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June - July, 2026

{	<i>Update from CEO</i>	<i>2</i>
	<i>Staff Announcements</i>	<i>3</i>
	<i>Member Services Highlights</i>	<i>5</i>
	<i>Calendar of Events</i>	<i>8</i>
	<i>Naut'sa mawt Event Management Update</i>	<i>9</i>
	<i>Indigenous Marketing Solutions Update.....</i>	<i>10</i>





Update from CEO, Edith Moore

The arrival of summer has brought fresh energy and new opportunities to connect and collaborate. During this reporting period, I've been focused on strengthening our internal processes and advancing strategic planning efforts that support the continued growth and success of our organization.

Throughout June and July, strategic planning has remained a key priority across the organization. Work on the three-year NmTC Strategic Plan has continued to progress, and we look forward to presenting this important guiding document to our Board of Directors for consideration soon.

The Executive team has also been shaping our strategic direction for the next three years, building on the momentum, successes, and valuable lessons from the previous strategic plan. In addition, I had the privilege of participating in the strategic planning sessions with the teams at Naut'sa mawt Event Management and Indigenous Marketing Solutions. These conversations highlighted the dedication, creativity, and shared vision that continue to drive our work across the organization.

Human Resources have remained a key area of focus throughout the past reporting period. The Executive Team, together with senior management, has finalized and implemented updated performance review forms to support this year's annual performance review process.

To further strengthen our governance practices, I have engaged a new Human Resources consulting firm to provide guidance and support for the CEO performance review process, which will take place in the coming months.

The Executive Team has also been focused on recruiting a contracted Executive Assistant to support the organization over the next 18 months while Emily is on maternity leave. We are now preparing to begin the interview process and look forward to identifying the successful candidate to join the Executive Team in August.

On June 21, we recognized National Indigenous Peoples Day by celebrating the rich cultures, histories, and contributions of First Nations, Inuit, and Métis Peoples. The day also served as an opportunity to reflect on the strength and wisdom of our Member Nations and reaffirm our commitment to reconciliation, respectful relationships, and working together toward shared success.

I am pleased to report that our annual audited financial statements have once again been completed successfully, marking the fourth consecutive year of timely audits. This achievement reflects the organization's continued commitment to sound financial stewardship, accountability, and responsible governance.

As we move into the remainder of the summer, I want to extend my sincere appreciation to our Board of Directors, Member Nations, and staff for their ongoing commitment and leadership. I look forward to continuing our work together and building on the progress we've made in the months ahead.



Staff Announcements

New Hires



Alexis McGillivray, *Indigenous Youth Intern, Member Services*

Alexis is part of BC's Indigenous Youth Internship Program and will be working with our Member Services team until the end of August.

Alexis previously interned with the Attorney General's Prosecution Service and holds an undergraduate degree from Simon Fraser University with a joint major in Criminology and Psychology. As a proud Métis from the Red River, Alexis draws on her firsthand experiences with colonization to fuel her commitment to Indigenous justice and the fight against colonial harm.

Her dedication shows in everything she does, from contributing to meaningful change to advocating for the rights and well-being of Indigenous communities. Welcome to the team, Alexis. We're so glad to have you!

Jack Kennedy, *Building Official Intern, Technical Services Unit*

Jack is a member of the Kennedy family of Malahat Nation and a proud father. With support from the Naut'sa mawt Tribal Council, he sees his acceptance into the program as an opportunity to build on his experience with Malahat Nation and inspire his son and future generations.

He is motivated to help create a healthier, safer community through safe, and appropriate construction and approved materials that will be the foundation of many families over many generations in existing and reimagined housing and a stronger understanding of the BC Building Code.

Michael Orrick, *Building Official Intern, Technical Services Unit*

Michael is a member of Qualicum First Nation, which is located on the big Qualicum River. He's a red seal carpenter who has been working in the building industry for approximately 13 years. He's been a builder and wood worker, a furniture maker and is an amateur carver. Dedicated to continued learning Michael is eager to continue his education as a building official.

Having grown up on reserve he's had a lifelong interest in helping improve and give back to our communities and is excited to work with Naut'sa mawt. Through the training, experience, and the window into other communities provided, Michael feels that he will have a chance to take part in helping improve safety and health outcomes for community members.

As a new father, it's important for him that the buildings we pass on to the next generation are built well, to keep them safe, stand the test of time, and make the best use of our resources. He's looking forward to getting to know everyone and is grateful for the opportunity.

Job Postings

Naut'sa mawt Tribal Council

Executive Assistant

The Executive Assistant reports to and is accountable to the Chief Executive Officer (CEO) and is responsible for providing office management and confidential administrative support. The position coordinates the timely and efficient flow of information from the CEO, NRG CEO, CFO, Board of Directors, staff and Tribal Council Member Nations. The position must prioritize tasks requiring immediate attention/action by the CEO, NRG CEO, and CFO, and exercise initiative and discretion, assessing situations and recommending solutions.

