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August - September, 2026

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Update from CEO, Edith Moore

The arrival of fall marks a season of both reflection and renewal for the Executive Team, providing an opportunity to celebrate the achievements as we head into the third quarter.

In August and September, preparations for the Annual General Meeting with the Naut'sa mawt Event Management Team have been well underway, representing an organizational focus during this period as we look forward to the event in November. I look forward to the arrival of the annual meetings as they foster engagement, strengthen relationships and support effective governance.

Throughout the reporting period, significant attention was dedicated to human resources initiatives and workforce development. The Executive Team, together with senior management, has continued to conduct performance reviews throughout this past reporting period. This work serves as a valuable opportunity to recognize achievements and foster continuous improvement, while helping to ensure that leadership remains effective and aligned. As part of our ongoing commitment to strong governance, I have retained a human resources consulting firm, Tipi Legacy HR+, to support and guide the CEO performance review process, which is now underway. 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 have successfully welcomed Sophia Brugger to our team for the position and have been working through August and September to conduct onboarding.

I am excited to announce the addition of a new position for our Member Services Team, as we have been interviewing and hiring for a Governance & Policy Program Manager. I was delighted by the outstanding caliber of applicants and excited about the leadership and expertise this role will bring to the team, specifically to support our Member Services Team so they can keep delivering an exceptional level of service to our Member Nations.

In August, the Executive Team went to visit with K'ómoks First Nation for a Team-to-Team visit. I deeply value the opportunity to connect with Member Nations in their communities and focus on the amazing work being done. The meeting served as an opportunity to focus on what services are available through Naut'sa mawt Tribal Council and gave an opportunity for our team to hear about ongoing initiatives in the K'ómoks Nation. The day provided an opportunity to reflect on the strength of our Member Nations and express gratitude for connections in our communities.

As we move into the new beginnings of fall, I want to express my gratitude to my team and the confidence that they provide amid uncertain and difficult situations. The growth we are seeing at Naut'sa mawt Tribal Council reflects our team's dedication and diligence, and for this I am so very grateful.



Staff Announcements

New Hires



Sophia Brugger, *Executive Assistant*
Naut'sa mawt Tribal Council

Sophia joins the NmTC team from the traditional territories of the x̱w̱məθkʷəy̱əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) peoples, where she was born and raised in Vancouver. She brings experience in tourism, hospitality, and customer relations, along with a recently completed degree in Indigenous Studies from the University of Victoria. Sophia is passionate about connecting with people, building meaningful relationships, and bringing enthusiasm to everything she does.

Outside of work, Sophia loves spending time outdoors. She recently moved to the Sunshine Coast, on the traditional territory of the Sḵwx̱wú7mesh (Squamish) people, and is thoroughly enjoying exploring her new backyard, while making the most of coastal life. Welcome to the team, Sophia. We're so glad to have you!



Lola Peverley, *Event Assistant*
Naut'sa mawt Event Management

Lola Peverley joins NEM from the traditional and unceded territories of the səmyámə (Semiahmoo) First Nation, and the broader territory of the Coast Salish Peoples. As Event Assistant, Lola uses a thoughtful approach to support the events department through the entire life cycle of events, prioritizing the vision and experience of clients.

She brings her experience as Events Specialist, Project Assistant, and Marketing Assistant with her to the team, in addition to her passion and enthusiasm. In her spare time, Lola enjoys reading, creative writing, and spending time with her cats and dogs. Welcome to the team, Lola. We're so glad to have you!



Katherine Ford, *Creative Coordinator*
Indigenous Marketing Solutions

Katherine has lived and worked in the traditional and ancestral territories of the Snuneymuxw First Nation since 2021, after growing up on the North Shore of the mainland. Her diverse background includes studying Interior Design at BCIT and completing the Special Event Planning program at George Brown College in Toronto. After graduating, she gained valuable experience in the event and catering industry before most recently working in the permitting department for a home designer.

Outside of work, Katherine loves to travel and spend time at Sproat Lake with her husband, young son, and two dogs. Life is busy, but she wouldn't have it any other way! Welcome to the team, Katherine. We're so glad to have you!



Amanda Lee-Pickett, Sales Lead, Merch & Print
Indigenous Marketing Solutions

Amanda lives in Colwood, in the Victoria area, on the traditional and unceded territories of the Songhees and Esquimalt First Nations. Amanda is a member of Williams Lake First Nation, and her connection to community is a big part of why she was drawn to IMS, its structure, and its commitment to giving back to Indigenous communities.

