay čxʷ qə for your continual support and guidance.



Photo: Respected Elder Wholwolet'za George Harris of Stz'uminus provided a blessing of the new NmTC office in Duncan.



Staff Announcements

New Hires



Johnna Puusa

Cultural Inclusion Program Manager

I currently live in Showle'qun (Shawnigan Lake) and grew up in Quw'utsun (Duncan). I left Duncan as a young woman and lived in Victoria, then a memorable fishing season on Langara Island in Haida Gwaii and on to Toronto for many years before returning to the island in 2014.

My work experience encompasses a range of adventures, from hospitality to client service for a TV commercial editing studio to a Scandinavian handicraft business and then many years working in community engagement and communications at WorkBC. For the past 2 years I have been honoured to work with the Respectful Onsite Initiative team with BC Infrastructure Benefits, the employer for the construction of the new Cowichan District Hospital. We deliver weekly Impacts of Colonization training, along with best practices for Justice Equity Diversity & Inclusion on the job site. The common thread in all these jobs is to be of service, and to make other people's lives just a little better however I am able.

When I'm not working, I am a big homebody! I am working on completing the UBC Certificate in Equity, Diversity and Inclusion slowly as time allows. Beyond that I love my garden, books, spending time with my family, walking and talking in nature with friends and volunteering at community events whenever I can!



Cristina Romero

Event Coordinator, Naut'sa mawt Event Management

Cristina joins Naut'sa mawt Event Management (NEM) from the unceded territory of the Squamish Nation. As Event Coordinator, Cristina works independently and in collaboration with the Event Manager and Senior Event Manager, focusing on the clear outline, communication, execution, and documentation of the events. With experience working in events for Squamish Nation, Cristina understands the importance of cultural safety and respect with event planning and is passionate about contributing to the reclamation of Indigenous culture. In her spare time, Cristina enjoys hiking, mountain biking, yoga, and travelling.



Tools & Resources

Communications App

The Communications App is a mobile app that allows communities to send out urgent alerts, updates, events, resources, polls, and surveys directly to their members through their phones and mobile devices. Emergency communications features will be launched in the App this March. The Communications App is and will continue to be free for all NmTC Member Nations through NmTC's partnership with Hawk Solutions.

To learn more, please visit www.hawksolutions.net

Contact: info@hawksolutions.net

Funding & Training Opportunities

We are now updating our website on a continuous basis with all grant opportunities, please visit our website here: <https://www.nautsamawt.org/funding>

Looking for specific help searching for funding opportunities? Or assistance with building proposals?

Please reach out to Jenny Millar, Proposal Writer, via email at jennym@nautsawmawt.com



Employment Opportunities

Technical Services Unit

Interested in Becoming a Building Inspector?

Naut'sa mawt Tribal Council (NmTC) is seeking anyone interested in a career as a Building Official (Building Inspector). **This internship will be based in Duncan on Vancouver Island.** The internship will be hands-on and working with both First Nations and municipal governments. Please note the internship is contingent on securing funding and no positions are currently confirmed. However, there is a lot of interest from potential funders! We want to identify interested individuals so we can be ready once funding is secured.

What is this About?

- **A paid (full-time) 10-month internship** where you will learn about building inspections, construction regulations, and permitting processes.
- You will work with experienced mentors from both NmTC and a local municipality.
- Training will be focused on real projects and not classroom-based.
- You will gain the knowledge needed to write your Building Official Level 1 Certification exams and qualify to become a Building Official.

Who Should Apply?

We are looking for someone who:

- Is from a **NmTC member-Nation or an indigenous individual living the Cowichan Valley.**
- Has an interest in construction.
- Is committed to working hard and learning through mentorship.
- Has a driver's licence or is working towards getting one.

How to Get Involved?

- This is no formal application process, instead we are looking to build relationships and start by meeting and connecting in April and May 2025.
- We want to meet with you, learn your interests, and see if this internship is the right fit for you.

Who to Contact?

Direct all questions to Tim Byron, our Building Official Advisor. Tim is a member of the Tl'etinqox First Nation and has close family ties to Cowichan Tribes. He is a Red Seal Carpenter, Level 3 Building Official, and was a building contractor before becoming a Building Official.

Tim can be reached at timb@nautsamawt.com or by calling (250) 701-2024.

Member Services Highlights

Gardens2Gardens Pilot Program

We were excited to kick off our Gardens2Gardens pilot program in the Malahat community garden with Malahat Nation and Tsleil-Waututh Nation.