Naut'sa mawt Event Management

Graphic Designer

We're looking for a creative Graphic Designer to help bring our clients' stories and events to life through thoughtful, culturally grounded design. This role develops print and digital materials that support engagement, events, and communications across a wide range of projects. If you're passionate about visual storytelling and collaborative design, we'd love to hear from you.

Event Assistant

Our Event Assistant supports the planning and delivery of meaningful events from start to finish. Working alongside our Event Managers and Coordinators, this role helps coordinate logistics, communications, registrations, and onsite event delivery. It's an excellent opportunity for someone who enjoys fast-paced work and creating exceptional experiences for clients and participants.

Engagement Specialist

We're seeking an Engagement Specialist to support the planning, coordination, and delivery of meaningful engagement initiatives with Indigenous Nations, communities, and partners. This role helps develop engagement strategies, coordinate outreach, support facilitation, and prepare engagement deliverables that accurately reflect the voices and perspectives shared. If you're passionate about relationship building and meaningful dialogue, we'd love to hear from you.

Reporting Coordinator

Our Reporting Coordinator captures, synthesizes, and transforms discussions into clear, accurate, and culturally respectful reporting products. From meeting minutes and transcripts to What We Heard Reports and summaries, this role ensures participants' voices are reflected with care and integrity. We're looking for a strong writer with exceptional listening, organization, and communication skills.

Senior Event Manager

The Senior Event Manager will be responsible for supervising assigned Naut'sa mawt Event Department staff members, contributing to internal initiatives, and supporting the department in achieving departmental operational and revenue targets. The Senior Event Manager may also be assigned to oversee larger event contracts, as needed.



Interested in joining the Naut'sa mawt team?

To apply, send your resume and cover letter to: inquiries@nautsamawt.com. See the full job postings for all the positions on our website: nautsamawt.org/employment-opportunities

Member Services Highlights

Welcoming Elder Jerry Francis to the NmTC Elders Advisory Council



Naut'sa mawt Tribal Council is pleased to welcome Elder Jerry Francis of Klahoose First Nation as the newest member of our Elders Advisory Council.

Jerry is a Cultural Interpreter and Bear Guide with the Klahoose Wilderness Resort, where he welcomes guests through cultural ceremonies, and shares stories and teachings in ʔayʔaʔuθəm, the traditional language of the Klahoose people.

A fluent speaker of ʔayʔaʔuθəm, Jerry has played an important role in language revitalization efforts, including supporting the development of an e-dictionary of ʔayʔaʔuθəm. He is also an experienced skipper and has been an active canoe paddler for many years, carrying forward important cultural knowledge and traditions.

We are honoured to have Jerry join our Elders Advisory Council and look forward to the wisdom, guidance, and cultural knowledge he will share with our Member Nations, staff, and programs.

Community Safety Planning Gathering

Community safety starts with people who show up for one another, and that's exactly what we saw at our latest Community Safety Planning meeting. Representatives from across our Member Nations came together to share knowledge, build relationships, and strengthen the work that keeps our communities safe.

We're proud to have 1 to 2 staff from each Member Nation as part of this group. Their commitment, and the trust placed in them by their communities, is what makes this work possible.

Thank you to everyone who continues to show up for this important work. The Core Group will continue to engage in the CSP Project through monthly virtual meetings, and two more in-person gatherings, to ensure the Member Nation voices and priorities are well represented in the NmTC Community Safety Plan.



(Above) Community Safety Plan Gathering

Halalt Indigenous Horticulture & Landscaping Program

Over the past 8 weeks, participants completed a program combining coursework, certifications, and hands-on work experience. Co-designed and co-facilitated by Halalt First Nation, Hiiye'yu Lelum - House of Friendship, and the NmTC Land Water Food Systems team, the program supported four Halalt Members in gaining valuable skills while giving back to their community.

Together, participants:

- Planted cedar trees along Bonsall Creek.
- Rescued 71 trees by removing invasive English ivy along the Chemainus River.
- Cleared Himalayan blackberry, restored farm hedges, and cared for the Malahat Medicine Garden.
- Designed a new garden for the Halalt welcome sign.

Thank you to everyone who made this program a success!



(Above) Ron and Brendan planting cedar trees.



(Left top) Thistles pulled by the team at Malahat Nation. (Above) Lunch time at Malahat Nation. (Right) Ron, Ashton, Evren and Brendan stand in front of the Halalt First Nation welcome sign.



Second Cohort Joins the Indigenous Building Official Internship Program

We're excited to welcome to the NmTC team two new Building Official Interns for our second cohort of the Indigenous Building Official Internship Program!

Introducing Jack Kennedy from Malahat Nation (left) and Michael Orrick from Qualicum First Nation (right), who will be working with our Member Nations, the Municipality of North Cowichan, and the City of Duncan as they gain hands-on experience in building inspection and code compliance.

