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October – November, 2025

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# Update from CEO, Edith Moore

As we approach the holiday season and the end of another year, I want to express my appreciation for the remarkable work our NmTC team has accomplished. Your dedication has truly made a difference. I also want to extend my gratitude to the staff across each Member Nation, whose steadfast commitment to their communities continues to inspire. Wishing you a joyful holiday season and a renewed sense of energy for the year ahead.

In late October, we came together on the territory of the K'ómoks First Nation for the 2024/2025 NmTC Annual General Meeting (AGM). We began with a governance training session for our Board Members, Shareholders, Elders, and Youth. The session, led by K'ómoks member Christy Smith, along with Paula Salter and Katie Shaw, offered discussion-driven learning focused on reclaiming capacity, defining wellness, and strengthening Indigenous-led frameworks. Together, we worked through tools and reflections aimed at enhancing governance, equity, and community-rooted decision-making. I want to thank the Salish Sisters for opening our meeting in a good way with their wonderful drumming and singing.

The following day we came together at the Crown Isle Resort conference room for the NmTC AGM. This was a productive and celebratory day filled with meaningful reflection on the accomplishments of the 2024/2025 fiscal year. These milestones were beautifully highlighted in our annual report, once again designed by Indigenous Marketing Solutions with care and creativity.

As required by the NmTC Bylaws, the Executive Committee was dissolved during the AGM, with a new Executive Committee to be elected at an upcoming Board of Directors meeting. I extend my sincere appreciation to the outgoing Executive Committee—Chair Nicole Rempel, Vice Chair



*Councillor Richard Hardy of K'ómoks First Nation providing the welcome at the NmTC AGM banquet*

Gordon Harry, and Secretary/Treasurer Cheryl Jones—for their remarkable commitment and hard work over the past year. Their leadership has made a significant impact.

That evening, we held our annual banquet to honour the Tribal Council, our Member Nations, and our staff. We were graciously welcomed by Councillor Richard Hardy of K'ómoks, followed by a heartfelt prayer from Elder Fernanda Pare.

The banquet featured a wonderful meal, music by singer Ed Peekeekoot, and a powerful performance by K'ómoks First Nation. I extend my deep gratitude to the K'ómoks Nation for their warm hospitality; to our emcees, Youth Council Member from Snaw-naw-as Sophia Sampson and Naut'sa mawt staff member Gerrit Wesselink, for guiding the evening so smoothly; and to Emily Gale Photography for capturing the event's special moments. A special thank-you also goes to our Naut'sa mawt Event Management team for the beautiful décor and their tremendous efforts in making the evening such a success.

These gatherings reinforced the strength we share when we come together as a community. We are already looking ahead with excitement to the 2025/2026 AGM and banquet.

In early November, I travelled to Toronto to attend the Indigenomics Bay Street event, engaging with Indigenous business leaders and key stakeholders. While in the city, I also met with our partners at Ecom and Mad Engine to discuss ongoing collaboration and explore new opportunities, further strengthening our partnerships. The following week, I attended the Indigenous Partnership Success Showcase in Vancouver, an annual event focused on fostering effective partnerships with Indigenous communities.

Gathering with our staff and Member Nations is always a heartwarming experience that leaves me excited for the year to come and all we will accomplish together.

Wishing everyone a successful and prosperous 2026!



*Elder Elsie Paul hugs CEO, Edith Moore*



*David Dawson and Bobby Hardy, Youth Council*



*CEO Edith Moore addresses the audience*



*Sarah Tambur, Johnna Puusa, Gerrit Wesselink and Mikaela Craig*



*Ed Peekeekoot (singer-songwriter & storyteller) performs*



*(ABOVE) K'ómoks First Nation dancers (BELOW) NMTC Staff visit the K'ómoks First Nation for a cultural visit*



