

2024 2025

ANNUAL
GENERAL
ASSEMBLY
REPORT



SAIK'UZ
FIRST
NATION



Hadih Welcome

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MESSAGE FROM THE CHIEF

Priscilla Mueller



Hadih, Elders, Youth and Nation Members.

I have served as your Elected Chief for six years now and couldn't be more proud to serve our Nation.

Before we start reflecting on this past year's prosperity for us as a Nation, I would like to take a moment to acknowledge all of those who have lost a loved one in the past year. Our thoughts and prayers are with you as you grieve.

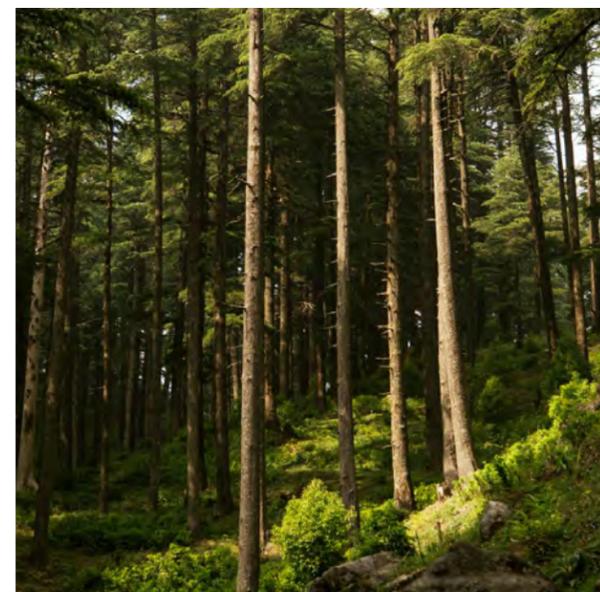
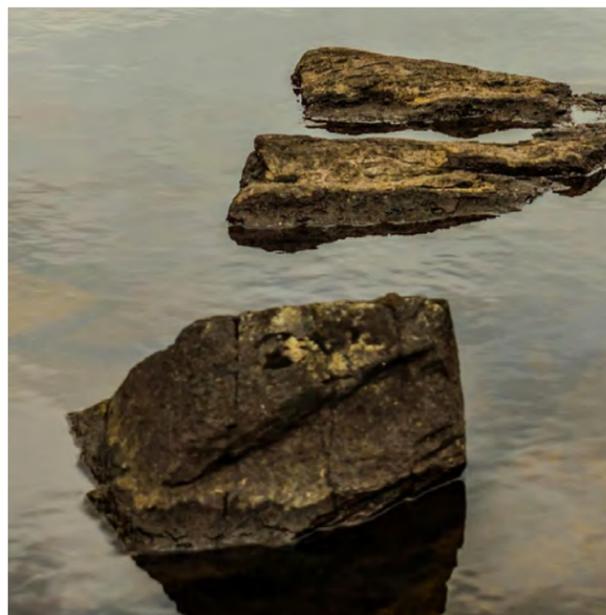
Over the last 10 years, we have seen so much growth. I would like to acknowledge our hard-working staff, past leaders and community members who have been actively engaged in our Nation's prosperity. It is an honour to work collectively and continue the legacy of leaders before me in making Saik'uz a better place to live, work and play.

Thank you to our staff and to Council for your continued support as we embark on new opportunities for our Nation. There is still a lot of work to be done, but with your support, we will be successful in all that we do.

Carrier Sekani First Nation

On March 31, 2024, the Carrier Sekani First Nation (CSFN) leadership, Saik'uz, Nadleh, Stellat'en, Tl'azt'en, Nak'azdli, Ts'il Kaz Koh and Takla signed another historic agreement with the Province of British Columbia valued at \$200 million.

The Pathways 3.0 agreement is a five-year initiative that focuses on forestry and resource management planning and is intended to serve as a step towards a Comprehensive Reconciliation Agreement.



Clan House

The feasibility study for the clan house was completed, and a design team was selected in July 2025. Sahuri and their team will begin community engagement this fall to help guide the design of the building.

North Coast Transmission Line

Negotiations on the North Coast Transmission Line (NCTL) are ongoing. In May 2025, the Province and BC Hydro tabled an offer to the NFN Nations (Saik'uz, Nadleh and Stellat'en). However, we did not accept, we did not accept their proposal. Our team is now developing a strategy as we move towards a potential agreement with the Province and BC Hydro. Since the NCTL project will proceed with or without our support, we are working to identify additional opportunities that will benefit and uplift our Nation while creating future possibilities for our community.

Artemis Gold Inc.

To date, we have not received any benefits from Artemis Gold Inc. Our technical teams have been working on revisions to the Participation Agreement, as well as

on the environmental assessment for the transmission line. The Chiefs met with the Artemis CEO to express their disappointment regarding the lack of benefits received to date; however, no agreement was reached during that conversation.

Forestry

Our Council has been meeting with Nadleh and Stellat'en on the development of a spatial harvest plan. This work will support the creation of a biodiversity risk ranking model, which will guide where harvesting and restoration activities can take place within our territories and the Nechako. As we uphold our agreement in a way that benefits both parties, we recognize the many challenges posed by limited forestry availability, yet we remain committed to finding solutions.

Jasmine Thomas and her team will provide a fulsome Forestry Report at the AGA.

Rio Tinto Alcan

In January 2025, the Nipissing First Nation (NFN) signed an Infrastructure Agreement with Rio Tinto Alcan (RTA). The purpose of this agreement is for the Nations and RTA to work together to co-design infrastructure projects that will benefit the Nechako. The two projects identified are the Kenny Dam Release Facility and the Tahtsa Narrows Dredge, both intended to improve the health of the Nechako.

The work will begin with a pre-feasibility study to explore how these projects could function. The anticipated benefits include:

1. increased water flow at the right times of the year
2. positive impacts on fish and wildlife
3. restoring the river's more natural flow patterns

Regional District of Bulkley-Nechako (RDBN)

An MOU was signed with the RDBN and the Nations of Nadleh, Stellat'en, Saik'uz and Cheslatta.

Election Code

In June 2024, we began work on amendments to the Election Code. This work was completed, and the amendments were passed prior to the 2025 election. Among the changes were the addition of two new Council positions: an Elder Council seat and an Off-Reserve Council seat.

Governance Policy for Chief & Council

Work is underway to develop a Governance Manual for Chief & Council. This manual will clearly define the powers and authorities of the elected Chief & Council, as well as outline the relationship between Council, Saik'uz First Nation (SFN), the community and traditional leadership.

The manual will provide a framework to guide Chief & Council in demonstrating responsible management of resources and in meeting the expectations of community members, funders and partners.

This work will begin in September with extensive community input and engagement. The manual has a completion goal date of March 2026.



Nechako Film

Our film, *Nechako*, was completed in 2025 with Member viewings held in Vanderhoof in April, and screenings at the Vancouver Film Festival and the Toronto Film Festival (TIFF).

We extend our gratitude to the Saik'uz Members who contributed to the film and to the Members of Stellat'en who shared their voices. A special thank you to Director Lyana Patrick, Co-Producer Jessica Hellenback and their team for bringing this film to life and making it such a success!

Off-Reserve Updates

We continue to engage with off-reserve Membership. These sessions have been very valuable for Council and staff to understand the needs of our off-reserve Members. With the addition of an Off-Reserve Councillor, we hope to gain even more insight into the challenges our Members are facing. Engagement sessions will continue throughout the year.

Wind Farm

We are exploring alternative options to ensure the community can make an informed decision about the proposed Innergex wind farm project. Community engagement sessions will take place this fall, with Jasmine Thomas leading the project.

Solar Farm

Discussions are ongoing with Energy Economics about the potential solar farm project. If the community decides this is a project worth pursuing, we will continue to move forward.



I wanted to add a heartfelt thank you to all the summer students who worked hard throughout the season and supported our staff across all departments.

I would also like to thank the Saik'uz First Nation (SFN) staff for their dedication and commitment and our General Manager, Cora, for the guidance and support she provides both staff and Council in the work we do together.

To my fellow Council members, thank you for putting yourselves in the position to lead. It takes great strength and courage to carry out the responsibilities of leadership and I deeply appreciate the work you do for our Nation.

Thank you,

Chief Priscilla Mueller

[FIND PRISCILLA'S BIO ON PAGE 29](#)

Community Projects

The Cultural Centre is now complete and we are finalizing a date for the grand opening.

The new health centre is more than half completed with a spring opening anticipated.

The road expansion project has wrapped up and significant work is also taking place at the maintenance yard. Thank you to Joel, Mickey, the men's group and your crews for all the work around the community—Saik'uz is looking amazing!

The community playground project is progressing with extensive preparation and roadwork already completed. This is a phased project, meaning it will move forward as funding for each phase becomes available.

The community garden has flourished thanks to Bev Boerson and staff, who have done an outstanding job in a very short time. Thank you for your dedication and hard work. We look forward to the harvest meal being prepared with the garden's produce.



Monthly Community Updates:

We continue to host our Thursday community updates. If you haven't attended yet, I encourage you to join us. These updates are a great opportunity to ask questions directly to Council and staff about the activities and services being delivered by our departments.

Jasmine Thomas



I would like to extend my gratitude to the Saik'uz Membership for allowing me the honour of serving our community from 2017 until the end of my term in 2025. It has truly been a privilege to witness the growth and resilience of our Nation alongside our Council and staff. I look forward to seeing our Members continue to reclaim the spaces we have historically been shut out of and restore the places that have sustained us for generations. I remain committed to supporting our Membership in whatever roles may be required to help advance and protect our collective rights, title, and interests.

Under the Strategic Framework—that Council adopted in 2017 after engaging with staff and Membership—my Governance Goal has primarily been around 'Environmental Stewardship'. I have been focused on issues related to Lands & Resources as well as associated economic development and employment opportunities. I continue to support our Council in other general governance areas that impact all Saik'uz Members (e.g., health, child welfare, housing and infrastructure, rights-title and interests) in addition to other various committees and boards internally and externally.

Many of our current negotiations with British Columbia occur collectively with six other Carrier Sekani First Nations (CSFNs): Nadleh Whut'en, Stellat'en, Ts'il Kaz Koh (aka Burns Lake Band), Nak'azdli, Tl'azt'en, and Takla. Leading into 2024, we sought renewal of the Pathways Forward Agreement. This resulted in the signing of Pathways 3.0 in March 2024,

a five-year initiative focused on forestry and stewardship, which we entered prior to the provincial elections. We additionally sought mandates on 'Resource Management Planning' and an 'Agreement in Principle' (AIP) that focuses on core elements of a 'Comprehensive Reconciliation Agreement' (title by agreement outside of the existing BC Treaty Process) that has prioritized forestry and stewardship chapters as part of a step-wise approach towards achieving reconciliation in those areas. Canada will be engaged as negotiations advance, and historical redress and compensation will continue to be elevated within multiple negotiation spaces in relation to many of the opportunities that we are currently engaged on. There are growing pains associated with many of these processes, but we have achieved many unprecedented milestones as a collective.

Carrier Sekani First Nations (CSFN) Territories are facing serious issues:

- Declining timber supply due to over-harvesting, the mountain pine beetle infestation, and increased forest fires. The uplift in Annual Allowable Cut (AAC) between 2002 and 2016 to salvage mountain pine beetle wood, combined with devastation from forest fires, has significantly constrained timber supplies in this region and throughout British Columbia.
- Some of the largest mills in the world were built to process the massive increase in harvesting during the pine beetle salvage. With a reduced supply, these mills have already begun curtailing or closing. Most notably, Canfor permanently closed its Plateau Sawmill in Vanderhoof, resulting in the loss of 260 jobs. The closure, combined with earlier curtailments at other regional mills, has had a heavy impact on families and the local economy, underscoring the urgent need to diversify employment opportunities and strengthen other sectors.
- Declining animal populations, including moose and furbearers like marten and fisher. Joint CSFN-BC reports indicate up to a 75-90% reduction in moose population in some CSFN territories and indicate only 10% of old growth/high biodiversity areas remain in Saik'uz territory to sustain all those dependent on forest health (wildlife, Members, etc.)
- In addition, salmon returns have been in sharp decline, with many other species experiencing lower populations as well.

The Pathways Forward 3.0 Agreement includes collaborative decision-making between CSFNs and BC to start addressing some of the issues highlighted above. However, it has been a long journey to get movement on some of this work. While there are challenges, there are also significant advancements that have been made in areas of forestry and stewardship that have been unprecedented to date:

Largest land deferral in the history of BC through the implementation of 'Immediate Measures' (IMs): CSFN collective efforts to preserve the last remaining biodiversity areas in the territory by halting forestry harvesting activities that are not consented to.

- This led to the short-term 'Spatial Harvest Planning' process where major licensees were/are to engage with our community to attain consent for logging that may occur in IM areas (on-going)
- The spatial harvest planning exercise is meant to preserve a 'land base' to support a longer-term 'Resource Management Planning' process that is being pursued
- Technical work conducted by our Lands & Resources Department has been instrumental in this process—not only for Saik'uz but for the other CSFNs as well
- Largest transfer of forest tenure allocated to First Nations in the history of BC
- Key element of the Pathways Forward Agreement with BC references our collective goal for CSFNs to attain 50% of all volume attributable to CSFN territories

While supporting forestry and stewardship at the various leadership and technical tables, I also supported other collective negotiating tables for Saik'uz and the CSFNs (Senior Official, Pathways Renewal & Implementation, Communications, Economic Development, etc.).

There are many opportunities and challenges for our community to consider in terms of diversifying our regional economy, our relationship with various levels of governments and our own internal decision-making processes (e.g., relationship between elected and traditional governance systems, Business Accountability Framework that aligns business with stewardship and cultural values and principles, etc.). I also thank all Members who engaged in processes that supported the amendment of our current custom election code and the discussions regarding the role, structure and compensation of elected Chief and Councillors. We were able to complete these amendments prior to our 2025 election and included the addition of two new Council positions: an Elder Council seat and an Off-Reserve Council seat.

I also supported the development of the full-length feature documentary, *Nechako*, with the National Film Board of Canada. This film was completed in 2025 and has already been screened in Vanderhoof for our Members, as well as at the Vancouver and Toronto Film Festivals. It is a powerful record of our legal battle against Rio Tinto Alcan and our ongoing work alongside Stelat'en to protect the Nechako.

Following the BC Court of Appeal decision in winter 2024, Saik'uz and Stelat'en applied for leave to the Supreme Court of Canada. Negotiations with RTA have also continued. In January 2025, the NFN Nations signed an Infrastructure Agreement with RTA, committing to work together on projects such as the Kenny Dam Release Facility and the Tahtsa Narrows Dredge. These initiatives aim to restore healthier water flows to the Nechako—as the Nechako River is only operating around 30% of its natural flow—and bring long-term benefits to fish, wildlife, and our communities. While the litigation process continues and there is much more work to be done, this agreement reflects progress in creating concrete, on-the-ground change.

There are many significant projects that will require community engagement (off/on-reserve) to discuss how each project may impact Saik'uz Member rights and interests (either positively or negatively): Artemis transmission line to power the Blackwater mine; solar and wind energy opportunities; BC Hydro's transmission line expansion project (we have aligned with our neighbours Lheidli, Nadleh and Stelat'en as 'Phase 1' communities); land and other business acquisition opportunities; infrastructure projects and initiatives on the Nechako River that may help restore sustainable water levels for threatened fisheries; relationships with BC, Canada, and other First Nations (i.e., Nazko), etc.

These are just some of the many issues and opportunities that I hope to explore deeper within my upcoming two years of study with Simon Fraser University in their Indigenous Business Leadership Executive Master of Business Administration program. I am excited to refine the skills I have attained so far and continue to build upon and reflect on my three terms of leadership experience during this next part of my journey.

I have appreciated the opportunity to serve our Members and to be part of an administration that has navigated through many challenges and successes as a community while growing exponentially simultaneously. We have so many things to consider during this critical period of growth: self-determination and decision-making, energy sovereignty, food security, cultural revitalization, ecosystem restoration activities, future leadership and capacity building, and much more. We are a powerful People living in exciting times and I will always love and advocate for our Members in whatever capacity that I can. I am proud to be from Saik'uz and honour all those who came before me, whose foundations I hope I have helped to strengthen and carry forward for future leaders.

T'eke nawhudusni,
Jasmine Thomas

[FIND JASMINE'S BIO ON PAGE 22](#)

*We are a powerful People
living in exciting times, and
I will always love and advocate
for our Members.*

– JASMINE THOMAS



MESSAGE FROM THE GENERAL MANAGER

Cora McIntosh



Thank you for taking the time to participate in the AGA 2024-25. I'm hoping everyone had a chance to enjoy the warm weather, the summertime excitement and get out on the land and harvest. Thankfully, during the 2024 fire season, we did not have to manage any fire activity in our territory. We were blessed with a beautiful fire season, full of clean air and sunny days.

This year, we saw incredible work happening across the territory. Community members stepped up in so many ways, from participating in the traditional governance oversight committee to supporting after-school programs for our children and beyond.

We are proud of the work being done to create connectivity in our community.



Please keep in mind our Nation continues to operate at a reduced capacity. We appreciate your patience and support while we navigate the delivery of programs and events. I hope to give you insight into what we are working on behind the scenes to create a thriving Saik'uz Nation. I am extremely proud of the work we have accomplished to date, and I am excited to share it with you.

Some of our activities that brought our Members together included:

- Community meetings (starting April 2024)
- Cultural days
- Yinka Dene-led Review
- *Nechako* film—Documentary featuring Saik'uz and Stelat'en played nationally and internationally
- Community hunting and fishing trip
- Recreation department resumed programming
- Healing fires
- Culture camp at Tachenuk
- Sobriety and wellness work
- Election code development with Chief & Council
- Election amendment and election 2025
- Kickstarting construction for Saik'uz park
- Creation of a clan booklet
- Community holiday parties
- Nation-to-Nation building
- Language and culture
- Signed Memorandum of Understanding between the Regional District of Bulkley-Nechako and District of Vanderhoof to rehabilitate the Nechako River
- Angela, Carl and Michael N. within a couple weeks in December/January
- Wellness Week
- Pet Committee implementation
- ICBC mobile office
- Ronnie McCook—collaborated in the search of Ronnie McCook alongside RCMP and the local Search and Rescue detachment
- Men's wellness day
- Joseph Street extension

Saik'uz oversees many projects, some by our incredible managers and others that fall within my area of responsibility. While I do not have full involvement in all projects and programs, I am sure to have some oversight and knowledge of the progress in each.

There are approximately 12 large-scale projects:

- Daycare
- New Health Station
- Multiplex
- Bednesti building
- Saik'uz Cultural Centre
- Phase 2 Potlach house
- Ball Field
- Trail Project
- Greenhouse
- Clan House
- Firehall
- Housing
- Honorary Park

...and six major projects happening under the Nation right now, falling under various departments including:

- Rio Tinto Alcan
- North Coast Transmission Line
- Artemis Gold Inc.
- Pathways Forward Agreement
- Coastal GasLink (CGL)
- Infrastructure Agreement

Staff

This past year, we have continued to grow our departments. This report will showcase the new faces that have joined our Nation over the course of the year. Our teams have grown in various departments, including the land and resources department, administration, finance and prevention to name a few. As you will hear we have many employees, with room to grow, adding another 16 vacant positions. Unfortunately, the challenges related to the cost of living are having an impact on our ability to recruit employees.

Demand for our managers continues to increase significantly following the implementation of reconciliation engagement initiatives. UNDRIP has changed the landscape of collaboration, engagement, and consultation, meaning that the Nation and our Members have a voice at the table, unlike before.

These updates mean we need to operate with a deep and knowledgeable understanding of the “Western” government processes, as well as a strong understanding of our culture, traditions and practices. Planning and engagement from all perspectives will need to be included.

This duality reminds us of the teaching of Two-Eyed Seeing. In the past, many outside groups have shown interest in working with our people, but while we listen to these invitations, we also face significant changes in government laws. These laws are being passed quickly to support Canada’s economic plans. Sadly, these changes affect our Nation’s ability to share our voice at decision-making tables.

Two-Eyed Seeing teaches us to look at the world with both eyes open:

- one eye sees through Indigenous ways of knowing
- the other eye sees through Western ways of knowing

By using both eyes together, we can make better choices for everyone. As Elder Albert Marshall shares, Two-Eyed Seeing asks us to join our different ways of understanding so we can leave the world better than we found it. This way, we protect opportunities for the next seven generations through our actions today. Incorporating the cultural priorities of our Nation into the systemic challenges of industry development will always be a challenge, and one we are always ready to tackle.

This past year, while we maintained a strong position in the economic development for industry, our managers and staff have been working tirelessly to ensure that we are creating opportunities for Members to reconnect with the territory. Returning to the land is an important step in ensuring we remain connected to who we are. We have always been advised to invest just as many resources into embracing and celebrating our culture as it took to take it away. At Saik’uz, we strive to create meaningful opportunities for our people to return to the territory, reconnect with our water, introduce themselves to the animals and feel the power of the spirit of the land.



Be sure to check out our events calendar to stay up to date on local community initiatives.

Next Steps

- Implementation of the full prevention programming, including post-majority supports
- Finishing and finalizing the capital projects on the books
- Community Engagement on Band initiatives and projects
- The development and implementation of a corporate structure to facilitate legal land use planning and economic development Initiatives
- Tatchenuk site of Culture Camp
- Saik’uz Ballfield

Saik’uz First Nation has an open-door policy; feel free to call or visit me at the office. If I am available, I will always make the time to chat with you.

Lastly, there are a lot of opportunities for Members to join our team as we continue to expand and grow our Nation. Please consider applying to our open positions or inquire about what is available.

Snachalhuya

Cora McIntosh

[FIND CORA'S BIO ON PAGE 16](#)

It is my job to ensure the safety and prosperity of our Nation to ensure we can continue to connect with our traditions, grow economically and continue to provide incredible opportunities to our Members.

– CORA MCINTOSH

Staff Biographies

The strength of Saik'uz First Nation lies in the dedication, knowledge and compassion of our people. From leadership and governance to health, education, finance and community wellness, each team Member brings unique skills and lived experiences that support the well-being of Members and the protection of Saik'uz lands, language and culture.

Below, you'll meet those working tirelessly to serve our Nation, building connections and creating a brighter future for generations to come.

Cora McIntosh, GENERAL MANAGER

Cora McIntosh is the General Manager for Saik'uz First Nation. She started this job in January 2022 and has learned a lot since then, with the support of her community.

Before this role, Cora spent eight years in leadership. In 2017, she decided to return to school at the University of Northern British Columbia, even though it had been 15 years since she was last in a classroom. She wanted to find a new way to serve Saik'uz. Going to school while raising four children and working was not easy, but she never gave up. Even when her father passed away in 2021, she kept going and graduated in December of that year.

In January 2022, Cora was asked to be the interim General Manager, and by June she was offered the full-time position. She is very thankful for the chance to work for and with her community. Cora is a proud Noolhk'ai Whut'en, and a mother of four. She feels honoured every day to serve her Nation.



Alison Johnny, COUNCILLOR

Alison Johnny is a dedicated Councillor for Saik'uz First Nation and an active local businessperson. Since beginning her term in March 2021, she has been a strong advocate for her community, focusing on economic development and the well-being of Saik'uz Members.



Amber Teed, PATHWAYS FORWARD COORDINATOR

Amber Teed is the Pathways Forward Coordinator, with a career spanning 27 years in Aboriginal Relations. She has pioneered many First Nations programs at institutions including the Justice Institute of BC, the Prince George Nechako Aboriginal Employment & Training Association and New Gold Inc. Amber holds a B.A. in Geography with a focus on Aboriginal Resource Management and has an undefended M.A. thesis in First Nations Studies.

A proud Frog Clan Member, Amber has been married to Rodney Teed for nearly 40 years. She enjoys engaging in Carrier Sekani culture with her children, Cody and Kayla, and cherishing time with her three grandsons, Donovan, Damian and Lazare.



Andrea Herrera, EXECUTIVE ASSISTANT TO CHIEF & COUNCIL / ADMINISTRATION MANAGER

Andrea Herrera has been the Executive Assistant to Chief & Council and the Administration Manager, since 2021. Her background in event management and diverse experience in government, education and hospitality make her great in problem-solving and public engagement.

Born in Ecuador, Andrea has called Canada home from five years of age. She loves exploring British Columbia's landscapes with her dog, Autumn, and values the opportunity to connect with community members and contribute to leadership's efforts.

Note: Andrea stepped away from her role in early 2025 to begin her parental leave. Congratulations to Andrea and her new baby!



April Antoine, ADMINISTRATIVE ASSISTANT

April Antoine, a proud Member of the Grouse Clan, has served Saik'uz First Nation as an Administrative Assistant for over four years. Her responsibilities include public assistance, managing calls, supporting all departments and overseeing store operations. April also ensures that all supplies—from janitorial items to personal protective equipment—are well-stocked.

Outside of work, April loves spending time with her family and enjoys outdoor activities, embracing the natural beauty of her surroundings.



Ashley Antoine, YOUTH SUPPORT WORKER

Ashley Antoine, daughter of Vera Antoine, is a Saik'uz and Tachick Whut'en Member and mother of three. After living in various places, Ashley returned home four years ago and now works as a Youth Support Worker. With a background in welding and experience in the Education Department, she brings a hands-on approach to her work with Saik'uz youth.



Ashley is passionate about cultural activities and building strong bonds with youth. She is dedicated to focusing resources on children in care and strengthening relationships with those living outside the community.

Carla Tumbaga, ACCOUNTS PAYABLE CLERK

Carla Tumbaga has been part of the Saik'uz First Nation Finance Department since August 2019. She supports both Saik'uz First Nation and Tin Toh Forest Products Ltd. with accounts payable, payroll and other financial tasks. She works closely with staff across departments and is often the go-to person for assistance in the Finance Office.



Originally from the Philippines, Carla moved to Canada in 2011. She became a permanent resident, then a Canadian citizen, and in 2023 completed a bookkeeping course at CNC while working full-time—an achievement she is very proud of.

As the Finance Department expands, Carla has stepped into a new role as Finance Assistant, supporting the Finance Manager with budgeting, financial tracking and reporting. She is excited to continue building her skills and contributing to the Nation's financial health. Carla is grateful to work in such a supportive community and values its commitment to protecting its land, culture and future generations.

Chantel Murray, SOCIAL DEVELOPMENT MANAGER

Chantel Murray is the Manager of the Social Development Department. After 18 months of parental leave, she has returned to the office on a part-time basis.

Chantel is grateful for the patience and understanding her clients have shown as she navigates returning to work while parenting a toddler. Her door is always open during office hours, and she welcomes Community members to stop by if they need any assistance.



Claudia Johnny-Martin, EVENTS COORDINATOR

Claudia Johnny-Martin, originally from Nakazdli territory, serves as the Events Coordinator for Saik'uz First Nation, a role she started in 2024. Claudia is married to Erik Johnny-Martin, and together they raise their three children in Saik'uz territory. Her passion for community engagement and dedication to her role make her an asset to the team.



Colleen Patrick, EARLY CHILDHOOD EDUCATOR

Colleen Patrick is a proud Member of Saik'uz First Nation and a dedicated single mother of two: Delsin John, age 15, and Madison Patrick, age 24. She has worked in the Early Childhood Education (ECE) field since 2008 and holds a diploma in ECE, with additional certification in Infant/Toddler and Special Needs care.



Colleen is passionate about working with children and families, and about strengthening the community as a whole. She returned to the Saik'uz Daycare team in April 2025, having previously worked there for 15 years—including three years as the Daycare Manager. She is honoured to once again support Saik'uz children and families through her work in early childhood education.

"The most important period of life is not the age of university studies, but the first one, the period from birth to the age of six."

Courtney Woodland, PAYROLL CLERK

Courtney Woodland is a proud Member of the Kaska Nation and part of the Wolf Clan. Her home community of Lower Post is located in the northern B.C./Yukon region. She is a dedicated mother of two and has been working in the Saik'uz Finance Department for nearly two years as Payroll Clerk.



Courtney is currently pursuing her Indigenous Financial Management Certificate through Langara College in partnership with AFOA Canada. Over the past year, her primary focus has been payroll, while also supporting other duties as needed. She holds a diploma in Oil and Gas Office Administration from Grande Prairie Polytechnic and has completed coursework in Indigenous Studies, Business and Psychology at UNBC.

In her spare time, Courtney enjoys being outdoors with family and practising traditional beadwork and leatherwork. She is truly grateful to be working in the Saik'uz community and building relationships with its Members. She wishes to say *souga sinla*—thank you!

Crystal Franks, FINANCE MANAGER

Crystal Franks joined Saik'uz First Nation in June 2020 as the Finance Manager, overseeing the financial operations of the Nation and its growing number of government-owned entities. She collaborates closely with department managers, providing them with software and finance tools to support their work. She is instrumental in coordinating financial audits and maintaining the strategic vision for Saik'uz.

Crystal leads a dedicated team and is committed to enhancing the Nation's financial management. Outside of work, she appreciates the community's supportive environment and is passionate about contributing to its success.



Deborah Page, CULTURE & LANGUAGE MANAGER

Deborah Page, granddaughter of Veronica George and Duncan George, has dedicated herself to cultural preservation as the Culture and Language Manager. Over the past seven years, she has focused on revitalizing the endangered Dakelh language, securing \$1.8 million in funding for language programs.

Her deep respect for Elders fuels her commitment to preserving cultural heritage. Deborah acknowledges her hardworking team and remains steadfast in her mission.



Deanna Patrick, YOUTH SUPPORT WORKER

Deanna Patrick, daughter of Andrea Patrick and the late Gordon John, is a Youth Support Worker at Saik'uz First Nation. A Frog Clan Member and mother of three daughters, Deanna is thrilled to return to her community and work with youth. Her previous experience with young people in Vanderhoof and surrounding areas has prepared her for this role. Deanna is excited to implement culturally-based activities and build strong relationships with children in care and the wider community.



Emily Isadore, DRIVER, SAIK'UZ HEALTH CENTRE

Emily is the driver for the Saik'uz Health Centre. In her role, she transports clients to medical appointments while offering support and companionship.

She finds meaning in speaking with clients about their health, offering compassion, and helping them feel supported throughout their appointments.

A Member of the Frog Clan, Emily values her work because it allows her to spend time with fellow Band Members and strengthen community connections.

Emily has lived in Saik'uz her entire life. In her free time, she enjoys driving, spending time on the land, hunting, beading and being with her grandchildren.



Erik Johnny-Martin, WILDLIFE MONITOR

Erik Johnny-Martin has been a Wildlife Monitor for the Land and Resources Department since 2019. He is responsible for maintaining equipment, data logging and engaging the community in cultural activities such as medicinal plant gathering and meat harvesting.

Erik has also served as the Deputy Fire Chief and, in early 2024, took over as Fire Chief from Gilbert Vickers Sr. His deep connection to the land and commitment to community safety make him a vital Member of Saik'uz First Nation.



James Thomas, WILDLIFE MONITOR SUPERVISOR, LAND & RESOURCES

James Thomas supervises the Land and Resources Wildlife Monitor crew at Saik'uz First Nation. His team works on projects such as investigating pre- and post-harvest cut blocks, water quality testing and conducting wildlife studies. James is passionate about supporting the community through traditional activities such as hunting and trapping, and he takes pride in helping to preserve Saik'uz territory.



Jasmine Thomas, STEWARDSHIP LEAD, LAND & RESOURCES

Jasmine Thomas is a Dene woman and proud Frog Clan Member who lives in Saik'uz. During the 2024–25 fiscal year, she served as an elected Councillor for Saik'uz First Nation. She's now the Stewardship Lead in the Land and Resources Department.



Jasmine has been actively involved in research and educational initiatives that explore the connection between the environment, health and community well-being. A dedicated advocate for environmental, climate and social justice, she brought this experience to her leadership role on Council and continues to apply it in her current work.

Her commitment to youth and community engagement continues to inspire those around her, as she works to help build a better future for all.

Jason Alexis, COUNCILLOR

Jason Alexis, a Member of Noolhk'ai Whut'en, is the son of Dickson and Hazel Alexis. Raised by his grandmother, Marie Alexis, Jason was deeply influenced by his cultural upbringing. After pursuing education and while raising his daughter, Chaylean Alexis, Jason returned to Saik'uz and served as the Economic Development Manager before being elected as a Councillor in 2023.



Now, Jason focuses on promoting economic development and is passionate about ensuring that the future of Saik'uz is prosperous and culturally rich.

Joel Cromarty, MAINTENANCE MANAGER

Joel Cromarty joined the Saik'uz team in November 2023 as the Maintenance Manager. His parents, Robert and Jane Cromarty, have lived in the Fort St. James and Vanderhoof area since the 1950s.



Joel began his career as a heavy-duty mechanic in 1986 after graduating from Nechako Valley Secondary School. He enjoys his role with Saik'uz First Nation and values the opportunity to work with the Band while learning more about the local culture.

His Indigenous heritage is from the Stó:lō Nation in Chilliwack, B.C., where his father was born. In his free time, Joel and his family enjoy outdoor activities such as snowmobiling, hunting, quadding, camping, skiing and travelling.

Jordan Cranmer, INTERIM HEALTH MANAGER

Jordan Cranmer is the Interim Health Manager of the Saik'uz Health Department. She began working for Saik'uz First Nation in April 2024 and supports the daily operations of the health centre, including its programs and activities.



Jordan is passionate about helping create a strong, safe and compassionate environment at the health centre. She believes that leading with compassion and uplifting one another fosters positive workplaces and, in turn, contributes to better community health outcomes.

Outside of work, Jordan enjoys kayaking, spending time with her family and riding her horse.

Joyce Teed, HOMEMAKER

Joyce Teed is a proud Member of the Grouse Clan and serves as a Homemaker for Saik'uz Health. She takes great pride in her work and enjoys spending time with her clients.



For Joyce, visiting and sharing stories is one of the most meaningful parts of the job. She especially values conversations about days gone by and the connections they bring.

Kasandra Johnny-Turbide, LAND & RESOURCES MANAGER

Kasandra Johnny-Turbide, a Frog Clan (Noolhk'ai Whut'en) Member, has been the Land and Resources Manager since August 2018. With a Bachelor of Arts in Environmental Studies from UNBC, Kasandra oversees department staff, projects and initiatives, ensuring that Saik'uz territory is responsibly managed and protected. She remains dedicated to representing Saik'uz in industrial and stewardship projects.



Keisha Thomas, INTERIM SOCIAL DEVELOPMENT MANAGER

Keisha Thomas, daughter of Vivian and Corey Hoffe, is committed to supporting Saik’uz First Nation in her role as Interim Social Development Manager. With training as a Medical Office Assistant and further studies in Indigenous Services Canada’s social programs, Keisha is dedicated to assisting community members in navigating income assistance and addressing challenges facing the Nation.

Note: Keisha transferred from Social Development to the Prevention Department in early 2025.



Kelsey Antoine, TRADITIONAL GOVERNANCE TEAM ASSISTANT

Since returning to the community in 2017, Kelsey Antoine has worked in Health, Education, Economic Development and the Lands and Resources Department. She now serves as the Traditional Governance Team Assistant.

Kelsey is currently focused on the revival of traditional governance, plays a key role in organizing and supporting community-led efforts. She is active in community engagement, working with clans, being out on the land, supporting health and healing, and encouraging everyone to reconnect with their traditional roots.



Krista John, ELDERS WELLNESS WORKER

Krista John is the Elders Wellness Worker, a position she has held since May 2015. A Member of the Frog Clan, with family roots in both the Grouse and Frog Clans, Krista is the daughter of Johnny Peter (John Sr.) and Arlene John.

Krista is passionate about her work with Elders and values the knowledge, stories and teachings they generously share. She feels honoured to spend time with them and continues to learn something new every day. Since 2017, she has organized Monday night bingos to help raise funds for Elders to attend special events, a very successful initiative.

She is deeply proud to support Elders daily and to contribute to their well-being in meaningful ways.



Lesley Raphael, HOUSING MANAGER

Lesley Raphael has worked in Housing and Membership for the past 15 years. After taking a year away from work for her healing journey, she returned to her roles in January 2025 with renewed strength and commitment to serving the Nation.

Lesley is the daughter of the late Frederick Patrick and Bernadette John. She grew up with six siblings and now has three. She is married to Gregory Raphael, and together they have two children, Courteney and the late Gregg Junior, as well as three stepchildren: Samson, Lance, and the late Noleen Natasha.

Lesley is grateful to continue supporting her community and remains dedicated to her work with Saik’uz.



Linda Todd, HOMEMAKER

Linda Todd has been a dedicated Homemaker with the Saik’uz Health Centre for many years. She has provided care and support to many community members and continues to enjoy the meaningful work she does.

In her spare time, Linda enjoys spending time with her family and grandchildren.



Lindsay Antoine, COMMUNITY HEALTH REPRESENTATIVE

Lindsay Antoine is the Community Health Representative for Saik’uz First Nation. Her role allows her to connect with community members and learn something new every day, which she deeply values. She especially enjoys hearing people’s stories and life experiences. This work has brought her back home and helped her reconnect with her roots more than ever before.