Her professional background is in sales and customer service, with the past 10 years focused on the Consumer Packaged Goods industry, particularly Health & Wellness. She has worked with everyone from national buyers at major retail chains to independently owned wellness stores, giving her a strong foundation in relationship building and understanding the needs of businesses at very different scales. Welcome to the team, Amanda. We're so glad to have you!

Job Postings

Naut'sa mawt Event Management

Manager, Art & Décor Department

We're seeking a Manager, Art & Décor to lead the creative vision, planning, and delivery of our Art & Décor services. From event design and décor rentals to Indigenous art activations, this role brings creative concepts to life while leading the department, managing projects, and ensuring exceptional service for our clients. If you're a collaborative leader with a strong eye for design and a passion for creating thoughtful, culturally grounded event experiences, we'd love to hear from you.

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.



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

Malahat Day

The NmTC team was honoured to celebrate alongside Malahat Nation for this year's Malahat Day! The day brought together cultural activities and crafts, talented artist vendors, great food, and fun activities for kids.

We are grateful to everyone who welcomed us and made the day special.



(Image left) Naut'sa mawt team: Bailey McCloy, Prabh Nijjar, Alexis McGillivray, Seanna Johnston, Iiyowshtuwulh Angelina Rice, Hwum'mi'ya Mikaela Craig, Johnna Puusa and Darryl Tunnicliffe at Malahat Day. (Image right) Opening from Elder Daniel Norris, Halalt, and the Thxutstun Drum and Dance Group.



NmTC Cultural & Community Grants Program

The Cultural and Community Grants Program offers small grants to Member Nations to support cultural activities, sporting events, and community gatherings. Each Member Nation has access to up to \$6,000 per year, with the option to carry funds over for up to four consecutive years.

For this year so far, Snaw-naw-as, Tseil-Waututh, Klahoose, and Malahat have utilized this grant for different cultural community events and programs! NmTC encourages each of the Member Nations to get in touch about how much is available to them and how to receive the grant.

Email: mikaelac@nautsamawt.com

Nation-to-Nation Housing & Infrastructure Workshop

On September 16, the NmTC Technical Services Unit coordinated a gathering at ɣ̓wemaḱw̓u (Homalco) for the Nation-to-Nation Housing and Infrastructure Workshop. Thank you to Homalco First Nation for hosting us in your territory, and to everyone who travelled to be there: the housing staff, public works crews, technicians, leadership and presenters who engaged in lively and thought provoking exchanges. The workshop brought together representation from Homalco, Tsleil-Waututh, Snaw-naw-as, Halalt, Tsawwassen and Tla'amin Nations.

Days like this are the reminder that you are not carrying this work alone, and we are working together to build better communities. Here are a few moments from the day.



(Images) Attendees gather at the Nation-to-Nation Housing and Infrastructure workshop.

National Day for Truth & Reconciliation

For Nations across these lands, the residential school system is not distant history. Photographs are shown in black and white to represent a bygone era, but the history and many buildings still stand today in full colour. The last federally-funded residential school didn't close until 1997. The Survivors are our Elders, our family, our friends, and in many cases, ourselves. We are still working to repair the damage that was done to our communities, reviving culture, reviving language, reviving our lifeways. But we are resilient and strong, and we are building a future for our children that we can be proud of.

Every day of the year, our Member Nations are doing the work that residential schools tried to make impossible: growing food on our own land, running our own housing and infrastructure, speaking our languages, gathering with Elders and youth into the same room, and making decisions as successful, sovereign Nations.

Together, we remember our history, and we are using its lessons to build a strong, enduring future.

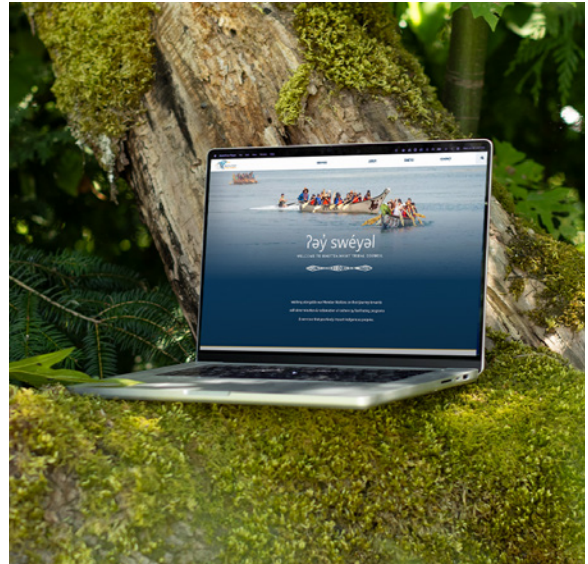
Nautsamawt.org Website Refresh

Over the past several months, we've been working to refresh our website and communications materials to better reflect who we are today, the services we provide, and the Nations and communities we serve.