# Staff Announcements

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## New Hires

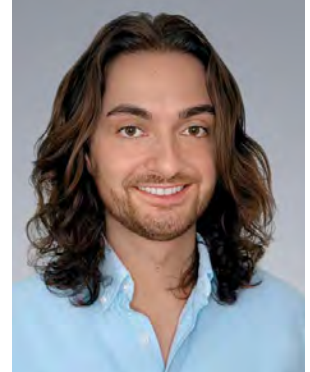
### **Kevin McCarthy,**

*Art Collection and Experience Coordinator*

*Naut'sa mawt Event Management*

Based on the unceded and ancestral territories of the x̱wməθkʷəy̓əm (Musqueam), Sḵwx̱ wú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations, Kevin will be coordinating visual experiences in collaboration with government, non-profit, and hopefully even corporate clients across a diverse array of engagements and celebrations.

A Vancouver Mural Festival alum with over 10 years of design industry experience, Kevin approaches community engagement with an empathetic, solutions-focused methodology, tailored through years of stakeholder relations experience. He is currently a volunteer Communications Director for local music non-profit The Project Vancity and serves as a grant adjudicator for Creative BC as well!



### **Jason Goode**

*Web Developer*

*Indigenous Marketing Solutions*

Jason is based in Nanaimo and brings 9 years of experience building custom WordPress websites, including both front-end and back-end development. He specializes in creating websites that focus on performance and thoughtful design. Jason is passionate about helping organizations strengthen their online presence through clean, user-centered web experiences. In his free time, he enjoys the balance of outdoor exploration and time spent gaming.





## Job Postings

### **Event Assistant**

*Naut'sa mawt Event Management*  
*Full Time, Permanent*

The Event Assistant supports the Event Planning Department in delivering smooth, culturally grounded virtual, in-person, and hybrid events. Working under the Senior Event Manager, this role provides administrative, logistical, and onsite support to Event Managers and Event Coordinators, ensuring high-quality service delivery and positive participant experiences. Responsibilities include managing event registration, coordinating quotations, supporting logistics and communications, attending rehearsals, assisting with event setup and teardown, greeting guests, and maintaining accurate event documentation and supplies.

This role requires strong organizational skills, the ability to multitask in a fast-paced environment, excellent communication with event leads, and consistent adherence to company values, cultural protocols, and service standards.

#### **Education and Professional Experience**

- 2–3 years of experience working in a corporate environment.
- Proficiency in Adobe Acrobat and Microsoft Suite (Teams, Word, Excel, PowerPoint).

### **Sales and Marketing Manager**

*Naut'sa mawt Event Management*  
*Full Time, Permanent*

The Sales and Marketing Manager oversees the full sales cycle and marketing activities for Naut'sa mawt Event Management, ensuring excellent client experiences, sustainable business growth, and the development of tools that strengthen our brand. Guided by Indigenous-informed values, this role supports all three departments—Event Planning, Reporting, and Arts & Experience—by managing client relationships, developing proposals and RFPs, acquiring new opportunities, and leading high-quality marketing initiatives.

This role requires independently managing multiple priorities, coordinating with internal teams, maintaining strong communication with clients, and ensuring all sales and marketing activities consistently reflect organizational values and service standards.

#### **Education and Professional Experience**

- Bachelor's degree in business, marketing, communications, or a related field, or equivalent experience (preferred)
- 5+ years of professional experience in sales and/or marketing roles.

# Retirement of Elder Elsie Paul from Elders Advisory Council

We share our deep gratitude and appreciation as we announce the retirement of Elder Elsie Paul from our Elders Advisory Council after 9 years of valued contribution.

At 94 years old, Elder Elsie has been a guiding light whose wisdom, kindness, and strength have shaped our work and touched so many hearts. Her teachings have grounded us in culture, reminded us of who we are, and shown us what it means to lead with love and respect.

While we will miss her presence dearly, we are so thankful for the years she has shared her knowledge and spirit with us. Please join us in honouring and celebrating Elder Elsie Paul for her extraordinary contributions and lifetime of leadership.



*Elder Elsie Paul*



*Posing with long-time friend, Elder Dee*



*Elder Dee, Elder Germaine, and Elder Elsie Paul*

# Member Services Highlights

## New Youth Council Members

NmTC is excited to announce two new Youth Council Members who have joined the team!