Lindsay trained and worked full-time as a care aide for three years. She is currently in her third year of a psychology degree and hopes to pursue a career as a clinical psychologist serving the community. Having grown up in the area, Lindsay is grateful to be back and serving the Nation.



Lydia Poole, WELLNESS WORKER

Lydia Poole serves as one of the National Native Alcohol and Drug Abuse Program (NNADAP) Wellness Workers, a role she began in January 2023. Her start in the position coincided with an immense personal loss: her daughter, Abeni Forsythe, passed away that same month due to an overdose. This tragedy has profoundly shaped Lydia's commitment to healing and supporting her community.



Lydia holds a Chemical Addictions Certificate and a Diploma in Social Work and is currently working toward her Bachelor of Social Work. She has also completed trauma-informed training with Ember of Hope under Richard Sampson and Linda O'Neil of UNBC. She was mentored by Elder Marlene Quaw, who helped her find her voice and navigate her role in service to the Nation.

Since joining the NNADAP team, Lydia has been active in wellness and healing initiatives, including weekly talking circles, game nights and Celebrate Recovery sessions. She also helps Members access detox, treatment and wellness programming. Lydia is deeply grateful for the opportunity to serve her community and remains committed to uplifting and walking alongside others on their healing journeys.

Lynda Derryman, DAYCARE MANAGER

Lynda Derryman, a Frog Clan Member from Stellat'en First Nation, has been a valued Member of the Saik'uz Daycare staff since August 2008. With over two decades of experience in Early Childhood Education, Lynda holds a Diploma in Child Studies and is passionate about continuing her education. Outside of work, she enjoys fishing, hiking and gardening. Lynda cherishes the opportunity to work with children and looks forward to many more years at the Saik'uz Daycare.



Marie Boivin, HUMAN RESOURCES MANAGER

Marie Boivin is a Member of Saik'uz First Nation and sits with the Grouse Clan. Her late grandparents are Lazare Peter John and Mary John Sr., CM, and her late mother is Bernice Spicer.



After many years living off-reserve, Marie is grateful to be back in her home community. Before returning to Saik'uz, she worked for Witset First Nation at Kyahwood Forest Products, a finger joint mill, where she advanced from reception to Interim Manager. She brings this experience and knowledge of First Nation community operations to her role as Human Resources Manager. In her free time, Marie and her partner enjoy camping, fishing, quadding and gardening.

Mariah Douthwright, EDUCATION ASSISTANT

Mariah Douthwright has been the Education Assistant since October 2022. Her father was the late Darryl Douthwright, and her mother is Rose Branton, known in the community as "Little Rosie." Though her family are Members of the Lower Nicola Indian Band near Merritt, B.C., Mariah, her mother, uncle Andrew, and her two brothers all have deep roots in Saik'uz territory.



Over the years, Mariah has built a strong connection with the land, animals and people of the territory. She is honoured to contribute her skills, education and experience to Saik'uz in a positive and professional way. Supporting Members with their education, training and employment goals has been a true privilege, and she is grateful for the many opportunities to form lasting and meaningful relationships. Mariah extends heartfelt thanks to everyone who has made her feel so welcome in the community.

Melanie Labatch, COUNCILLOR

Councillor Melanie Labatch is an elected Councillor for Saik'uz First Nation, beginning her term in April 2025, and a member of the Grouse Clan. She is the daughter of Judy Labatch and Ernie John, the maternal granddaughter of Helen Labatch and John Fosso, and the paternal granddaughter of Mary John Sr. and Lazare John. Melanie is a mother, at'soo, sister and aunty, and has been a registered nurse since 2015. She ran for Council to support the holistic health and wellness of Saik'uz Members and the land. Over the years, she has contributed to cultural exchange programs, arts events, parent groups, children's wellness programs and Healing Fires in Saik'uz and Prince George.



Melanie believes transparency in leadership builds trust. She is grateful to serve alongside her fellow Councillors and support the wellbeing of her Nation.

Mickey Phillips, OPERATIONS MANAGER

Mickey Phillips is a long-time resident of Saik'uz, where he has lived for 35 years. A Member of the Grouse Clan, Mickey has been married to Peggy Johnny for 28 years and is the proud father of Joseph Barfoot, Brandon Thomas and the late Lawrence Quaw.

Mickey worked with the Operations & Maintenance team at Saik'uz First Nation for 28 years. Throughout his career, he has supported both Elders and youth, completing home repairs, mentoring and offering his time and skills wherever needed. In his spare time, Mickey enjoys mechanical work and helping community Members with their vehicles.



Miranda Louie, PREVENTION MANAGER

Miranda Louie is the Prevention Manager, where she works closely with partners such as CSFS and MCFD to support children and families. A Frog Clan Member and part of the Balhats system since childhood, Miranda integrates Dakelh culture into her work, believing cultural practices are vital for long-term family strength.

Her dedication to the health and well-being of Indigenous families began at a young age. She has worked alongside leaders such as Phil Lane Jr. and Dave Pranteau, whose efforts focused on understanding the intergenerational impacts of Residential Schools. Committed to the future of Saik'uz, Miranda ensures that cultural foundations remain central to community programs.

Outside of work, Miranda finds joy in her family's smokehouse in Nadleh, where she engages in fishing and hunting. She also enjoys singing karaoke and snowmobiling in the mountains, embracing the healing power of the land.



Peggy Philips, HOMEMAKER

Peggy Philips is a dedicated Homemaker for Saik'uz First Nation. Born in 1958 and raised in Saik'uz, she is a proud Member of the Frog Clan.

Peggy first began working as a Homemaker when she was younger and has held various roles with the Nation over the years. She has since returned to the Homemaker position, where she continues to support the community with care and compassion.

Helping others has been a part of Peggy's life from a young age, and she finds joy in giving back to the community she calls home.



Priscilla Mueller, ELECTED CHIEF

Priscilla Mueller is the elected Chief of Saik'uz First Nation and a Member of the Grouse Clan. She is married to Reg Mueller and has three children and two grandchildren. Chief Mueller enjoys cooking, walking and spending time with her family, but most of all, loves sitting in on Balhats, serving and learning from Elders and others. She encourages Members to "be brave, be strong, be kind!"



Rae Maputi, PAYROLL CLERK

Rae Maputi is a detail-oriented finance professional with experience in the financial sector and formal training in payroll. She joined the team as Payroll Clerk in May 2025.

Rae is grateful to be part of a collaborative finance team that values excellence and teamwork. She is committed to continuous learning, delivering accurate and timely payroll services, and contributing to the overall success of Saik'uz First Nation.



Raylene Moore, WELLNESS WORKER

Raylene Moore is one of the NNADAP Wellness Workers at Saik'uz First Nation. Born in Williams Lake, she has spent most of her life between Williams Lake and Vanderhoof.

After graduating in 2009, Raylene faced personal struggles with addiction that continued into her late twenties. The birth of her second child marked a turning point, inspiring her to focus on health, wellness, and building a better life. Her journey was hard, but with courage and help from others, she made it through. Now she feels strongly about helping people who are going through the same things.

In 2024, Raylene enrolled in the Indigenous Human Services program at NVIT and will earn her diploma this year. She also completed a four-month practicum with the community. She is passionate about supporting others and believes deeply in the power of community and shared understanding. Her goal is to walk alongside others on their healing journeys, knowing it truly takes a village to overcome life's hardest moments.



Sabrina David, RECEPTIONIST

Sabrina David is the Receptionist at the Saik'uz Health Centre. She enjoys being the first smiling face that clients see when they arrive for appointments or services and takes pride in helping brighten their day.

Sabrina loves meeting new people and being part of a welcoming environment. Outside of work, she enjoys being a mother and embracing new experiences, especially those that take her outdoors.



Sariah Parker, DAYCARE COOK

Hadi! Sariah Parker is the Daycare Cook at the Saik'uz Daycare. A proud mother of five and At'soo to four wonderful grandchildren, she brings both heart and skill to her role.

With a diploma in culinary arts, Sariah enjoys using her skills and knowledge to prepare nutritious meals for the younger children in daycare. She takes pride in contributing to their well-being and looks forward to continuing to support the growth of strong, healthy children in the community.



Rodney Teed, COUNCILLOR

Rodney Teed is an elected Councillor for Saik'uz First Nation and a Member of the Grouse Clan. Rodney has lived in Saik'uz for all but seven years of his life, during which he worked in Vancouver and Alberta. With his wife of nearly 40 years, Amber Teed, Rodney has two daughters and four grandchildren.

Rodney's extensive experience in the infrastructure, oil, gas, mining and forestry industries informs his approach to natural resource management in Saik'uz. He enjoys spending his free time outdoors, engaging in traditional activities such as trapping, fishing, hunting and birch bark basket-making.



Sasha Striegler Iannone, COMMUNICATIONS OFFICER

Sasha Striegler Iannone has served as the Communications Officer since the role was created in 2019. The daughter of Lisa Striegler and James Iannone, Sasha was raised in Vanderhoof before moving away to pursue post-secondary studies. She graduated from Vancouver Island University in 2014 with a Bachelor of Arts in Creative Writing.

Sasha returned to Vanderhoof in 2016 and began reconnecting with the community after nearly a decade away. Joining Saik'uz First Nation gave her the opportunity to grow personally and professionally while building stronger relationships with Members and residents. She is deeply grateful to the Knowledge Holders who have shared their teachings and to everyone who has helped her feel welcome.

Outside of work, Sasha volunteers with the Good Neighbours Committee and the Vanderhoof Pride Society. She enjoys spending time with her fiancé, Russell, and their two cats, Tigg and Ollie, and writing, making music, rolling dice, and proudly embracing her (not-so-inner) nerd.



Shawnee Everett, EDUCATION MANAGER

Shawnee Everett is the Education Manager for Saik'uz First Nation, a role she has held since May 5, 2021. Prior to this, she worked in the Finance Department from 2005 to 2021. She is grateful for the opportunity to continue serving the community in a new capacity.

Shawnee is from the Tahltan Nation and belongs to the Ch'yone (Wolf) Clan. She grew up in Dease Lake and is the daughter of the late Agnes Quock and Harvey Benson. One of twelve siblings (six sisters and five brothers) she moved to Vanderhoof in 1995, where she has lived ever since.

She is the proud mother of three children: Justin, Kristina and Shawn. In her free time, Shawnee enjoys doing crafts, camping, going on hunting adventures, and spending time with her family and close friends.



Shaylene Thomas, HOMEMAKER

Shaylene Rose Thomas is a proud Member of the Grouse Clan and works as a Homemaker for Saik'uz Health. She lives on reserve with her long-time partner and their two young sons.

Shaylene has always had a passion for helping others, a value she traces back to time spent as a child with her late great-grandparents, Alec and Madeline Johnny. She fondly remembers helping them with household chores and credits those early experiences with shaping her desire to care for others.

She finds joy in supporting community members who need extra help and is grateful for the opportunity to serve her community through her work in health care.



Ursula Ho Lem, BAND DESIGNATE REPRESENTATIVE

Ursula Ho Lem, a Member of Nadleh Whut'en First Nation and the Frog Clan, joined Saik'uz First Nation as the Band Designate Representative in March 2024. With over 20 years of experience in social work, Ursula has built strong relationships with local communities, providing support to children and families. She is passionate about helping others and is proud to serve the Saik'uz community, where she has many "cuzzin's."



Vera Antoine, HOMEMAKER

Vera Antoine is a dedicated Homemaker with Saik'uz First Nation Health and a proud Member of the Grouse Clan. She has been serving the community in this role for over ten years.

Vera enjoys her work because it allows her to support Elders by cleaning their homes, preparing meals and offering companionship. She believes that sometimes, simply spending time with Elders and keeping them company is the most important part of the job.

In her free time, Vera enjoys playing crib, reading, dancing and spending time with her family.



Vincent Wickham, ECONOMIC DEVELOPMENT MANAGER

Vincent Wickham was appointed as the Economic Development Manager for Saik'uz First Nation in December 2023. He was born and raised in Prince George by his Filipina mother, Maggie De La Torre, and his Canadian father with Northwest European ancestry, Donald Wickham.

Vincent holds a Bachelor of Commerce with a major in International Business from UNBC and has previous work experience in both provincial and local government through co-op placements and internships. While he is not Indigenous himself, he has family members who are, and it is his love for them, and his respect for their values, that inspires his work with Saik'uz First Nation.

Outside of work, Vincent enjoys spending time with friends and family, getting outdoors for walks, hikes, or swims in the warmer months, and snowboarding and gaming in the winter.



Wendy Antoine, HOMEMAKER

Wendy Antoine is a Homemaker with Saik'uz First Nation Health and a proud Member of the Grouse Clan. She has been in the role since 2013.

Wendy began working as a Homemaker as a way to cope with grief and loss, and she has found healing in helping others. Supporting clients allows her to stay connected to community members and be present in the moment. She values the opportunity to build relationships and get to know people better through her work.

In her free time, Wendy enjoys walking and spending time with her family and friends.



Will McIntosh, FIREWOOD MANAGER

Will McIntosh has served as the Firewood Manager for Saik'uz First Nation since the spring of 2023, working diligently to support the safety and well-being of the community. Under his leadership, the firewood team has completed key training and contributed significantly to fire safety efforts, including the ongoing fire guard project during the spring and summer months.

Will is committed to this vital work and is grateful for the opportunity to serve Saik'uz. A proud father of five, he enjoys spending his free time on the land and out in the territory.



Department Reports



Finance

Crystal Franks, CPA, CA – Finance Manager

I began my journey with Saik'uz First Nation in June 2020 as Finance Manager, working alongside Shawnee Everett (Finance Support) and Carla Tumbaga (Finance Assistant). Today, I continue in this role with the support of a strong finance team, ensuring financial oversight, transparency and accountability for Saik'uz First Nation and its growing number of government-owned entities.

[FIND CRYSTAL'S BIO ON PAGE 20](#)

Finance Team

The Finance Department is supported by a dedicated team including:

Carla Tumbaga – Accounts Payable

With Saik'uz since 2019, Carla manages the large responsibility of Accounts Payable and assists across the department as needed. She recently completed the Bookkeeping Certificate Program through CNC.

Courtney Woodland – Payroll

Joining in November 2023, Courtney manages Payroll and serves as our backup for Accounts Payable. She is currently enrolled in the Certified Aboriginal Financial Management (CAFM) Certificate Program.

Together, we are responsible for the financial oversight and government reporting of Saik'uz First Nation and its:

18 reporting segments

154 active departments

16 owned businesses and numerous partnerships

Background & Experience

I obtained my Chartered Accounting designation in 2006 while articling in a Prince George public practice firm, where I gained significant experience auditing First Nations, including Saik'uz. This work taught me the importance of objectively examining and evaluating financial statements to ensure:

- financial records fairly and accurately represent transactions, and
- internal controls are in place to provide reasonable assurance on the accuracy and timeliness of public disclosures.

My expertise in designing and monitoring internal controls continues to guide my focus at Saik'uz, alongside strengthening financial policies and procedures.

In 2008, I transitioned from public practice into the forest industry, serving as controller at Fraser Lake Sawmills, a division of West Fraser Mills Ltd. For over 12 years, I oversaw every financial function of the business, managing payroll, accounts payable, shipping, reception and loggers' pay. I worked closely with management at all levels, supporting sound decision-making, annual and multi-year budgeting and financial reporting under Public Sector Accounting Standards.

Departmental Oversight

In preparation for the 2024–2025 fiscal year audit, a full departmental review was conducted in coordination with the General Manager and department managers. Managers have access to *Adagio FX*, a financial program providing real-time budgetary and reporting information to support their daily operations.

Saik'uz First Nation's many businesses and partnerships create a complex financial landscape. Each company serves a distinct purpose and forms part of the Nation's broader corporate structure. Leadership continues to work with consultants to ensure the structure aligns with the Nation's long-term strategic vision.

Audit & Assurance

Saik'uz First Nation is a large and growing organization with an ambitious vision for the future. The volume of projects currently underway has significantly increased the workload for the finance team, but we remain committed to excellence and accountability.

KPMG completed the annual financial audit for the 2024–2025 fiscal year, confirming that our responsibilities for accurate reporting, internal controls and financial oversight have been met.

Accountability & Reporting

The Finance Department is structured around the values of honesty, integrity and transparency. While Finance does not hold decision-making power, we work closely with managers to ensure they have accurate, up-to-date financial information to guide their decisions.

To support financial accuracy and transparency:

- department managers review and submit monthly ledger reports
- weekly meetings are held between the Finance Manager and General Manager
- monthly financial packages are prepared for the General Manager's review
- quarterly financial statements are compiled and presented to Chief & Council

These practices ensure dependable, transparent reporting for both internal and external stakeholders.

Closing Remarks

The Finance Department is committed to supporting Saik'uz First Nation's continued growth by providing strong financial systems, effective internal controls and transparent reporting. We will remain an integral resource for managers, staff, leadership and community members as the Nation pursues its vision for a sustainable and prosperous future.



Land & Resources

Kasandra Turbide – Land & Resources Manager

Over the past year, our department has continued to work on our regular projects, including forestry, governance, Blackwater Gold, Coastal GasLink and environmental monitoring. We have also continued to implement our yearly department work plan to meet our objectives and goals for development. Additionally, we have seen an uptake with BC Hydro's North Coast Transmission Line project and wind farm opportunities.

FIND KASANDRA'S BIO ON PAGE 23

Governance

Governance has been a significant focus for our department through our Clan and Balhats work, as well as our Keyoh/Traditional Governance Oversight Committee (TGOC).

The Governance team consists of:

- **Nadia Nowak** – *Governance Team Coordinator*
- **Kelsey Antoine** (Tachek Whut'en) – *Governance Team Assistant*
- **Amber Teed** (Noolhk'ai Whut'en) – *Contracted Support*

Governance has been a big focus due to recent legislative changes, such as the Declaration Act on the Rights of Indigenous Peoples and our Government-to-Government Agreement Pathways Forward 3. Both policies call for shifts in jurisdiction and shared decision-making with Indigenous Nations.

This work is important as we build towards shaping processes in our community around how decisions are made over Saik'uz Keyoh and jurisdiction over Saik'uz children. We have received a lot of information on Balhats protocols from both Noolhk'ai Whut'en and Tachek Whut'en and hosted many Balhats Movie and Clan Nights where knowledge has been shared with the community. The shared knowledge is now drafted in a Balhats Book that is being reviewed by Clan Leaders, Knowledge Holders and Elders. A Saik'uz All Clans meeting is being planned for this fall for further discussion with all Clan Members.

The Traditional Governance Oversight Committee (TGOC) has continued to meet monthly to discuss land-based stewardship initiatives, focusing on the use and occupancy of Territories, with a first project started to build a community trail. Meetings

this year have also included field trips to the John Prince Research Forest to learn about forest management practices and to the SONAR station on the Nadleh River to learn about fish and water stewardship in the Nechako watershed.

Thank you to everyone who has been participating and sharing their knowledge in these important governance-building initiatives.

Environmental Initiatives

The Noolhk'ai-Tachek-Sink'ut pilot project is a collaborative process with the Province. It entails reviewing historic disturbances in our local watershed that have resulted in the current state of increased growth of cyanobacteria and poor water quality. Last year, the department secured funding through the Watershed Security Fund for a water quality monitoring program. With support from the Upper Fraser Fisheries Conservation Alliance, the team has put up three hydrometric stations that collect flow measurements, depth and temperature. The crew has an additional 28 sites where they collect water samples and measurements for turbidity, dissolved oxygen and pH. By collecting this data, our goal is to enter a water sustainability planning process with the Province to change how the watershed is currently managed. In the future, the department would like to collect further data on resident fish populations and continue to look at additional tools and solutions to help the watershed and its populations.

We have a series of stewardship and restoration plans and projects that we have been working on over the past several years that will continue to be developed and discussed with the TGOC, as well as future community meetings. The Ecosystem Restoration Plan consists of different

zones in the territory specific to ecological importance, community use, ecological and timber, and development zones.

In collaboration with Nadleh and Stellat'en First Nations, we have also continued to build out the Yinka Dene Water Law. This has resulted in a method that looks at watershed risk based on community values. Both plans are tools that will help us determine site-specific restoration projects and conservation areas as we continue to work through projects and agreements with governments and industry. Examples of restoration projects include bank stabilization in riparian zones to reduce sedimentation and erosion risk, reforestation of native plants and enhancement of fish or wildlife habitat.



Forestry

In June 2022, the Province supported the implementation of our Immediate Measures to protect our biodiversity management areas, which has brought us into a consent-based decision-making process around forestry. We continue to work with our partners at Nechako Lumber on forestry blocks for Tin Toh, which have been the main forestry activities within the Keyoh.

For the past several years, we have worked on additional technical tools to help make informed decisions about forestry. A forestry model has been developed in collaboration with the Carrier Sekani First Nations (CSFNs). The model examines harvesting rates over different time periods (beginning with five years) and shows the outcomes when areas are preserved and key values are protected, such as:

- moose
- fisher and marten
- grizzly habitats
- fisheries-sensitive watersheds
- biodiversity areas.

Each territory within CSFNs has been modeled to reflect the territorial land use plans developed by each community.

A big development this year has been the creation and implementation of the Saik'uz Forestry Risk Ranking tool. Developed in collaboration with Tanizul Timber Ltd., a non-profit forestry management company owned by Tl'azt'enne, this tool has been adapted to fit the context and needs of Saik'uz Keyoh. This tool has created a landscape-level planning approach, looking at risks to various values important to Saik'uz, and includes the Yinka Dene Water Law and Ecosystem Restoration Plan. A set of best management practices has also been developed to help communicate

the values to be retained on the landscape and logging practices that can be implemented to help preserve those values.

All of this work will be the basis for Resource Management Planning (RMP), and is effectively considered the Saik'uz Land Use Plan. RMP is a fundamental shift in how forestry decisions and rates of harvest are made with the Province within the territories of the CSFNs in the Prince George timber supply area – which is one reason our governance work is so important. This is a step toward shared jurisdiction with the Province and we need the appropriate community decision-making structures to move forward with the interests of our future generations in mind. Once we complete the forestry-focused RMP, we will create other industry and resource-based plans for the collective CSFN territories as part of reconciliation with the Province.

Major Projects

There are two major projects in Saik'uz Keyoh: the Coastal GasLink (CGL) pipeline and the transmission line for the Blackwater Mine.

Coastal GasLink:

We are engaged in the Liaison Committee where we meet annually with TC Energy to discuss our project agreement and any other issues. Sections 4 and 5 of the projects are within Saik'uz Keyoh. Construction was completed in 2023 and has reached a phase of monitoring and restoration on the right-of-way. Operation of the pipeline is dependent on the completion of construction of the LNG facility in Kitimat.

Blackwater Gold Mine:

Artemis Gold received its permits for construction in 2023, and they started commercial production in January 2025. Although the mine site itself is not within

Saik'uz Keyoh, the transmission line for the project is within the collective territories of Saik'uz, Nadleh Whut'en and Stellat'en. We have been heavily engaged in the project development with a focus on the potential effects from the mine site on our receiving waters.

We have several protections in place from both legal and technical work that our consultants at Source Environmental have helped put in place. The mine is required to abide by the Yinka Dene Water Law through both the environmental assessment conditions and the project agreement. We continue to monitor operations through monthly inspections and provide feedback on their various management plans for the project. We are involved in the Environmental Life of Mine Committee for the project, which provides monthly updates on mine construction, operations, and updates on management plans with the regulators and other Nations affected by the project. We also meet monthly as Nechako Nations with Artemis at our Environmental Management Board.

BC Hydro's North Coast Transmission Line:

We have been mainly involved in the environmental aspects of the project. With the support of the First Nations Major Project Coalition, Brian Toth, and Sym Consulting, we are undertaking our own assessment: the Yinka Dene-led review to study and measure the impacts of the project on Saik'uz Members' ability to exercise our rights. In September, we will start baseline water-quality monitoring of water bodies within the project footprint and setting standards to ensure the project complies with the Yinka Dene Water Law.

Acknowledgements

- *Snachalhuya* to **Lisa Krebs**, who has supported our department's staff and capacity development over this past year. Your contributions have made a huge difference and are very appreciated.
- *Snachalhuya* to **Jason Yarmish, Chelsea Heyer and Dave Radies**, who have also supported and developed many of the projects and initiatives discussed in my report over the past year.

I am grateful that we have such an amazing team, and I look forward to the continued growth of our department.



Environmental Monitoring

The Saik'uz Environmental Monitoring crew consists of:

- **James Thomas**
- **Erik Johnny-Martin**
- **Caleb Nome**
(hired under the Guardian Program)
- **Jimmy Vickers**
(hired under the Aboriginal Natural Resource Liaison program)

Jessica Wiens was also hired earlier this year as Field and Operations Lead and has been a tremendous support in monitoring program development, organization and information management.

The monitoring program is an important aspect of implementing the risk ranking process with pre-harvest monitoring by field verifying and identifying any missed values or features that may have been overlooked in the desktop planning review within ecological zones, as well as ensuring that best management practices are implemented and that logging practices continue to improve through post-harvest inspections.

The crew has also been working on collaborative Nechako River projects with Nadleh and Stellat'en, which include operating a SONAR to monitor the salmon populations migrating through Vanderhoof and Nadleh. Other projects include looking at water quality, varying flow levels and their effects on fish habitat and the effects of cattle and agriculture on the Nechako River. They are our eyes, ears and moccasins on the ground, and we are very grateful for their strength, advocacy and the differences they make with their presence on the land and waters.



Economic Development

Vincent Wickham – Economic Development Manager

The Economic Development department works to advance Saik'uz First Nation's business and community development interests through a variety of projects and initiatives. With a goal of improving the quality of life for all Members and opportunities for economic participation, the Economic Development team advocates for the interest of Saik'uz First Nation and its Members within Major Projects, works to coordinate the development of capital projects for community recreation and band facilities, and supports the business continuity of the Nation and safety of the community through Emergency Management and Response efforts. The Economic Development team also supports other departments with grant writing, project management and creative collaboration.

[FIND VINCENT'S BIO ON PAGE 33](#)

Major Projects

The Economic Development department supports Major Projects across the territory through various activities, such as planning, negotiations, procurement, and relationship management. Working with Lands & Resources, Economic Development has supported activities associated with pipeline, transmission line, energy production, mining and carbon capture and storage projects.

BC Hydro North Coast Transmission Line Project

BC Hydro intends to twin its 500 kV transmission line from the Williston Substation near Prince George to the Skeena Substation in Terrace. This line is being negotiated with First Nations in two phases, with Phase 1 running from the Williston Substation to the Glennan Substation near Fraser Lake, and Phase 2 running from Glennan to Terrace.

Saik'uz, along with Stellat'en, Nadleh Whut'en and Lheidli T'enneh, have been engaged in ongoing negotiations and dialogue with the Province on route decisions, procurement, a Yinka Dene Led Review, historic redress and other project discussions. These negotiations and dialogues are expected continue throughout 2025.

Staff is helping strengthen Saik'uz First Nation's position in these discussions by coordinating community engagements, traditional knowledge and use studies, socio-economic studies, teaming arrangements with industry partners and reporting.

BC Hydro Call For Power

In April 2024, BC Hydro issued a Call for Power to acquire 3,000 GWh/yr of additional energy. This Request for Proposals included a requirement that proposed projects had to include a minimum 25% First Nation(s) equity ownership.

Saik'uz First Nation was approached by Innergex, Energy Economics and Ecoener Energy with proposals for a wind farm, solar farm and another wind farm, respectively.

Due to stewardship and other concerns, Saik'uz did not submit the wind farm proposals, but anticipated BC Hydro would issue another Call for Power in the future, and thus maintained engagement with these proponents. Saik'uz did proceed with submitting the solar farm proposal but was unsuccessful in its bid.

In January 2025, the Province announced that it would be issuing another Call for Power later that year.

Innergex Wind Farm

Innergex re-engaged with Saik'uz First Nation to revive the relationship established during BC Hydro's 2008 Clean Power Call.

After much collaboration and engagement, the 200-MW Innergex wind farm project was withdrawn from 2024 Call for Power process due to stewardship and cultural concerns with the project layout, and to allow more time for relationship building and inform project reconfiguration.

Saik'uz maintained engagement with Innergex after opting to withdraw the proposal, looking forward to the anticipated 2025 Call for Power. Saik'uz began work towards exploring new project reconfigurations that would meet the Nation's stewardship priorities.

Energy Economics Solar Farm

Energy Economics approached Saik'uz with a proposed 44-MW solar farm, named Sazul Nahuyutsa [They store the heat of the sun.] was planned for the Nielsen Farms property recently acquired by Saik'uz First Nation and located between Stony Creek and Laketown reserves.

The proposal was unsuccessful in the 2024 Call for Power due to competitiveness, but offered a learning opportunity to inform reconfigurations and technology changes that would increase competitiveness.

Saik'uz re-engaged with Energy Economics for the 2025 Call for Power to begin developing a larger, denser solar farm that would still fit within the Nielsen Farms properties

CO2 Lock Project Sam

During the Fall of 2024, CO2 Lock contacted Saik'uz First Nation to introduce themselves and their proposed Brucite Mineralization project, Project Sam, adjacent to Bobtail Lake, which would store captured carbon in a brucite mineral deposit. CO2 Lock met with Chief & Council in December 2024

CO2 Lock and Saik'uz continued to exchange correspondence in early 2025, and Saik'uz issued a statement of opposition to CO2 Lock regarding their approach to relationship building and project development.

Artemis Gold Inc. Blackwater Mine

During 2024, mediation around the Participation Agreement with Artemis Gold regarding the transmission line to their Blackwater Mine concluded and legal teams began work to rectify outstanding issues based on timelines passed to maintain Saik'uz's interests.

Legal teams are continuing work to settle discrepancies and resolve timeline conflicts in the Participation Agreement. These conversations are being led by the Lands & Resources department.

TC Energy Coastal GasLink Pipeline

By the beginning of 2024, Coastal GasLink had already reached mechanical completion and begun reclamation and clean-up for their gas pipeline project, which runs from Dawson Creek to Kitimat. However, the Liquefied Natural Gas (LNG) facilities that would receive Coastal GasLink's contents were not yet completed.

Coastal GasLink continues to contemplate Phase 2 wherein compressor stations will be added along the pipeline route to increase flow volumes to receiving facilities, such as LNG Canada and Cedar LNG.

Enbridge Pacific Trails Pipeline

Enbridge continues to maintain its permits for the Pacific Trails Pipeline, a gas transmission pipeline that runs from Summit Lake to Kitimat. However, they currently do not have any plans for construction to proceed until there is more certainty around First Nation interests and the construction of an LNG facility to receive its contents.

Saik'uz First Nation is party to the First Nation Limited Partnership, a group of 16 First Nations with an equity stake in the Pacific Trails Pipeline.

Rio Tinto Alcan Kenney Dam

Following the recognition of Saik'uz First Nation's Aboriginal Fishing Rights by the BC Court of Appeal, Rio Tinto Alcan began engaging in efforts to help improve the health of the Nechako Watershed and mitigate the negative impacts of their hydroelectric dam.

Rio Tinto Alcan has entered into a Framework Agreement for Infrastructure Projects with Cheslatta, Nadleh, Saik'uz and Stellat'en, to provide a means for Rio Tinto Alcan to meet with First Nation Parties and discuss and implement infrastructure projects that would enhance the ecosystem, fish and fish habitat, and biodiversity in the Nechako Watershed.

Capital Projects

The Economic Development department coordinates many Capital Projects on-reserve by acting as a point of contact and coordinator with project management teams, contractors, designers and grant-writers. Working with Operations & Maintenance and the General Manager, Economic Development has supported economic, community recreation, facility and infrastructure projects.



Saik'uz Cultural Centre

The Saik'uz Cultural Centre was a relocation and rehabilitation project of the log building at Bednesti Resort to the Potlatch House and Campground property on Nulki Lake to serve as a venue for cultural revitalization and economic tourism opportunities.

The project's construction reached substantial completion by Spring 2025 with finishing touches and quality checks occurring into the Summer. Next steps include strategic planning for use and purchasing of assets such as desks, display cases and brochure racks.

The Nation is also exploring acquiring ownership of the Potlatch House and Campground so that it can support the rehabilitation and improvement of the assets and surrounding site services. The Potlatch House would remain a culturally-safe space for community members, while the Cultural Centre would additionally serve more tourism-oriented or publicly-available offerings.

Saik'uz Memorial Park

Saik'uz Memorial Park, located along Joseph St. in Stony Creek, is a legacy project to acknowledge the suffering experienced by the Saik'uz community from Residential Schools. Following suggestions from Elders, it recognized how important it is for "the children to have a place to just play." Phase 1 includes a walking path and park space, with Phases 2 and 3 contemplating a bandshell structure and water park.

The park began pre-construction and civil works during Summer 2024 after encountering minor delays, and picked up pace through the Fall and Winter season, weather permitting. Further landscaping and paving works have continued during Summer 2025, with completion of Phase 1 expected in 2026.





Holy Trinity Church Siding Renovations

The Holy Trinity Church in Stony Creek is a common gathering place for community members that has been in need of improvements. As the building is often surrounded by tall grasses and brush, the Special Projects team identified a need to replace the siding with fire-resilient materials to better protect this gathering place.

The project was scheduled and completed in Spring 2025. Moving forward, the faction offering services out of the Church hopes to establish a Letter of Understanding around their use of the Church and its maintenance.

Antoine (Joseph) St. Extension

The Antoine St. Extension project, previously misnamed as the Joseph St. Extension, is a road infrastructure project to connect the terminus of Antoine St. to the intersection of Joseph St. and Mary John Crescent, allowing service vehicles to more efficiently travel from the Public Works yard and proposed Fire Hall site into community.

The project was tendered and awarded to Van-Con who completed the road base during Summer 2024, but could not complete paving before winter. The Nation opted to allow community to use this thoroughfare once frozen, and construction was scheduled to resume and complete in Summer 2025.

Commercial Greenhouse Dome

The 60' Commercial Greenhouse Dome is part of Saik'uz First Nation's Indigenous Food Security efforts to not only improve access to fresh produce in community, but to provide opportunities for mental wellness and skill development through therapeutic gardening practices and food-preservation exercises.

The construction of the commercial greenhouse dome during Summer 2024 encountered obstacles during construction and project development, driving up costs and creating uncertainty around next steps. Over Fall 2024 and the beginning of 2025, plans were made to shift resources towards implementation, with an applied gardening program successfully beginning in Summer 2025.



Fire Hall

The 2-Bay Fire Hall project was initiated to create a dedicated space for the Emergency Management and Response teams and their equipment. This project was planned for the recently completed Antoine St. Extension to leverage the efficient access to community, but required additional funding to respond to cost inflations during COVID-19 and recent economic turmoil.

In early 2025, Saik'uz First Nation received a positive decision on an application for additional funding to cover capital development, allowing this project to proceed. Efforts and plans are now underway for construction to begin by Spring 2026 at the latest.

Multiplex

The Multiplex facility is in need of improvements to extend its useful life, prevent weathering damages, and add sheltering features, such as air filtering and conditioning in the event of air-advisories and heat domes.

To support improvements, the Nation is seeking strategic grant-funding opportunities to help fund rehabilitation and improvement efforts and reduce costs borne to the Nation.



Nielsen Farms Additions to Reserve

The Nielsen Farm properties, located between Stony Creek and Laketown reserves, were acquired by Saik'uz First Nation in the previous year, but no long-term use or strategy has been defined; however, Council has expressed interest in contemplating economic opportunities for the property.

Currently, the property is leased to Mr. Bublitz for hay-farming while it undergoes the Additions to Reserve process. Further, the property is being contemplated as the location of the Sazul Nahuyutsa Solar Farm in the BC Hydro 2025 Call for Power.

Dezti Building

The Dezti Building is an older industrial-use warehouse style building located on the north end of Noonla reserve. This building is currently leased out to Van-Con, Advanced Millwright Services and Tin Toh Forest Products to generate small revenues that will support the building's rehabilitation and maintenance, and future revenue-flows to the Nation.

The Dezti Building is currently in need of critical repairs to the office facilities, washrooms, roof and lighting. Although the current tenants continue to pay their rents under their lease agreements, they are reluctant to commit themselves by renewing their leases due to the disrepair of the building. However, the cost of repairs may be beyond what the Nation could recoup through leasing at this time. Thus, the Nation is continuing to collect what it can while deferring repairs and determining how to proceed.

Gravel Pit

In 2015, Saik'uz First Nation conducted gravel pit tests at two sites on the territory to support future Nation-owned infrastructure projects, with Site 1 located off Sinkut Mountain Forest Service Road, and Site 2 located off the Corkscrew 300 Road. However, restrictions from capacity, COVID-19, and wildfires delayed progress.

Staff have been able to determine reduced economic risk in developing these sites as the demand from Nation- and industry-owned projects for aggregate supply is off-setting the haul-distance from the sites to areas of demand. Staff will seek grant funding to support additional studies and development plans as we explore this proposal's potential.