The new site offers an updated look and feel, improved navigation, and refreshed content that better showcases the work happening across NmTC.

Our hands are raised to the Indigenous Marketing Solutions team for their dedication, creativity, and countless hours spent bringing this redesign to life. This was a significant undertaking, and their hard work, collaboration, and attention to detail have resulted in a website that we're proud to share with our Member Nations, partners, and the public.

Visit: www.nautsamawt.org



The new Naut'sa mawt Tribal Council website

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

October 14, 2026

Virtual

Contact: angelinar@nautsamawt.com

NmTC Annual General Meeting

November 16 - 17, 2026

Delta Hotel Ocean Pointe Resort, Victoria, BC

Contact: events@nautsamawt.com

Youth Council Meeting

October 19, 2026 | 6 - 7 pm

Virtual

Contact: angelinar@nautsamawt.com

Community Safety Plan: Board, Elder and Youth Engagement

November 16, 2026

Delta Hotel Ocean Pointe Resort, Victoria, BC

Contact: angelinar@nautsamawt.com

Elders Advisory Council Meeting

October 27, 2026 | 9:30 - 11 am

Virtual

Contact: angelinar@nautsamawt.com

CAO Network Meetings

November 16, 2026 | 1:30 - 2:30 pm

Virtual

Contact: mikaelac@nautsamawt.com

12+1 Screaming Babies Plant Medicine Program

October 27, 2026

Virtual

Contact: seannaj@nautsamawt.com

Community Safety Plan: Third Gathering

December 1 - 2, 2026

Tsawwassen First Nation territory

Contact: angelinar@nautsamawt.com

Emergency Coordinators Network: Drone Training

November 2 - 6, 2026

T'Sou-ke First Nation territory

Contact: angelinar@nautsamawt.com

Stronger Together - Lateral Violence Workshop

February 2, 2027

Klahoose First Nation territory

Contact: johnnap@nautsamawt.com

All dates and details are subject to change.





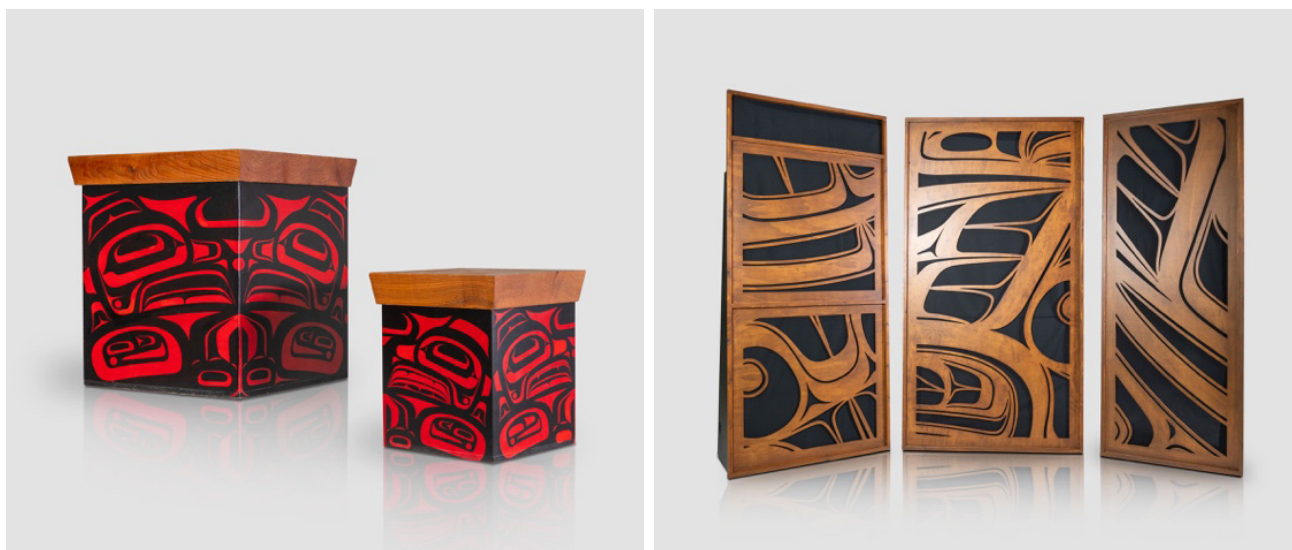
Naut'sa mawt Event Management

Naut'sa mawt Event Management: Art & Décor Department

Naut'sa mawt Event Management is pleased to announce the evolution of our Art & Experience Department into the "Art & Décor Department."