### **Amanda Harry, *Malahat Nation***

Amanda Harry, swuneemiye', comes from the Malahat Nation, and joined our Youth Council in September 2025. As a recent high school graduate, Amanda is exploring career options and educational opportunities, and has a special interest in working with children and youth in her community, learning and teaching the language – hul'qumi'num, or working in environmental projects out on the land.

Over the past 5 years, Amanda participated in Malahat's summer student internships, which has been a great opportunity for her to gain insight into the work happening in her community and spending more time with community members. Amanda brings a lot of cultural knowledge and perspective to the Youth Council, and we are excited to support her for this part of her journey!



### **Bobby Hardy, *K'ómoks First Nation***

Bobby Hardy, He'k'tin, comes from the K'ómoks First Nation, and joined our Youth Council in September 2025. Bobby graduated from high school in 2024 and is exploring career options within the Nation, and has specific interest in the Anthropology department or perhaps becoming a writer. Bobby is keen to build his skills in leadership, public speaking, and to learn how boards work and what the decision-making process looks like.

Bobby is committed to his culture and has done many land acknowledgements during Elementary and Secondary school; he has learned some of the K'ómoks songs, drumming and singing, and has also learned how to make drums and has made and gifted a handful of drums so far. Bobby brings curiosity and cultural connection to the Youth Council, and we are delighted to have him join in to share his perspective and ideas with us all!



## NmTC Launches Indigenous Building Official Internship

The Naut'sa mawt Tribal Council and the Municipality of North Cowichan have launched the Indigenous Building Official Internship! This collaborative initiative, which is being done with the cooperation of the Building Officials' Association of BC, is a step forward in reconciliation, capacity building, and cultural recognition.

The program is beginning with a nine-month pilot phase, which provides an Indigenous intern with hands-on mentorship, on-the-job training, and pathways to becoming a building official. The pilot's success will inform future expansion, with the goal of welcoming more interns and establishing a permanent internship program in other jurisdictions. The first intern is Gage Peter, a member of S'wx'wú7mesh Úxwumixw (Squamish Nation) band who was born and raised in Cowichan.

Gage brings valuable experience from his work with Tillicum Lelum Aboriginal Society, where he supported youth and community programming. Welcome Gage!



*Intern Gage Peter*



*Eric Blueschke, Darryl Tunnicliffe, Gage Peter, Edith Moore and Tim Byron*



*Tim Warner, Edith Moore and Ted Swabey officiate paperwork*



*Elder Smaalthun*



## First Annual Emergency Preparedness Coordinators Gathering

EPC and ESS community teams and administration staff across all NmTC Member Nations are warmly invited to come together, connect, and strengthen emergency preparedness efforts. The First Annual EPC Gathering will be held February 2026, and we are honoured to be hosting it in the traditional territory of səlilwətał (Tsleil-Waututh Nation).

What's Included:

- Meet & Greet Event with Service Providers
- Member Nation Presentations
- FNESS Training: Intro to Emergency Management & ESS
- Earthquake Tabletop Exercise
- FNHA Mental Health Wellness Workshop
- Cultural Brushing
- Giveaways
- Travel and accommodation reimbursement by NmTC (up to 2 people per Member Nation)

Please RSVP to Clint at [clintw@nautsamawt.com](mailto:clintw@nautsamawt.com)

## Stronger Together: Speaker Series Event

As part of the Cultural Training program, NmTC is hosting a speaker series modeled after TED Talks, delivered in person and filmed for future staff and community training. The event will be facilitated by Tammie Myles, Master Facilitator and International Trainer from Stz'uminus First Nation. The purpose is to strengthen connection and learning through storytelling, circle processes, ceremony, witnessing, and time on the land, with the goal of reducing lateral violence by reconnecting people to identity, culture, and oral traditions.

The gathering will include shared food, ceremony, storytelling circles, and land-based learning. The Teachings will explore lateral violence within the context of colonization—how assimilation policies suppressed culture, created division, and damaged identity—and will highlight the Emotional, Mental, Spiritual, and Physical aspects of Indigenous Wellness as pathways to decolonizing.