Noonla Designation

With Noonla's strategic advantage of being near to Highway 16, and noting challenges in other development due to past use, staff is exploring seeking an economic Designation for Noonla to permit the Nation to lease it as a staging area.

The Nation has secured funding to conduct community engagement and a vote around this decision, but have been pre-occupied with the current BC Hydro-related priorities. Staff hope to bring this information and decision to community once capacity permits.



Emergency Management and Response

The Economic Development team has supported the Emergency Management and Response by progressing the development of the Emergency Management Plan and associated Emergency Operations Centre and Emergency Support Services Manuals. Additionally, the team has helped coordinate functional exercises to support staff and leadership's learning.

Emergency Preparedness Survey

The Emergency Preparedness Survey informs evacuation preparations and responses for Saik'uz First Nation's Reserve lands. This survey seeks to determine demographics of each household and the various needs of those Members to inform what preparations are necessary to provide safety and comfort to Members during an emergency or evacuation.

The 2024 Survey was conducted in collaboration between the Health and Economic Development departments. Together, the departments reviewed and edited the survey to meet current needs. After the Health department leveraged its network of volunteers to successfully survey over 170 homes, the Economic Development team recorded the data to make it usable for informative for Evacuation Plans, Emergency Support Services, and other initiatives.

Emergency Management Plan

To better prepare Saik'uz First Nation to respond to emergency events and ensure the continued safety of Members and delivery of services, the Nation developed an Emergency Management Plan to provide guidance to elected officials and staff on best practices and procedures for responding to different emergency events.

Using information received from the on-reserve Emergency Preparedness survey, staff informed the Plan to ensure all Reserves were accounted for and to provide population and routing information for evacuations. A review of the plan was completed over the Winter and completed by Spring 2025.

Emergency Operations Centre Manual

As part of the Emergency Management Plan, Innomergence helped develop an Emergency Operations Centre (EOC) Manual to inform best practices and standards in maintaining business continuity and communicating with Members during an emergency. This manual includes processes for making extraordinary decisions, issuing Evacuation Orders and Alerts, claiming reimbursable costs from other governments, and communicating with Membership.

Staff conducted an EOC exercise with elected officials to become acquainted with the Manual and its procedures, and to familiarize staff and elected officials with their responsibilities and authorities during Emergencies. Staff completed review of the Manual over the winter and a final draft was completed in Spring 2025.

Emergency Support Services Manual

Similar to the EOC Manual, Saik'uz First Nation developed an Emergency Support Services (ESS) Manual with Survive-It Consulting to supplement it's Emergency Management Plan and provide preparation and guidance on ensuring Members' comfort and safety, and the delivery of services, during an emergency.

Saik'uz First Nation conducted an ESS Tabletop Exercise to familiarize staff and elected officials on best practices and common challenges in protecting and providing for community members during Emergencies and evacuations.

Using information from the Emergency Preparedness survey, the consultant worked with staff to develop the manual, identify key preparations and complete the manual to improve outcomes for meetings all Members' needs during various scenarios.

Economic Development Corporations

Economic Development Corporations are business structures owned by Saik'uz First Nation but held and operated at a distance from the Nation to leverage economic opportunities without compromising risk protections for the Nation from commercial and operational liability. These corporations operate as limited partnerships, which limits liability for the Nation, but also requires additional measures to ensure compliance with the Nation's values and interests.

1404232 BC Ltd.

Due to restrictions on Indigenous Peoples from the First Nation Land Management Act, First Nations were not permitted to hold fee-simple property directly, and thus had to create holding companies like 1404232 BC Ltd. to own land outside of Reserve Lands.

This holding company currently holds the Aspen Drive property in Vanderhoof and the Nielsen Farms property that lies between Stony Creek and Laketown Reserves.

The Aspen Drive property is currently supporting staff and contractor housing, but is intended to transition towards supportive housing for Saik'uz children in care.

The Nielsen Farm property is currently being leased to a farmer for haying, but is also being considered for energy production and food security initiatives.

Chief Priscilla Mueller is currently the sole Director of 1404232 BC Ltd. and acts only as directed by Band Council Resolutions.

Tin Toh Forest Products

Tin Toh is the current forestry operating arm of Saik'uz First Nation's Economic Development Corporations. This team conducts the harvesting on the territory in collaboration with Saik'uz First Nation's Lands & Resources team and industrial partners, such as Nechako Lumber.

Tin Toh continues to adapt to the changing forestry landscape in response to forestry mismanagement and wildfires by working with Lands & Resources to harvest responsibly and in line with Saik'uz First Nation's stewardship values. They also support BC Wildfire Services when required for clearing and equipment support and are seeking to diversify into adjacent sectors.

Currently, Councillor Jason Alexis has been left as the only active Board Member of Tin Toh, creating a risk for him individually until the other Board positions can be repopulated. Board nomination efforts are underway, but encountered challenges due to difficult in record management and restrictions in Tin Toh's Articles of Incorporation.

Tagi Resources

Tagi Resources is a broader, multi-armed structure designed to prepare the Nation for other contracting and business opportunities, such as participation in the Blackwater Gold agreement or general contracting.

This structure is currently acting as a holding spot for economic opportunities, but is not yet operational or staffed.

Similar to Tin Toh, General Manager Cora McIntosh has been left as the only active Board Member of Tagi Resources, creating a risk for her individually until other Board positions can be repopulated. These efforts are underway in tandem with Tin Toh Board nominations.

Business Accountability Framework

Led by Lisa Krebs, the Economic Development team has been supporting the development of a Business Accountability Framework which would establish a committee and process for making recommendations to Chief & Council around investing funds in different economic opportunities. This Framework would help create accountability in Saik'uz First Nation's economic decision-making and ensure decisions align with the community's economic and stewardship values.

Due to shifting priorities and capacity constraints, the Economic Development team was unable to acquire sufficient data from community to define an acceptable scope and mandate. This work is anticipated to resume in late 2025 after securing funding to conduct the study.

Board Nominations

To populate the Economic Development Corporation Boards and Committees, the Economic Development team seeks to conduct board nominations and seek interested individuals from the community. These individuals would help represent Saik'uz First Nation's values and vision in our Economic Development Corporations and business partnerships, and make recommendations to Chief & Council about decisions regarding strategic investments and funding requests.

Board Nomination activities were stalled due to a long backlog of filings from the Economic Development Corporations to the Canada Revenue Agency, which prevented the Corporations from appointing new Board members. With much gratitude to the Finance department and its supports, these filings are being rectified while we prepare for next steps.

The Economic Development Department has also led and supported other initiatives and collaborations, such as the Holiday Sponsorship Campaign, community updates, insurance audit, Nechako Watershed Memorandum of Understanding renewal, and BC Wildfire Services collaboration. Further, the department is pleased to share that it's grant writing and fund-seeking efforts have successfully yielded over \$1.5 million in funding from Provincial and Federal governments and agencies towards specific department programs and capital projects.

Closing

The Economic Development team continues to advocate for Indigenous representation, participation and proliferation in today's economy. By creating space for Indigenous voices during project negotiations and procurement and working in community to improve Members' quality of life and safety, Economic Development hopes to reduce the equitability gap between Saik'uz First Nation's Members and the surrounding populations while upholding the cultural and environmental stewardship values that make Saik'uz so strong. We are honoured to perform this work and to be part of such unique and progressive approaches to economic reconciliation.

Economic Development Team

**Vincent Wickham –
Economic Development Manager**

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**Delaney Danroth –
Economic Development Assistant**
Delaney supported Saik'uz First Nation's Economic Development team briefly during the summer before departing for life's next adventure. During her time, Delaney helped coordinate and oversee community engagements and interviews for the Nation's Traditional Knowledge and Use study and Socio-Economic Impact study with Firelight Research.

**Dana Daley –
Economic Development Assistant**
Dana began working with Saik'uz First Nation in late 2024 and supported many projects before being called to her next opportunity. Dana recorded the results from the Emergency Preparedness Survey, processed donations and certificates from the Holiday Sponsorship Campaign, and helped with coordination, event preparation and grant writing activities.





Education, Employment & Training

Shawnee Everett – Education Manager

Education Support

During the 2024–2025 fiscal year, Saik’uz First Nation continued to support students and their families in a variety of ways. Families received assistance with school supplies, and students were supported in extracurricular activities such as sports, babysitting courses, the *Home Alone* course, dance classes and CanSkate.

For high school students (grades 7–12), the incentive program remained tied to both attendance and academic performance. Parents are reminded to contact Nechako Valley Secondary School to excuse their child when absent, as student work must align with their attendance record to remain eligible.

FIND SHAWNEE’S BIO ON PAGE 31

Post-Secondary Program

The Saik’uz First Nation Post-Secondary Program is designed to encourage and support Members in acquiring qualifications that enable economic self-sufficiency and personal growth, while also contributing to the Nation and society as a whole. The program provides counselling and financial assistance, as outlined in the post-secondary policy, to Members who are enrolled in accredited institutions.

The program is built on the belief that while Members have the right to support in pursuing post-secondary education, individuals must also take responsibility for setting and achieving their own educational goals.

Eligibility Requirements

Applicants must:

- be a registered Saik’uz First Nation Member or of Saik’uz ancestry, approved by Chief & Council
- meet entrance requirements for a university or college and be accepted into an accredited institution
- submit a complete application package
- remain in good standing with both the post-secondary institution and the Saik’uz Education Department

Application Deadlines

- **September enrolment:** June 1
- **January enrolment:** New students: October 31
Returning students: December 1
- **Spring/Summer enrolment:** Will be identified at the start of the academic year (For ongoing students only)



2024–2025 Highlights

25 students were sponsored this year

2 Members successfully completed their programs:

Karalee Antoine –
Criminology Diploma

Derek Williams –
Psychology Degree

We extend our congratulations to these graduates and encourage all students and alumni to continue pursuing their educational goals.

In June 2024, four Saik’uz Members graduated from Nechako Valley Secondary School in Vanderhoof:

Nevaeh Johnny-Thomas

Madison Parker

Austin William

Serenity David

Congratulations to each of you!
We are very proud of your accomplishments and your success.

Employment & Training

Through the Prince George Native Education & Training Association (PGNAETA), Saik'uz supported both on-and off-reserve Members with training, employment readiness and return-to-work assistance. The department also provided support with resumes and cover letters.

Training Courses Supported

- Electrofishing
- Brow Lamination
- Classic Lash Program
- Responsible Drivers Program
- Firefighting/Power Saw
- ATV Certification
- Early Education Certification
- Driving Lessons
- Occupational First Aid (Levels 1-3)
- Professional Cook 1
- Excavator Operator Training
- Foodsafe
- Fallers Training

Targeted Wage Subsidy

- Wages were covered for a Glacier position at All West Glass



Pre-Employment & Youth Employment Support

This program supported income assistance clients who provided proof of employment and other documentation. Clients must remain employed for at least three months to be eligible.

Support was provided in the following areas:

- Housing renovations (targeted wage support)
- O&M Assistant
- *Healing Through Quilting* program
- Small Engine Repair (online)

Proposals Funded

- **Summer Work Experience Program (SWEP):**
\$7,633 – Funded two summer students
- **Impact on Student Learning:**
\$77,827 – Supported Cultural Days, tutoring, the literacy camp and cultural camp
- **Parenting Club:**
\$8,234 – Hosted monthly meetings with activities and educational information (open to all community members)

Nechako Lumber

Saik'uz continues to maintain a positive working relationship with Nechako Lumber. Seven Saik'uz Members are employed at the mill. A scaling course training program is set to begin in spring 2025, offering on-the-job learning opportunities for participants.



Prevention

Miranda Louie – *Prevention Manager*

Hadih!

The Saik'uz Prevention Department had a very busy year. Our team consists of Prevention Manager Miranda Louie, Band Designate Representatives Leila Wiebe and Ursula Ho Lem, and Youth Support Workers Ashley Antoine and Deanna Patrick. This year, we also welcomed Keisha Thomas, who transferred from the Social Development Department to serve as our new Administrative Assistant. Together, our goal is to ensure that families have access to the supports and services they need, and that all Saik'uz Members are aware of the programs available through our department.

FIND MIRANDA'S BIO ON PAGE 28

Child Wellness Committee

The Child Wellness Committee also welcomed two new members this year: Elder Linda Holmes and Recreation Coordinator Jeremiah Prince. Their presence has been a valuable addition, providing both cultural knowledge and recreational expertise. With this increased support, we have seen fewer incidents involving youth in the community. We believe this is thanks to the hard work and dedication of the committee and the opportunities created through extracurricular activities. These programs provide youth with positive alternatives and have become a natural foundation for harm reduction.



Youth Sports: Jr. Tigers

A highlight of this year has been the success of the Jr. Tigers fastball team. The players participated in numerous tournaments as a team and, with support, many were also able to join age-based teams with the Prince George Fastball Association League. This gave them additional playing time and coaching, as well as exposure to new opportunities. They attended provincial and First Nations tournaments, representing Saik'uz with pride. Elders expressed their joy at watching and cheering for the team, noting the positive influence of sports in keeping youth focused and abstinent from drugs and alcohol. Beyond the immediate benefits, this calibre of fastball has also introduced players to bursaries and scholarship opportunities tied to athletics, helping to open doors for their future education.

Family & Community Supports

The Prevention Department also supported a variety of community activities, helping reduce financial barriers to participation. This year, we provided support for events such as Indigenous Night with the Prince George Cougars, the John Cho Baseball Tournament, the Vanderhoof Rodeo and the BCNE. These outings strengthen family connections, support wellness and create opportunities for shared community experiences.

Band Designates & Partnerships

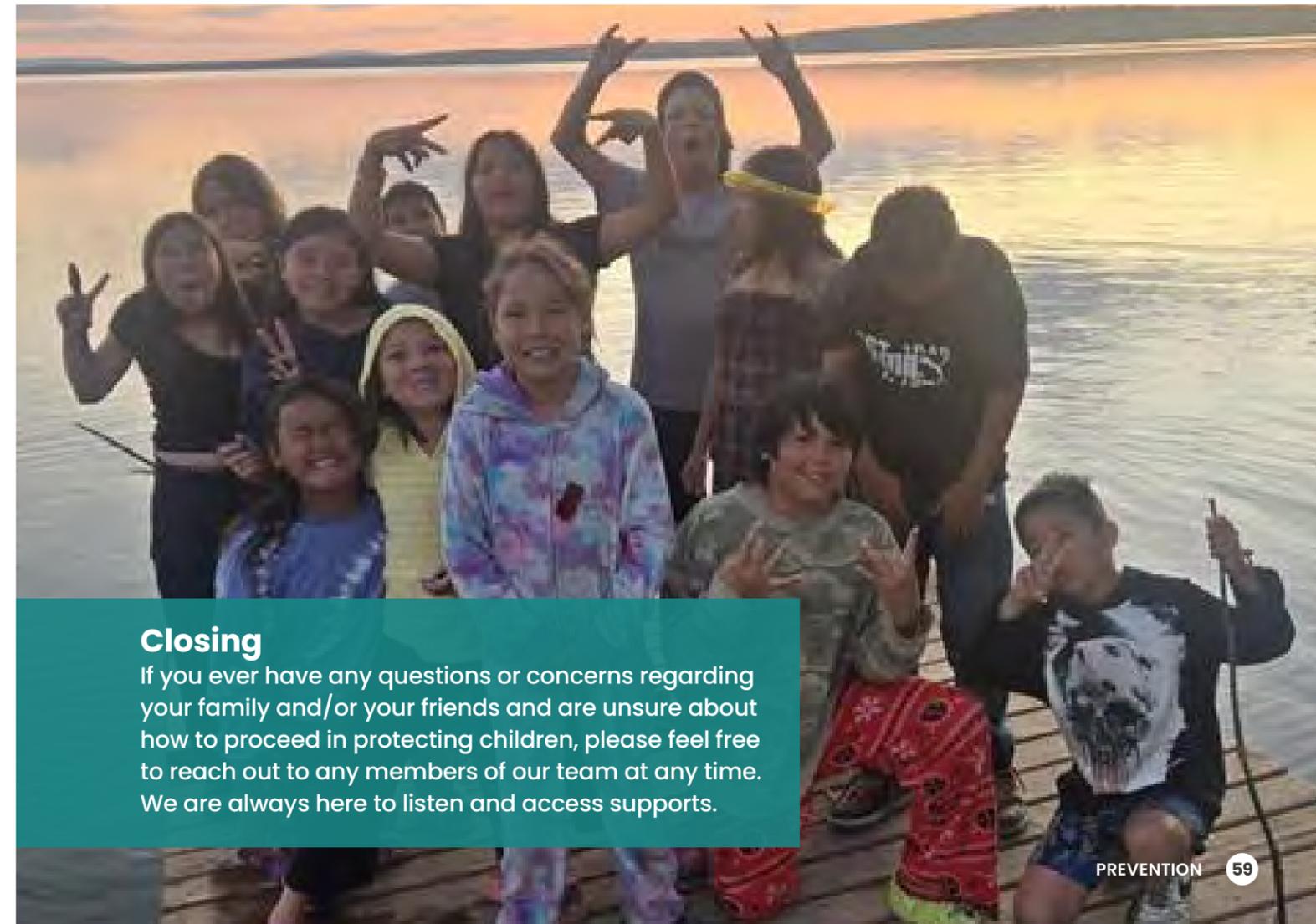
Band Designates Ursula Ho Lem and Leila Wiebe continued their work supporting families through court processes and one-on-one advocacy.

We are also grateful for the support of Carrier Sekani Family Services' Keisha McKenzie, who collaborates with our band designates to ensure families are aware of and connected to available CSFS programming. This partnership helps strengthen the relationship between Saik'uz and CSFS for the benefit of our families.

Youth Supports & Culture

Our Youth Support Workers supported many young people both in and out of the community through one-on-one sessions, check-ins, fun day trips, transportation to appointments and by arranging for a Youth Counsellor, Mary MacDonald, to provide services in community. Members can contact either Youth Support Worker to arrange appointments, and transportation can be provided.

The Youth Support Workers also organized and facilitated this year's Culture Camp. Their ability to bring events together in a timely and effective way has been impressive, and the camp remains an important opportunity for youth to connect with culture and community.



Closing

If you ever have any questions or concerns regarding your family and/or your friends and are unsure about how to proceed in protecting children, please feel free to reach out to any members of our team at any time. We are always here to listen and access supports.



Health

Jordan Cranmer – Interim Health Manager

The Saik’uz Health Department provides high-quality, accessible care for both on-and off-reserve Members. Our services support physical, mental, emotional and spiritual health and we work closely with other departments to ensure holistic care. This includes treatments, prevention programs, cultural and land-based healing initiatives and healthy living supports.

The health centre currently hosts two key areas of service delivery:

- 1. Health:** Treatment and care for illness, disability, or discomfort
- 2. Prevention:** Support for healthy lifestyles, youth and family resources and opportunities for cultural revitalization and reconnection

FIND JORDAN’S BIO ON PAGE 23

I feel honoured to have completed my first year serving Saik’uz as Interim Health Manager in April 2025. My focus has been on building relationships with staff, clients and Members, and strengthening how the health centre delivers care. Together, our team has:

- increased awareness of programs
- expanded financial and internal reporting
- streamlined processes to improve consistency
- encouraged a culture of reaching out for help

I am grateful to work alongside such a dedicated team and respectful community. I look forward to continuing our shared journey of health and wellness in Saik’uz.

Jordan Cranmer,
Interim Health Manager



Program Highlights

Community Nursing & Support Services

We are pleased to welcome Stephanie Sutton as the Saik’uz Community Nurse. With Stephanie’s arrival, nursing services have been extended to five days per week. She works closely with Courtney Laton (Care Aide) to provide:

- nursing home visits and vital checks
- home assessments with the Occupational Therapist
- vaccinations at the health centre
- medical administration
- harm reduction education and material distribution
- sexual health education and STI testing

Together, Stephanie and Courtney support clients with health diagnoses or illnesses, working alongside physicians and other health professionals.

Stephanie has increased vaccine availability in the community and ensured clients receive booster reminders. She collaborates with Krista John to host health-themed nights at Bingo, raising awareness of services such as tetanus shots. Saik’uz Health Centre is now a registered harm reduction distribution site through the BCCDC, allowing Stephanie to provide harm reduction supplies and education directly to community members.

In September 2024, Saik’uz hosted an HIV testing clinic to help community members become familiar with testing options and build stronger relationships with the nursing staff. Stephanie also works with the mobile diabetes and tuberculosis teams to support case management in Saik’uz.

In addition to the nursing and care aide team, several other professionals provide services out of the health centre:

Celena Case (CSFS Maternal Health): maternal and baby clinics, occurring every three months

Desiree Thomas: cultural programming, including access to the At'soo Program

Leah Healy: monthly sexual violence support programming

Mac Cardinal: physiotherapy on Fridays

Evan Tingle (BC Corrections): appointments for Members living on-reserve

Libby Elliot (Vanderhoof Health Unit): monthly primary care social work services, soon to be supplemented by a CSFS primary care social worker

Physicians in Community:

Saik'uz has approximately six physician days per month. Staff are working closely with Carrier Sekani Family Services (CSFS) to expand this service, as there is strong demand for physician care in the community.

- **Primary Physicians:**
Dr. Danette Dawkin and
Dr. Suzanne Campbell
- **Occasional Support:**
Dr. Patrick Hemmons
- **Specialist Visits:**
 - Cardiologist visited in March and September 2025
 - A pediatrician visited in July 2025.

Saik'uz Health is working to strengthen these relationships and expand specialist availability in the future.

In the Fall of 2024, the health centre partnered with UBC to host a lung health clinic assessing community lung health. Results will be shared with Members once compiled.

The health centre also welcomed Kalie McComb as the new Medical Office Assistant. Kalie supports clients with booking doctor appointments and navigating care processes. She is available two - three days a week, including days when physicians are not in community.

Eye & Dental Care in the Community

Saik'uz continues to provide access to essential eye and dental services, despite ongoing regional challenges.

Optometry:

The clinic welcomes Rural Sight annually each spring. Services are covered by First Nation Health Authority (FNHA) and billed directly to FNHA, Blue Cross or MSP. This direct billing ensures Members can access eye exams and glasses under FNHA coverage. Rural Sight also offers payment plans for clients wishing to purchase brand-name frames not covered by FNHA.

Dental Care:

Due to FNHA staffing shortages, dental services are currently unavailable in community. However, a new hygienist is expected to begin working in Saik'uz in the Spring of 2026. FNHA has provided funding to purchase new dental equipment, which will be installed in the upcoming health centre.

In the meantime, Saik'uz has arranged for drivers to support Members with dental appointments to Prince George, because Vanderhoof dental providers currently have waitlists. Patient travel does not cover dental visits, therefore, these costs are being addressed through external grant applications.

Cultural Supports & Land-Based Healing

Saik'uz Health continues to support the Land-Based Healing Program, coordinated by Jason Vickers. This program provides opportunities for Members to connect with culture, community and the land through:

- the development and operation of land-based healing camps
- weekly healing fires held every Monday evening
- cultural activities designed to strengthen wellness and reconnection

Jason also represents Saik'uz at the Prince George So Kwun Be Nawhenije (Healing Fire) and works with other Saik'uz staff to host this event annually in community.

Importantly, land-based healing has been integrated into client treatment plans, ensuring that cultural and spiritual practices remain a central part of health and wellness services in Saik'uz.

Staff Highlight:

In January 2025, Raylene Moore joined the team as an NVIT intern through the Health Department. She has quickly become an invaluable member, providing excellent care and support to clients while continuing her education.

Wellness Workers & Addiction Supports

Saik'uz Health's Wellness Team, led by Lydia Poole and Raylene Moore, provides essential support for community members navigating addictions, mental health challenges and complex care needs. Their work includes:

- addictions counselling
- assistance with treatment and detox applications
- ongoing support for clients with dual diagnoses involving both mental illness and addictions

Over the past year, there has been an increase in community members attending treatment facilities, reflecting both the hard work of staff and our clients' commitment to healing.

In 2023, Saik'uz Health secured *Pathways* funding to support healing initiatives not covered by CSFS or FNHA. This funding has enabled families to attend *Ember of Hope* workshops, *Transformations* sessions, and more recently, *BreakFree* workshops. These initiatives have helped prepare clients for treatment and provided aftercare support upon their return to the community.

The Wellness Workers also depend on Elders for cultural and spiritual guidance in counselling clients. They facilitate community-based groups and initiatives, including:

- harm reduction breakfasts to bring clients and families together
- wellness support groups and recovery celebrations
- harm reduction game nights
- support for attendance at Narcotics Anonymous and Alcoholics Anonymous

Community Health Support & Homemaking

Community Health Representative (CHR):

The Saik'uz Community Health Representative, Lindsay Antoine, plays a central role in client support and case management. She works closely with the nursing team and Health Manager to ensure that Members receive the care and resources they need. Her work includes:

- assisting clients with prescriptions and FNHA coverage
- coordinating medical equipment through the Red Cross
- supporting patient admissions and discharges
- ensuring access to medical and wellness supplies for recovery and ongoing health benefits

Lindsay also helps families plan for major life events and health impacts. She has focused on supporting the Elder wellness programming, including fall-prevention initiatives, walking groups, and organizing physical activity instruction since the summer of 2024.

Homemaking Program:

Saik'uz has seven Homemakers:

- Chaylene Thomas
- Joyce Teed
- Linda Todd
- Peggy Philips
- Vera Antoine
- Wendy Antoine

Homemakers provide essential support for community members who require assistance with daily living due to medical reasons. Their responsibilities include maintaining the home and supporting everyday activities. Unlike care aides, homemakers do not provide personal or hygiene care.

The Homemaking Program is funded through Indigenous Services Canada (ISC). Clients requesting homemaker support must undergo two nursing assessments per year to determine eligibility.

Health Centre Operations

Reception & Coordination:

The health centre's front-line services are coordinated by Sabrina David (Receptionist), who plays a vital role in ensuring clients can connect with staff and access the care they need. Sabrina:

- works with the Medical Office Assistant to book doctor appointments
- schedules foot care for clients with chronic illnesses
- arranges appointments with visiting providers such as the optometrist and other specialists
- manages emergencies and clinic scheduling
- oversees the organization of the health centre's front office

Annual Health Fair:

Since 2024, Saik'uz Health has hosted an annual health fair each January, providing Members with an opportunity to connect with resources and support. In January 2025, the theme was Mental Health & Healing, featuring presentations and workshops from *Ember of Hope Counselling*, the CSFS Addictions Recovery Program, ICBC Indigenous Licensing and others.

Future Outlook:

Staff are projecting a move into the new health centre in the Spring of 2026, adding additional space for more programming. Work is underway with community language speakers to develop culturally appropriate naming options for the new facility and its associated spaces. These options will be presented to the community in a fall update.

Patient Transport & Health Centre Drivers

CSFS currently manages all patient travel requests for Saik'uz First Nation. Community members may contact the Vanderhoof Office to receive a cheque for patient transport. Because CSFS does not have a driver dedicated to Saik'uz, Members are typically required to arrange transportation with a friend or family member and reimburse them using these funds.

If arranging transportation with a friend or family member isn't possible, clients may request transportation from Emily Isadore, Driver (Saik'uz Health), by contacting the health centre and speaking with the Health Manager. However, rides provided by the Saik'uz driver are *not* reimbursed through CSFS patient travel, and the Nation does not receive compensation for these trips.

As the Saik'uz driver supports all health centre programs, all health staff are able to book driving appointments. However, to help manage this high demand, clients are asked to provide at least one week's notice when requesting appointments.

Saik'uz Health has secured new funding to help cover driving costs not reimbursed by FNHA or CSFS, which is helpful in ensuring that community members are better supported in completing activities related to their health and wellness. Because of this, Saik'uz Health also supports uncovered patient travel for family members who accompany clients to difficult medical appointments, recognizing the importance of family and cultural support in healing.

For the past two years, the team has also hosted the *Overdose Awareness & Sobriety Walk*, an important community event that:

- supports families navigating the grief of losing loved ones due to drugs and alcohol
- encourages the community to take a stance against drugs
- raises awareness about the programs and support networks available



Elders Programming

The Saik'uz Elders Program is coordinated by Elders Coordinator Krista John, who works to ensure Elders are supported, connected and celebrated in the community. The key supports and activities she provides are:

- transportation for Elders to appointments, events, and gatherings
- organization of monthly Elders' luncheons and meetings
- weekly Bingo fundraising in support of the Elders' organization, while also promoting health initiatives such as vaccine booster awareness
- delivery of medical supplies to Elders
- cultural and social activities, including canning days and Elders' teas with other Nations such as Nak'azdli
- support for residential school survivor healing initiatives
- trips to powwows and cultural gatherings

Elders continue to play an important cultural and spiritual role in the community. Krista supports their participation as speakers, ceremonial leaders and knowledge holders at events, Chief & Council meetings, and for opening and closing prayers.

Men's & Women's Health Initiatives

Saik'uz Health supports both the Saik'uz men's and women's groups by providing resources and opportunities for Members to engage in culturally grounded health and wellness programming.

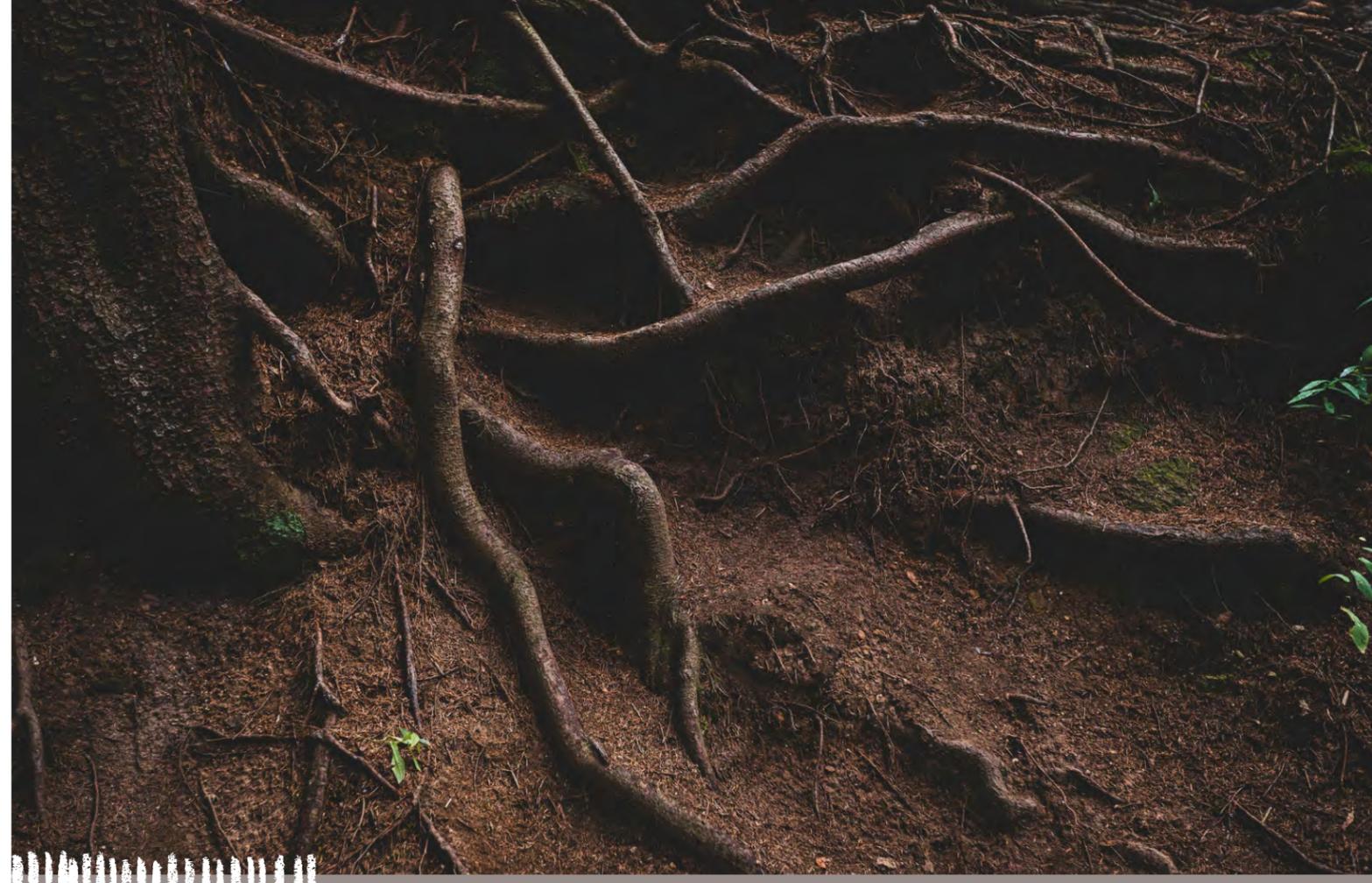
Gatherings & Conferences:

- EmpowHER Women's Gathering – September 2024
- Strength in Solidarity Men's Gathering (hosted by Saik'uz) – March 2025
- I AM Women's Conference – April 2025

Additional Supports:

- catering for group meetings
- travel assistance for training opportunities
- honorariums for instructors

In March 2025, the women's group hosted a ribbon skirt making workshop, supported by Saik'uz Health, as part of its commitment to cultural revitalization and community wellness.



Operations & Maintenance

Mickey Phillips – *Operations Manager*
Joel Cromarty – *Maintenance Manager*

The Operations & Maintenance Department is responsible for the upkeep and maintenance of Saik'uz First Nation's essential infrastructure, including roads and bridges, community and commercial buildings, water and sewer systems, and municipal services such as garbage collection and snow removal. We also ensure that Band-owned equipment is well maintained and ready to support the community when needed.

Our dedicated staff this year included Mickey Phillips (Operations Manager), Joseph Barfoot (Operations Assistant), Joel Cromarty (Maintenance Manager), and Traften Teed (Maintenance Assistant). We were also fortunate to have the support of summer students: Preston Case, William Raphael, and Julian Hixon on the maintenance team, and Tyler Marten-John and Jaiden Hixon with operations. Their contributions helped us complete a number of important projects for the community.

FIND THE TEAM'S BIOS STARTING ON PAGE 16

Water & Sewer Division

This year, we completed significant upgrades to the community's water and sewer infrastructure. The septic lift station electrical system was upgraded, and alarm systems and a backup generator were installed to ensure reliable operations and reduce the risk of system failures. In addition, we carried out the regular flushing of water mains in both the spring and fall, which helps to maintain water quality and system efficiency for households in the main community.

Community Buildings

Our team also worked on several improvements to community buildings and facilities. At the Operations compound, we constructed a parking garage with power outlets to better secure equipment and ensure it remains in working condition during colder months. We also expanded the compound, creating dedicated spaces for the Health & Prevention Department and Lands & Resources Department.

The Multiplex Facility received a series of upgrades, including panel replacements and exit door improvements, along with other smaller projects to keep the building safe and functional. At the Band Office, we enhanced the heating and plumbing systems by installing a third boiler and adding a backup plumbing section, ensuring reliable service and reducing the risk of disruptions.

Roads & Bridges

Roadwork and bridge maintenance were another major focus for the department this year. To support this work, we purchased a mini excavator, which has already proven useful for completing road projects more efficiently. A major seal-coating project was carried out on all main community roads, extending their lifespan and improving safety.

Additional roadwork included reshouldering Thomas Street and resurfacing its ditches, as well as resurfacing Fish Road and grading Mary John Street and Ketlo Street. These projects are part of our ongoing commitment to keeping community roads safe, reliable, and well maintained.

Training & Safety

To ensure that our staff remain up to date on safety standards and industry requirements, the team completed a number of training courses throughout the year. This has helped us remain compliant with licensing requirements and strengthened our ability to deliver high-quality service to the community.

Closing

The Operations & Maintenance Department had a productive year, completing upgrades to water and sewer systems, improving community facilities, and carrying out major roadwork projects. None of this would have been possible without the hard work of our dedicated staff and the support of our summer students.

We remain committed to maintaining and improving Saik'uz infrastructure so that the community has safe, reliable, and well-functioning services.



Housing & Membership

Lesley Raphael – Housing & Membership Manager

Hadih! My name is Lesley Raphael, and I am a proud Saik'uz Member serving as the Indian Registry Administrator (IRA). The Membership Program now has a certified back-up IRA, Chantel Murray, who has recently returned from parental leave.

I was on leave from January 2024 until December 31, 2024. During this time, I was available for status cards and other matters by appointment only. I am happy to be back and I am once again in the office for regular hours and available to assist you with your housing or Membership needs.

[FIND LESLEY'S BIO ON PAGE 25](#)



Housing Report

The Housing Department oversees the management, maintenance and development of Saik'uz First Nation's housing units, ensuring that homes are safe, affordable and sustainable for Members.

Multi-Year Housing Upgrade Plan

The Housing Department continues to work with Community Power to develop a multi-year housing upgrade plan for 39 homes. This plan aims to:

- improve on-reserve housing conditions
- reduce energy costs
- ensure homes are healthier, safer and more comfortable

The plan involves identifying, prioritizing and implementing renovations and energy efficiency improvements within community housing stock. Saik'uz is currently at the stage of applying for funding through Indigenous Services Canada (ISC) and other available resources.