The Art & Décor Department supports clients in creating thoughtful, memorable event environments through event design, décor rentals, greenery and natural elements, tablescapes, and Indigenous art activations. While art and creativity remain central to the department's work, the new name more clearly reflects the breadth of décor and design services we provide and makes it easier for clients to understand how our team can support their events.

This evolution represents another step forward as we continue to strengthen and expand our services, bringing together creativity, cultural integrity, and thoughtful design to create meaningful event experiences.



(Image left) Raven boxes captivate with their bold red and black motifs. (Image right) The Orca motif is a large-scale freestanding configuration with impact.



Indigenous Marketing Solutions

Kids Help Phone Campaign

In August, Kids Help Phone launched End the Silence — a national campaign for Indigenous boys and young men, and one of the most meaningful projects we've had the privilege of bringing to life.

The campaign is built around a full brand identity and key messaging developed specifically for this audience, anchored by a website at endthesilence.com. It launched with a coast-to-coast radio buy and an influencer network amplifying content across social media. CBC and several other press outlets picked up the story.

The result is a campaign we're genuinely proud of that's culturally grounded, intentional, and built to reach Indigenous young men who deserve to see themselves reflected in the conversation about mental health.

Go take a look: endthesilence.com



(Images) Logo, graphics and website screenshots from the End The Silence campaign.



Generations: Our 2026 Orange Shirt Day Collection Is Here

We're proud to introduce Generations, a design by artist Jay Joseph created for the 2026 Orange Shirt Day apparel, a piece that carries real meaning with every wear.

The design centres on wolves, animals that are family-oriented by nature and carry deep significance across many Nations. In Generations, a young wolf pup is surrounded by family members spanning multiple generations, all howling together, passing a message of healing forward through time, and with it, a hope for positive, meaningful change. It's a powerful image for a day built around truth, reconciliation, and the long work of healing.

Jay Joseph is an artist known for formline designs that feature non-traditional and unconventional animals and creatures. Jay lives on unceded Skwxwú7mesh and səliłwətał land in British Columbia and is a member of the Wet'suwet'en Likhts'amisyu (Fireweed) Clan. We had the joy of working with Jay previously on a red dress shirt for Walmart, and we're thrilled to be collaborating again on a project this meaningful.

NmTC Member Nations receive 20% off their orders.

Visit: shop.indigenousmarketing.ca Use code F&F2026 at checkout.

(Images) The "Generations" Orange Shirt Day hoodie and t-shirt.





Xyntax Group Inc.

Next generation cloud ERP for First Nations governments

Xyntax is developing a next-generation, cloud-native Enterprise Resource Planning (ERP) platform designed specifically for First Nation governments. Built on more than 40 years of experience serving Indigenous organizations, it pairs modern cloud technology with the financial, administrative, and reporting requirements unique to First Nation communities.

A few of the planned features include:

First Nation Financial Management: Fund accounting, departmental budgeting, and program management are integrated in one system. Budgets are set and monitored by department and consolidated organization-wide, giving leadership clear visibility into expenditures and available funding. Membership and community information is managed alongside financials to support program administration.

Funding Tracked Against Projects: Revenues and expenditures are traceable by funding source, project, program, or department. Activity is tracked against each funding agreement, so managers can see committed, spent, and remaining amounts for any project at any time.

Work From Anywhere: As a cloud-native platform, authorized staff can work securely from home, satellite offices, or on the road. Updates are automatic and no local servers are required, a particular advantage for finance teams in remote communities.

Funder And Government Reporting: Reports and structured exports are formatted to meet the requirements of Indigenous Services Canada and other funding partners, including funding-agreement reporting formats.

Shorter, Less Costly Audits: Complete audit trails, integrated document management, and standardized reporting reduce manual reconciliation and preparation effort.

The platform is under active development, with initial customer implementations planned for 2027. Early releases will deliver core financial management, with additional modules introduced as development progresses.

The features described above represent planned functionality and may be updated during development. For more information, please contact paul@xyntax.com.