When: February 10-11, 2026, at the Quw'utsun Cultural Centre

Participants: Cultural Managers, HR Managers, CAOs, leadership; 2 participants per Member Nation (accommodation and travel reimbursed by NmTC)

To register, please contact Johnna at [johnnap@nautsamawt.com](mailto:johnnap@nautsamawt.com)

## Plant Medicine Workshop Series

The LWF team is looking for Member Nations who are interested in hosting watch parties for an upcoming plant medicine learning series by Dr. Jeanne Paul!

This 12-session series will take place throughout the upcoming year, with one virtual lesson every month. We would like to support Nations who are interested in hosting the session as a community event, allowing people to come together and learn as a group.



If you're interested in hosting or have an idea that will help make this event a success, we would love to hear from you! Please contact Seanna at [seannaj@nautsamawt.com](mailto:seannaj@nautsamawt.com) to connect.

## Microsoft Training Program



Naut'sa mawt Tribal Council in collaboration with VIU is proud to bring Microsoft Training to our Member Nations. This 2-day hands-on training will cover Word, Excel and Outlook, and can be for administrative staff, employment programs, youth, Elders, or community members. There will also be an IT Support Open House where community members are invited to drop in with their personal laptops, devices, and questions for one-on-one support and guidance.

To book this training for your Nation, please reach out to Ethan at [ethanw@nautsamawt.com](mailto:ethanw@nautsamawt.com)

## Xyntax Training & Support

Naut'sa mawt Tribal Council would like to offer Xyntax Training and Support to each of its Member Nations.

Each Nation may access up to \$1,500 to be used toward a combination of the following eligible activities: INEXSUITE Workshops, Finance & Management Services, and/or Hardware & Peripherals. Deadlines: Training and/or peripherals paid for and booked by December 31, 2025.



The deadline to complete the training is March 2026. Contact: [mikaelac@nautsamawt.com](mailto:mikaelac@nautsamawt.com)

## Past Training & Gatherings

### T'Sou-ke Mushroom Hike

On November 12, LWF intern Terrance led a Mushroom Hike in T'Sou-ke territory, guiding 12 staff and community members on a slow, curious walk through the woods with baskets, field guides, and sharp eyes.

The goal of the outing was to nurture curiosity, observation, and foraging skills, and it certainly delivered; participants discovered hundreds of fascinating mushrooms along the way. The group had a wonderful time exploring, learning, and getting excited about both the fungi and the forest itself.



### Malahat Soil Workshop

In November, we were joined by Tim Fryatt to deliver a 2-day hands-on-learning session in Malahat on building healthy soil. Topics including soil sampling and analysing soil results, what is healthy soil, how to build healthy soil, and lots of time outside investigating, observing and sharing, as well as a demo of how to build a 'lasagna-style' mulch ring around fruit trees.

### Third Annual Community Food Network Gathering

The Community Food Network came together for another beautiful two-day gathering filled with connection and sharing, with eight Member Nations represented. Participants joined in a wide range of activities, including a medicine workshop making devil's club and bear fat salve with Vanessa Sharkey, a fry bread and salmon fire-cooking demonstration, cultural drumming performances, a women's drumming group performance, a food and medicines trade table, and devil's club bead-making. We want to express our deep gratitude for Homalco's warm hosting, and especially for Lisa Paul, whose efforts brought the entire gathering together.





# Calendar of Events

## NmTC Offices Holiday Closure

December 20, 2025 – January 4, 2026

## Growing Microgreens Webinar

December 3, 2025, 1:30pm-2:30pm

Open to all Member Nation staff

Contact: [seannaj@nautsamawt.com](mailto:seannaj@nautsamawt.com)

## Indigenous Building Officials and Code Compliance Committee Meeting

December 5, 2025

*This committee meets once every quarter to support professional development, create culturally relevant solutions, and elevate the voice of Indigenous building professionals within broader regulatory and policy frameworks.*

Contact: [timb@nautsamawt.com](mailto:timb@nautsamawt.com)