Mary John Street Houses

- Built: 2017
- Final Payment Due: August 18, 2045
- Monthly Mortgage Payment: \$2,200

Housing Committee

Members:

- Kelsey Antoine
- Krista John
- Lester John
- Darlene Barfoot
- Deanna Patrick
- Lydia Poole
- Health staff (as required)

Renovation & Maintenance Team

Renovation Crew:

- James Duncan
- Calvin John
- Randy George
- Harrison Quaw
- Gary Joseph
- Casey Alexis
- Nathan Patrick

Home Maintenance Worker:

- Dwayne Fjellner

Housing Program Activities

The Housing Program collects rent from Members residing in:

- mortgage houses
- non-mortgage/Band-owned units
- rental units (including tri-plex buildings and the ten-plex)

Services provided through the Housing Program include:

- appliance replacement and repairs
- minor repairs and maintenance for rent-paying units
- Elder repairs (65+), funded through band programs for health and safety-related needs

Modular Homes

In partnership with Canada Mortgage and Housing Corporation (CMHC), the Housing Department purchased four newly constructed modular homes:

- two four-bedroom units
- two three-bedroom units

The Band must collect at least 30% of household income monthly for a period of 25 years as part of its funding agreement.

Membership Report

Responsibilities of the Indian Registry Administrator (IRA)

The IRA is responsible for:

- assisting and maintaining the Indian Registration and Band lists programs on behalf of Indigenous Services Canada (ISC)
- supporting clients with applications and identification documentation
- issuing certificates of Indian Status (status cards)
- assisting individuals in applying for a Secured Certificate of Indian Status (SCIS)
- submitting reports to the ISC regional office

The IRA is also responsible for ensuring the security and integrity of the Indian Registration System and all related materials. This includes:

- storing register pages, blank status cards and registry-related materials in locked filing cabinets
- maintaining an effective and efficient filing system
- protecting the privacy of Members by restricting access to personal information



Services Provided

1. Certificate of Indian Status (laminated card):

- Issued the same day for Saik'uz Members
- For Members of other Nations, verification is required through ISC or the individual's Band before scheduling an appointment
- Fees: \$10.00 for Saik'uz Members; \$20.00 for other First Nations

2. Secured Certificate of Indian Status (SCIS):

- Requires two passport photos (recommended for quality and accuracy) or photos taken through the SCIS photo app
- Validity: adults (16+) and dependent adults – 10 years; children (15 and under) – 5 years
- Processing time: 12–16 weeks for a complete application
- Fee: none

3. Birth Registration:

- Parents must provide the original birth certificate with their names listed
- Application is available online
- Processing time: 6 months to 2 years, depending on file complexity

4. Death Reports:

Families are responsible for bringing in the death certificate to remove the name from the registry list

5. Estate Services:

- Support is provided in managing the affairs of minors, dependent adults or deceased family members who lived on-reserve
- If the person was living off-reserve at the time of death, the estate is managed by the province, territory or country where they resided

6. Commissioner for Taking Affidavits:

The IRA is authorized to administer oaths, affirmations, affidavits, and statutory declarations as permitted by law.

Note: The IRA cannot certify or verify contracts or documents outside the scope of IRA

Membership Statistics

(as of December 31, 2024)

1,000
Total Members

333
Living On-Reserve

667
Living Off-Reserve



Human Resources

Marie Boivin – Human Resources Manager

Hadih,

As Human Resources (HR) Manager, I am responsible for supporting both staff and the organization as a whole through a wide variety of duties. The HR Department is central to ensuring that Saik'uz First Nation remains a safe, respectful, and productive workplace. My role focuses on maintaining fair and consistent application of policies, supporting employee needs, and helping managers and staff navigate the challenges and opportunities that arise in the workplace.

FIND MARIE'S BIO ON PAGE 27

New Hires 2024–2025

This year we were pleased to welcome the following individuals into new roles across the organization:

- Adrian Carlson – *Special Projects*
- Andrea Patrick – *Garden Project*
- Brandon Thomas – *Acting Fire Chief*
- Chelsea Boon – *Administration Department*
- Colleen Patrick – *Daycare Department*
- Georgina Mason – *Finance Department, Tin Toh Forest Product Ltd*
- James Vickers – *Land & Resources Department*
- Jeremy Louie – *Wood and Land & Resources Departments*
- Jessica Wiens – *Land & Resources Department*
- Levi Vickers – *Garden Project*
- Mar Paulo Montejo – *Communications Department*
- Preston Case – *Maintenance Department*
- Rae Maputi – *Finance Department*
- Sabrina David – *Health Department*
- Samantha David – *Garden Project*
- Sariah Parker – *Daycare and Health Departments*
- William Mole – *Wood and Land & Resources Departments*

16 Summer Students

Each of these hires has brought new energy and expertise to Saik’uz First Nation, helping strengthen our capacity across departments.

Responsibilities

Over the past year, Human Resources has continued to provide guidance to staff and management on Saik’uz First Nation’s policies and procedures, ensuring they are correctly applied across the organization. Core areas of responsibility include:

- Developing and maintaining job descriptions, policies, and procedures,
- Supporting recruitment, interviewing, and hiring processes,
- Researching training and development opportunities for staff,
- Tracking and recording employee absences (sick leave, vacation, AWOL, training, etc.),
- Supporting evaluations and disciplinary processes when necessary,
- Maintaining employee and disability files,
- Preparing mandatory annual reports on violence and harassment in the workplace under federal jurisdiction,
- Serving as a link between the organization and its employees, as well as between employees and external benefit providers such as SunLife or the Workers’ Compensation Board (WCB).

Confidentiality remains a cornerstone of HR work, ensuring the privacy and trust of staff is always respected.

Policies & Procedures

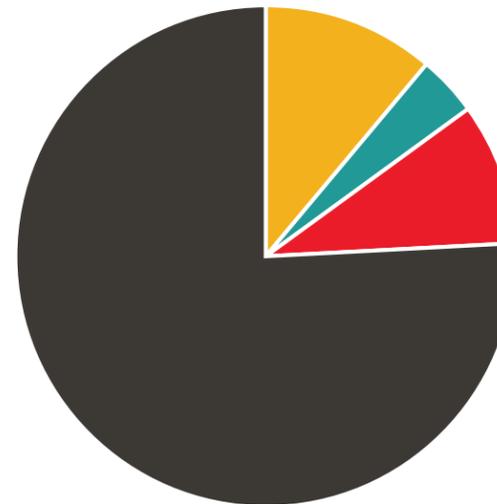
A large part of HR’s day-to-day role involves responding to staff questions about policies and procedures. By providing clarity and direction, HR helps ensure that policies are understood and followed consistently across departments. This helps maintain fairness, accountability, and compliance with federal standards and Indigenous Services Canada (ISC) requirements.

Employees

As of this reporting year, Saik’uz First Nation employs **100 staff members** across full-time, part-time, casual, and new hire categories. Of these 100 staff members, **17 new hires** joined the organization this year, in addition to **16 summer students**. Recruitment remains an ongoing focus, as there are currently several open positions that are important to the Nation’s operations. These include:

- Assistant – *Economic Development*
- Assistant – *Housing*
- Assistant – *Social Development (Part-Time)*
- Custodian (*Part-Time*)
- Early Childhood Educator
- Fire Chief
- FireSmart Coordinator
- Manager – *Daycare*
- Manager – *Health*
- Media Technician
- Security & Maintenance Worker
- Tsiyanne Ghuhinli (*NNADAP Worker*)

Filling these roles will be a key priority moving forward, as each contributes to essential programs and services for the community.



Saik’uz First Nation Employees

- 76%** Saik’uz Members
- 11%** Indigenous Non-Member
- 9%** Non-Indigenous (white)
- 4%** Non-Indigenous (of colour)

Closing

The Human Resources Department continues to grow and adapt alongside Saik’uz First Nation’s expanding workforce. With 100 employees now serving the community, HR is committed to supporting both individual staff needs and the overall health of the organization. Recruitment, policy development, and staff support will remain priorities in the year ahead, as we work together to maintain a strong, safe, and supportive workplace for all.

Culture & Language

Deborah Page – Culture & Language Manager

Hadi, Saik'uz Whut'enne;

This past year, the Culture & Language Department has continued its important work in Dakelh language revitalization. Our efforts have focused on both teaching the language to younger generations and preserving the knowledge of our fluent speakers through translation, transcription, and technology. With the loss of more fluent speakers each year, this work is critical to ensuring that Dakelh remains strong for future generations.

FIND DEBORAH'S BIO ON PAGE 20



Language Technology Program

Translation & Transcription

Continuing from last year, a major focus of the department was the restoration of archival materials. This work begins with Deborah Page, who manages the digitization and restoration of audio tapes from the Saik'uz archives, as well as additional audio and video recordings donated by community members.

Once restored, the recordings are carefully translated by Elders Gracie John, Ruby Patrick, Johnny John, and Greg Raphael, whose knowledge has been essential in preserving these historical documents. Karen Thomas transcribes the Dakelh audio into written Dakelh text, creating a permanent record that strengthens language learning and long-term preservation.

The final step of the process is carried out by Danielle (Dani) Mueller, who has been adding subtitles in both English and Dakelh to the archival video recordings. Before departing to continue her post-secondary studies, Dani will also train Deborah in this process to ensure the work continues. Due to everyone's dedication, this body of work has already become a valuable resource for the development of the *Saik'uz Balhats Guidebook*.



Pathways to Language Vitality (Language Nest)

The Language Nest Program, funded through the First Peoples' Cultural Council, has continued to provide Dakelh language lessons to children attending the Saik'uz HeadStart program. Since its launch in September 2019, the program has grown steadily, and this year marked its fourth full year of operation.

Children in the HeadStart program received three hours of Dakelh language and cultural instruction each day. A wide range of teaching methods were used, including Total Physical Response, syllabics, drumming, dancing, singing, and storytelling, ensuring that the lessons were both engaging and grounded in Dakelh traditions.

Instruction was provided by **Susie Antoine**, **Julie George**, and **Rosa McIntosh**, who dedicated themselves daily to sharing the language with the children. We take this opportunity to honour and remember our Elder, the late **Julie George**, for her unwavering dedication to our language revitalization. She continued teaching right up until her final month with us.

In addition to the daily HeadStart program, **Cecilia John** offered after-school Dakelh language and cultural lessons twice a week, providing further opportunities for children to deepen their connection to the language. The Language Nest remains a vital part of ensuring that future generations grow up immersed in Dakelh, strengthening their identity and carrying the language forward.

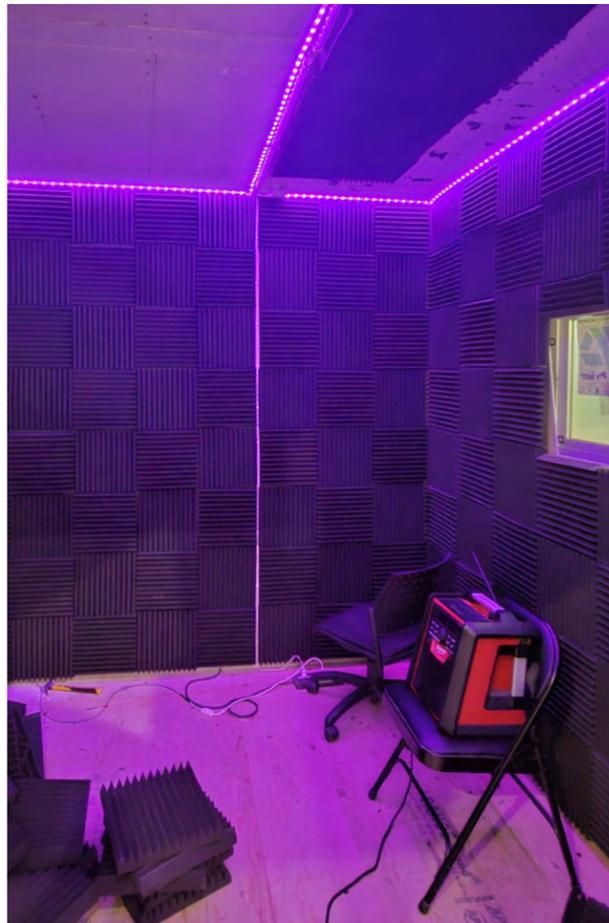


FirstVoices

FirstVoices is the second component of our Language Technology Program, and involves uploading Dakelh words, phrases, and sometimes audio and images, to the Saik'uz First Nation FirstVoices portal (firstvoices.com/saikuz-dakelh).

To support this work and ensure the highest quality recordings, we have been constructing *Neyun Uzda Bayoh* ("Our Song Shed"). The project was started by a previous staff member and has since been carried forward by Dani, who is completing the final touches, including soundproofing and installing professional-grade recording equipment. Once finished, we will have access to a professional-quality recording booth to preserve and share our language.

Adding a creative dimension to this work, artist Caden Thomas painted the outside of "the Shack", bringing his own design to life and giving the space a unique Saik'uz identity. Looking ahead, the completed Song Shed will allow us to record and upload clear, high-quality language materials, strengthening both our FirstVoices archive and the future of Dakelh language revitalization.



Visit the Saik'uz First Nation FirstVoices portal here:

firstvoices.com/saikuz-dakelh



Recreation

Jeremiah Prince – Recreation Coordinator

This report provides an overview of the recreational programming and developments in Saik'uz First Nation from April 2024 to March 2025.

Jeremiah Prince first began supporting the program under contract in May 2024, before officially taking on the role of Recreation Coordinator in August 2024. Recreational activities have always been a passion of his and he is proud to have stepped into this position to encourage active engagement, community participation and growing momentum across several youth and adult sports groups.

Overview: April – August 2024

Jeremiah Prince began working in Recreation in May 2024 when he accepted a temporary contract to cover the Recreation Coordinator position. By August 2024, as the contract neared its end, the inevitable question arose: did he want to take on the role full-time? The obvious answer was yes. Recreational activities have been a central part of his life since the first time he played sports.

Now, his focus is on encouraging youth participation and community wellness. Summer and winter are the busiest seasons, but Jeremiah can already see room to grow, improve and embrace constructive feedback to make the program even stronger.

Programming Highlights (August 2024 – March 2025)

In August 2024, we prioritized restarting and organizing consistent sporting programs that would appeal to a wide range of youth and community members. We also led a lot of the fundraising for the programs.

Here's a breakdown of what was offered:

1. Hockey Program

Start Date: September 2024

Format: Weekly practices and community scrimmages

Participants: Youth (ages 6–17) with some adult drop-ins

Highlights:

- strong turnout across multiple age groups
- equipment donations from local partners, families and the Prevention Department
- early planning for travel tournament opportunities

Outcomes: Revived community interest in hockey, supported skill development and increased youth engagement during the winter months



2. Basketball

Start Date: September 2024

Format: Weekly evening sessions

Participants: Teens and young adults

Highlights:

- Significant skill development among regular participants
- Entered a team in the 2024 Lheidli Classic (November)
- Focused on teamwork, respect, and fitness

Outcomes: Built confidence, teamwork, and provided a consistent, healthy outlet for youth

3. Volleyball

Start Date: October 2024

Format: Weekly open gym nights

Participants: Mixed ages, with teens and young adults most consistent

Highlights:

- Social atmosphere improved turnout
- Participation from Nak'azdli community members
- Indoor volleyball maintained strong interest through winter

Outcomes: Created a low-barrier way to get active while connecting youth and adults

4. Racket Sports (Badminton, Tennis, Table Tennis)

Start Date: August 2024

Format: 1–2 indoor nights per week

Participants: All ages

Highlights:

- Introduced youth to new sports
- Table tennis became especially popular
- Emphasis on hand-eye coordination and fun

Outcomes: Offered variety beyond mainstream sports and broadened participation across age groups.

Recreation Planning Committee

Our Recreation Planning Committee, while still new, is focused on beginning the work to rebuild the Saik'uz ballpark. This is still in early development, but an important step toward revitalizing community recreation infrastructure.

Challenges

Our biggest challenge was fundraising. It was a challenge to get the youth and parents involved.

Looking Ahead: 2025–2026

- Expanding summer outdoor programming (soccer, softball, bike club)
- Getting the youth and parents involved in fundraising ideas/opportunities
- Exploring traditional games and land-based recreation integration
- Hosting inter-community tournaments or friendly matches
- Continuing to grow participation and volunteer support

Closing Remarks

We are incredibly grateful for the youth, families and community members who have shown consistent dedication, support and participation. We've seen renewed energy in sports, growing confidence in our youth and positive momentum heading into the next year.



Social Development

Chantel Murray – Social Development Manager

Hello, my name is Chantel Murray. I was on parental leave for 18 months and just returned to the office on a part-time basis. You can find me Monday through Friday from 8:30 am – 12:30 pm and all day on social assistance days. I have appreciated the patience that clients have shown me as I navigate working with a toddler.

My door is always open when I am in the office. Please do not hesitate to come say hi if you need anything, and I will do my best to help in any way I can.

FIND CHANTEL'S BIO ON PAGE 18

What is Social Development?

The Social Development Program provides income assistance to all individuals who qualify for the service. The services include:

- basic needs
- shelter support
- special needs
- adult in-home care

Please remember that Indigenous Service Canada (ISC) is funding our program, so we are bound by their policy; therefore, we try our best to help each client individually in any way that we can without causing hardship.

How to apply for Social Assistance

If you are in need of Social Assistance, please start by calling the office and setting up an appointment.

Please bring with you:

- two most recent months of bank statements (previous month and current)
- direct deposit information
- two pieces of government-issued ID
- your most recent hydro bill

Important Deadlines:

- Stubs and work searches are due by the 20th of every month to avoid late payment
- Social Assistance Day is the first Wednesday of each month

Annual Renewals

Renewals happen every March. Clients are asked to schedule an appointment with the office to come in and reapply for Social Assistance to reassess their eligibility.

You will need to bring:

- two most recent months of bank statements (Previous month and current)
- direct deposit information
- two pieces of government-issued ID

Clients will need to renew their files before they are eligible for April's Social Assistance payment.

Community Pantry

The Social Development office also maintains a Community Pantry for social assistance clients facing difficult times and is stocked with:

- non-perishable food items
- general hygiene supplies
- frozen meat (available in our office freezer when stock permits)

This service is available to help families and individuals bridge gaps when times are especially tough.



2023 – 2024

AGA Minutes

2023-2024 Saik'uz First Nation General Assembly Day One – Oct 9, 2024

Saik'uz Band Office – 135 Joseph Street (9:25 AM)

- Opening Prayer Ms. Rosa McIntosh
- Welcome Chief Priscilla Mueller and Mayor Kevin Moutray
 - o Recognizing UNDRIP and reconciliation, changing of the industry and effects in the forestry sector, and working together to benefit the community.
- Introduction Mr. David Luggi

Reports by Chief & Council

- **Chief Priscilla Mueller**
 - o Rio Tinto Alcan “RTA” Court Case Saik'uz and Stella Appeal at the Supreme Court level, awaiting to hear a response. BC court of appeal we won, but pursuing Rio Tinto's liability for loss of sturgeon and salmon and state of the river. We will update community out of 600 cases that the courts receive only a handful are reviewed.
 - o Federal Loan Guarantee FNMOC chief travelled to Ottawa and Toronto to speak with Ministers for this program for major project. Ex. Industry Pipeline or Twinning Hydro Lines, and to purchase equity — millions of dollars, we seek meetings with ministers to try and address the lack of financial opportunities due to not having funds to invest. 5-billion-dollar guarantee was approved for this year, and we have equity in the CGL pipeline, and Saik'uz has an opportunity, and this project is “shelf ready” to allow us to be part of the deal.
 - o Quebec Appeal Bill C-92 province was not recognizing rights for the Ministry of Child Family MCFD, so we were part of an appeal and intervened, we are happy to let you know that we succeeded in the appeal, and the court threw out that First Nations do not have jurisdiction in Family Cases.
 - o Acknowledgement of the Saik'uz Firefighters First Place BC Competition and will be attending the Competitions in Vancouver later this year.
 - o Cultural Awareness Video, for partners and service providers ex. RCMP and have been sharing at the clan meetings and the engagement sessions to let you know who Saik'uz is working with our community/ membership.
 - o GCL Project, Equity coming up.
 - o New Gold/ Artemis Mine, Saik'uz is affected downstream. Saik'uz Signed the agreement and need to sit down with Stephen Dean
 - o BC Hydro project, Saik'uz Stella Lheidli Nadleh sitting with the Province and BC Hydro to review the first phase of the project and how it affects the 4 nations. Nazko has been trying to be a part of Phase one, and the territory they are claiming is Saik'uz Territory and the Province has been putting pressure to address these overlap concerns.
 - o Innergex Wind Farm, on hold until further notice for engagements with community. Here to speak with members.
 - o Health Centre, underway but it's a big project.

- Antoine Street Extension, almost complete.
 - Firehall, Modular style --- economic development will speak on this and provide an update as well as the greenhouse dome.
 - Cultural Centre at the Potlach Grounds, work almost complete.
 - CSFS Clan house, two engagements on and off reserve and determining the style and looking for the house that will be built in Saik'uz. The Designers will be presenting the designs, and it's meant for emergency and Kids in Care, to address the gaps with kids aging out 13-25 years old and how the community can provide support and care – and those relocating from the city coming into the community.
 - Pathways 3.0 – Nak'azdli pulled out and it's thrown a wrench into the plans for the 7 nations and the agreement. Northern communities have timber, however the southern ones do not, and we are looking at strategic ways to approach the concerns and possibly start our own tables to protect our interests.
 - MOU with the Reginald District of Bulkley Nechako "RDBN" and District of Vanderhoof "DoV" and adding Cheslatta as well and is under legal review to address the concerns of the river.
 - Governance Work, Nadia Novak, Cora McIntosh, Kasandra Turbide, Kelsey Antoine, Amber Teed and Lisa Krebs have all done a lot of great books and I'm blown away but there is a booklet that will go out to the community and clan meetings they host in community monthly. We can address concerns such as the overlap as well as issues of Keyoh concerns and things we can have these discussions.
 - Saik'uz Custom Election Code Amendments, the last election was very chaotic and there was a lot of lateral violence, so we are working on fixing things that require changes to the code to allow for more lead time for applicant as well as increasing the number of council members as we have a working council and we find that we need more input and representation on issues in office. We hope to increase and have also hosted off-service sessions.
- **David Luggi** – one notable announcement – the Chief talked about BC Hydro expansion, 4 nations are involved and the Nations collectively put together, along with the province and BC Hydro, a negotiation protocol. The credit to the 4 chiefs that held on, and they held on with one word in the negotiation protocol, so typically proponents and governments want to "seek" your consent. What that really means, there's a process and we'll some studies, even if you don't agree, we will carry on with the project. The one word that changed to protocol is, Obtained your consent. They held out with, one word for about 6 weeks. It ended up being a waiting game, and being Carrier people, time is on our side, with it being a Hydro expansion, they had a timeline. The ministers and the CEO realized that if we don't get the word "Obtained" and take out "seek" that the Province and BC Hydro had no chance engaging with you, Saik'uz First Nation.
- **Councillor Rodney Teed**
- Thank you everyone for coming out, thank you for putting me in a position to fight for our people, our housing, Leadership with industry, Leadership with governance, leadership with the local towns.
 - Meet managers on a weekly basis, to see what's going on in their department. Leadership doesn't have portfolios; we have to keep tabs on what happens in health

and logging. O&M – what's going on with them, making sure the water is drinkable and sewer upkeep.

- Shout out to all of the new hires in our community – Vergina Hall? Vincent Wichkam, Ursula Ho Lem, Traften Teed, Miranda Louie, Kathy Antoine, Jordan Cranmer, Jennifer David, Eric Martin, Courtney Woodland, Claudia Johnny that has joined our management that takes care of everything
 - G2G – what's my place, Asked the Council and Mayor – why do you want me here, what do you need, speak up if you need, whatever is happening with industry. It's a ripple effect that happens. Having two voices in any situation, with mining, water, more voices to move forward with the minister, who's ever involved with the situation.
 - Like with the fish, my brother Randy and I went out to set nets, and we only caught 4 and that's how bad it was. When I was young growing up, it was 200-300 fish, and we would be busy for 2-3 days.
 - We need to know all of this, we need the people to go out on the land and get that information and bring it back to us, that's where that strength will come, we will have that information to bring to government, to bring to DFO, what has DFO ever done for us, nothing.
 - Health – I visit to see what is going on, they're striving for Traditional stuff
 - Go out on the land, collect medicine or find out what's out there.
 - Everyone has different kinds of health problems and Health is a big deal, need to get it right the first time.
 - O&M – Joel Conmarty – on his first meeting in Vancouver – to get information on what needs to happen here on the growth of community, what needs to happen if we need better water system
 - Pathways 2.0 – So could establish our own self-governance, like with our language, how to governance with our Potlach system, if we're going to give back Prime minister Trudeau, his governance, we need to have something in place. So, it's really important with the governance work, with the Clan meeting with the Governance oversight committee. We need to get all the information to establish a strong governance. Need to relay that to other governments, industry so that we can move forward and have a stronger stance on why we're taking care of the land.
 - We need to keep tabs on how Haida is doing- they're having a big problem, they own everything out there right now and see how they're doing stuff, they have a potlach system, we can learn from them.
- **Councillor Alison Johnny**
- When I first started running for council, my main goal was the whole community, the people. My heart is really community oriented and for our people. So, anything I am trying to do, I am always thinking about what the people need or what they want. I have thrown myself in the back a lot of times, because I want to see our people prosper.
 - My main goal was for the kids, I grew up in care, and I know what it's like. Watching our kids having to come and go to meetings and sit by their parents while they're being supervised by the ministry or a total stranger that they don't even know. They don't have the trust in our own people to be able to take that on, on our own, to fight for our kids. We know where they come from and what they need, as Aboriginal people.

- I've had young kids come to me, they were really upset with how things were going, and they said to hell with it, I'm to go live in the group home, I'm going to go to a foster home, because nobody up here cares. So, I told those kids what I went through when I was in care. I don't want to see our kids go through that.
- I sat at one of the Child Welfare Committee tables after a while I took a step back and I am so amazed at what this group of people that we have working and fighting for our kids, it's amazing at how they speak up and the words they say. We need to put the Ministry to the curb, no more of them coming up here and telling us what we're going to do and how we're going to raise our kids. It's still happening, I've had a community member come up to me and ask why were they given back to MCFD when they fought so hard to get where they are today. I couldn't answer, because I didn't understand myself. I want to see our people do it; I want to see us be the hero's protecting our children.
- Since I stepped away, the Ministry has come back again with full force and do what they want to do and say what they want to say. It needs to stop, that has to come from our people. With our members who sit at that table. I thought I don't need to be there, they're doing that work, they're doing that fight. I am thankful for them, I am thankful for all of the staff that we have, without you guys we wouldn't be anywhere, we wouldn't be doing the things that we do. The staff are the ones doing the hard battles for the community, we're there to support you and to do the political stuff. I have been trying to fight and do what I need to do for me to be able to financially support myself rather than trying to depend on anybody else. That's what I have been trying to do for the past 5 years, running my business, being able to support myself, my family, my grandkids.
- I attend my regular scheduled meetings, I'm in the community when the membership needs me, they come and see me. I don't need to be in leadership to be able to help my people, so after this term, I will continue to help my people, but I will never run for a political position again because I don't think I benefit the membership for that, but I benefit you with my heart and I will be in the community to do that and to talk to my people. There are people who are afraid to talk, I will be that person for you, I will be that spokesperson for you.
- I am thankful for each and every one of you, and all of the staff and elders for coming together and starting to meet with council and giving council direction. Our Elders are the backbone of our community and I am so happy they we're bring back the traditional system. We need to go back to our traditions, we've lost it, we don't hunt, fish, we don't get to berry pick anymore because there's nothing there. We need to stand strong as a community, we're going to thrive, we're going to prosper.
- If you don't think we're doing anything right or if something upsets you, don't be afraid to come up and say it. If we're doing something wrong, tell me, because we can't make anything better if you don't come forward and tell us what the problem is. You're all telling each other, come and tell me I'm the problem, we can work together and make it better. No body's perfect and we can only get better together.

▪ BREAK 10:30 – 10:45 AM

- **Councillor Jason Alexis**

- It has been a challenging transition from employee to council however, at the time I was voted in, I was seeking an opportunity to exact change when I was unsatisfied with my staff position.
- My name is Jason Alexis; my parents are the late Dixon and Hazel Alexis. I am a member the Nulki Whut'en. I was originally hired in 2016 as the education coordinator, but that position changed to the Education Manager. In 2019 I transitioned in the Economic Development Manager position that I developed from the ground up. In April of last year, I was voted in with the highest number of votes and continued to work as the Economic Development manager until mid-summer of last year, when I was sworn into office.
- In the start as being an elected leader, I started out attending various meetings where I developed networking and skill development skills. During these meeting, I network with First Nation leaders, Government Officials and Industry leaders. It was in these meetings that I became familiar with the balance a leader must take trying to uphold traditional values while advocating the business of the nation. During these meetings and workshops, I required as a newly elected leader to take governance training.
- During this time, I will always make it a priority to make it to the meetings when requested. In the Future I promised to continue to be a voice of the memberships voice and concerns. I would really like to thank everyone that voted for me, trusted me to speak on behalf of the nation. I am required to attend regular Chief and Council meetings, and I have always made it a priority to address issues the directly impact our community. I have always brought up issues that the community members have informed me of, this is not always popular, and I may get backlash, but I will always bring the voice of the people to the table. It's hard to balance what people want and what they need. We can't always make everyone happy; we have to first address what they need.
- In the past 3 months I was required to attain a separate job, as I was not able to keep my finances on a leadership honorarium. I still make my monthly meetings, and my employer is very open for me to attend meetings when necessary.
- I would like to thank the staff, people don't realize how hard our staff works and all the work that's done behind the scenes, putting out fires and people don't realize what they do. I would like to thank they staff that are not recognized usually, in the health department, in finance. I would like to thank the people, and the other leadership that have been teaching me what I need to do, how I am supposed to behave as a leader.

- **Councillor Jasmine Thomas**

- I would like to acknowledge the tireless efforts of our Chief. Priscilla goes above and beyond to really advance the rights, title and interests of our community. Not only for Saik'uz but at a national level as well and I think that she's to humble at times. Thank you all of council for all of your efforts, as we've shared before, Council brings a different skills set to the table, a different way of doing the work that they do, but still carry the interest, values and goals of our membership into those spaces. And I think we've been able to develop a good working relationship in terms of dividing

roles and responsibilities among our council. Not everyone is able to travel, I am so thankful for zoom and being able to join virtually a lot of times with two little ones. I appreciate every one of our council members for the work

- Saik'uz interests – You're going to hear from our lands and resources department and other governance processes that are accruing but I think that what I really wanted to emphasize, that as Saik'uz we've been really patient at these collective negotiating tables and with our neighboring nations as well. We are currently dealing a state of biodiversity crisis in our territory, looking forward to start using that as leverage into some of these spaces moving forward. Re-evaluating our relationships with our neighbors, re-evaluating at how we operate as an organization, and how does that reflect out on the land base as well.
- Saik'uz is ready to address cumulative impacts that have been occurring in our territory for quite some time, since the development of the Kenny Dam and the road that opened up our territory for numerous developments. Currently working towards preparations of accumulative impacts case, if need be, we have to launch that because at now, we don't have an agreement with the Province since the end of March 2023. We are operating in a space of a lot of unknowns in terms of Provincial election outcomes, what political party might come into play. There are challenging positions – like from John Rustad who are trying to repeal certain provisions that have advanced the United Declaration of Indigenous People in this province and as we wait the outcome of such election process we're also dealing with impacts to our territory that are only getting worse.
- Things that we have to consider while making decisions at the leadership table while land use, we have 5-10% remaining of our old growth forests, that has to support all of our community members for sustenance to continue our way of life. It also has to support our economic development interests and our companies, for the benefit of the nations. There are many juggling values in the terms of environmental stewardship but also ensuring that we are also able to maintain an economy to support our community and our families moving forward. Going to be ongoing as we transition into a new economical makeup, what does the forestry industry look like for our community and for the region and how are these shifts happening from a primarily harvesting extractive industry to more of a restorative rehabilitative so that we can start giving back to the land that has provided for us. Those changes are going to cost, it's going to take new equipment to work differently, training of a new work skill set, for our workforce, operating in the industry. There are many points that have to be considered in that transition phase, we have that on our radar and have been trying to address it internally, as well with our neighbors and different levels of government.
- Thank you Chief for providing a really comprehensive overview of where we are in different major projects. Thank you, David, for referencing the BC Hydro expansion project. That's a project going from Prince George all the way to Prince Rupert and it's going to be twinning the whole transmission line and right now, politically Saik'uz and our neighboring southern communities, we have that leverage as a southern community that has been primarily devastated from forestry activities, but that cumulative impacts downloading in our territory. We're able to put that to the Province and use that as negotiating leverage as well. Things that are being talked

about in those tables are around historical compensation. BC Hydro have their interest for the twinning of the project but they still have years of, don't know if they could ever make it up, but they have to address our historical concerns. Our community members were promised free hydro and all of these different measures, so we're putting that back to BC Hydro, The Province and soon Canada, that these things have to be addressed, these historical issues. The state of our land the state our water is also the state of our community.

- I will be presenting a more formal update on the collective work with the Carrier Sekani First Nations and what our state is with the Province right now and with our neighbors.
- The work of your leadership and staff is only continuing to grow the demand that's needed, our people are still struggling socially, it's all connected. That's what drives me to show up every day, I try my best to maintain accountability, showing the Chief all my hours, all my meetings, this is how much goes above and beyond the regular scheduled council meetings and I think we're moving towards building a good infrastructure towards governance and what does that look like as we continue to grow. We are currently going through the custom election code amendments. I hope that membership will engage in that process and identifying if we need more councilors for example to represent our growing nation because as mentioned by former councilors, the councillor honorarium, you have to seek additional employment. Myself, I carry about 4 different hats, but I try my best to show up while being the mother of two young children. I really appreciate the staff that accommodate, just showing up for my family and me.
- I sit with the Nulki Whut'en Frog Clan, I am Jasmine Thomas, My Mother is Gerladine and my Father is Dave Flurre. I appreciate the opportunity for our council and our staff to be able to share with our membership all the work that has occurred within in our organization and community in the past year. I am honored to serve as one of your elected council members and I remain committed to represent and advocate for our community at all levels and I do confidently and to the best of my ability. I am not afraid to bring up our concerns, have challenging conversations in any of these spaces and I know I have the backing of generations of strong Saik'uz Whu'ten behind me.
- My full council report can be found in the AGA booklet so I will just highlight the areas that I have supported alongside my fellow councilor's.
- Thank you to our staff that have made this AGA possible, I appreciate all the extra work that goes on behind the scenes to make this event a success.
- Under strategic framework, my governance goal has been environmental stewardship, and I have been focused on Lands & Resources, but there is also a lot of intersectionality between Economic Development, employment and training, Education. In terms of that portfolio system, trying to shift away from the silo approach but we are all keeping a pulse on the overall heartbeat of our people.
- I do want to recognize our Lands & Resources Manager Kasandra Turbide, for being a pillar of strength in her department and our community and not only for Saik'uz but for the broader collective at the Carrier Sekani First Nations tables as well. I want to recognize our environmental monitors, they're still our moccasins on the ground,

- they do a significant amount of work, that at times I don't think they recognize at how impactful and important it is, not only for Saik'uz and our neighboring nations.
- There's a lot of work that is happening, not only in our internal organization, but there's a lot of collaboration happening with other technical teams and legal support and it's all contributing towards the overall management and stewardship of our territory.
 - As we start to revitalize our traditional governance system and how does that work with colonial elected chief and council system and how are these two bodies coming together building relationships but at the same time building those governing systems. These changes are going to help us achieve more collective goals that we all share. All these collective efforts have been instrumental in providing leadership with the necessary information to make informed decisions regarding land use and management within our territory. The work of our monitors helps us keep those operating within our territory accountable, if it's for CGL, North Coast Transmission line, different forestry activities. It helps us make the decision on how we're going to engage with those operating in our territory.
 - We have established relationships with some logging companies, like Nechako, many are aware of Canfor shutting down their operation in our territory and it was once the largest super mill in the world. We're going through that transition as a region together and how is the industry preparing for that shift. It can't only be on a community like ours, it has to be on municipalities, with the Province and others who have interest in that industry.
 - All levels of government, industry, all sectors of this country and the world, they're starting to realize that they have to work with us, it has taken a lot of political pressure from our leadership, to ensure that provisions are put in place, that allow us to engage in some of these areas and to help us create the change that we want to see for our community, as a self-determining nation.
 - We have access now to a Federal Loan Guarantee program that will allow us to engage in major projects that align with our values, our interests.
 - Various technical reports and analysis are continually being developed.
 - We know our water and lands have been severely impacted by industry and on the mismanagement on the part of the Province and Canada, we are now in the path of driving rehabilitation and restoration efforts and we are taking efforts to address some of these issues, such as Historical compensation, the need for restoration activities, to occur in our territory.
 - It has been noted many times that there are significant capacity challenges, not just here but also in our broader Carrier collective space but across the country. With the benefits from former agreements from the Province like Pathways, we've been able to create some stability in the sense of building up our organization to address all of these new and emerging issues.
 - Keeping up with the pace of growth is always a challenge, there are growing pains, not only amongst ourselves but with industry and all levels of government and institutions, Health, Education, Policing, whatever it might be, but those relationships are happening and rebuilding in some cases.