This program brings community gardeners together to share knowledge, strengthen relationships, and support one another in growing food and deepening connections to the land. Over two days, the Tsleil-Waututh team worked alongside Malahat's gardeners to get the garden ready for the season — sharing stories, laughter, and warm meals by the fire as we worked together.

Gardens2Gardens is all about Nation-to-Nation learning and Indigenous-led approaches to gardening, guided by the seasons and local knowledge. We're looking forward to seeing how this program continues to grow and connect our communities.



NmTC Elder & Youth Gathering: Medicine Walk & Cultural Knowledge

On May 3, 2025, six members of the NmTC Elders Advisory Council and three Youth Council members came together in the Tla'amin territory on a sunny day for a gathering. The Elders engaged in a morning session with Johnna and Mikaela regarding the Cultural Training Program, where we heard their ideas and input on how this training should be designed. While the Youth headed out on a beautiful medicine walk with Tla'amin knowledge sharer, Sherry Bullock, and harvested devils club. After lunch, we joined the groups together outside to harvest the devils club medicine, and we were all able to take home paper bags of medicine and instructions on how to further process the devils club into salves, tea, or baths.

Photo credit: Jessica Harry, Youth Council Member



Photo: Eve Bob, Sophia Sampson, Kelly Landry, and Angelina Williams



Photo: Elder Qaxustala's Elsie Paul



Photo: Jessica Harry, Malahat Member



Photo: Sherry Bullock and Elder Qaxustala's Elsie Paul



Photo: Clint, Angelina, Mikaela, Eve, Sophia, Sherry, Jessica, and Johnna

Notice to Member Nations Regarding Funding Applications

Please see the following wording including in all funding applications submitted by Naut'sa mawt:

"As per our commitment to walking alongside our Member Nations, if it comes to your attention that a Member Nation has applied for the same funding stream as the Naut'sa Mawt Tribal Council, and this application could potentially impede, hinder, or prevent them from receiving the funding, we will respectfully withdraw our own application. Our dedication to supporting the goals of all Member Nations remains steadfast as we nurture an environment that reflects teamwork and collaboration."



Calendar of Events

Community Food Network Meeting

May 14, 2025

Contact: Seannaj@nautsamawt.com

NmTC Elders Advisory Council Meetings

June 13, 2025

July 16, 2025

Meetings are from 9:30am – 11:00am

Contact: MikaelaC@nautsamawt.com

CAO Network Meeting

June 16, 2025

Meetings are held from 1:30pm – 2:30pm on Zoom

Contact: MikaelaC@nautsamawt.com

Indigenous Food Sovereignty Training

June 9 - 13, 2025

Contact: Seannaj@nautsamawt.com

Nation-to-Nation Housing and Infrastructure Networking Tour

June 17-18, 2025

This event will be an opportunity for housing and infrastructure professionals to:

- *Connect and share knowledge with fellow NmTC member Nation housing and infrastructure professionals*
- *Take part in a guided tour of Tsawwassen First Nation's facilities*
- *Enjoy space for discussion, networking, and learning*

Contact: EricB@nautsamawt.com

NmTC Youth Council Meetings

June 19, 2025

August 21, 2025

Meetings are from 6:00pm – 7:00pm

Contact: MikaelaC@nautsamawt.com

NmTC Board of Directors Meeting

July 29, 2025

Contact: EdithM@nautsamawt.com

Please note, all dates are subject to change



Technical Services Unit

Housing Policy Toolkit

We are 80% complete with updating the Housing Policy Toolkit – Phase 1: Assessment and Analysis, with Phase 2 to begin later in 2025. The working group for this project includes NmTC, The First Nations Market Housing Fund (FNMHF), and MNP (Consultant) with funding from FNMHF and Canada Mortgage and Housing Corporation (CMHC).

FNHIC Pilot Project For Condition Assessments

Our work continues with First Nations Housing and Infrastructure Council's (FNHIC) on the housing condition pilot project for our Member Nations. To-date, condition assessments have been provided for Stz'uminus First Nation, Malahat Nation and Homalco First Nation with Tla'amin Nation next to participate.

Building Inspections

Continued building inspections, condition assessments, and reports for Homalco, Stz'uminus, Tla'amin, T'Sou-ke and Klahoose. Mid-Construction inspection was conducted on the Klahoose Cultural Centre.

Building Permit Guide with Tla'amin Nation

We are working on a Building Permit Application Guide with Tla'amin Nation, which will support the construction of homes in a new 13-lot subdivision as well as other new home construction throughout the community.

Infrastructure

We are providing technical engineering support to Malahat Nation including development approval reviews, the Oliphant Dam upgrade works, and creating procurement documents for Planning Services and for a Design Build Team. We are also continuing to work with students from the University of Victoria to develop a potable water maintenance plan for Stz'uminus First Nation.