## CAO Network Meetings

Upcoming Meetings: December 15, 2025, January 19 & February 23, 2026

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

Contact: [mikaelac@nautsamawt.com](mailto:mikaelac@nautsamawt.com)

## NmTC Youth Council Meetings

Upcoming Meetings: Dec. 15, 2025, January 19 & February 23, 2026

Meetings are from 6:00pm – 7:00pm

Contact: [mikaelac@nautsamawt.com](mailto:mikaelac@nautsamawt.com)

## NmTC Elders Advisory Council Meetings

Upcoming Meetings: January 27 & February 25, 2026

Meetings are from 9:30am – 11:00am

## Finance Network Hybrid Meeting

January 14, 2026

Contact: [prabhn@nautsamawt.com](mailto:prabhn@nautsamawt.com)

## First Annual Emergency Preparedness Gathering

February 2026, dates to be announced

Contact: [clintw@nautsamawt.com](mailto:clintw@nautsamawt.com)

## Stronger Together: Cultural Identity as a Path to Healing; Speaker Series Event

February 10 & 11, 2026

Contact: [johnnap@nautsamawt.com](mailto:johnnap@nautsamawt.com)

Please note, all dates are subject to change



# Naut'sa mawt Resource Group CEO Update, Kelly Landry

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As the year draws to a close, it's the perfect time to reflect on the incredible progress we've made together at Naut'sa mawt Resources Group.

In October, we came together on K'ómoks First Nation Territory for the NmTC Annual General Meeting and banquet, a wonderful opportunity to celebrate the dedication and achievements of our team, Board of Directors, and communities.

In October and November, We attended the CCIB West Coast Business Forum and the Indigenous Partnership Success Showcase in Vancouver. These events were valuable for fostering meaningful conversations and exploring new partnership opportunities.

November was a busy month for showcasing our businesses and expanding connections. We participated in the Indigenomics Bay Street Conference in Toronto and the CCIB Indigenous Procurement Event in Winnipeg, highlighting NRG's services and forging new relationships. While in Toronto, we also met with our partners at Mad Engine and Ecom to strengthen our partnerships.

On November 12, our Board of Directors reviewed and approved the Q2 reports and financial statements, in keeping with our commitment to strong governance practices.

As we wrap up the year, I am incredibly proud of our team. This year has been a testament to the power of collaboration between NmTC and NRG, reflecting the spirit of Naut'sa mawt by working together as one. Thank you to everyone for your dedication and commitment to our shared vision.

# Naut'sa mawt Event Management

## Naut'sa mawt Event Management Rebrand

We are proud to unveil a refreshed Naut'sa mawt Event Management, and with it, a new expression of who we are. While our services and high standards of excellence remain the same, this new brand and identity better represent the team we are today.

Grounded in the strength of tradition and guided by the spirit of innovation, our new visual identity honours the rich cultural roots we stand on while looking boldly to the future. This is more than a new look. It's a renewed commitment to community, creativity, and connection. We're excited to continue walking this path with you.