- While we prepare in a shifting economy, we are finding opportunities to give back, we're finding opportunities to get our members back to the land, to find different ways to heal, and it's going to take all kinds of collective effort to do that.
- On the timeline of colonialism, these changes we're experiencing seem like it's overnight but recognizing it has taken years of advocacy from our leadership and our members to get us where we are today.
- We are taking back jurisdiction, we are taking back management, and we are driving the self-determination of our people and there isn't a road map to do that.
- Our population of a 1000, is anticipated to double within 10 years and we are thinking of strategies to accommodate this growth and try to base our decisions on those types of projections
- There is a lot of work accruing with our neighboring nations, in terms of boundaries, stewardship, economic interests
- I will continue to support our council with all efforts to help restore Nechako River to a sustainable flow
- I will help revive our threatened fisheries
- Support measures that will assist community with the ability to meaningfully exercise the rights to harvest the resources that come from our territory.
- There are different planning processes right now at different levels in terms of watershed, sustainability.
- "The Nechako" documentary film that we've been working with the national film board of Canada, it got submitted to the international Sundance Film Festival.
- There are many files I will work collaboratively with members of council, such as health, emergency operations, whatever it might be.
- I want to thank everyone for the opportunity to share my knowledge and skills with the community I am honored to serve. My Council term ending in March, I will have completed 8 years serving our community and right now I am also working on my Master of Business Administration, my MBA with SFU. I'm hoping the opportunities for our members to build the capacity can be supported in different ways.
- I will not be running in the next election; I will continue to offer my support for future councilors and ensure mentorship opportunities are there for those who want to pursue leadership positions in our community. It is a challenging position, but I think where we have come from and where we are now, we are a powerful people. At times, I feel like we forget that and it gets lost in traumas but there has been so much great work that has advanced our community collectively and for First Nations across this country. I am hopeful that new leadership will come on and want to take that challenge on and bring new creative solutions to help us advance our interests as Saik'uz Whut'en.

- **David Luggi** – Other things of note, the BC Hydro file – past compensation is on the table for the very first time on any of the files we have collectively been working on. At the government level, they're calling it "Historical Redress" we aren't going to fight the term historical redress, past compensation is what it means to us. If the government wants to use the soft term fine, but as long as it walks and talks like compensation, we will get compensation. Another thing on the 4 chiefs, congratulations on them for holding out on that piece as well I talked about the obtained, verses sought word that they held out for

another 6 weeks. We haven't had the negotiations yet, just the negotiations of the negotiations protocol itself, two very large achievements. Past compensation, and they need to get our full consent.

QUESTIONS

Deborah Page – I work as the Language and culture coordinator, bunch of the reports that our leaders gave are very high level and very important work but my question is to maybe clarify for us, how this very important work will trickle down to the level where we're addressing things like addiction and drug overdose and those kinds of traumas. Because I think sometimes when you're so high level it's hard to see how that trickles down to our level.

Answer

Chief Mueller – Thank you Deborah for that question, it's a good question. I think one thing that was really important that happened over the last couple of months, was that the Elders came to Council and basically said that enough is enough on the drug issue. So, for us it was really uplifting because sometimes I think we're just lost on what do we do and we see it in community, we see that a lot of people are struggling. Having Elders sit at our table to support us in ways to address those who are selling drugs or maybe selling drugs in community, helped us a lot to move forward, we did give letters out, there's a couple more letters that need to go out because other names came forward after that. We met with everybody we gave a letter to, except for one person, and the next day we have a community engagement session just to talk about how do we address those issues. The meeting went very well, I believe, it wasn't something that I expected that was going to happen because it was more how do you heal the hearts of those who are in addiction. The thing that I struggle with is, how do we hold those who are selling drugs accountable, like how do we follow up, we did talk to them. When we're meeting with people who are accused of selling drugs or are selling drugs, we mentioned ways that we could kind of reach out to them. That is having Elders reach out with council just stopping in to say how are you doing and I don't think we should stop that; I think that we should make a point on come on let's come up with a game plan. How do we do that? Like do we just pick a day. I know I missed a meeting with the peacekeepers, the peacekeepers met after that too and they also talked about that they want to address in community. We have the support of our health workers, and we have them reaching out to people who are struggling, not necessarily to those who are selling drugs. So of course, it's still a big issue in community and I think following up and figuring out how do you reach out is how we're going to figure out how we're going to do that.

We also had that march through community, that we had a really good turn out there. So, I guess my answer is we need to follow up, we need to hold those who are selling drugs in community accountable and also to just reach out just to say hey you know people are still talking and still saying that you're selling drugs. We had a really good engagement with them, and I was happy that they actually showed up. There are 3 letters that need to go out still and we're going to invite them to do the same thing, to meet with our Elders and Council and go from there.

Cllr Jasmine Thomas – just to elaborate on that Deborah, to your question, how does that high level stuff trickle down, to what councilor Jason was discussing, what is the role of council. Are we staff, are we advocates. I think our role at council is to keep it at that high level, to advocate for legislative change, advance our traditional interests, support executive functions at a community level, create the space, find the funding for the staff to do that work. We can't take credit for all the amazing work our staff does, because where the tangible results are coming from, from the work

from our management and our staff implementing those goals and visions from the spaces that council is carving out for and that is being informed from our membership as well, it's that cyclical feedback cycle. I definitely commend our staff for making it tangible to see those changes, because like you said it might not be seen from the high-level negotiating coming down.

Cllr Rodney Teed – Just my comment on the drugs and alcohol situation, we're fighting the actual drug and alcohol. The people who use, I use to drink a long time ago and it brought out an ugly side of me, it's a good thing I rectified that problem. As for Trickle down, there's lots of reserves, lots of towns that have the same kind of problem we're having. So, when you go to those big meetings, that's mostly what comes out of the whole thing, the problem in BC with drugs and alcohol. We go there and gather, and talk about what can we do, we ask the government for money to take care of that problem, there's more voices that can be heard and the government has to set up and allocate more money to the situation.

I will tell you a story when I was growing up in my teenage years, I did something wrong, maybe I wronged somebody, I can't remember the situation but I was called to gather with the Elders at that time and they talked to me, why did I do that and I kind of explained a little bit and they explained to me why it was wrong and that set me straight, I didn't want to do that no more. As a Nation, as Dakelh people, we need to go back to how we used to do it, how we used to straighten out our kids, or a member of the reserve. So, when it trickles down, we look for resources with other governments and maybe go in collaboration with other towns and try and rectify the problem.

Chief Mueller – One thing that we are finding at the council level is that we are really struggling with having council members attend the health caucuses. Years ago, when Jackie was Chief in 2017, I was sitting on Health, we didn't have the portfolio, but health was something that I was doing and education, so I was able to attend all of those caucuses that happen at least 3 times a year. So right now because we have 3 council members that have to work, I try to send Rodney to as many meetings as possible and I try to attend as many as I can, but it is just difficult not having one council member taking that one, to kind of hear what other communities are going through, and some of the solutions that they're working on.

Chief Mueller – I was a big part of the birth of the healing Centre that's coming into Saik'uz, I had to sit down with the government, I had to sit down with ministers, I had to walk around Prince George with ministers, I had to sit on the cultural land commission and so myself and Chief Corrina, was a part of that whole process to be able to get that treatment Centre built. So that's my role and now that treatment centre is being built.

Online Question – Vanessa Vandelaar – When you mentioned full stop, does this mean at this time BC Hydro is not continuing with a second line until an agreement is in place.

Answer – Chief Mueller, Thank you Vanessa for that question, having the opportunity to exercise our Aboriginal right to say no, you don't have our consent, it what is happening now with all over Canada with First Nation communities, we do have a right to practice that and we've told the ministries and we've told BC Hydro in a meeting that this is all about consent and if you don't have our consent, there's not going to be no line. We're still sitting down with those communities and there's other communities that go right up to Terrace that the Province is sitting down with. That's phase 2 of the project, I don't know what's happening at that table, because we're not at that table. I'm praying that those Nations to are holding on to consent. So full stop Vanessa, as I know right

now sitting at the table, unless they have our consent, we will not be signing any agreement to twin that line for phase 1.

Cllr Jasmine Thomas – There's going to be a lot of different feedback opportunities for us to make those informed decisions, socio economic studies, looking at impacts through cultural rights for an example. So, there's going to be a lot of factors for community to those decisions, yes or no to a project.

Cllr Rodney Teed – Just to update on that, we're running out of wood, we have no more resources, that's resources that's going through our territory. We need to have a share of that, we have to come down with a sustainable number, we have shared resources. All 3 communities have to come up with a calculation and what's that going to look like for the life of that transmission line.

David Luggi – that covers that question. No consent, no agreement. BC Hydro and the Province meet your conditions, great then you can decide on your own if that meets your approval. Unlike the old days where they build it and let you know later, those days are gone, with any major project development.

QUESTION – Rosalind McIntosh – Just a contentious issue on the drug issue, I know in the past Council has done a Band Council Resolution to ask the people to move off the reserve and are they still holding up that Band Council Resolution as to date, I just need to know. Because we have one that has a Band Council Resolution, and it's not being upheld or is it being scrapped.

Answer – Chief Mueller – Good Question Rosa, thank you, I would say to be honest that there are some of the BCR's that we are holding that we are not allowing some people to stay in community. When it's a band member it's a little more of a contentious issue at the council table, I think that needs to be more of a community wide, if we band somebody from the community. Some of the things we've done is that if they change their lives, I guess you could say and that they do better and go to treatment and they come back, we take a look at that and rescind that BCR. There are some BCRs that are very old, that I have it in my notes in the back of my book, that we need to be probably going back to rescind some BCR's, not just on drug issues but other issues. Good question Rosa, we haven't totally held that as a rule of law, when it comes to certain people in community.

Cllr Jasmine Thomas – They're being revisited as it comes to the table and to the point of membership. I don't want to say evergreen, but the opportunity for a member to rehabilitate or make efforts for improvement, to be a good citizen of the Nation, because they still have rights, entitled to the territory as well. Like Chief Mueller mentioned it's going to take broader community form discussion, on how do we proceed on those types of situations where we have members and how do we discipline our own members in those cases and what does that look like.

Cllr Rodney Teed – I think it comes down to discipline, because every head is counted on the reserve from DIA, so we're still under DIA law. I still call it DIA. Their heads are counted and it's in our best interest to help our community. We can offer help with any of the Health and Welfare stuff that we have going on, that they can get some help. Thank you.

Comment -Rosalind McIntosh- I just need to add, I forgot to mention that the BCR's were for non-band members. So, what about them.

Chief Mueller – another contentious issue, I'll just use an example, we do have a non-band member here that has a BCR out on them. They have a partner in Saik'uz, that partner is allowing

that person to stay in the home, they're in a relationship, they love each other, we met with them, we're saying if things go south, then we're going to exercise that BCR.

Cllr Rodney Teed – I just want to add too, that the laws with the country with our BCR's, it doesn't really mean nothing to the lawyers and the judges, it only means something to us, the only way it's going to be really enforced is if they got charged with an offence. If they're non-members and they get charged, that's when that BCR can be upheld with the judge.

Comment – Melanie Labatch – I am a Saik'uz member and a registered nurse. Two quick comments, Pris, when you were just saying that you guys used to have council members who were on portfolios or anything, I would just like to suggest that maybe if there's not enough people to go to these meetings, to maybe reach out into community and just see if somebody could go. At least you're always having two more ears and two more eyes going to these meetings and they can bring information back so that Saik'uz isn't missing out. The second thing is, I know we will probably get more into that, but thank you Rodney for talking about how it's about prevention, it's about upbringing kids. So, I think as we go into hear more about what we're doing for prevention and stuff. Part of the things, we need to be doing prevention, so that people have health hearts when they move forward and they're not having to self-medicate for issues and stuff. So, I know that's a whole journey. I just wanted to share that because I'm available, I have offered things like that, but maybe there's other people.

Chief Mueller – We do have the delegate process, we ask our membership to fill out the application and so when there's certain trips that come up, either for elders, for youth, for our middle age membership, that we would consider taking that person to some of the engagement sessions that we're having off reserve. Vincent would have the application – it's the delegate program.

Comment – Cheryl Vandelaar – I appreciated the meeting we had with community to about the issues regarding the drugs and alcohol, I just think that people should be treated the same, of how past people were treated when they had this issue. I'm thinking about Anthony, it was pretty serious too, I understand that and how he was locked out of his home, he was a band member. If we have non band members who are doing this kind of stuff, we have to think more for our young people over them. I see it, they are affected, I think it's an issue we all have to work on together, we can't just rely on chief and council. We have to have the elder, those parents who are having a hard time, who are dealing with people in psychosis, and it's scary. We need to have that open heart so that we can help those that are doing this type of work. And like you say if you want to help them, maybe they could be working on the land or something rather than doing this kind of work. It will be an ongoing issue, and we will just have to support one another, to have the offering of help that hand to them. What if it's our granddaughter, or grandson, or our child who overdoses, who are we going to be holding accountable for that. I know that's their own choice to, but it's just scary, Thank you.

Cllr Rodney Teed – I would just like to say, first of all, you vote me in to be accountable for all the things I've done. I was involved with that, and I talked to the person that we're evicting, I don't like to talk about people that has passed on because it went with them and at that time, I had to do that, I talked to him before that, he realized what was going on, he realized he had a problem. I wasn't about to do it, as leadership, I didn't think that was my role, as councils' position. Drugs don't know how old you are or how young you are, or who you are, if you're in governance, if you're a police man, anybody. Drugs don't care, don't care who it hurts, best we can do is deal with the situation at hand, I was sorry for doing that but it had to be done. We took a stance that time, our community wanted that done. There's lots of avenues for people to get help, get well, there's councilors, there's

the Priest if you want, there's other denominations of religion, there's family you could talk to, there's Elders, I go to the Elders, I go to the bush, that's what I do. I go to church, I don't look at the bible of wrongness, it has lots of rights too, on other people who have lived way 1000's of years before I did. I take that information and I use it; I don't force it on anybody. It comes to community, if community wants something done, I try to get it done. Thank you.

Cecilia John – I have been attending a lot of these meetings and in our community and it's really hard to see and I understand that Chief and Council are doing their best to rectify the drug and alcohol problem that's within our community. I've heard and seen that it can be a scary situation, I don't think that it's fair that one community member be banished from the community for what wrong they've done in their life. Drugs and Alcohol, they're no different, there's been a few members who have been removed from the community, drugs aren't any different. Yes, there's BCR's out there and got to start putting those BCR's to accountability because now there's young children involved and there needs to be something done. So, it really has to be considered that if there's BCR's out there for these drug dealers, they're no different from the ones that were banned from this village in previous years. So, it has to be really looked at, is the community just waiting for another overdose? Those drugs get into the wrong hand of a young child, then who's accountable, who's going to be accountable for that, the parents, the grandparents, or the community as a whole. So, it has to be considered the importance of that, we're talking that we're a community, working together, I've heard it previously, we're all going to have to work together. Thank you.

Robbie Antoin- as an off-reserve member for over a decade, it's nice to be caught up on a couple of things lately, just to touch on whatever everyone's talking about, it's not fair that we rely on chief and council to govern drugs dealers and what not in the community. As a community of over 1000 people, I feel it comes to the ownness of us verses relying on them. My question is, what avenues are we allowing people to find the help needed or to rehabilitate and after they do go through these avenues, what other help are we giving them to become another law-abiding citizen, if you will, in the community itself. We've seen the cycle, somebody goes to treatment and comes back and falls into the same thing they were doing before, what are we doing to help them better themselves after the fact.

Chief Mueller – thank you Robbie for that question, so I think we will have opportunities to ask the health staff, that health staff are really concentrating on mental health with some of our members that are really struggling and we've had family meetings, we've had Chief and Council meetings, Elders meetings, on how to help an individual, some of the hospitals or clinics that they need to go to, to stay long term, it probably takes up to a year to get them in there. Right now, we are working on two members who are really struggling with mental health issues and there's people in this room, I've seen that who were really addicted and were really struggling and are doing really well now. Some have done it on their own, some have even gone to Transformations, Transformations is only a 4-5 day self-help program and I've seen a few of our members come out of that and totally turn their lives around. The Health staff, I know they're working tirelessly with our members who are struggling, I think about some of the comments that we made, regarding the BCR's, making sure that we enforce them, I think about the pressures on community comes to us and saying you need to shut down that drug house down. That one incident, we went there 4 or 5 times, we gave letters out and finally the RCMP being called twice a day for months on end, lots of non-band members living in that home, and we had to act, we didn't want to do it but all those non band members left the community. A lot of it has to do with choice and a lot of it has to do with family supports. It's not just Chief and Council, or Elders, or staff, its family that has to step in, in those situations. That is

probably the biggest issue we have in community is trying to get people help. I hope that the healing Centre up at Tachick lake resort will be something that we're going to be able to access, and when somebody wants to go to treatment right today, we can have them there the same day, that's what we're hoping and that's what the other communities the Chiefs, when we sit in meetings and we talk about that centre, that's there no waiting period, there's a detox Centre and that they can be at the Centre for as long as they want and that there's aftercare. The aftercare is what we see in our community, some members come back and there's no supports or they feel like there's not supports. But we have been doing a lot of work in community to try and support the people are who struggling with drug and alcohol issues and mental health issues.

Cllr Jasmine Thomas - Just to add on that, we're going to hear different reports from our health and other departments in terms of what avenues are being provided for our members. Just at the organizational level, I think that Council is supporting for those avenues to be opened up, like for our staff for example, trying to shift the organizational culture of supports we can offer to our staff for doing that front line work for our members. In terms of extending bereavement leave for our members because the amount of people passing, and the amount of time off and how do we ensure that our staff have the time they need to do the business in putting their loved ones in the next phase. Creating that organizational structure, increasing bereavement leave, increase sick days, cultural leaves, looking at summertime, having alternating days off. Trying to find ways as an organization how do we find support for those doing that front line work for our members and for themselves to take care of themselves so they can continue to do that work.

Cllr Rodney Teed - Aftercare is so important, we get rid of the drugs and alcohol, because that's their last ditch of trying to forget what's happened to them. I've been abused when I was very young, I have vague memories of what's happened, I must have about 3, I have recollection of it, but it never bothered me, until it came back later in life. I deal with that through talking to somebody, maybe my aunts and uncles, I have a funny feeling but I used to remember this stuff, and I just opened myself and just talked about it, just talk about it, even with you guys, that, that happened to me, I don't let it bother me, I let it go. Aftercare is so important, the wounds are still there, cover up that wound, take care of that wound, and after that they maybe wouldn't go back to drugs. Aftercare is so important for recovering people.

Geraldine Johnny – I want to thank Priscilla Mueller, when the Elders went to Chief and Council. That morning when there should've been a letter written, Priscilla made sure she did her upmost to make sure that letter was written, and she went out to the houses with a few Elders. We're all sitting in here, talking about the drug issue, when we should've been standing behind Priscilla as well on that day. We put a lot on our chief and council, when we as a community, should be doing it as well. I always bring up Stan when he talked to me about my alcoholism, what he was telling me that time, it was my choice. What choice am I going to take, I took the sober road, because a few years later, my children were at stake to be put in a home. They took them two nights, I tell you, I harassed every family member I knew in my drug state. I blame alcohol too for a lot of things, because we become God almighty when we're drunk, until somebody comes along and says here, try this, it will make you feel good and happy and forget your problems. My children are not innocent, I know that. None of us are innocent here, yet we expect chief and council to do all the work for us, when we should have been behind them. Our Band Manager should've been there too, the whole works of us. Those dealers are our family, we as Elders should be able to sit down and talk to those people and say hey enough is enough what's the matter with you. Talk to them, apologize, we talk about healing the wound, let's do it, lets apologize for how we raised them. It's all trauma involved. I really want to

thank you, Priscilla, you took on a heavy job that day, you made sure a letter was written, when it should've been done that morning at 9 am. And everyone us should've been standing behind you, supporting you.

ONLINE recommendation – Can we have community members go to meetings, just to know what's going on at these meetings and to be a participant at the various meetings that chief and council go to, just to get a better feel at what's happening at the various engagements

Cllr Jasmine Thomas – With the community delegate program, that's one of the efforts to bring some of our members to these spaces and there's going to be times when there's a specific topic where we're definitely, going to need our members. But moving forward at a governance level, how do we create that space to do that witnessing work that's inherent to our traditional governance system and part of that relationship between two systems. So, I think that work is ongoing and definitely something that is being considered. Bringing youth, elders or if they have specific skills set relevant to the topic.

Cllr Rodney Teed – I went to a chiefs meeting in Vancouver they also brought up that topic, we need to bring young people with us, more community members so it's more a traditional setting, rather than a DIA setting, we need to bring back our culture.

That concludes the Chief and Council reports

Lunch – prayer – Rosalind McIntosh

LUNCH 12:00 PM (NOON)

Adoption of the Agenda & Meeting Minutes

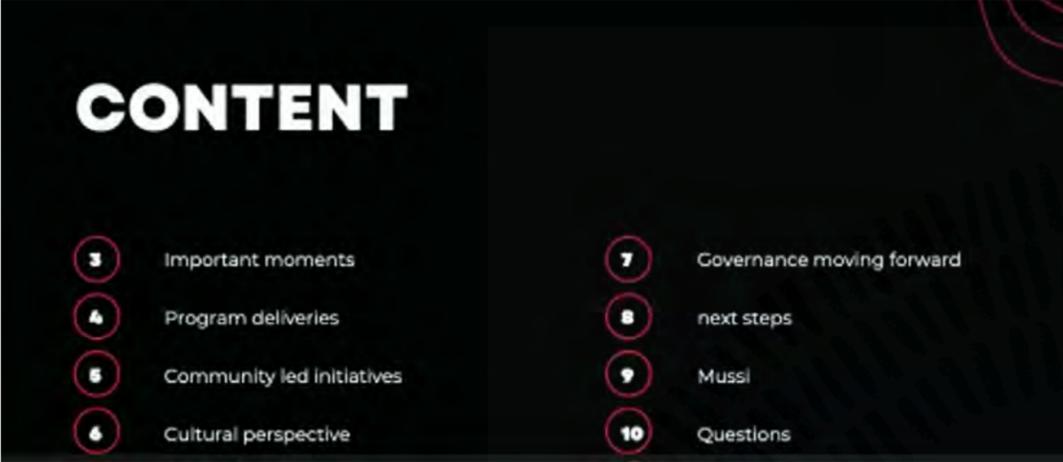
- 2021-2022
 - o Mr. Randy George moves to adopt the 2021-2022 Annual General Assembly meeting minutes. Ms. Gina mason seconds. Motion carried
- 2022-2023
 - o Ms. Chenelle Holmes moves to adopt the 2021-2022 Annual General Assembly meeting minutes. Mr. Steven Thomas seconds. Motion carried

General Managers Report

My name is Cora McIntosh, part of the frog clan for Saik'uz which is the Nulki Whut'en. My mother is Rosa McIntosh, and my father is Scott McIntosh. I am happy to be doing business here, within our Saik'uz traditional territory.



My report this year is talking about my change in prospective in how we go about doing business in community and how we engage in various proponents, various governments and different community members themselves. We've collectively grown as a whole in the face of the pandemic, the opioid crisis, the rising cost of living and the ever-changing climate change. So, what I have highlighted here in my presentation but not be captured within the program reports or programs deliveries for today.



CONTENT			
3	Important moments	7	Governance moving forward
4	Program deliveries	8	next steps
5	Community led initiatives	9	Mussi
6	Cultural perspective	10	Questions



Some of the program delivery initiatives moving forward, have been informed by these important moments that has happened throughout the year. They relate to administrative changes, defining what dedicated programming that the nation has, it also defines how we move within relationships moving forward. We've seen a lot of growth within many different departments that we have. That means the perspective which our managers are taking needs to grow as well. Through the organization, we're trying to find ways to incorporate culture. From my perspective and from my experience in my academic journey, having a cultural policy is not coming from our perspective, that culture for us is an everyday thing, it's not something that we choose to do, it's something that we operate in. We have some conscious decisions that we make that is based on our culture and we don't even know that we're making them. Culture isn't just a piece that we check off within our programming. It's very much our day to day living, and how we incorporate things on a regular basis that's going to make the difference and have that expected change what we want to see within those systems.

Not only are we operating in a colonial system, but it's also a system that is designed and geared to suppress our people, to create barriers not remove them. It's also to ensure that many of these laws that have been implemented on our land today were created to suppress our people. They were created to displace our people. So, coming to an understanding what that means for us. When I work for an organization that is only guided by that colonial, it is very difficult to incorporate our values, traditions, and our culture into those systems is a challenging task.

Our government-2-government agreements, our G2G relationships also guide our program delivery.

So, the Pathway Forward agreement guides a lot of what we do, in community lead in initiatives. The community-2-community forum that we have with the district of Vanderhoof dictates how we engaged with other local governments. We've started an MOU with the regional district Bulkley Nechako to come a shared understanding on how we want to see the territory manage moving forward.

We have community priorities that are taken into consideration throughout all our programming. That's done by surveys, we've done a lot of different surveys in community. The evacuation process is another way we've had to develop a way to inform how to address all community needs if we were ever faced with an evacuation order. That's a lot of groundwork that staff are doing to collect the information. That informs the engagement process that we need to take for evacuation.

Some of the significant or important moments really started when people started to go missing in the community. Jay Raphael was one that really highlighted the need for community, RCMP and the SARS to have very strong relationships. It really highlighted that we have a plan, ensuring its community lead, insuring that's its being informed by community priorities.

Throughout the Spring, Summer and Fall, we've faced a lot of heartache, and we also faced a fire season that last for 8 months. At any one point there were 58 fires that were burning at one time. An evacuation process is something that we do off the side of our desks, we don't have anyone dedicated to ensuring that emergency plan is accruing in community, we don't have anyone implementing all of those emergency planning processes, or training.

Some of the priorities that we recognized that came out of that is there's a capacity constraint with implementing some of these plans. We have a tentative plan for in-community evacuation process implemented in the spring.

We faced a really devastating loss, it highlighted the need for us to take care of our staff members, they're the ones out here as front-line workers. It forever changed my perspective on how we need to support those who are doing the hard work, those who are having the hands and hearts, those who are making sure that the community members are being taken care of.

We've made a lot of effort in staff support this year, providing healing opportunities. We're all on our own healing journeys and just because we're staff doesn't mean we're all healed or that we're healed and offering you the best of us. We can't pour out of an empty cup. In all these positions that we have, is heart work, it is based out of love and kindness and compassion for all of our members, and I encourage all of our staff to operate in that way.

The Broader Priorities that we have, those can be considered the Prevention Program. The newly CHRT41 funding that's coming to the Nation, the Jurisdiction funding that is coming to the nation. There is a lot of engagement that BC and Canada are expecting from all our Nations. They're revising a bunch of acts; they're implementing a bunch of new working groups that we're expected to participate in. On a weekly basis there is a new act or a new table that is being reviewed and to expect staff to respond to all of this and while doing other things is a really big undertaking.

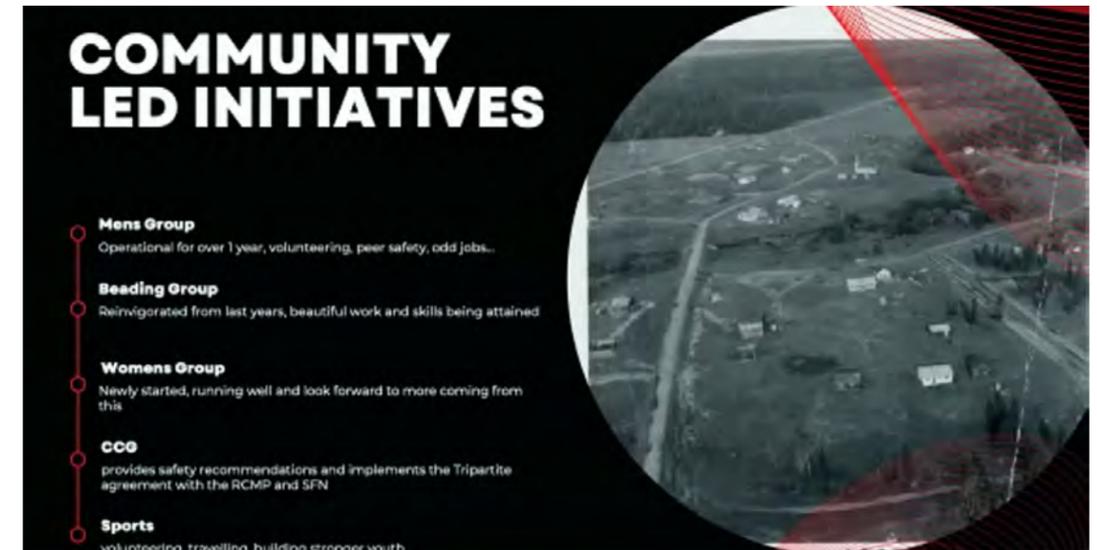
Funding responsibilities, apart from the 15 departments and the 60 different staff that we have, we have 4 major projects that we're actively engaging in on a regular basis. We have more than 15 medium sized projects that we're responding to daily, that includes

- The Park
- The health Station
- The daycare – New proposal going forward for construction
- The Green house
- Bednesti Building
- Addition to reserve for the new property that was purchased

You're going to get an update from the managers on how far we are on those projects and how we plan on moving forward with those initiatives

Community initiatives, that we're seeking, membership engagement, Keyo, TGO, Clan Meetings, monthly community meetings, industry engagements, hampers, pet care. There's a lot to gain community support and input. We are ensuring we are taking the steps necessary for your priorities, also ensuring that the organization can operate under those bigger broader responsibilities.

Program delivery is also informed by future needs, and a new landscape is asserting our sovereignty, asserting our rights, where we've never had the opportunity to provide consent, to tell government, no we're not going to agree to that Ranch. Because we don't agree to that management practice of that rancher or what he's doing with his cattle or how he's allowing his cattle to go into the creek and devastating that creek. And looking at that water system, the Nulki – Tachick water system and seeing how much devastation has happened to that system and what the government is doing to try mitigate is, try monitor it, to try and make sure it's in compliance. That's the new landscape that we're operating in. We have a lot more opportunities to say no, than we ever have in history. There is a lot more leverage now in collecting community voices than we ever have before. Without your voices, we don't have a voice at those tables.



Men's Group – Volunteering, Peer safety, check on men struggling, random visits, bring food – on a request basis. They're more than happy to start reaching out to specific people if there is a need to.

Beading Group – creating opportunity to come to gather, have a meal, have a safe space to grow and heal.

Women's Group – a few staff heading it up, they have good drive and ambition to try and make sure this group is supporting women.

CCG – or Peacekeepers – community safety, options and recommendations for leadership to consider around how we report back on criminal activity or concerning incidents that are happening specific places or just around community in general. Some discussions are a community watch group, the CCG being the driver in that, being the administrator of how those groups operate. Also considering Video monitoring around the community, putting up cameras specifically for serious incidents, not targeted at any population but for general community safety.

Sports groups – headed up by volunteers

All of these groups have opportunities throughout various events that we host in community, we will create space for them to do fundraising.



Government engagements – one that set precedence is the BC Hydro Indigenous environmental assessment.

- Opportunity to assert our rights, our sovereignty on decision making.

New Builds

- More cultural perspective, creating space to highlight our culture.

Nation to Nation building.

- A lot of discussions need a cultural perspective or built on a cultural perspective.

Back to the land

- Lands – hosted hunting camp at bobtail lake, getting people back to the territory, creating the opportunity for people to come together and gather and heal in a good way on the land
- Education – cultural programs regular basis
- Prevention – Focus getting community back to the land, a lot of new growth in the program
- Loss of language and culture – seeing the importance of relearning or establishing a system of knowledge sharing for our Language and Culture. The Elders are doing a lot of great work, and it is informing a lot of the departments within the nation.

UNDRIP-DRIPA

- How do we implement those cultural perspectives on a really broad scale across government-2-government relationships,
- We have to ensure we are educating everybody else on who we are but educating ourselves on who we are and what we need to reconsider from things that have either been forgotten or lost or taken away.

GOVERNANCE

- Keyoh Package
 - o TGCO/Governance Team
 - Bringing community perspectives, doing a lot of research, background information collection community engagement, understanding our

- community inventory or knowledge holders, if we're missing things. Making sure we're sharing that information that's in the best interest of Saik'uz.
- Clan Meetings
 - o Clan nights
 - Reinvigorating and empowering that system is very important, very much a social system. It's a system that governs the relationship that we have with each other. Our laws are based on how we operate within that system, how we treat each other, how we treat other clans, how we treat community members or guests.
- Systems Management
 - o Incorporating into operations
- Government to Governments
 - o Asserting Sovereignty



- Assertion of our Rights
 - o We're pushing hard for at all levels of government and at all levels of the organization.
- Increase engagements
 - o Increased in community, recognized that are certain processes that need more oversight
- Build Capacity
 - o Making informed decisions, doing that in many different ways, one of the ways is First Nations Financial Management Board Certification Process, getting things in place so we can be financially ready to take on some of the responsibilities that are before us. We've entered into an engagement to develop a tenure a financial management plan, not associated with a tenure block funding plan with ISC. It is to inform how we make economic development decisions moving forward.
 - o The business accountability framework will be informing how we go about deciding economic development opportunities.

QUESTION

- **Cory John** – I have a question the funds, I had sent an email to Cora, asking for some money for winter tires to see my kids, after my tires had got slashed and she said it wasn't a need and I had asked and I got turned down. They had the money, and I was in need of tires, and it was to go see my kids. So, I had a good reason to actually ask and I got turned down.
- **General Manager Cora** – As far as I remember that was presented to those who did have funding, that was a decision beyond myself. I am the messenger though, so you are going to hear it from me. We did a review at that time, that's what came back to me. I apologize, I appreciate that, that's something that you want to do, but when you do make recommendations like that, I think Prevention is a really good place to start. They do offer support like that, when they do have it available, there is a process to being approved in that as well. So, they do present it to the Child Wellness Committee, when those requests come forward.
- **Cory John** – My only mode of transportation is my vehicle, and I had four sets of tires slash by a community member, I won't say who, I won't cause any trouble. I was in need of tires, to see my kids in Prince George and that's the only way that I get to see them and that's why I had asked for some money from you guys, to see if I would be able to get some help with that.
- **General Manager Cora** - We do have other options as well, for immediate needs like that, we do provide rides for members that do want to go see their kids, as far as I understand that is an opportunity. I know you would like to drive, but there are other opportunities to get you to where you need to go, if we can't accommodate those needs right away.

Finance

- **Crystal Franks** – Finance Manager since June 2020
 - o Staff –
 - **Carla Tumbaga** has been with Saik'uz since 2019 – accounts payable
 - **Courtney Woodland** been with us since November of last year – hired as the finance assistant but has been doing payroll as well.
 - o The Finance department has been structured around with the underlined value of operating with honesty, integrity and openness in all our dealings as representatives of Saik'uz First Nation
 - o Finance is responsible for financial oversight, ensuring our data is accurately represented. All public sector accounting principles are adhered to, and government reporting Saik'uz and its government owned entities.
 - o Finance refrains from any direct decision-making power, we continuously strive to work with each department and manager to make sure they have the most up-to-date and accurate financial information possible
 - o Saik'uz has over 200 active departments and less than a dozen managers
 - o In preparation for the current year audit, we completed an in-depth review of every department and program run by our management team.
 - These 3-way meetings between myself, Cora and the individual department manager were reviewed on detailed line by line
 - To ensure financial accuracy, transparency and information dependability are asked to review and submit monthly reviews of their monthly ledgers

- Standing weekly meetings between myself and the GM
 - Monthly financial packages for the GM review and the information will be compiled quarterly for Chief and Council
- o KPMG has performed the financial audit of Saik'uz First Nation to ensure the objectives and responsibilities mentioned previously have been met
- Introduction
 - o Micaela Roque – Audit Partner with KPMG to present the audited financial statements for the fiscal year ended March 31st, 2024.
 - o

Agenda

- Who is KPMG LLP?
- Review audited financial statements
- Highlights

Who is KPMG LLP?

- External auditor for the Nation
- What do we do?
 - o Determine if financial statements are presented fairly;
 - o Make performance improvement recommendations;
 - o On a test basis, examine invoices and payments received;
 - o Obtain information from banks and debtors;
 - o Assist management in the preparation of the Nation's financial statements.