This internship program helps create meaningful career pathways for Indigenous youth while supporting safe, sustainable, and resilient communities. Through partnerships, mentorship, and practical experience, we are helping build the next generation of Indigenous Building Officials.

(Top right, Bottom right) Jack, Tim, and Michael at the Naut'sa mawt office during Building Official Internship onboarding.



Hawk Communications App

The Hawk Communications App continues to expand as one of Canada's largest Indigenous communications networks, now supporting 143 First Nations and Indigenous organizations across eight provinces and two territories. Developed through the partnership between Naut'sa mawt Tribal Council and Hawk Solutions, the platform helps communities communicate quickly, securely, and effectively with their members and neighbouring Nations.

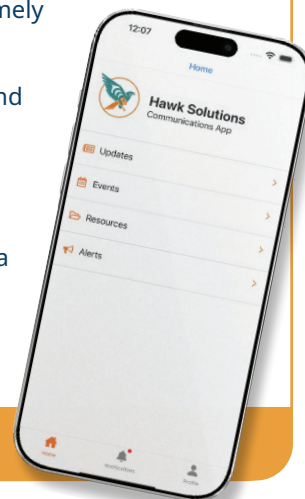
Through a simple web-based administration portal and mobile app, communities can share urgent alerts, emergency notifications, community updates, events, resources, forms, polls, and surveys directly with members. The platform also includes emergency communications tools that support timely information sharing during emergencies and other critical situations.

Building on its success, Hawk Solutions is now working with Indigenous communities and the Province of British Columbia to develop new prevention and communication tools to support Missing Indigenous Person response (a.k.a. Red Dress Alert), ensuring the platform continues to evolve in response to community priorities.

The Hawk Communications App will continue to be available free of charge to all Naut'sa mawt Tribal Council Member Nations through NmTC's partnership with Hawk Solutions.

To learn more, please contact: bronwen@hawksolutions.net

hawksolutions.net





Calendar of Events

Community Safety Plan: Core Group Meeting

August 5, 2026

Contact: angelinar@nautsamawt.com

12+1 Screaming Babies Plant Medicine Program

August 25, 2026

Contact: seannaj@nautsamawt.com

CAO Network Meeting

August 17, 2026 | 1:30 – 2:30 pm on Zoom

Contact: mikaelac@nautsamawt.com

Community Safety Plan: Core Group Meeting

September 9, 2026

Contact: angelinar@nautsamawt.com

Youth Council Meeting

August 17, 2026 | 6 – 7 pm on Zoom

Contact: angelinar@nautsamawt.com

Housing and Infrastructure Nation-to-Nation Gathering

September 16, 2026

Contact: ericb@nautsamawt.com

Elders Advisory Council Meeting

August 25, 2026 | 9:30 – 11 am on Zoom

Contact: angelinar@nautsamawt.com

Community Safety Plan: Second Gathering

September 23 & 24 2026

Contact: angelinar@nautsamawt.com

Please note, all dates are subject to change.





Naut'sa mawt Event Management

Naut'sa mawt Event Management: Engagement Department

Naut'sa mawt Event Management is pleased to announce the evolution of our Reporting Department into the Engagement Department.

The Engagement Department supports clients from project planning through to reporting, offering services in engagement strategy, communications and outreach, facilitation support, and reporting that accurately reflects the voices and perspectives shared. While reporting services, including notetaking, meeting minutes, transcripts, and 'What We Heard' reports, remain a core part of the department's work, the new name better reflects the breadth of services the team now provides.

This milestone represents an exciting step forward as we continue to expand our services and strengthen our ability to support meaningful engagement with Indigenous Nations, communities, and partners.

The Engagement Department will officially launch publicly on July 31, 2026, with updated service offerings on our website and social media channels.



(Above) Participants of a Duty to Consult session preparing for a day of learning, connection, and meaningful dialogue.



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nautsamawtevents.ca



Indigenous Marketing Solutions

Translink Artist Call Out

We recently facilitated an artist call out on behalf of Translink, inviting artists and illustrators from the Tsleil-Waututh Nation and Tsawwassen First Nation to submit their work as part of Translink's ongoing reconciliation efforts.

We received over ten submissions from artists across both communities. After reviewing the work, Translink chose to move forward with four artists: Christopher Overes, Tsleil-Waututh Nation; Tamia Overes, Tsleil-Waututh Nation; Candace Thomas, Tsleil-Waututh Nation; and Bryce Williams, Tsawwassen First Nation.

The projects have recently been finalized and delivered to Translink. The documents and artwork are beautiful and impactful and we're proud to have helped connect these artists with the opportunity.



MRP Toolkit for First Nations Housing Professionals Association

We recently completed the MRP Toolkit for the First Nations Housing Professionals Association (FNHPA), a resource designed to support Indigenous housing professionals across the country. Our team handled the full design and illustration, bringing the toolkit from concept to a finished, print-ready document of over 100 pages.

The client was thrilled with the result. We're glad the work has been well received and look forward to seeing it put to use.