If you have any questions on any TSU projects or upcoming meetings, please contact Eric Blueschke at ericb@nautsamawt.com



Naut'sa mawt Resource Group CEO Update, Kelly Landry

As we move into the first quarter of the new fiscal year, I'm energized by the opportunities ahead and look forward to executing on the key goals and initiatives of Naut'sa mawt Resources Group.

Over this reporting period, my focus has been on successfully closing out Q4 and the 2024/2025 fiscal year, while also preparing the budget and operational plan for 2025/2026. Additionally, I had the valuable opportunity to deepen existing relationships and forge new connections at the Forward Summit in Calgary.

Our dedicated Board of Directors remains a vital source of guidance and support for NRG, and I look forward to continuing our strong work together as one throughout this fiscal year. At the April 9, 2025, Board meeting, the Board approved both the 2025/2026 fiscal budget and the corresponding operational plan. I was also pleased to introduce the NRG Board of Directors Manual—an essential resource designed to support both new and returning Board members in their governance roles.

Indigenous Marketing Solutions recently launched their new website, which is built to highlight our impact, draw in clients, and offer a clearer view of who we are.

Naut'sa mawt Event Management was proud to support the Tsleil-Waututh Nation during their recent retreat. Strengthening our relationships with Member Nations continues to be an important part of our work.

At Naut'sa mawt Resources Group, these achievements exemplify our commitment to meaningful impact and ethical revenue generation in support of the Naut'sa mawt Tribal Council. Each step forward not only reinforces the strength of our organization but also deepens our dedication to serving our communities. I'm encouraged by our progress and excited to keep advancing this important work.

Indigenous Marketing Solutions

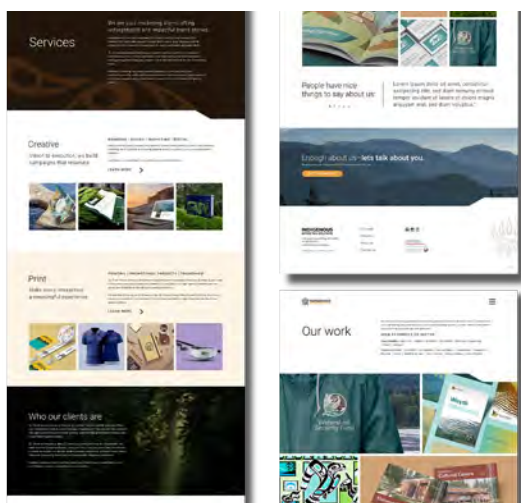
Project Spotlight: BC Assessment

We recently partnered with BC Assessment to enhance their recruitment marketing strategy focused on Indigenous Peoples. Our Communications team developed the strategy and crafted inclusive and meaningful messaging and content. Once the content was finalized, our Design team brought it to life by creating a new sub-brand—featuring beautiful illustrations and a re-freshed visual interpretation of BC Assessment's values. The result: a cohesive suite that supports inclusive hiring and meaningful engagement.



We Launched our New Website

Our new IMS website is live—and it's more than just a fresh look. It's a dynamic tool to showcase the impact of our work, attract new clients, and give people a deeper look into who we are and what we do. It also serves as a living portfolio of the stunning websites our team can design and develop—from strategy to launch. If you haven't seen it yet, be sure to take a look!



Indigenousmarketing.ca



Student Agendas & Teacher Planners Are Back!

We've officially launched our 2025/26 Student Agendas and Teacher Planners! Due to the popularity of last year's designs, we brought them back for another season. This year, we focused on improving the ordering experience for schools—making it easier to navigate and access key resources. With the launch of our new Shopify site, we streamlined product pages and created a dedicated page for bulk orders, making it a true one-stop shop.

Visit shop.indigenousmarketing.ca/collections/agendas to check them out or place an order!



Naut'sa mawt Event Management

Tsleil-Waututh Nation Retreat

We were proud to support Tsleil-Waututh Nation's Treaty, Lands and Resources (TLR) Department in planning and delivering a multi-day retreat. Held from April 22–24, 2025, at Sasamat Outdoor Centre in təmtə́míxʷtən Regional Park, this internal retreat brought together former and current elected leadership, community leaders, Knowledge Holders, Cultural Advisors, Harvesters, Directors, Managers, and staff.

Led by Event Coordinator, Kayla Suhner, our team provided event management, reporting, and marketing services, which helped create a space for meaningful, facilitated conversations. The retreat was a critical step toward long-term strategic visioning for TWN's governance, conservation, and stewardship of their lands and waters.