Auditors' report

- Independent Auditor's Report
- Clean audit report issued in respect of the consolidated financial statements in accordance with Canadian public sector accounting standards
- Annual inquiries
 - Micaela Roque, Audit Partner mroque@kpmg.ca
 - Sally Layug, Audit Manager slayug@kpmg.ca

KPMG from March 31, 2024 issued a clean audit opinion – Means they didn't find any material misstatements to the financial statements.

Financial Assets - March 31, 2024

Consolidated Statement of Financial Position

	2024	2023
Cash	\$ 28,852,935	\$ 24,235,488
Accounts receivable	\$ 5,276,664	\$ 2,413,727
Guaranteed investment certificate	\$ -	\$ 1,000,000
Four Rivers Co-operative equity	\$ 85,523	\$ 84,091
Investments in government business entities	\$ 8,550,053	\$ 6,920,668
Ottawa Trust Fund	\$ 975,423	\$ 975,711
Total financial assets	\$ 41,740,598	\$ 35,629,683

Snapshot of what the assets are at and the liabilities that owed by the Nation

- The Cash is all the bank accounts – a little bit of an increase in the surplus, that's what attributed to helping increase cash balance.
- Accounts receivable – amounts owed to the Nation from various government agencies. FNHA still owed the Nation at March 31st for the new Health Centre so there's 3.3 million waiting to be received.
- Four rivers Co-op – there is a little bit of equity
- Investments in Government business entities – The nation has investments in different economic development entities, such as Tin Toh and Tagi
- Ottawa Trust fund- Funds with the Federal Government

Financial Liabilities - March 31, 2024

Consolidated Statement of Financial Position

	2024	2023
Accounts payable and accrued liabilities	\$ 1,283,554	\$ 1,055,940
Deferred revenue	\$ 6,673,599	\$ 813,030
Long-term debt	\$ 477,885	\$ 367,646
Total financial liabilities	\$ 8,435,038	\$ 2,236,616

This is everything the Nation either owed or funds from funding that was not yet spent.

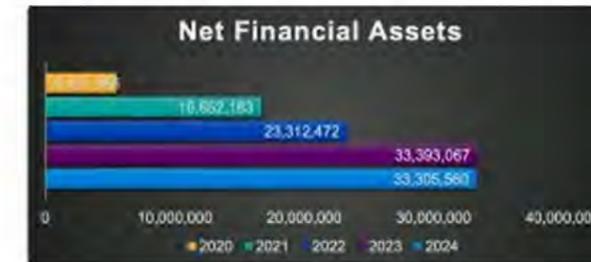
- Accounts payable and accrued liabilities – this is all invoices and bills not yet or payments that needed to be made to staff that are accrued here
 - o Wages
 - o Various benefits
 - o Lots of invoices waiting to be paid

- Deferred revenue – revenue the nation has received, but has not yet been spent for future projects
 - o 2.5 million for the Health Centre from FNHA
 - o ISC 1.5 million for the road to emergency services
 - o Province of BC 1.1 million for childcare and new spaces
- Long-term debt – CMHC loan and another term loan

Net Financial Assets - March 31, 2024

Consolidated Statement of Financial Position

	2024	2023	2022	2021	2020
Financial assets	\$ 41,740,598	\$ 35,629,683	\$ 28,843,160	\$ 18,102,751	\$ 7,130,618
Financial liabilities	\$ (8,435,038)	\$ (2,236,616)	\$ (3,530,688)	\$ (1,450,568)	\$ (1,678,652)
Net financial assets	\$ 33,305,560	\$ 33,393,067	\$ 23,312,472	\$ 16,652,183	\$ 5,451,966



Similar to the previous year for Net Financial Assets for Fiscal 2024

Non-Financial Assets - March 31, 2024

Consolidated Statement of Financial Position

	2024	2023
Tangible capital assets	\$ 28,572,731	\$ 26,505,732
Prepaid expenses	\$ 64,332	\$ 279,124
Total non-financial assets	\$ 28,637,063	\$ 26,784,856

Non-financial assets that are harder to convert to cash, physical buildings, furniture, equipment, everything that needs to be sold first to be converted to money.

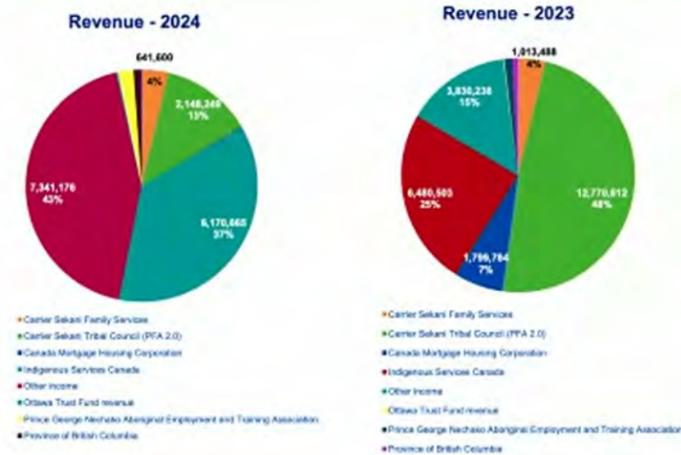
Results for the 2024 Fiscal Year

Consolidated Statement of Operations

	Actual 2024	Actual 2023
Revenues	\$ 16,931,744	\$ 26,427,388
Expenses	\$ (14,799,795)	\$ (11,529,532)
Annual surplus before the undemoted	\$ 2,131,949	\$ 14,897,856
(Loss) Equity from investment in government business entities	\$ (367,249)	\$ 926,621
Annual surplus	\$ 1,764,700	\$ 15,824,477

- Revenues - Previous year had more Pathways 2.0 monies compared to this year.
- Expenses – big piece is salaries and wages. Wages increased 6.8% due to inflation and the cost of living
- Net loss – from investments and government business entities
 - o Tin Toh partnership has a loss of (852,000.00)
 - o Tagi contracting has a surplus of \$506,000.00 that was recorded

Revenue - 2024 vs. 2023

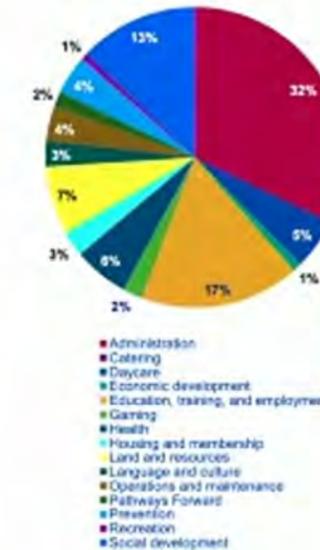


Pie chart to see where the biggest part of the revenue is coming from

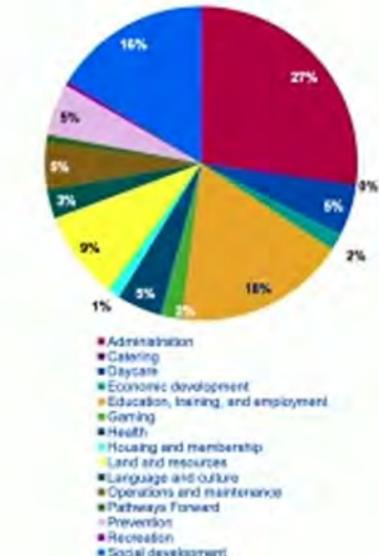
- ISC makes up 37%
- Pathways 13%
- Other bucket 43% -
 - o Lots of projects going on
 - o interest income

Expenses by Function - 2024 vs. 2023

Expenses by Function - 2024



Expenses by Function - 2023



Expenses by department. The three biggest departments that make up the expenses of 14.8 million

- Administration 32%
- Education 17%
- Social Development 13%

Remuneration and Benefits for the 2024 Fiscal Year

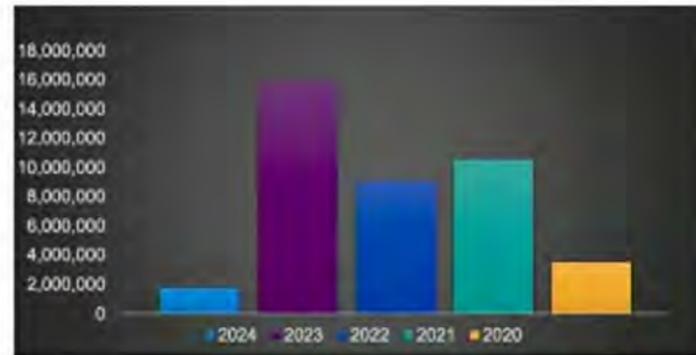
Chief and Councilors

	2024
Chief Priscilla Mueller	\$ 85,244
Alison Johnny	\$ 28,800
Jasmine Thomas	\$ 32,800
Jason Alexis	\$ 31,550
Rodney Teed	\$ 32,450

Annual Surplus - March 31, 2024

Consolidated Statement of Operations

	2024	2023	2022	2021	2020
Annual surplus	\$ 1,764,700	\$ 15,824,477	\$ 9,051,413	\$ 10,512,307	\$ 3,519,253



Accrued surplus gets carried forward into the future.

Accumulated surplus - 2024 Fiscal Year

Accumulated surplus

	2024	2023
Annual surplus	\$ 1,764,700	\$ 15,824,477
Accumulated surplus, beginning of year	\$ 60,177,923	\$ 44,353,446
Accumulated surplus, end of year	\$ 61,942,623	\$ 60,177,923

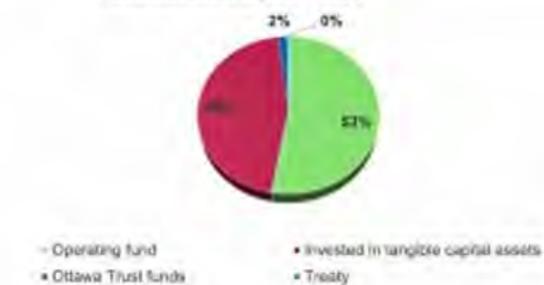
We track all of the surpluses and deficits since the inception of the Nation

Accumulated surplus - 2024 Fiscal Year

Surplus Breakdown

	2024	2023
Operating fund	\$ 32,695,687	\$ 32,857,459
Invested in tangible capital assets	\$ 28,094,846	\$ 26,138,086
Ottawa Trust funds	\$ 975,423	\$ 975,711
Treaty	\$ 176,667	\$ 176,667
Accumulated surplus	\$ 61,942,623	\$ 60,177,923

Accumulated Surplus - 2024



This shows where those surpluses are.

- Treaty
- Ottawa Trust funds
- Invested in tangible capital assets – buildings, furniture, equipment
- Operating fund – split between all 200 departments

Question – Lester John – I was wondering about the travelling on the financial. Travel expenditures total, what kind of travel are staff doing.

Answer – GM Cora – the total is various of different departments, a lot of industry engagements that managers need to attend. Negotiation tables that staff sit at, some are engagement opportunities with industries. CFS have their sub annual, sub-region and region engagement sessions that they need staff to attend. FNHA has a lot of training opportunities. ISC provides a lot of training programs and workshops that all of the ISC lead departments are required to attend. A lot of the expenses is directly related to what they're doing within their departments. It's not personal travel that you're seeing in the numbers. The majority of these expenses are reimbursable expenses, the revenue that does come after for them to attend these events, doesn't seem to get reported on these financial statements.

Question – Brenda Antoine – I'm just wondering how much it costs for that 5G tower and if there's any chance, we can get it taken down and a refund.

Answer – GM Cora – That was paid for by the Canadian government, we didn't pay for any of that. It was a grant that they approached us with to increase connectivity for community members that don't get access or its too expensive to bring into community. That's what their proposal was, to provide us with funding so we could have a contractor come in and build it

Comment – Brenda Antoine – I just hear a lot of that it's not good for health and the radiation that it gives off to the community members, and I just totally disagree with it, for our people. We're all in bad health as it is.

Comment – Chief Mueller – Covid was happening too and that was one of the reasons why we agreed to bring it into community. A lot of people either had to work from home or schooling from home and so that was one of the reasons we decided to okay the project. The 5G and the effects of it, that was one of our main concerns, when the project did come to community, we did not want the emissions going out to community members. So, we stayed under that number of where it was safe.

Gm Cora – There are radio frequencies that are associated with those signals that are going with connectivity and there's a certain distance that is allowable for people to be in proximity within those radio frequencies. And every radio frequency with have its own associated difference that will be safe enough for humans to be come in contact with or within that proximity. They adjusted the radio frequency, which means the surrounding area that, that connectivity is going to reach was reduced so it wasn't emitting so much radio frequencies. We don't get any money that's associated with that tower. Telus is the one that operates and manages that tower.

Question – Theresa John – My question is mostly a general one. I'm going to share a story; I have been accepted to go and do my Master of Laws. As many of you know, I have been a practicing lawyer now for 3 years. I am currently working for the BC First Nations Justice Council and in there I practice Child protection, and criminal. The reason why I got into Law, is because I believe in access to justice for Indigenous People, I want us to insert our own jurisdictions, practice our own Bahlats way I know that we will get there, and I know that it's hard. I can appreciate that bands in Canada are part of the federal government so I can appreciate that it was a challenge, but I was up for it. Right out of high school, I attended college, I went to Simon Fraser University, I went to Thompson Rivers University for Law school and throughout my time there, it was always a challenge for me. Many students can appreciate applying for funding and getting accepted for funding and then what you get that funding you're still always threatened by getting that funding taken away if you do something wrong. I made it through, I did it, I was able to do it and there were some years I wasn't funded by the Nation, but I am thankful that I have a supportive family and I was able to get it done with them by my side.

Now that I am at this point, I want to go for my Master's degree, I am not eligible for funding with the Education department because of the policy in which was changed. So, there was a tenure cap is what I understand. Having a cap on our education is contrary, it is against truth and reconciliation it is against the overall DIA policies because of the ways the government has treated us, in getting education has always been a burden historically. So, I am not allowed to get education from Saik'uz, I am not allowed to go and get my Master's degree. So then in order to mitigate this and help my situation a little bit better. I asked the band for a Pathways forward money and my response was denied and so I asked for clarification, how come I'm not eligible, how come I can't get pathways forward money because I keep hearing from community members, that there's lots of pathways forwards money, it's something that I can take advantage of. I note that I was accepted into New Zealand in 2019, I applied in 2020, I got my rejection letter from Saik'uz saying that I am

not eligible for funding anymore because of the 10-year cap. I waited 5 years to apply to the band again, because when you're rejected you have to wait a certain period of time. I'm going into 2025 and I come back and ask for this money and I am denied, I ask for clarification and I haven't gotten any yet and that's really important to me because I am still a member and what are the priorities and there needs to be a valid reason. I have been in correspondence and it's still not clear. Then I see that there's big surpluses for Pathways forward money and I'm asking for like 5%. It's really sad that I am not supported, I don't have one F on my transcript, I've always been a good student, I've always advocated for myself. Even when they told me no, you can't go to TRU Law school, my auntie picked me up and I went and talked to the Dean. They tried to put me part time, because they didn't think I was academically capable and I denied that and said no I'm going full time, I'm not going to waste 6 years going to law school, I'm going to do it in 3 years like everyone else. I'm using to being treated like this by institutions but not by Saik'uz. I thought that I was over that point and I waited 5 years to apply for this and seeing a surplus is really disheartening.

I have to go to New Zealand, New Zealand is world class leading in Family Law, in Criminal Law it could really benefit Dakeh. My paper is on the Legal personhood of the Fraser River, I want us to have our water ways as legal persons where they have rights, so we can protect our water, protect our salmon, protect our lively hood. Every year when I go up to the mountains, our access to our hunting grounds is threatened. Everyday our lively hoods are threatened by industry, by government, by so many entities and our hands are tied. This is why I want to study, this is why I want to go to New Zealand. The end of it is, it sucks to see the surplus, I didn't get a valid answer response, in terms of reasoning why I'm being denied.

I had to transfer, I am transferring to Binche, I talked to their Chief and Council, happy, it's a win-win for them, they said we're happy to have you. It's really upsetting that I've been pushed, I feel like I'm not being valued, how many times do you see a practicing lawyer in your nation. I just wanted to share with you, how upsetting that it is that I have to leave Saik'uz.

Answer – GM Cora – Thank you Theresa for bringing this forward, I wasn't a part of the final decision making for your funding, I can only speak to the pieces that I was involved in. The current process for the education requests, go through the education committee. I only get to review what those recommendations are, and they go directly to Chief and Council. So, I only provide opportunities for those priorities to be brought to Chief and Council, it doesn't come to me for any decision-making process. So just to make that really clear, the internal process, is the Education Committee and beyond that it's up to leadership.

Pathways, we had a pathways coordinator at one point and throughout that tenure of that position, it was decided through that process, and I inherited some of these priorities, from my understanding Pathways was set out as a community fund, as a communal priority and individuals that came forward for pathways, were denied, Theresa is not the only individual that has been denied by Pathways funding.

Chief Mueller – at the time when we got the request, the timeline was pretty short. Chief and Council have not seen any budgets for 2024, staff are still working on those budgets. It is very difficult for us; we got a lot of requests and people want answers right now. We were very concerned on not signing on Pathways 2.0 for the extension, we did not feel like we could make a very informed decision without seeing a budget. We know that we can bend the rules, we know that with Pathways dollars, it is geared towards socio cultural, capacity, governance. That's where a lot of our governance work is happening right now in the community and economic development.

That's why a decision was made, we didn't really have a budget in front of us, we didn't know what was available. We had a tight timeline and sometimes we need a lot long to look at the application and maybe even meet with the member.

Cllr Jasmine Thomas – we do get a lot of applications and I think when yours came across, it's not a individuals decision to make, but a collective at the table and the collective at the table was reviewing financial position in that moment in light of a changing political circumstance where we went from almost half of our revenue coming from this agreement to like 10%. It was a very drastic switch in terms of where we're generating our revenue and how our relationship with neighboring nations impact us, not only at the nation level but as operationally as well. In terms the ISC policies we are not the colonial systems put in place and we're working towards in creating and adapting our own policies that align with our own values systems. ISC doesn't cover the demand for our members, how are we going to cover the infrastructure and the supports and the security measures in place to be transparent for these types of requests, so that we can fund our own students ourselves but right now is just managing a shifting financial situation what was coming from this agreement that is at the 11th hour not being put in place.

You see a surplus, this has to consider cumulative impacts cases, emergencies, events evacuation, all these types of collective issues that we just have to be prepared for. If we spend every spend every amount of surplus, we have to think of the whole community too.

Question Robbie Antoine – under Education training and employment it says 2.2 million, now I assume that doesn't take into account funding for education. Just to touch on what Theresa said, living off reserve, not ever going to post-secondary school, not getting any type of funding, looking at the nation as a whole, out of our say 150 employees that work for the band, how many are actually band members and out of those positions that are vacant, what are you doing as a leader group to fill those positions to help progress the nation itself. If at some point, we want to be self-governing what are we doing moving forward to help our people to get into those jobs and out of the situation that we're in now.

Answer – GM Cora – It's been a growing process, because all of the legal, labor law and the acts that some into play for employees are not, they don't lend to our cultural or traditional practices. A lot of our processes are very minute details things that Indigenous People struggle with on a daily basis. Time management is a really big one, so augmenting whether or not we're considering disciplining somebody for being late on a regular basis, is very much for myself a colonial perspective. We also take the stance, if you have an addiction issue, it's not something that we are going to use against you, if you're struggling and you can't make it to work, then let us know you can't come to work that day, we can make other arrangements. It's allowing them the freedom to say, this is where I am at today. It is allowing for 10 days of bereavement, so that our in community business, it takes 10 days for us to lay someone to rest. So, its providing opportunities and benefits like that. We have a lot of entry level positions, like with the wood program, special projects, homemaking, some of the administrative positions, they are low barrier positions to get into. There isn't a lot of requirements to attain one of those positions. Often times we are seeking those that are on S.A or those struggling to find a job.

Comment – Chief Mueller – the 2.9 million is a deficit, so we have to try and make that up from somewhere else. One thing we are encouraging the Education department, is just to try and fund as

many students as possible, so we can increase the funding that ISC sends us for Education, but we're in a huge deficit in Education right now.

Comment Cllr Jasmine Thomas – In terms of how are we preparing to bring our members into these positions, some of the work we're engaged in with MNP, looking at a 10 year plan, looking at the needs and gaps of our organization for a certain time period, how many positions are we going to need to accommodate different areas within our organization. We're starting to do that map work. There are all these interconnected pieces helping us figure that out.

Comment GM Cora – important mention- healing opportunities, every staff member that's hired, whether you're part time, contractor or full time you have the opportunity to access healing dollars. That might be transformations, healing center, whatever you chose to do, to self empower or to heal and address issues that you're recognizing or having a role in your position.

Comment Cllr Rodney Teed – Self-governing takes a long time, the process of laying a good foundation for our people so we don't stumble with government or industry or even with our own people. When I got elected, I would always say I'm going to hire who's going to do the best job for our community to move ahead. While our people are healing and coming back to the community, then they can move into those positions that are in need, but we need to establish a good foundation to move forward in self-governing.

Question – Kevin Prince – my question is how come Theresa never got an answer, when Binche is doing what they can to get her funding, it seems like to me it's been this way since I went to College. I had to sit there and figure out how many years I could get funded for to take a college, it seems like we are getting limited. Theresa is out there jumping the same hurdles, fighting the same battles we are, so why are we the ones holding her back.

Answer – GM Cora – some solutions – revising the Education policy. I don't think the Education policy has been re-done for a while, maybe over 5 years, it's very much due for an update. That's part of the process of us trying to incorporate cultural values into some of these programing measures. Doing an education policy revision, is going to take a much longer time, than Theresa needs us to be. Other solutions could be, when we do understand what our free-flowing cash is for the Nation, is dedicating specific funding to a either a GIC or a trust that will continuously feed into the Education department.

Cllr Rodney Teed – Even when I went to horse shoeing college for one year, I had to find funds, with the band and other funds, my family helped me a lot. I don't think Binche has the population we do, we have lots of kids and we have to consider everybody for the basic education and if they want to move forward, we can. The Ottawa money that's doing nothing for us, I think we should take it out and put it in GICs where we can make money off of that and then just throw it to education.

Question – Geraldine Johnny – How is it the housing and membership, are we in deficit in that.

Answer – GM Cora – every year the housing and membership goes into deficit, because the rents and whatever we get from community members in housing is what pays for the mortgages, so if we're not getting rent, those bills aren't getting paid and those bills become a deficit. Same with renovations, if no one is paying rent but everyone is asking for renovations to offset those costs.

Question – Geraldine Johnny – Does Social Development pay the housing rent

Answer – GM Cora - The way that they priority shelter amounts for each S.A client, they pay hydro first, they pay other expenses first and rent is always on the last of the list. They pay wood, those expenses are first and often times, rent isn't included into shelter.

Question – Geraldine Johnny- the houses in town, they're not included in the deficit? That means we're a little bit further in deficit.

Answer GM Cora – No, the house in town, we're charging rent to cover the mortgage cost.

Question – Geraldine Johnny – To who? Nonmember staff?

Answer – GM Cora – nonmember staff that are having trouble finding housing to be able to work with the nation. To entice them to come and work with the Nation, because we had a really hard time filling position. A lot of the requests we received from people who were applying was that they could not find housing, and if they could find housing they would definitely come work with the nation.

Question – Geraldine Johnny – If a band member applied for a position and they had a difficult time finding housing, what's going to happen to them.

Answer – GM Cora – They would be provided with the same opportunities as any other staff that's being hired. As of right now to my knowledge, there hasn't been any community members seeking housing as part of their application with the Nation.

Break

Energy Economics

Jim Jacobson I am one of the Directors of Energy Economics and I am here to talk to you about solar, and an opportunity to possibly partner on a solar farm in your community

- Made in BC company, started about a decade ago, fairly small doing residential, commercial projects. Over the years we've grown to do larger scale commercial projects, housing projects.
- Very passionate about solar, we believe, solar energy is an essential currency in the world. Solar energy is the fastest growing, new energy on the planet
- Solar creates positive energy and we think it has the power to transform communities.
- How did we get here – So if you've heard the term The electrification of everything, BC Hydro has heard the term, as they're doing their projection, they recognized that there is going to be a short fall of power produced for them to distribute to their consumers.
- Even with Site C dam coming online, there's a short fall of energy. And when were is starting to get concerning, is Alberta where they generally buy their surplus energy during peak demands, Alberta had a brown out, there was no surplus energy to buy.
- BC Hydro started looking at that, and saying how do we generate more power sooner than later
- The opportunity to build another site C dam isn't very feasible, it could take 20 years to do that, so they put out what's called a Call for Power
- The Call for Power is essentially BC Hydro saying, we're looking for developers of energy or independent power producers to have a project that they can sell that energy to us, and we can distribute to when and where it's needed.

- 3 key criteria for the Call for Power
 1. It had to be in one of their preferred areas
 2. They wanted a minimum 25% ownership from a First Nations communities in the project
 3. They wanted it to be in a close proximity to a transfer station

As a Solar Developer, when we saw that Call for Power, we looked at it and went, does this make sense for us to get involved.

1st consideration – what is the preferred area, one of the preferred areas is the BC Hydro terms, The Pacific North Coast. Which includes the Nechako region, which includes this community's territory. We've had some previous dealings with Saik'uz First Nations, so it made sense to us to reach out.

2nd consideration – this is our philosophy, as we're now in different levels of development with several Indigenous Groups in Canada, we think it's important that the First Nations community owns a majority of the project. When we first approached Chief and Council, our suggestion was a 60/40 split but for the opportunity for the band to own a 100% of the project down the road if they see sit.

3rd Piller from BC Hydro, that proximity to a substation and for our purposes the substation that is just down the road, was a good fit, its big enough, the size of interconnection that we would require.

- When we look at the scope of the project its 61 megawatts, which is 350 acres of land it would require, 96,000 solar panels, that would produce enough energy to power about 6000 homes on an annual basis. It would create somewhere around 200 full time jobs during construction and about half a dozen permanent jobs once the job is complete.
- It was agreed to the point where we could submit the proposal to BC hydro, so that we're in the game, there was a deadline, we've met that deadline. Sometime around December we should know if our project was deemed okay by BC Hydro.
- At that stage, we still have a lot of work, internally with Saik'uz First Nation, with this project, how would it work, what would the terms be and how would we go about building it.
- If we're successful, we would entire into a power purchase agreement with a utility company and there would be a guaranteed revenue stream for the next 30 years.
- When we look at a solar farm, there's 3 benefits as a source of energy
 1. Economic benefit – Jobs created, all the work done building the farm, steady income stream for the asset owners for the next 30 years
 2. By definition, solar energy is renewable, it works with whatever sunshine, hits the panels that's what turns into electricity. Electricity's fed into the grid and BC Hydro pays for that power. Its clean, its green, its emission free, doesn't have spills, it doesn't pollute.
 3. It's sustainable, one of the questions we get, solar panels require mining, but when you look at a life cycle of a project, a solar farm is 25 times cleaner than the equivalent energy from fossil fuel burning. The ground remains viable. At the end of the 30 years, we've run our luck and get rid of the system, about 92% of the materials today, would be recyclable, 30 years from now, we would expect that 100% of that solar farm would be recyclable.

- There's mixed use on Solar farms, one of the beneficial is the scattering of the local flora and fauna, the natural grains, grasses, flowers that are native to this area. That gets seeded in amongst the solar panels and that enhances local pollination. Among other options is that the ground around the Solar panels can be used, and those can all be discussed at a future date.

Question – Are there any other communities that own 100%

Answer – There are a few examples, couple in Ontario and a few in BC but they're smaller in scale and there's a brand new one in Haida Gwaii, they have 100% of a solar and battery system.

Question – how much would a solar system cost and who would pay for it

Answer – in the big picture it's about a hundred million dollar investment, how its paid for, there's still lots of discussion about that, as a developer there's cost on our end and for the Band, there's land and investments. You finance a portion of it and the finance portion is part of the bid package to BC Hydro. Once we have the number from BC Hydro, that's what they're paying once the loan has been accounted for.

Question – Dwayne Fjellner – with the solar panels, I live off grid and I run off of solar panels, and I think they're the most awesome thing you could have. If you have a solar farm, can you not hook up to the power grid for BC Hydro. I know people who are hooked up to the grid and get payment from BC Hydro

Answer- That's how we do our residential, commercial projects. This particular purpose is a call for hydro for BC Hydro, they're looking to buy the power and send it to where it needs to go, it wouldn't be the local community getting the power, it's just being sold to BC Hydro.

Question – Dwayne Fjellner – Could the community, itself not benefit from the solar power too, with producing power for BC Hydro

Answer – the Benefit to the community, is that BC Hydro is going to pay the community a set amount for the next 30 years

Answer – GM Cora – I will just answer a little bit on how we're trying to address it, Vincent has been engaged in maybe contemplating what it would look like to put individual units on all of the houses and we also did inspections done on 40 houses to see what their energy to see what their energy efficiency was and through that report we're going to try and leverage funding to see if we can put those units on those houses, to reduce our energy consumption. Part of one of the initiatives that I have taken on is to either reduce or eliminate our bills in community because we had those promises made to us a long time ago and whether or not BC Hydro fulfills them, I feel like we should fulfill them anyways.

Question – Steven Thomas – The question that I have that's been on my mind for quite some time, Solar power isn't very good at all and here's the reason, BC hydro is going to be coming in behind and installing a power line. At the beginning and at the end of the day, it's going to be BC Hydro all the way down the line, I've said this before and now I'm saying this again.

Answer – Just for the design of the system, it would actually be our project to run. We build the solar farm, we would install our lines to the substation and interconnect there, it's at that interconnection that it becomes BC hydro power.

Online Question – Shana Labatch – What I'm wondering about, I don't know much about the manufacturing of solar panels, what kind of mining was done, and I know the presenter has mentioned it already, but what I am wondering with the solar panels that we would use at the farm would be ethically sourced.

Answer – I'm not sure how much I can comment on what's construed as ethically sourced but in the solar industry, there's manufactures considered as premium manufacturers and there's a world standard for what the manufacturing process is, what are the labor standards. We only use premium rated equipment, solar panels aside, a lot of the equipment is mined in North American, we use Canadian aluminum and American made inverters as an example.

Online Question – Shana Labatch – When I talk about ethical, I mean displacing indigenous people to get minerals that are being put in some of these products.

Answer – I'm not privy to comment on that at this stage, I don't know the answer to that question.

Question – Cllr Rodney Teed – is there maintenance of this solar farm that needs to be kept up, yearly, quarterly or what

Answer – The intention right now, we still have lots of discussion as how does the project fold out, what does it look like etc. we're only in our collaboration phase right now. However, the plan that we submitted would have either 5 or 6 full time maintenance jobs once the projects done being completed.

Question – Jacqueline John – What about the environmental damages that's going to happen to the solar panels, are you going to replace it for free or do we have to pay for it

Answer – there's a couple of parts to that; Solar panels are warrantied for a certain portion of the life span. 15 years is standard, and they're going to be warrantied for production for 30 years. As far as damage from hail and wind, while its unlikely but if it happens, there's insurance that's built in for that purpose, it would be covered under the owner's insurance.

Question – Geraldine Johnny – You talked about there's going to be an opportunity for employment who's going to be paying for the employees and who's going to be paying for the solar

Answer – We haven't been approved for the project, so if we got approved for the project there's still negotiations to be had. At this stage, Saik'uz First Nations interest is yes, we're interested in this, but we won't know how that plays out until we actually get approval from BC Hydro. As the developer, we would be hired for the development of the project with the intention that it would be handed over once completed to how ever that ownership split is.

Question – Gary Joseph – my question is on vandalism, if we get vandals destroying your solar system, who's going to be paying for that and if they're going to be parts available to replace what's been damaged.

Answer – that’s an insurance issue. The solar itself would be fairly protected; it will be a fenced location. There are contingencies and insurance for weather damage, vandalism etc.

Question – Gary Joseph – is there way to prevent them from stealing power

Answer – The way that they are wired, Solar panels produce DC current, and all that wiring gets channeled and gets run into an inverter and the inverter, converts it so AC so the systems can use it. You can’t just go in and tie into a solar panel, you could rig it in theory, but not from the whole system.

Question – Steven Thomas – a supplement to my earlier question, it still doesn’t address the CO2 emissions that are generated as a result of any kind of project of this scale, the wind farm that creates CO2, you take a look at any type of technology. It doesn’t matter how you try and reduce your footprint, you’re still going to have a footprint of another kind somewhere down the line.

Answer- I don’t disagree, if you’re going to do any kind of project, there’s going to be an environmental aspect of it, a CO2 cost. As I pointed out, if we were comparing a solar farm to fossil fuel, solar is 25x cleaner than the same energy from fossil fuel, relatively speaking, it’s pretty green.

Question – Teddy Antoine – I’ve been talking with another Solar company that equips worldwide, they not only do electricity, the tower in front of the church, a panel that size could equip up to houses and I don’t believe we have 300 houses in Saik’uz but you talk about 8000 houses that are going to benefit our community but if you down grade a solar panel at that size, a cheaper cost right from the beginning and owned by Saik’uz First Nation and not partners with BC Hydro because we would be using the panels to equip our own electricity here and not only that, its equip with Cell towers, I think that would be more beneficial for our community then to pay the amount for the contract. At the beginning they said Saik’uz would benefit as soon as they build the tower and the resources for wifi and cell towers and everything.

Answer – There are all kinds of credible applications for solar, for what we’re involved with in doing an independent power purchase and selling that to BC Hydro, not the scope of what you’re talking about, but it can certainly be a viable project.

Question – Gary Joseph – for community hours, how long would it take for them to install the solar panels for the solar farm.

Answer - it’s a big project, so there’s different elements of it but in terms of installing 96,000 solar panels and wiring them all together, it’s probably about 2 years of full-time employment. Estimated about 200 full time jobs for 2+ years.

Clan House Presentation



1. INTRODUCTION

Project Experience

Nadiah Whut'enne Yah Admin and Cultural Building | Fort Fraser, BC



1. INTRODUCTION

Project Experience

Nak'al Bun Elementary School Replacement | Fort St. James, BC



1. INTRODUCTION

Project Experience

Stellaquo Wellness Centre | Fraser Lake, BC



2. WHAT IS AN ALL CLANS HOUSE?

- Traditionally, Balhats protected every Carrier and Sekani Child by extending the responsibility of ensuring their future protection (particularly if orphaned) to all clan members
- The social contract embedded in the Balhats was already a proven social welfare and security system
- The new All Clans House will be a refuge and cultural extension of the Balhats ensuring that children in need can be kept at home in a culturally safe environment

2. WHAT IS AN ALL CLANS HOUSE?

A PLACE WHERE CHILD SAFETY AND CULTURAL INTEGRITY IS ENSURED

- The purpose of the Clan House today is to provide housing and protection for children (and families) in immediate need.
- CSFS will train members of each clan to be caregivers.
- Each Clan House will be designed with community input and will physically reflect the local environment and culture.