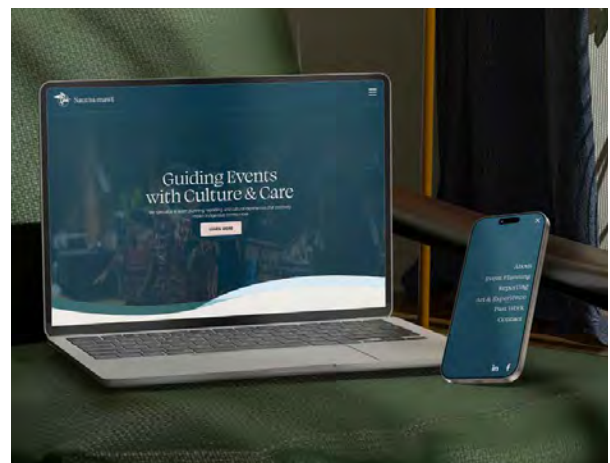
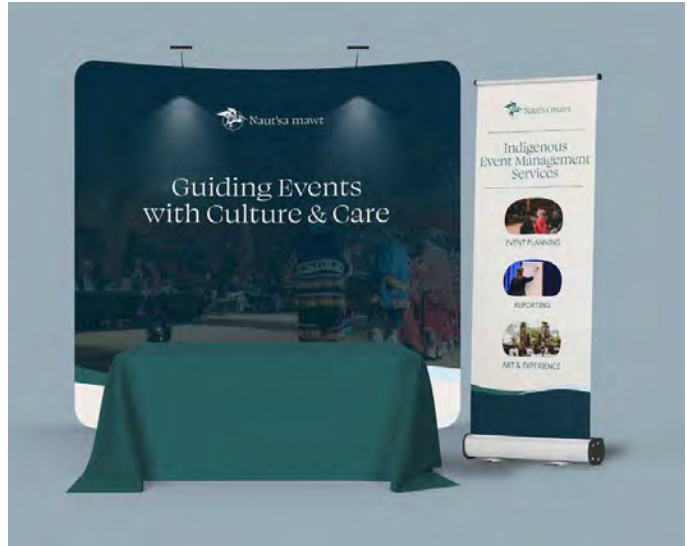
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-  [nautsamawtevents.ca](https://nautsamawtevents.ca)

# Indigenous Marketing Solutions

## Naut'sa mawt Event Management Rebrand and Launch

We were thrilled to partner with Naut'sa mawt Event Management on their recent rebrand. Working closely with the NEM team, we developed a refreshed visual identity that maintains a clear connection to Naut'sa mawt Tribal Council, yet gives the event management team a distinct, modern presence of its own. From there, we brought the brand to life through a full suite of materials, including new stationery, marketing materials, promotional products, social media support and templates, PowerPoint and proposal templates, and a vibrant new tradeshow booth.

The project culminated in the design and development of NEM's new website, where the brand's clarity, warmth, and professionalism truly shine.



## Trip to Warehousing & Fulfillment Partner

Our team recently went to Toronto and met with Ecom, our third-party logistics partner, who supports us with warehousing and order fulfillment for our ecommerce programs, to review ongoing initiatives and strengthen our collaboration. We had a very productive discussion focused on improving efficiency and elevating the customer experience across our fulfillment workflow.

Over the past few months, we've streamlined operations by ensuring 100% of our inbound items are now barcoded, which has improved accuracy and reduced handling time. We've also introduced live shipping integration, giving customers real-time shipping rates and delivery timelines at checkout.

Another key item from our meeting was planning to add Ecom's new Vancouver warehouse as an additional fulfillment location in our system. This will help us optimize shipping costs and significantly shorten delivery times for orders heading to western Canada.

We look forward to continuing to build on this partnership as we enhance our logistics and fulfillment capabilities for clients.



*Tour of Ecom's warehouse*



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[Facebook.com/IndigenousMarketingSolutions](https://www.facebook.com/IndigenousMarketingSolutions)



[Instagram.com/indigenousmarketing](https://www.instagram.com/indigenousmarketing)



[indigenousmarketing.ca](https://indigenousmarketing.ca)

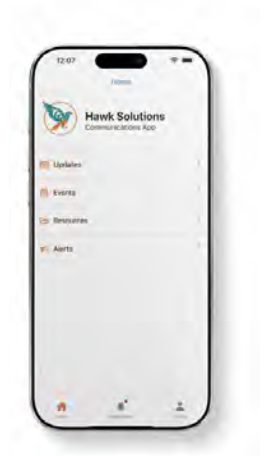
# Tools & Resources

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## Hawk Communications App

Now used by over 120 Nations and organizations, the Hawk Communications App is a mobile app that allows users to send urgent alerts, updates, events, resources, polls, and surveys directly to their members through phones and mobile devices.

The platform also includes an emergency communications module that allows teams to manage communications during declared emergencies. The Hawk 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](http://www.hawksolutions.net) or contact: [bronwen@hawksolutions.net](mailto:bronwen@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](mailto:jennym@nautsawmawt.com)