2. WHAT IS AN ALL CLANS HOUSE?

The Clan Houses will restore dignity to our children, families and nations instead of relying on the current foster home system

3. WHAT IS A FEASIBILITY STUDY?

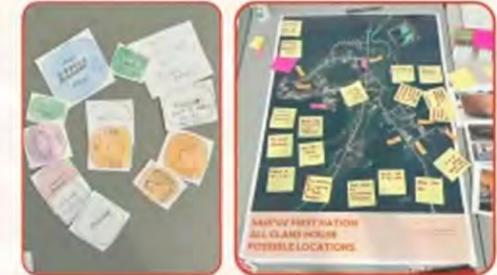
- Understand project goals
- Establish a program
- Establish a site
- Understand the costs & risks

4. METHODOLOGY

Community Engagement

Community Engagement

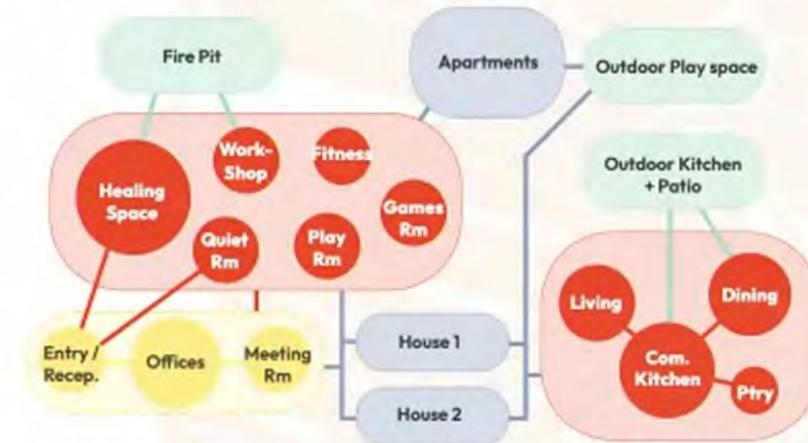
- Apr 16 | Feasibility Study - Open House (in Saik'uz)
- June 6 | Feasibility Study - Update (in Saik'uz)
- Aug 27 | Site Choice (in Prince George)
- Sept 12 | Site Choice (in Saik'uz)
- Sept 17 | Site Choice (in Prince George)
- Oct 9 | AGA Presentation (in Saik'uz)



5. COMMUNITY ENGAGEMENT SUMMARY

April 16 & June 6

Preliminary Program | Adjacency diagram



SAIK'UZ ALL CLANS HOUSE FEASIBILITY STUDY

5. COMMUNITY ENGAGEMENT SUMMARY

April 16 & June 6

Project Goals



- The clan house will be **operated and governed by Sai'kuz First Nation**
- Address current **housing crisis** in the community
- Potential to **expand in the future**
- **Includes Dakelh** language, teachings, spaces to connect with elders and family
- Address many potential situations to **support families and children** in many ways that won't be guided by institutional barriers, but instead **through your own clan-based laws**
- Design to avoid being institutional, to **look and feel like 'Utsoo's (grandma) house**
- To both **FEEL safe** to all kids and to also **BE safe**

SAIK'UZ ALL CLANS HOUSE FEASIBILITY STUDY

16

5. COMMUNITY ENGAGEMENT SUMMARY

April 16 & June 6

Site Requirements



- **Easily accessible** and close to community amenities
- Have **access to outdoor spaces** and trails
- **Maintain privacy and confidentiality** for kids and visitors
- **Safe** and away from D&A activity
- **Have enough space** for the building footprint and outdoor spaces as well as **allow for future expansion**
- **Complement existing and planned community amenities**



3 potential places –

1. One at end of the loop, Mary John street
2. Holmes Drive
3. Patrick street

5. COMMUNITY ENGAGEMENT SUMMARY

April 16 & June 6

Site Choices | Three possible sites identified



SAIK'UZ ALL CLANS HOUSE FEASIBILITY STUDY
PRAESEA ARCHITECTURE | JACOBS | WWA ARCHITECTURE | EX PROJECTS

Decided that site 2 was too small

5. COMMUNITY ENGAGEMENT SUMMARY

August 27, Sept 12 & 17

Site Choices | Three possible sites identified



1 **Lots 81 to 83**
0.45 hectares with potential expansion to 0.91 hectares (Lot 78, 80-84)



2 **Lot 8**
0.29 hectares with no potential expansion due to adjacent residential homes



3 **Lot 1**
0.40 hectares with potential expansion to 1.2 hectares (Lot 1, 3 & 4)

N

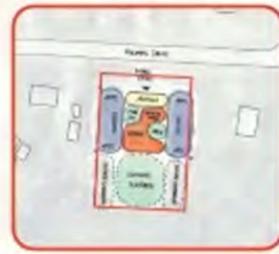
5. COMMUNITY ENGAGEMENT SUMMARY

August 27, Sept 12 & 17

Site Choices | Program concept overlay



1 0.45 hectares with potential expansion to 0.91 hectares



2 0.29 hectares with no potential expansion due to adjacent residential homes



3 0.40 hectares with potential expansion to 1.2 hectares

■ Community Spaces
■ Living Spaces
■ Administration
■ Outdoor Space

Mary John Street

5. COMMUNITY ENGAGEMENT SUMMARY

August 27, Sept 12 & 17

Site Choices | Site 1 analysis



Advantages

- Close to school bus stop, administration office, community hall and current childcare centre.
- Adjacent to future park, can provide safe and protected access to the outdoors.
- Minimal traffic activities at the end of residential loop, providing privacy and discretion to facility users.
- Reasonable parcel size to fit all programming needs plus future expansion if needed.
- No notable civil concerns.
- No notable environmental, contamination concerns.
- No notable geotechnical concerns with conventional construction methods recommended.

Disadvantages

- Some drug and alcohol activity has been noted at nearby homes.
- Unknown development plans to adjacent recently subdivided lots.

Patrick Street

5. COMMUNITY ENGAGEMENT SUMMARY

August 27, Sept 12 & 17

Site Choices | Site 3 analysis



Advantages

- Close to multiplex and future childcare centre.
- Close to forested area, providing privacy and easy access to the outdoors.
- No notable civil concerns.
- No notable geotechnical concerns with conventional construction methods recommended.

Disadvantages

- Close to drug and alcohol activity area.
- Must work around existing 'band office' building. Additional effort and time would be required to evaluate the existing building.
- Potential environmental, contamination concern due to former development on this site.
- Many existing trees would likely need to be removed for any new and future development.
- Potential archaeological concern due to recent findings from close by sites.

Most votes are in favor of site 1

5. COMMUNITY ENGAGEMENT SUMMARY

August 27, Sept 12 & 17

Site Recommendation | Site 1



In considering all the above aspects, **Site 1 is deemed to be the most appropriate for the proposed All Clans House Project.** Site 3 is less desirable primarily due to the presence of the existing building. While a possible asset and opportunity, also brings with it several risks: Plans to repurpose the building are not yet firm, and any asbestos, and code-compliance reviews to address accessibility issues. In addition, the potential of uncovering possible soil contamination is higher at this location. The unknowns about the existing conditions introduce considerable risks to the current project.

Possible rendering of what the building could look like, natural materials, lots of natural light, single story for easier accessibility. Spring of 2026 would be the start of construction, typo in presentation

6. NEXT STEPS



- Oct 9th 2024
• Incorporate additional info from AGA meeting engagement.
- Oct 23rd 2024
• Council meeting - band council resolution on site choice & other feasibility study recommendations.
- Nov 2024
• Feasibility study submission to ISC & RFP for Design Phase Services (design & engineering of building).
- Jan 2024 to Jan 2025
• Design Phase
- Spring 2025
• Construction

Questions – Rosalind McIntosh – The Clan house, who's going to be the ownership, and what will the band be paying, is CSFS paying for it, or is the band paying for a portion.

Answer – The funding is coming from the CHRT41, which is the Canadian Human Rights Tribunal funding, so it's coming from the government of Canada, administered by ISC and they would agree to fund the entire construction and then there would be operating costs coming from the government, to build and run the facility. It would go straight to CSFS and then there would have to be some kind of transfer agreement or lease with CSFS if they were going to come in and do the operations, however in Saik'uz, Saik'uz wants to do the operations.

Questions – Cory John – Will there be work available for community members on this project when you start building

Answer – Hopefully, we're doing the feasibility study right now, if we get hired as the architects to go on and keep working with you guys, we would typically put that in the contact requirements

Question – Cory John – Would it be 50% at least Saik'uz workers

Answer – We could put that in there, if that's something Saik'uz is keen to support

Comment – Cory John – we have a lot of experienced workers in here, I know personally, plumbers, carpenters, we have a bunch of already trained people, hire them keep it in the community. If you guys need an environmental monitor for any of that site work, I will see you after and leave some contact information.

Question – Gary Joseph – How many people would it employee after it's finished

Answer – the operation plan still needs to be developed

Panel (day one) Health Prevention, Daycare, Human Resources

There are 3 questions that have been predetermined for the panel of Interim Health Manager – Jordan Cranmer, CHR - Lindsey Antoine, Prevention Manager – Miranda Louie, Interim Daycare manager – Lynda Derryman, HR – Marie Boivin, Language and culture Coordinator – Deborah Page

1. What is the biggest misconception today about the department
2. Describe for us your typical day and how you deal with misconceptions
2. If there's one thing the people in the audience today do as a result of our conversation, what would it be

Health Manager – Health is a broad topic, and health is connected to so many pieces of our daily lives, housing, economics, so there are a lot of different ways I could answer this. My day to day one of the big misconceptions is that I have access to all of the community's medical information. The Nation, doesn't have access to any of your medical records that are filed with Northern Health or CSFS, they both use different databases, it gets confusing and hard to share information, but it also keeps information confidential. If you're asking for medical records, I can request those in collaboration with you, but I can't ask for those without your consent. I think that's a big misconception, it's hard to track down information, if you yourself don't ask for it.

The other big misconception is that staff have availability constantly, I am more than happy to drop what I am doing, to manager emergencies to help people, truly that's one of the best parts of my day is getting to connect with community members but we are not in the office waiting to serve, we are often have a lot of prescheduled clients, a lot of home visits, a lot of emergencies that aren't right in front of us that we manage.

In my day to day, managing both of these looks like a lot of client collaboration, meeting with folks, getting to know you, sitting down with you, sitting on the phone with you while you call FNHA, CSFS, while we manage our relationships with Northern Health, I think that's really important and I am 100% here to advocate for community members on those calls, that's how I manager that information piece and keeps your files confidential is one of my biggest priorities.

The other big piece is just trying to encourage health promotion. We want folks to come to us before it's an emergency, come to us when you have a little problem, it's easier for us to manage, for you to manage. To get to that point it's going to need a lot of relationship building and trust building, but I want to see more faces in the health center when we're not only dealing with crisis. I want to see you when you're a little sick or have a runny nose, so that if there is an emergency, we have that relationship, that trust and we can handle things a little bit better.

If you were going to do one thing today, to help me do my job better, it would be to come and visit with me, stop by, have coffee at the health center, let's build that relationship now, so you're at a point where you're getting regular health care and not just dealing with things at a crisis.

Community Health Representative – one of the biggest misconceptions in my role is that I will be able to schedule you in the same day that you call for an appointment or even the next day. We have a month booked up, before the month even happens, it's difficult for me to accommodate you, if you let me know in short notice when your appointments are, I can direct Shane or I can drive myself when people have appointments coming up, but it is very difficult if it is super short notice. That doesn't help me plan or take into account any emergencies that might happen, but so far, I think I have done a pretty okay job accommodating everyone's needs and wants.

Going through that on a day to day basis I do check in with a lot of people who have appointments regularly and check in with them, checking to see when their next appointments are and connecting with them, doing home visits and seeing how they are doing and seeing if they do need to go in, that eliminates a lot of the short notice as well.

The only thing that would make my job easier is understanding that we are always willing to help, and the sooner you contact me, the better that it's going to be for everybody. I appreciate everyone's patience with me, and I am still learning how to do everything and getting to know everyone.

Prevention Manager – one of the biggest misconceptions about prevention is that we're like MCFD, we are not MCFD, we do not hold jurisdiction over the children in Saik'uz at this time. That's for the future, and something that we're working on a partnership with CSFS. So, when I get a phone call, why I am not taking children out of a home, it's because we do not have that jurisdiction to do that. We are prevention and we are literally here to prevent families from going into care and insuring they stay in community with the family. We don't apprehend children and we do our best to ensure that the children that are in danger or are being neglected, we try to support the family, the parents first of all, to try and keep the family units together as much as possible.

A typical day for me, could start at 7 am when I can get text messages from families that really need some supports and some of the staff if MCFD is calling them. A typical day is 7-730 is when I start getting messages from Nation members, MCFD or CSFS social workers and I typically end my day at about 6 pm, if not longer. I am always available, if you cannot get a hold of any of the band designate reps, I am available just about 24/7 just for the nation, because I am trying to ensure that the number of kids, that are in care right now for the nation are not going any higher than what it already is at this time. So, if I am not working with clients one on one, I am working with MCFD Social workers or any of our partners like CSFS, the RCMP, Connexus, FNHA, the school district. That's a typical day for me. It may seem like to other but for me I get a good sense of grounding when I know a family can stay together and it makes me feel really good in my heart that we're holding families together within Saik'uz.

If there is anything that the audience could take away today is if you need the support, please reach out, we're not here to judge you, if you need any supports around dealing with your children or having no groceries, anything that you think will help make your family units easier, please let us know, because we do our best to try and help all of the families.

Interim Daycare Manager – Our biggest misconception in our department is that we are all glorified babysitters, when in actuality, we are early childhood educators. We go to college and university to learn how to deal with the different types of behaviors that the children have and how to best care for your children and give them all of the tools they need to succeed in their future, education and life. Another misconception is that we sit around all day and let them play, children play, that's how they learn, but they do not sit around all day doing that, they do much more, they learn a lot about the world around them, play is the work of the child.

Our typical day starts with the children coming in at about 8 am, they play with the toys and activities that are in the room, they interact with their friends, and interacting with their friends is very important at their age, that's how they start to learn their social peers that they have. At 9 am they clean up and we have breakfast, after breakfast they have language nest, which is culture language. They do learning circles, gross motor activities where most, if not all the language is spoken in Carrier. They sing, and dance and learn how to play the drum, this is all taught every day.

Then it is snack time and outside time, when they get to climb on the climber and swing on the swings, run around and get all kinds of exercise and fresh air, then its lunch time and nap time. When they wake up, it is center exploration time, sometimes, its teacher lead activities, like science experiments, games, circle time with stories, dance time or they may end up just going back outside to play. The day is filled with a lot of laughter and the children go home, hopefully a little bit tired.

One thing that I hope people will do, is if they have any questions come by the daycare and ask us, we will be happy to answer the questions if we can, we will try to tell you any information that you might need. If you hear something about us, come and ask, don't feed into the rumors that are going around the community.

Human Resources – The biggest misconception in the HR department, is that we hire only family, that's not true. We hire based on relevance to the position, such as skills certificates, and knowledge and not the family lineage. The skills would include a driver's license, a full Class 5 is preferred because if you only have a Learner's, you can't carry a crew per say if we were to put you with the wood department, or special projects, you can't carry the crew. The other skills would be a security license, computer literacy, anything like that. There are other things that are required for many positions here, especially in health and prevention, working with youth, and elders, is the criminal record checks, those are mandatory and they need to include the vulnerable sector, we need to protect all ages of the community who we work with, all departments. Another misconception is we terminate for no reason, that's not true. An employee could have unexplained absences, not calling in, not showing up to work, we do speak with that employee to try and correct that behavior, because it's up to them to keep the job, it's not up to us for them to keep the job. So, we speak to them to try and hopefully correct the behavior, if it doesn't get corrected, then by their own choice they would get terminated. The other termination for no reason would be theft, if there's any physical violence towards another person, bit it a member, contractor, employee or supervisor, its zero tolerance. Another misconception is we don't support staff. We actually have supported staff a few ways so far since I've been on. The department supports staff in many ways, my door is always open for employees or managers to discuss matters of concern, we've had wellness weekends for staff to rejuvenate and connect with each other, we've had a just for fun staff meeting, which encouraged all staff to participate. We had a wellness day for all staff, this included facials, haircuts, manicures, pedicure, hair braiding and massages.

Staff members are encouraged to attend training in their fields, such as finance, education or language and culture. The department is there to support the staff to assist them in a direction or if they any assistance for their programs and department.

Describe us your typical day, well every day is different, there are days when research is different for job descriptions if we don't have one on hand, I create letters for employees that have requested it, impromptu meetings with employees. I almost always have someone in my office for advice, or to listen to, or to seek direction, I'm not judgmental and I have a good ear. At times I proofread material before being sent out via email, not for myself but if other managers or employees ask my advice. I take members or non-members phone calls on job postings for clarification purposes. Sometimes I get questions that I can't answer and do direct to appropriate knowledgeable people, such as health, prevention, education, or the general manager, for example.

I would love to see more members on the path the higher learning, it could be just a driver's license, go form a class 7, go for your class 5, you can go higher than that, there are many positions. If you

enjoy something, get training for it, it could be computers, game making, sewing, cooking, I really look forward to having more members with skills, especially the young people, you are our future.

Culture and Language Coordinator – I think one of the biggest misconception is that there's a plenitude in many places that language is important to us, with our language we would not be people, without our language, we need it for traditional governance, for our Clans, for our Potlach system, but the misconception is that there's tons of funds available, to promote and learn a language and also that there's speakers available. Right now you can count the numbers of fluent speakers left in Saik'uz on one hand, that's all we have left. And we're utilizing all of them, the elders come in every morning and they do translations, some of them work at the daycare and work with the kids there. All of them, except for maybe Cora, are in their 70's. We don't have the resources that we need, I think the federal government cut back the funding, so we have no funding for this year, all the funds that I got for my program are fund raising, there's no core funding for language. They're saying we want to do reconciliation, and they cut back the funds and DIA do not support language and culture, through their core funding.

A typical day would include my staff, Elder Gracie John, Elder Ruby Patrick, Elder Greg Raphael, Elder Johnny John, Gina Mason, Karen Thomas, they all work at transcribing all the material that we have. I get the material ready; I clean up the tapes. Afterwards I go through all of what they have worked on to see if there are any stories that fit, what is going on in the community. For example, people like Mary John talk about history on the land, Lejac, and that speaks to boundaries, how we lived off the land, Lejac was the first people to take our children, break down our family systems, how do we build that up, that's all in the stories. My grandmother talks about life on the land, how we use to talk to Tatuk, and gather our foods and walk back. There's proof, we used to use Tatuk, it's part of our territory, it's in the language but it's been translated not so we can understand it. Even Jimmy Quaw said they didn't believe in traditional governments, it never worked, he was very much influenced by the non-native way of doing things for many years but one of his interviews he said now I believe, now I believe that traditional government will work. Celena John talked about childcare and tradition, she raised many children and that speaks to the clan house, it speaks to traditional childcare. Maire Alexis talked about being on the land. That's all the work that's being done on a typical day, it doesn't just evolve me, it involves the elders.

What is one thing I hope the membership learns is learn your language, it is very important and we need resources for it, we don't have many teachers. We have First Voices, you can go online and look up First Voices, our language is on there, listen to it.

Question – Tatianna Sutherland – question for health, I know they have patient travel for people that go to appointments, but what about, say I have to go into town for medication and if there's anyway get a nurse or something so patients don't have to go into town every day.

Answer – CHR Lindsey – Part of my job is to drive into town and pick up medication as well, so if you want to contact me, come into the health center or give me a call, whatever is easiest for you, just let me know when you need your medication picked up and I will make sure that it gets done. As for getting rides into town, we're more than happy to help most of the time, sometimes we're a little strapped for time, so appointments would take priority.

Question – Tatianna Sutherland – what if it's like, I have to go into town every day until I can get onto Carry homes

Answer – Interim Health Manager Jordan – So there are some medications that have to be administered by a nurse, so with medication that have to do with therapeutic specifically, we have the pharmacy in Fort St James will come in and administer those in community. We also have the nurse, Missy, who we might be able to coordinate with those everyday medications to be able to administer them every day within the community. The best way to get us to get you help with that, is to reach out, we deal with a lot of care coordination at the health center.

Question – Cory John – I have a child in care, she's been in care with CSFS for about 8-9 years now, and before Covid hit, I was going to get her back and I ended up messing that up and I am still using you guys to try and get my kid back, so far it's already and uphill battle that I've already lost. What about the parents that do want to get their kids back, what about us, I've been fighting and she's going to age out and what happens after that.

Answer- Prevention Manager Miranda – for the Clients that we are dealing with CSFS for children that are in care, in the last few months, we started doing case planning with them and they've started coming into the community and building those relationships with the nation, so we could go case by case for the children that are in care and finding pathways to bring them home. I do understand that it's an uphill battle, we have a strong team that's willing to fight the battle with you, we have social workers that are employed by the nation.

Online Question – Rebecca Hackett – I was listening to Deborah, losing support, losing funding no child should be left out when it comes to language and culture, so I am just wondering if you guys are utilizing Jordans Principal.

Answer – Language and Culture Coordinator Deborah – As I mentioned before, all funding that we get is all fund raised, I have to write a proposal every year, I have to ask for money to work with our Language, I think all Nations need to really pressure the government for core funding, because we're going to lose it. I know that Pathways forward 2.0 has room in there is they get their full funding, if maybe we should apply to them for some of the work that needs to be done. Right now, it's pretty hit and miss, but it needs to be core. We just had an All Clans Gathering in Prince George and it was brought up there too, we're losing our language, and we need our Leadership to make it known to the feds, we need to make it as core funding before we lose our language.

Question – Cheryl Vandelaar – a comment that Lynda gave, glorified babysitters, I see you as early childhood educators who are taking care of our little one, to teach them to play together and it's a safe place. I've been to the daycare this past summer, I brought my grandchildren there, I see how they're treated when they come in that door, and when their parents are leadership, when they come to that door and how they're greeted so well. I want all the children from Saik'uz to be treated in good way, and that they all matter, I feel that this daycare should be only for our kids, no non-native people from town. If their parents are our band members, let them be there, because our parents need that support. I really appreciate Miranda, how you really move things, to make things happen, for my daughter when she needed it. You treat all the families the same, I see how many hours you work, you work really hard. I wanted to is that we need to have a cultural component with our non-native staff, like how we do at CSFS, even if they can join one of those sessions, it's a good program and you get a lot of knowledge and you get a book so you can understand our culture. But I want it from our culture here, because it's different from other nations. When we had our clans meetings, our clans meeting we were encouraged to try to what we need to do as a clan to support the family that's going through a hard time. If you learn from that cultural thing, it will help you learn what you say, when you talk to someone like me and you don't tell me that I can't go over there,

because my job as a Grouse is to support my grouse and is to also support the frogs too. That's why we have been having these clan meetings so we can get stronger in that way. Thank you for all that you do as workers and I don't want to be quiet anymore, and scared to stand up as Saik'uz, I want my voice to be heard for my little grandsons. They matter when they're in that daycare, they need to be treated as others.

Answer Prevention Manager Miranda – I work alongside of Cheryl, she's supported me in a lot of the work that I do, she knows a lot of the background and history that I don't know that she supports me to understand. The work that I do, comes from my heart, that's how I make the moves that I do for the families that I work with.

Comment L&C Coordinator Deborah – part of my program is that our Elders and Susie go into the daycare 3 hours a day, to teach the language and culture, we also do an after school program, I understand that maybe our kids should receive priority but the kids that are not from here, they could become our ambassadors, they learn the language, the culture. One of our best speakers was a little girl who was non-native. I think at this early age, it's important for us to mingle and understand each other's culture and at that very young age, it becomes embedded in them, that we're all the same and they can carry that into the public schools. Yes, maybe Saik'uz First Nations members should have priorities, but if there's room these little kids become our ambassadors when our kids have to go into a primarily white classroom.

Comment Interim Daycare Manager Lynda – in our policy for the daycare, our first priority is to Saik'uz First Nation and if I have somebody that comes or calls from town, I let them know that there might be a spot for your child, but if that spot needs to be occupied by someone from Saik'uz, your child will get bumped. Right now, all of the children that are in the program are from Saik'uz. We speaking to every child as they come through the door with a warm good morning and we speak to the parents as well. We try our best to take care of the little ones in our center.

Comment Interim Health Manager – I think Cultural competency training is always something that is always front of mind, considering the non-band members that work for the nation, as well as some of our partner organizations. It's been a conversation at the IHAC table, the Indigenous Health Action Conference tables the occur between nations and northern health. It's something that northern health has been working on as well and something that I see is very relevant and very important.

Question Geraldine Johnny – Do you have any committee for Health, any Elders on board.

Answer Jordan – we do not have a committee, there is a Child Wellness committee, which does prevention, but health does not have a committee. We have Krista who is the Elders coordinator, help coordinate the elders' meetings and that's where I take my council from elders. The health department is able to communicate directly, get feedback, guidance, and ask for help.

Question – Ceceilia John – what do the prevention dollars provide for Saik'uz community members.

Answer – Prevention Manager Miranda – that is a very broad question, it's a case-by-case decision that we're doing right now at the child wellness committee table. The government has never said, this is what you're allowed to spend your prevention money on. My understanding is, it's to keep families together, by any means necessary. We try to support with what we can to try to ensure that children are safe that they don't need anything.

Question – Ceceilia John – is there dollars there for workshops to come in like suicide prevention, for health, for members that are on the road to have healthier eating, gym passes.

Answer – Miranda – we are working with the recreation coordinator; he's making a list of equipment to be brought to Saik'uz so members won't have to go to Vanderhoof. We have funding for workshops to be brought into community; the prevention funding is very broad.

Question – Lloyd Alexis – I have a granddaughter that's in Vancouver, I've been trying to visit her, and CSFS said they have no more money, and I just want to visit her once a year at least. I just want to see if you have funding for once for us to go see her or bring her here. Also, we have people starving here, you guys don't know, they come to me, I try to help them but I have my kids too. There are people suffering big time, financially, they have problems with drugs and alcohol.

Answer – Interim Health Manager – We are finding nutrition for people who are using drugs a very problematic issue right now, for those of you who don't know when you're steadily using drugs, you can lose a lot of your teeth and it causes a lot of gum sensitivity and gum discomfort and you lose your appetite, you waste away. We are working on utilizing some of our dollars to be able to support folks who are in active addiction with getting better nutrition.

CHR Lindsey – I just wanted to mention, I always have Ensure in my office and it can be really beneficial for people who are having a hard time keeping food down or chewing or anything like that.

Prevention manager Miranda – Prevention funding is also there to support families on reconnecting and fostering those relationships that have been broken down, especially children that were put into care and children that were put into care throughout the province.

Written Question from the floor – What is the policy when a child harms another child.

Interim Daycare Manager Lynda – in daycare, it depends on what they do, I'll use the example for biting, biting is pretty typical when they're young, they don't have all the words in their language in order to communicate what they want and what they need. We have forms that we have to fill out, we inform the parents and explain what happened, we don't put names. We treat the bite make with ice and a cold cloth then separate the children. I like to put the toy in a time out and after a while, they will ask for the toy and if they can show me that they can play with it nicely we'll give it back to them.

Question Cory John – There is a lot of men in community that are homeless and they couch surf a lot. The women have the shelter in Vanderhoof, but there's no resources for men. Is there any dollars for that, that you guys would be able to consider for a proper men's shelter because the closest one is an hour away.

Answer – Miranda – for prevention there's actually not specific funding for shelters at this time, it is something that we would have to apply for through C92 and a lot of those fundings are focused around people who are having aged out of care, like post majority. We do recognize the gap in the community for the men who are homeless, it's not just in Saik'uz but it's across the nation, across Canada, there's a major housing shortage.

Answer – Jordan – there's a specific health component to that too, we don't have specific dollars allocated towards housing, however when we hear of emergent situations, we always do our best to try and respond and support. Miranda and I both attend housing committee meetings, we do not

participate in the decision making, but we are able to bring relevant information, following confidentiality so there isn't any breach of confidentiality, but we are able to support when there are health and prevention overlap housing needs.

Comment– Albert Raphael – I have a solution with mental wellness, our men's group has been affecting a lot of men's wellness but it doesn't have to be men only, if you guys need to talk, we have our information out there if you just need to chat with us and the working solution is Special projects has many jobs that we do and we're pretty short staffed and if its alright with management we can work on an honorarium basis, so it doesn't affect you're social assistance, might be a couple solutions with people who might need money and people who just want to talk. That's what our men's group is about and to connect to the community and support.

Comment – Jordan – the men's group is a huge part of what we do at the health center, it helps us come up with solutions with problems that are more complex with somebody just being sick. There are layers to our health, housing, financial impacts, they all come back to your personal health and the community's health as well. The men's group has been a huge help in helping us reach out and be creative in our solutions.

Comment – Chief Mueller – I just have a comment, this is a place to have hard conversations, on the comments regarding having non-native kids in our daycare. It took us quiet a few years to find a finance manager and part of Crystals contract was to take her kids into the daycare, so it was something to entice for her to stay here. Over the 4 years, she's turned our finance department around and thank you Deborah for sharing that those kids might be champions for our kids when they get into high school. When I saw those kids on a yearly basis at our events, I didn't see a non-native child and an aboriginal child, I saw Children. So sometimes I think our words can hurt and I think we have to be aware of the words that we are using.

Motions

Motion -Dennis Thomas moves to ask for \$1000.00 Christmas Bonus for all Elders. David Thomas seconds, community vote 44 to 1 opposed. Motion carried

Motion - Starrla Alexis moves provide food for S.A clients, \$100.00 a month extra. April Antoine seconds, community vote 42 in favor, non-opposed. Motion carried.

Discussion – Deborah – we can pass the motion, but where is the money coming from, the S.A department only has so much money that they get from the government and where are we going to pull the extra money from and the same with the elders Christmas bonus.

David Luggi – The motions coming from the floor, unless its specifically designed for legally binding agreements, like proper notice, like specific claims type things, these motions are recommendations to Chief and Council. To answer the question about the source of the budget, these motions will have to land on Chief and Councils table to see if they're feasible. It's not an immediate resolution that directs council.

GM- Cora – I just have some curiosity questions and maybe some comments to the process of how things go. Anyone that is on S.A understands, when you get additional funding, that is measured against what you are eligible for in that month. So, this is going to affect that for you, so if we are giving you an increase in funding, there is a possibility that that could be taken off your cheque.

Because if you've earned your allotment for additional S.A funding, where you can work part time, adding this additional \$100.00, we could be risking them getting that taken off their cheque and so keeping that in mind, this could also be a detriment to members if we're not careful. That is an ISC policy, not an internal policy that we're clawing back funding, there is a set amount that ISC provides, they review out documents on a regular basis, and they review whether or not we're over allocating funding to specific members.

Motion – more communication between health and the band and everyone to make sure our programs are not overlapping community vote, non-opposed. Motion carried.

Motion – Albert Raphael moves to rebuild the ball field for community wellness and to draw the community closer. Randy Teed seconds. Community vote, non-opposed. Motion Carried.

Motion – Jacqueline John moves to revise the education policy, remove the 10-year cap on funding post-secondary education sponsorship. Linda Holmes seconds. Community vote, 1 opposed. Motion carried

Comment – Cheryl Vandelaar – how many years is a Saik'uz member able to get covered, is it 10 years and you want it to be how many.

Answer – Chief Mueller you have 5-6 years to get your degree and then you have 2 years to pursue your masters, then after that you're doctored and that would be another year or two. So, they made it a 10 year. Some people don't do that; they use up the whole 10 years with just a degree.

Motion – Kevin Prince moves to sponsor Theresa John via PFA to do her Master of Law in New Zealand at the university of Waikato. Second by Randy Teed. Community vote, non-opposed. Motion carried

Question GM Cora – Theresa did say that she has been accepted into Binche and that was a decision that she made, if she is no longer a member, is this something that we are considering still.

Dinner – Prayer – Cllr Rodney Teed.

This concludes day one of the Saik'uz First Nation AGA.

2023-2024 Saik'uz First Nation General Assembly Day Two– Oct 10, 2024

Saik'uz Band Office – 135 Joseph Street (9:00 AM)

- Opening Prayer Cllr Rodney Teed

Election Code Amendments, Lisa Krebs

- Backgrounder

Saik'uz Election Code Amendment Background



- 2017 reduction to C&C from 8 councilors down to 4 councilors (one chief)
- Election Amendment Oversight Committee "EAOC"

Election Amendment Oversight Committee (EAOC)

- Responsible for overseeing and guiding the work done by contractors and Saik'uz staff throughout the election code amendment process.
 - Survey materials
 - Communications materials
 - Workshop outline

Election Amendment Oversight Committee (EAOC)

- Responsible for overseeing and guiding the work done by contractors and Saik'uz staff throughout the election code amendment process.
 - Survey materials
 - Communications materials
 - Workshop outline
 - Final amendment

EAOC Committee Members, in the current Election Code there are some requirements such as a non-Saik'uz rep, and elder.

- We have Mike G, Deborah Page, and Melanie Labatch here and at the booth for those with questions.

EAOC Members

- Andrea Herrera (Saik'uz First Nation Admin Rep)
- Amber Teed
- Constable Mike Giesbrecht (Non-Saik'uz Rep)
- Chantel Murray
- Deborah Page
- Gregory Raphael
- Jason Vickers
- Kasandra Turbide
- Marilyn Vickers
- Melanie Labatch
- Regina Carlson
- Theresa John
- Influenced by:

Amendment Engagement

- EAOC
- Survey
 - Opened August 8, 2024
 - Closed October 16, 2024
- Workshop Discussion
 - Two completed workshops in Prince George (Sept 19) and Online (Zoom) (Sept 17)
- Monthly meetings with Members (August in Saik'uz and PG)
- General Feedback from Membership

Key Dates

Date	Action
October 2-16, 2024	Comment Period
October 17, 2024	Amendment Mail-Out
December 3, 2024	Amendment Vote

Key Themes

1. Clarifying Existing Code
2. Council Composition and Rules
3. Nomination Process
4. Voting Process

Key Theme 1: Clarifying Existing Code

1. Clarifying Existing Code
 - Legal counsel has reviewed the code and recommended numerous revisions to provide internal consistency and clarity in keeping with the spirit of the code and legal interpretation.
 - The recommendations are for the existing code and don't yet consider amendments.

Key Theme 2: Council Composition And Rules

2. Council Composition and Rules
 - Seeks to expand the number of Council members for better representation and clarify eligibility and rules for candidates.

Key Theme 2: Council Composition And Rules

- A. Council Composition
- B. Council Residency
- C. Saik'uz Employee Eligibility
- D. Campaign Rules
- E. Complaint and Appeals Board Conflict of Interest
- F. Chief Experience Requirement

Key Theme 3: Nomination Process

3. Nomination Process
 - The proposed nomination process will involve candidates submitting a prepared nomination package at the nominations meeting.
 - The package will include all current candidate eligibility requirements and address the inconsistency regarding the Criminal Record Check.

COMMENTS – Steven Thomas – In disagreement with some of the current requirements such as criminal record check

Key Theme 4: Voting Process

4. Voting Process
 - Enhance the voting process by introducing online methods, digital notifications, and a designated vacancy period for candidates.

Key Theme 4: Voting Process

- A. Election Notices
- B. Online Voting
- C. Community Votes (Plebiscite)
- D. Vacancy Period

Voting Process

- Voting Members will receive an amendment package
- Voting will be in-person, online and via mail-in ballot.

Voting FAQ

Q: What kind of online voting system do you use?

- Ron uses an online voting system called "Simply Voting," a Canadian company used by over 5,000 organizations nationwide. Ron uses Simply Voting in most of his election processes in Canada, including BCAFN and AFN.

Voting FAQ

Q: Can we watch the vote count?

- Everyone is welcome to observe the vote counting process. The doors will be open, and a Zoom link will be provided for remote members. The Zoom session will start before the ballot boxes are opened. While attendees cannot handle the ballots, Saik'uz members are encouraged to attend and witness the process.

Get Involved!

- Review the proposed Changes!
- Submit your feedback to us at the booth, via email to elections2024@saikuz.com or to Andrea Herrera at the Band Office

1. **QUESTION – Rosa McIntosh – Saik'uz employee eligibility, comments should reduce to 6 months, for elected positions. For online voting how do we ensure that there is only one vote submitted? ANSWER – Lisa Krebs – We are going to be checking against status numbers to ensure only a single vote. Saik'uz Employee if elected currently have their positions held for one term which is comprised of 4 years.**

COMMENT – Stephen Thomas – I would like to eliminate online voting, far too large of a margin for error, and it would be a huge discrepancy, and stacking the election votes. Mail in ballots and in person voting. There is an option for hacking the system and changing results of online voting. ANSWER – online is more accurate, and you have a large off reserve population. We know it can be very scary, but we are not talking about a large group, such as federal elections in the US or CA. Saik'uz has the large

COMMENT – Rebecca Quaw – Criminal Record checks, if they have something from before there should be a representative from the band that would assist in facilitating getting a pardon. ANSWER – Lisa Krebs, clarification of indictable offences for criminal records ex. Theft bribery misuse of property, committed assault against a minor. 10-year gaps or pardons are okay; you can still run. Civil disobedience and protesting are fine and would not disqualify you from running. COMMENTS – Cllr Rodney Teed – we are seeking ways to streamline our processes, and based on the work scopes, and remove barriers that would lead to questions a representative motive and that they are acting on the best interest of the community.

COMMENT – Darlene Barfoot – If they are running for Chief and Council, then you should prioritize the position and not be distracted by other things.

2. **QUESTION – Melanie Labatch – Clarifications – Leave of Absence, currently as soon as I am running, I am not able to continue employment.**

COMMENT – Rosa McIntosh – We have homeless populations and online might not be an option. ANSWER – Lisa Krebs - we will be doing off reserve voting polls as well as offices to help with online voting process leading up to the election day.

3. **QUESTION – Gary Joseph – How does online voting work, in person we need to show ID. ANSWER – Lisa Krebs - Online voting requires an email and we need to have a status number submission. ANSWER – There is the same risk or less than mail in ballots, the online voting platform we are using has been successfully utilized by various entities in their elections.**

4. **QUESTION – Robbie Antoine – Questions on the election votes. ANSWER – Lisa Krebs - Vote on Dec 3, 2024, is for the Election Amendments is a ratification pkg, the Council Election is set for Mar 27, 2025.**

COMMENTS – concerns about stopping or targeting people from submitting votes and swaying votes. CLARIFICATIONS – the electoral officer has no interests in the outcome and nonpartisan person.

COMMENTS – Rebecca Hackett - Host an off-reserve polling station in Vancouver. Good suggestion for consideration. Krista John comments, further recommendations to send Saik'uz Band Members as observers/ scrutinizers.

COMMENTS – Melanie Labatch – Clarifications of the rewording for the Criminal Record requirement (already existing)

5. **QUESTION – Cecilia John – If they have a prior accusation or criminal charge without convictions. Pardon process started, but clarifications they MUST have charges removed, and granted a pardon.**
6. **QUESTION – Cora McIntosh – Comments about the Election Amendment Oversight Committee, recommendations to expand on the current terms of reference, and utilize those individuals to be of support for offsite polling station, and one-on-one elder support**
7. **COMMENTS – HELEN HIXON – I pray for the community, and we need as many strong voices as we can, I wouldn't hack or do anything like that**
8. **QUESTION – Cecilia John – Counts for the votes and witnessing the end of the night. Will members be allowed into witnesses? ANSWER – Lisa Krebs - Yes it will be open doors, this was something we wanted to ensure that we addressed and confirm no closed-door policy. COMMENTS – General Manager – Roles of the EAOC Electoral Officer roles, and what a count would look like during the elections.**

Governance, Nadia Novak

- Introductions



- Backgrounder

- o There was funding available from pathways agreements and obligations that the chiefs fought for opportunities to create or empower Nations governance, and these funds were used and we realized we needed a lot of engagement with community, and knowledge gathering, protocols, how do we do thing, who is responsible to do what, which highlighted what we needed for Saik'uz Governance, and have dedicated of time and resources and consulted with George Labrash, Bill Poser, Joanne Fisk, Greg Cooper and gained the research collected from various processes of work of our community, and the governance systems they documented. I had big questions and I was unaware where I could go – we needed representation Keyoh and Clan systems exist based on different roots. We started to see the separations and both combined are seen in the “Traditional Governance Oversight Committee” TGOC --- If we had chosen one there was only a small pool that would have been involved and able to be involved specially those off reserve through the clan system. Elders with Seats or Keyoh representatives and they have been defined as pillars – and tied to significant events of Saik'uz history, and advocates to the clan system or social issues to territory or management and would have been knowledge keepers and passed down knowledge to others. We have now defined more clearly – WE have authority over children from the traditional law, and need to bridge the court system and tie in for legal decisions. We are stewardships from the land and rooted establish and build up for social and environmental, as well as community member representatives as they don't exist, and the government does not agree, and even if there were it would be their values not ours. We need to be rooted and grounded on our Saik'uz laws and conducting with the lands and community.

Times Are Changing

The Past - TREATY PROCESS

Saik'uz left the Treaty Process because it did not do enough to recognize or protect our Rights and Title. As we are not negotiating a Treaty, self government today does not mean giving up our Rights or Title.

POLITICAL & LEGAL WINS



2014 - Tsilhqot'in Title Decision

2015 - 2019 - Carrier Sekani Collaboration & Pathways Forward Agreements

2019 - BC Declaration on the Rights of Indigenous Peoples Act (BCDRIPA)

2019 & 2024 - Bill C-92 Indigenous Jurisdiction over Children & Families

NEW OPPORTUNITIES

This is an important moment in our history - an opportunity to determine our governance based in our ways.

We know that we cannot go back to exactly how things were in the past - our culture and governance has always adapted and changed over time to meet the needs of current and future generations.

There is a lot of work to do, it will take time and will not always be easy. Everyone's participation is important to our collective success.

going about the work a good way



What do we mean by traditional governance?

- Governance includes the values, culture, language, organizations and practices that a community uses to make decisions and accomplish goals. At the heart of governance is effective and accountable systems and processes where the people share their interests, exercise their rights & responsibilities, and reconcile their differences.
- **Saik'uz Traditional Governance** - the ways our ancestors managed relations with each other and the land, how the community made decisions, how people were held accountable, and took care of one another. When our people think about Saik'uz traditional governance they say it is our Clans, Balhats and Keyoh system, and the various leadership roles within that system.

What role does Balhats play in traditional governance?

Clan members, leaders and our late Elders have shared about the role that the Balhats plays in governing our people and land:

- "after many years of talking ... they decided on the potlatch, like feeding each other, and then they started doing that. During the potlatch they would have talks to settle those problems. [...] that's how the du ghe-hu 'telh 'dulh, potlatch started. Everything turned out well for the people. That's how they governed the people, and that's how they governed the land. (Adanas Alexis, 1977)
- "Before the white men came, we governed ourselves through potlatches and clans. Like your dad was saying, we had an Indian Government in those day's there was no Government in this country. The old way was much better than the new way of Government today." - the late Mary John Sr.
- "The Bat'lats is more than a ceremony. It is a way of life, a beautiful way of life. It is respect for ourselves and our neighbours. You respect yourself. You respect other people and others will respect you. That's the Bat'lats way." - Saik'uz Elder in 1988

SAIK'UZ

What is the role of the Traditional Governance Oversight Committee (TGOC)?

- The TGOC has been created to bring Traditional Governance into practice, and work with the elected government and Land & Resources Office.
- The TGOC is a group of Saik'uz family representatives who offer guidance, and who have knowledge of the territory and of our people and practices.
- Part of the role of TGOC family representatives is to update their family members and gather input. We recognize that the work is in early stages and will take time to build.
- The TGOC is coordinated through the Saik'uz Land & Resources Department. It is a pilot project; we are learning and adapting as we go.

SAIK'UZ

NEXT STEPS

Strengthening Balhats

- Clan Nights
- Guide Book
- All Clans / Mock Balhats

TGOC / Keyoh

- Phase 1 Family Meetings
- Phase 2 Family Meetings
- Linking to Keyoh stewardship
- Sharing our history and culture

FUTURE VISION

- A system that includes the Clans, Keyoh and family reps, and elected leaders working together.
- Roles, responsibilities and decision making processes will be defined, and guided by our Dakelh laws.
- Currently, we see the Balhats and Clans work as being more focused on the social well-being of the community and taking care of our children. The Traditional Governance Oversight Committee (TGOC) work is more focused on issues related to the land and Keyoh.
- We acknowledge that everything is interconnected.
- We do not yet have all the answers of how it will work, those answers will ultimately come from the guidance of community members, and the leadership and knowledge of Saik'uz families and Clans.

- Opportunity for water sustainability management, through technical and traditional practices and consulting with families to determine the values based on the current state of the territory.

JOIN US GET INVOLVED

CLAN NIGHTS

Meetings have been open to all Clan members, seated and unseated. The meetings will be continuing, and we are now holding regular Clan nights.

FAMILY MEETINGS

Our aim is to have representation from all Saik'uz families. We encourage you to participate in future family meetings.



We strongly encourage all community members to participate in the work to strengthen our ways of governing!



NENACHALHUYA!

SAIK'UZ GOVERNANCE TEAM



KASANDRA
TURBIDE



KELBEY ANTOINE



AMBER TEED



CORA MCINTOSH



LISA KREBS



NADIA NOWAK



MIRANDA LOUIE



MABEL LOUIE

QUESTION – are we heading towards self-governance? This was discussed with community and is the end goal

ANSWER – General Manager – self-governance can mean so much, no decision to have self-governance, but rather to reinvigorate the clan and keyoh system and involve these pieces in decision making and how to inform our values to address Industry ex. Nulki Tachik Project and the Province, this is how we get the peoples voice at the tables and with the decision making and the impacts to the water air and land. If you look at our water -- its brown – as a child I don't remember that as a child, it's not that long – how do we put things in place to stop further devastation. I was in leadership when these pathway agreements first were established and the recourse to self-governance was not the goal which was discussed. The process is to educate and collect information and empower our current systems.

COMMENT - Deborah Page – Resources and Land, the elders came across my grandma meeting in 1951 Alcan Proposed and jobs promise, and concerns about the fish were voiced from a Captain Alexis leader. There was pressure for us to allow this, seen from the Indian Agent, and no control over our lands.

COMMENTS – General Manager - I'm very vocal and industry doesn't like this, when we talk to RTA there is records that we did have concerns from the start.

QUESTION – Albert Raphael – 2 White hunters (2 bull moose in 200 road) and stop tags in our area and territory, while on a hunting trip with the men's group. The government has no regards to our resources.

COMMENT – Lisa Krebs - Jackie Thomas, Cora McIntosh etc have brought this issues, and limited entry systems competing with non-indigenous hunters, the last couple years a limited system is under review, we are individually and collectively trying to eliminate this system, and guide outfitter allocation on the territory – in place a secretariat and a limited Mo notarium and disillusion so there is no renewals once they expire.

COMMENT – Cecilia John – Outfitter on Kenny Dam Road, and the band is working on getting him out of the area, the guide had shot 19 moose, and concerns about them being cows. Water Settlement – if we accept the monies, our band will be unable to bring the government to court for that water, as there would have been payments made.

ANSWER – General Manager – Eligible compensation for 1-1.5 years for the main IR #1 we cannot as a nation or individual be eligible to bring the government to court for those dates, but we could seek litigation for other time frames outside of those. The payments/ compensation is limited to the years listed in the applications.

SUGGESTION/ CONCERNS - Rosa McIntosh – Hire someone to clean the creek (while the water is low) and teardown the beaver dams (food and salvage the hides) Selling of the Moose, concerns to stop this.

Murphy Abraham, MNP

- Lake Babine Nation, Former Chief (3 yrs) Elected Cllr (3 yrs) Recreation Coordinator at the Nation.
- I choose to focus on leadership seats to try and create spaces for the youth. Provincial and Federal government I didn't understand the difference between the roles and responsibilities, and the Chief and Council scopes, and took time to familiarize myself and learn. I believe in the work of working towards independence for our Nation, when I was on council at Lake Babine we lost about 100 members during covid, and some of us are feeling the effects from that time, and we managed to prioritize \

- I have learned over the years that there are other models and opportunities from other nations to be involved at the provincial level. In our communities we need our voices and need to vote in federal and provincial elections and in leadership positions, to make real changes. I decided to run for the BC NDP for that reason, and you need to step outside of the comfort zone and make changes for this. We need to continue to navigate changes in our community, the incumbent MLA is John Russtad and conservatives and NDP the two candidates. One of John Rustad plans are to abolish the declaration act, and this is concerning as there exist action items adopted by UNDRIP which are laws for industry and organizations such as MCFD develop child law or Economic with the Nations. Our Nation has been working on developing these agreements with industry, Hospitality grand opening in PG and part ownership in Prestige Hotel which is an opportunity for our nation. Currently health issues in the north, John Rustad is trying to cut 4.1 billion dollars by dropping GDA BY 11% causing more shut down in emergency rooms, loss of nurses and doctors, and move towards privatization of health industry, this would give more money to the top 2 % working folks cannot afford this private care. Ex 2020 nurses in the private sector cost 2.5 million dollar to bring from BC/ Canda and has increased to 1.5 billion dollars. We need to invest in human resources and healthcare to accommodate the needs of the communities, instead of having to incentivize and bring external personnel to fill the need, and invest in education, we also need more housing. Federal government is responsible for on reserve funding not the province. John Rustad is hoping to continue to invest in the private sectors, and I'm hoping to battle in legislature, address the local communities in Vanderhoof burns lake etc. due to the mill shutdowns.
- Legislature hasn't heard from the north, Nechako Lakes, and we have an opportunity to advocate for our people, so I encourage you to go out tonight and vote! We need a stronger voice to advocate for all the people Oct 19, 2024
- Join us at the meet and greet at the Seniors Centre tonight in Vanderhoof, BC – your Chief has been working with the district here.

Pathways Forward (Government to Government Relationship with the Province) Jasmine Thomas Councillor

- No agreement with the promise since March of 2023 and dealing with multiple issues and what our relationship looks like such as forestry and economic development opportunities.
- Updates on:
 1. Elements on past agreements
 2. Changes to our Negotiations relationship,
 3. Next Steps for Saik'uz
 4. Relationships with Southern nations

Elements of past agreements

- After any years of negotiations from 2015 collab agreements with had one established with the province, and the achievement of pathways identified stewardship matters, revenues losses and assertion of sovereignty over our resource (50% revenue of what's coming out of our forests) and we had other things like capacity traditional governance (support land use decision making) and the difference in the two bodies, and how do they work together. funding that exists to develop and create these opportunities and support things like funding post-secondary beyond government funds, and not having these in place, the

financial show that we used pathways to offset expenses through our own terms. We have look at strategically extending the current funds as best as possible to continue.

- Two interests CSFS traditional values, southern and northern communities and two driving interest with the end goal of seeing revenue sharing, and shared goals with these neighbors. We are looking at how do we achieve our goals and engage with each other and the province.
- Saik'uz is focused on shifting from harvest to restorative economy and with our southern neighbors achieving these.
- There are multiple challenges of the internal process with the province, and cabinet meetings to approve changes, and then treasury process to release the funds from these agreements. 200million was the last for the last 7 communities, and we want to see similar revenue and values --- and these negotiations are ongoing. We have opportunities for reconciliation with both Provincial and Federal.
 - o Triple mandates in the conversations and stalled to achieve the following: pathways agreement. Advancing resource planning at community level and reconciliation at the federal level.
 - o Communities and Technical teams have been having conversations on where to go and how to continue the advancement of the work at various forums. We are making efforts to increase relationship building with our neighbors to address accumulative efforts. We are waiting for the elections to play out and see how things play out to re-engage once the new parties are elected and starting conversations in 2025.

COMMENT – Melanie Labatch – Question about the Financials pathways separate from the other departments, and breakdown to connect the two. ANSWER – Jasmine Thomas – Pathways Coordinator has some of that information, and about 30% of the contributions on budgets on programs across was from pathways.

LUNCH - Prayer Linda Holmes

NECHAKO, DOCUMENTARY REEL

INDUSTRY UPDATE, Barry Vickers

STRATEGIC PLANNING

- ❑ Strategic planning sessions held in late 2023 and early 2024
- ❑ First Session focused on Stewardship on Saik'uz lands and resources and forestry. Cumulative impacts are very concerning.
- ❑ Second session focused on economic and business development for the Nation. What is the vision, what policies and structures are needed. What are the challenges.
- ❑ Addressing capacity requirements to implement the strategic plans are critical.



NAZKO OVERLAP

- ❑ Twinning of 500 KV Transmission Line Prince George to Terrace. 14 First Nations identified as impacted, 5 in phase 1 including Nazko
- ❑ Nazko Boundary Change in 2009
- ❑ Saik'uz Position
- ❑ Ethnographic research and legal strategy
- ❑ Other overlaps



BC HYDRO CALL FOR POWER AND RENEWABLE ENERGY PROJECTS

- ❑ BC Hydro will put out a call for proposals in the Spring of 2024 looking for 1000 mega watts of power. Projects will need to be operational for 2028.
- ❑ Saik'uz projects include 45 megawatt solar farm project and 200 Mega-watt Wind Farm with Innergex. Saik'uz has the potential to own 50% or more of the businesses.
- ❑ Wind Farm project was not submitted due to BC Hydro Interconnection issues and the need to do further work on project siting.
- ❑ Solar Farm project has been submitted and we await a decision but recognize competitive challenge in price/kwh and lower scale.
- ❑ Innergex and Saik'uz have done considerable work and future calls for power are expected.



THE SAIK'UZ BUSINESS AND ACCOUNTABILITY FRAMEWORK

- ❑ A document that will establish parameters of how Saik'uz businesses will be approved and operated within the broader Saik'uz Nation governance structure.
- ❑ It includes reporting and transparency requirements of Saik'uz owned businesses to the band and the Saik'uz membership who are ultimately the shareholders of the business
- ❑ It sets up a structure that will take into account the qualifications, composition and terms of directors that will sit on the boards of band owned businesses
- ❑ Corporate structuring that will be developed in conjunction with the BAF includes mechanisms that seek to reduce risk and liability to Saik'uz.
- ❑ Facilitate increased participation of Saik'uz membership in Saik'uz businesses along with increased accountability to membership and alignment with Saik'uz core values



TATUK LAKE RESORT AND COASTAL GAS LINK PROJECT – PHASE 2

- Tatuk Lake Resort several cabins operated as a recreational property on 20 acres on Tatuk Lake
- Purchase Price Reduction due to fires
- Risk and Liability requiring a strong management component. Returns not commensurate with risk.
- Coastal Gas Line Phase 2 opportunity
- Identifying a partner that is suitable to Saik'uz



Thank you for allowing me to assist our Nation in tackling the immense economic opportunities and challenges that we face. I look forwards to working with Chief and Council throughout the remainder of 2024 and look forward to working with everyone to maintain our environmental values and to provide economic opportunities and benefits to the community.

Barry Vickers

Questions – Wayne David – You were just talking about the work that you've been doing for the company of Saik'uz First Nation, and I was just going through the budget and I don't see the company in which you're talking about in it. You were saying 10% of all this and 200 million, that's a lot of money and back to what you were talking about the overlap. We first met with Nazko back in the 80's with Stanley Thomas, you could look through all of the archives of our meetings with the nations over our territories.

Answer – I haven't seen the budget, but some of the work that's being done, you wouldn't have seen in the budget because some of that is done with the First Nations Major projects coalition, there is no cost to the nation for the work that coalition does. In terms of the Nazko every lap, we've had more recently a meeting with some of the Elders in the community for guidance and feedback. Where we ended up, I think, was let's take a more diplomatic approach, let's meet directly with Nazko, and see where that discussion goes. In the meantime, continue the work that we've been doing in terms of a legal strategy and ethnical graphic research and evidence building that needs to be done to support that legal strategy.

Question – Maureen Thomas – You talked about we only get 10%, who gets the 90%, how many our people only get a little amount compared to the rest of these people that are coming into our territory and trying to govern our land.

Answer – I totally agree, we at the coalition, we're involved in trying to get more than that, 20% originally. We were unsuccessful in accruing that additional 10% because it was a competitive process involving international buyers of the equity, it ended up being a Korean and Alberta trust fund that bought up that 10% that we lost out on but it's a competitive process run very quickly by TC Energy. I should mention, we've always thought it should be more than 20%.

Comment – Maureen Thomas – We should just deal with Korea, why deal with those other people.

Answer – The Coastal Gaslink Project was originally targeted to be a 6.6 billion project. When you start to do the numbers, Nations would have had to come up with 100s of millions of dollars and so nations abilities to secure that amount of capital would've been challenged. 10% doesn't sound like a lot but when you start applying it to 6.6 billion projects, its actually quite substantial.

David Luggi – Saik'uz First Nation does have a community agreement with Coastal Gas Link and that's the participation agreement, what Berry is talking about, is the equity option.

Question – Marolyn Vickers – You talked about getting boards together and a prerequisite, could there be a training component to that so people can be trained to sit on these boards.

Answer – Training, yes, I totally agree, the objective it would be nice having all Saik'uz members being on these boards but some of these boards really require some specialized specialties and knowledge about finance, about the specific business you're involved in, about management, all sorts of things business related. We just don't have enough members with that background and qualifications; we need to grow that. As mentioned earlier, capacity and development have been an overriding theme in many of the strategic planning sessions that we have had. That is a focus we will maintain going forward to try to increase those skills and qualifications of members so they can sit on these boards and play a vital part in managing those businesses.

Question – Brenda Antoine – Where do we stand on New Gold

Answer – New Gold is still going, the mine is almost in operation, the plan is to pour gold this year or early next year it's like 95% built. The electrical transmission line that feeds power to the mine, that's the part that impacts Saik'uz territory. We have developed agreements with the company around that transmission line, we're just now finalizing those agreements with the company, at which point benefits should start flowing to the nation.

Prevention – Miranda Louie

Prevention Manager: Miranda Louie

Frog Clan

Parents: Martin & Nancy Louie
Grandparents: Maurice and Evelyn Louie & Lawrence and Katie Stump

Raised with strong cultural knowledge around the Nadleh Whut'en Clan System and History

Prevention Staff: Band Designate & Youth Workers

Ursula HoLem BSW- Frog Clan
Leila Weibe BSW- Caribou Clan
Ashley Antoine- Grouse Clan
Deanna Patrick- Frog Clan

We have various openings at the moment and you can check the Saikuz First Nation Website for this information.

What Prevention Is:

- Prevention funding provided under the FNCFS Program is part of a continuum of care based on the needs of the First Nations children, youth, young adults and families.
- First Nations determine the prevention services needed, based on their community's unique needs, circumstances and lived realities. First Nations can also determine which service provider will deliver these services.
- Prevention services support the safety and well-being of First Nation children, youth, young adults, families and communities in a manner that is culturally appropriate, in their best interests, and in accordance with substantive equality.
- Prevention activities related to child and family services aim to address community, family, and child risk factors. These prevention activities aim to build resilience, hope and a sense of optimism among children, families, and First Nations.

FNCFS- First Nations Child & Family Services

Prevention Services in Saikuz First Nation

Saikuz has been working on a framework and guide book at the CWC table to determine how we can support families this is still in draft form and will be available soon for community input.

- Fire wood
- Food Security
- Furniture needs
- Transformations
- Ember of Hope
- One on One support (Youth & BDR)
- Reconnecting Families
- Family Events
- Youth Events
- Hockey Game
- Quesnel Pow Wow
- Vanderhoof Rodeo

Objective and Principals

Prevention and early intervention activities are critical to supporting the holistic and positive outcomes of First Nations children, youth, young adults, families and communities.

First Nations are strongly encouraged to continue working collaboratively with delegated First Nations agencies to provide holistic supports and services to First Nation children, youth, young adults, families and communities.

Increased investment in prevention and early intervention is critical to reforming the FNCFS Program. Stabilized prevention funding recognizes the critical role communities play in child safety and community well-being.

FIRST NATIONS CHILD AND FAMILY SERVICES

SAIKUZ AND CARRIER SEKANI FAMILY SERVICES

- Partnership meetings with csfs guardianship team & resource team
- Collaboration with youth services
- Building relationships with social workers. (this did take some work and advocating for the nation to start this process)
- Cheryl Vandelaar works closely with our team to ensure that families are getting the best support possible
- Monthly visits with Children in Care in PG on their Pro-D days to bring culture and families together

"Ohana means family and family means nobody gets left behind or forgotten." –Stitch

- Prevention Manager - This is how I feel everyday doing the work that I do, sometimes people do fall through the cracks, and it's been happening more and more. The amount of children that are going into care province wide and Canada wide, we don't have a direct number of children in care in Saik'uz, these numbers are rising.

Prevention Funding

- supports culturally relevant, community-based programs and services
- honours intergenerational cultural caring approaches
- aims to address the structural factors that place children, youth and families at risk of involvement with child and family services

Funding for prevention services can include direct and indirect services.

- **Direct services:** activities and services that ensure First Nations children, youth, young adults families and communities are supported
- **Indirect services:** costs or activities related to operational activities that support the development and delivery of prevention services or programming
- Both direct and indirect services can be reflected in primary, secondary and tertiary prevention programming.



Primary prevention (community-centered prevention)

- Primary prevention is meant to educate and provide services to the community that promote family wellness and prevent harm and child maltreatment.
- Examples of activities include:
 - classes, workshops and outreach to improve family preservation
 - well-being, cultural and recreational activities
 - crisis or help line services

Secondary prevention (family-centered prevention)

These services are intended to address families who are at higher risk of experiencing child maltreatment. Secondary prevention aims to:

- promote reunification and repatriation
- prevent separating a child or youth from their family wherever possible
- ensure supports are in place that enable the family to thrive.

Examples of activities include:

- group interventions or supports
- home visit programs for parents
- parent mentoring
- parenting skills programs
- family counselling, guidance and assessment
- addictions treatment for parents

- We don't have a crisis or help line services; this is something that CSFS has under their umbrella and if not FNHA does.

Tertiary prevention (individual-centered prevention)

These services are intended to provide immediate safety and well-being interventions based on the child's best interest.

Tertiary prevention aims to:

- promote reunification and repatriation
 - prevent separating a child or young person from their family, wherever possible
 - ensure supports are in place that enable the family to thrive
- Examples of activities include:
- immediate crisis interventions
 - activities to build self-esteem and healing
 - domestic violence interventions
 - intensive family preservation services
 - addictions treatment for parents and youth

FYI- uprise in youth drinking

Liquor Act

Section 77(1)(a) supply liquor to a minor \$575 fine this applies whether you buy it for them with their money or you give it to them for free

If someone were to supply liquor to 4 different minors even if at the same time, they can be charged with 4 counts of supply liquor to minors which would be a \$2300 fine

Please refrain from buying alcohol for minors in Saikuz First Nation!

Building Policy

Saikuz First Nation Based Knowledge	Traditional Teachings	Inherent Knowledge
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We are using these teachings in the work that we do to ensure that culture is the foundation of our Prevention.

Things we are working on

Youth Drop In We are checking into the logistics of having a youth drop in center	Clan House There was an presentation yesterday regarding this and we will need training to start happening to ensure that we can staff the clan house	Elder Advisory Whenever there are major issues arising in the community we seek advise from the elders as to what steps we can take to support members
Connections with Children in Care We are working with CSFS to ensure there are family connections with youth in care	Building Capacity There is numerous job opening to support our programs please refer to the Saikuz Job Board	Collaboration with Partners Building Relationships has been a priority with our team to ensure that we are reaching as much families as possible

Youth Engagement Session
We are planning a 5 day youth engagement session in November which will focus on empowering the youth and build their self esteem so they can help guide us in the work we do for them.

Questions – Deloris William – I have my grandkids with me, took me 12 years to get them back, the only thing I want to know is if something happens to us, how do we get the parents to help out

Answer- Prevention Manager - I would encourage you to come and see us at the health center, and we could start a plan for the parents of the children and see what they would like to do and what supports that are needed.

Question – Deloris William – I have been asking a long time when can a family get first aid

Answer- Prevention Manager - we are planning to bring first aid to the community.

Question – Melanie Labatch – just some clarifications, Prevention funding comes into the band and CSFS also holds part of the delegation for Saik’uz members, but I just want to clarify, that’s for all of our members, I know sometimes we hear funding is for only on reserve, but this is for all Saik’uz members. Also, I want to ask about policies guiding these decisions and you did say there was a framework and guidebook, is that going to be the policy. Looking back at the budget, I think it’s

important all the money that comes in for the kids, needs to go to the kids and provide those services, so have we spent all of our budget that has been allocated last year and this year, are we ensuring all that money is going to the families that deserve that.

In November 2022 there was a one-day prevention health meeting at the multiplex, Mary Teegee said Saik’uz then, between \$300,000 and \$500,000.00 that we’re eligible for, so I didn’t know how much the Band held and how much CSFS held. So when we talk about short staffed and I know CSFS says that they’re short staffed as well, there are initiatives that are locally driven, in that meeting of 2022 I spoke that I developed a kid’s program for 7-11 year olds and I’ve done it in neighboring villages, I’ve offered to do it for parents as well. I was told that CSFS has a parent group, I did meet with them, they showed me the workbook that they have, it’s kind of adjusted from a Provincial parenting program and then CSFS just did it a little more culturally relevant. That’s never rolled out to actually do these things and maybe its short staffed, but you have a lot of people who are local that are education that are able to a lot of these kinds of initiatives and pick up these short falls, there’s not an avenue to get in there, that’s not recorded, I strongly encourage that, because that’s our kids who we see are drinking because they need stuff. Everybody is accountable for themselves, those kids are making those decisions right now, but they need to be educated and time needs to be spent with them.

We keep hearing there’s not enough staff, that has been ample offerings from myself, I have numerous years of experience working with kids, I’m a registered nurse, I have a whole scope of knowledge and understanding but that hasn’t been welcomed, and I don’t know how else, I say it at the community meetings. Please if people have the stuff to offer locally, lets fill those gaps with all those jobs that are open, there’s 17 jobs posted right now for Saik’uz, that’s work that’s not being done. Then we hear that people are overworked, so then allow some people who have skills or offerings as a temporary. Just like the youth engagement today, they’re doing, we weren’t aware of that, its last minute, the kids are pulled out of school, elementary is not that bad but once you get into the higher grades, if you miss a few days of school that’s a huge detriment. These 5 days engagement in November, do those things afterschool and on the weekends so it gives kids things to do but always remember that don’t always plan everything during the day so they have to come out of school.

Answer – Prevention Manager – Back to the budget, my understanding the budget is 50/50 with the nation and CSFS and for the youth engagement, we haven’t nailed down days on that, but a lot of these kids, they’re currently not in school, the ones we are trying to get input from and how we could better support them. They are either suspended or just don’t go, and we want to give them the opportunity to answer to us, what their needs are and give them a safe place to do that and that’s why we thought about a 5-day session.

Question – Randy Teed – the sporting facilities in Saik’uz, I just wanted to find out if Prevention if they allocated their funding to do any upgrades to our sporting facilities, ballpark, multiplex, I think that’s where the alcohol comes in with our youth, the 13, 14-year-olds. I wanted to know if there’s funding to upgrade our ballfield, I think that is one of the pieces that we need to address all our social issues that we’re facing.

Answer – General Manager – The ball field has been started the process of developing a plan moving forward, part of the problem is we have about 10 medium projects happening in the community right now, we don’t have the capacity to add another construction project to our table, it’s a lot of work, it’s a lot of oversight, and we just don’t have capacity in this moment to do that. But

that being said Chief and Council have committed for the renovation for the ball diamond, I have been discussing that with Jeremiah who is the recreation coordinator, and we have come to the agreement that we don't feel that we need to inform all the decisions that are going to be made for that ballfield. We are going to establish a recreation committee who are going to be the ones making the decisions on the design, the content and everything to do with the ball field. As for the multiplex, we have been trying to find adequate funding for the renovations of the multiplex so, we've had 10 different partners come to the table, part of the issue is that it's also a community building, not just a youth gym. The uses we have in that building need to accommodate for prevention needs, gathering places where they can cook, make meals together and sit with their families, that's part of prevention, it's reuniting that family unit. We also recognize that we want a gym there, we have dedicated funding towards a gym that's exercise equipment, so we don't have to go to the gym in town. Out of the emergency planning in the last couple years, we were placed with a shelter in place scenario, if we were ordered to evacuate the community the only shelter we had, was to shelter in place because there was nowhere for our community members to go in case there was a fire. We were told by FNHA and the preop team that we would have to stay here, or send everybody to Kitimat or Terrace, that was the closes place. That showed we really needed to have a clean air space, the closest clean air space that we would have access to is Prince George. We need our own but that means changing the whole H vac system and establishing a filtration system. I think we finally solidified possible funding for this project that includes some of our own funding through O&M. But this is something that we have a priority for.

Question – Geraldine Johnny – You brought up respite, who does the application, say a child is going to be apprehended and then a family member steps in and all of the sudden MCFD or CSFS and then there's a whole new process, they fill out the applications, they want a criminal record check all of that stuff and yet the family members, they're sober, doing what they can to help the family out, so who does that now.

Answer – Prevention Manager – Right now the Band Designate reps can support with getting all of the paperwork in place. Right now, there is different avenues that everybody goes through, some go through MCFD, we support them in that process, some families choose to go through CSFS guardianship, and we get the guardianship workers to come help with that process as well. There is also funding at the Nation through prevention, that we support families with but these files are going to be transferred to CSFS because the Nation does not have liability insurance.

Question – Geraldine Johnny – I was looking at the budget, is Prevention in a hole?

Answer – Prevention Manager – no, any of the prevention funding that I've been talking with Mitchel with, the Nation only gets so much direct funding from ISC and we do find ourselves going into a deficit, CSFS can transfer over their funding into the Nation to insure we're not in deficit.

Question – Teddy Antoine – I was just wondering about recreation and activities; we have a big community in Saik'uz. We have to learn how to do recreation like the old way, we incorporate the whole community, and we get together and create that positive atmosphere where we would have fun together and heal. Part of the healing is having the Elders teach healthy subjects to create that positive atmosphere.

Answer – Elder Maureen Thomas – Part of the prevention team, we have the women's group, they meet every second Tuesday to do sewing and in that sewing sometimes we tell stories, we bring our tradition back, we talk about how we feel, we share what our concerns are with our children, and

you think about the men's group, they make me so proud, they came to a meeting and spoke, they said we need to bring back our tradition, the tradition of respect. When we respect each other, we can have fun, play ball, soccer, go swimming together, pick berries, and traditional medicines. The men they have enormous amount of power, they're strong, you guys have to tell your men that too, all of you need to complement each other when you see them doing good. I'm really proud of them, they're on the dry path, not doing drugs or alcohol, that the positive in this village, and that's going to ripple out. Next, we're going to get is the youth, all you kids that are running around from 6 years old to 19, you're more than welcome to be on a youth group. If you need someone with stability, I'm there for you. The greatest part when I went south, we did the Lahal game, our Saik'uz men are good at it. If we get back to that way, we laugh with each other, talk with each other, we going to go really far as a Nation.

Comment – Elder Marolyn Vickers- we have child welfare meetings every Thursday, we go through our lists, from 9 to 4 pm, we review all the cases and we do what work that's necessary and that needs to be done, and Maureen and I sit as an Elder. Marlene was good, she home visits, she talked with the people, she talked with the parents. We also talk with the courts, besides the band designates, we talk with the courts and get our children back. It's quite crucial that we do and it needs to be done. Sometimes the backlog piles up and it's a lot of work but it's getting done slowly. We helped a lot of people who have requested help with the dollars through Jordans Principal, you go through the committee, and it gets approved but with that we had to put guidelines in regard to who's eligible for that. So, we have the eligibility criteria to dole out those funds, the best part we as Elders have a say in that.

Health Department

Introduction- Jordan Cranmer, been in the Health Department for 5 months



- New Northern Health Builds – will be looking for community Insite on what they want the building to look like, especially since the Hospital in Vanderhoof, does not have a cultural space
- Looking at starting Indigenous Health Action Tables: Northern Health – there is still a lot of racism, cultural barriers there's still a lot of systemic issues within Northern Health
- FNHA and CSFS – within the health station there is two full time mental health clinician, 4 days a week of mental health in the center. We also have another group theory worker
- Doctors at least one day a week

- Missy Ketlo – nurse 4 days a week

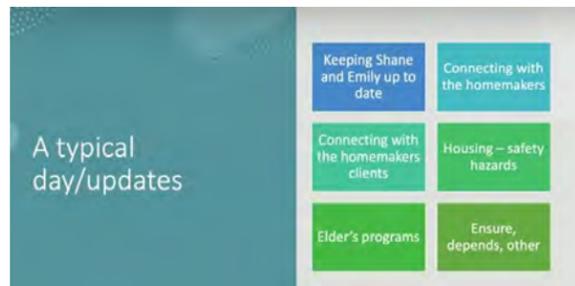


- Animal wellness – fixed 40 animals on reserve, dewormed and vaccinated them. Program runs on grant application
- New Health Centre build – perimeter foundation is complete
- Health Centre renos and Fire recovery – after the fire working on renos to increase office spaces
- Community Delegate Program – looking forward to supporting this program
- Health Fair – hoping in the new year
- Strength and Solidarity Men Gathering – March – Saik'uz is hosting

Krista John – Elders Wellness Coordinator

- Fund-raise for elders – hosting weekly bingos, raffle table to raise money for the church
- Meet with Elders once a month – updates and feedback, can bring forward any concerns
- Elders joining the after-school program with Ceceilia John

Lindsey Antoine – Community Health Representative

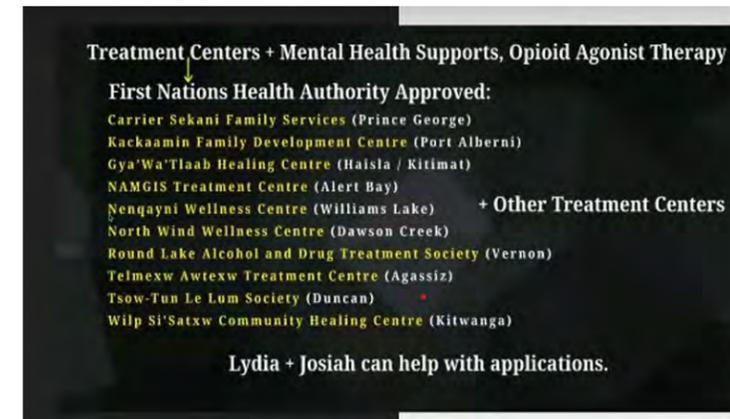
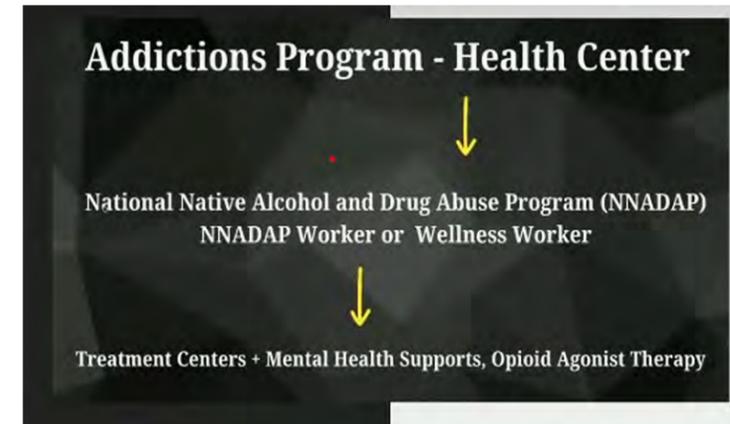


- Shane and Emily – are drivers for community members who have appointments
- Working a schedule for Ensure and Depends and everything else so it will be delivered on a regular basis.
- Krista and I have been brainstorming on events for the Elders to attend.

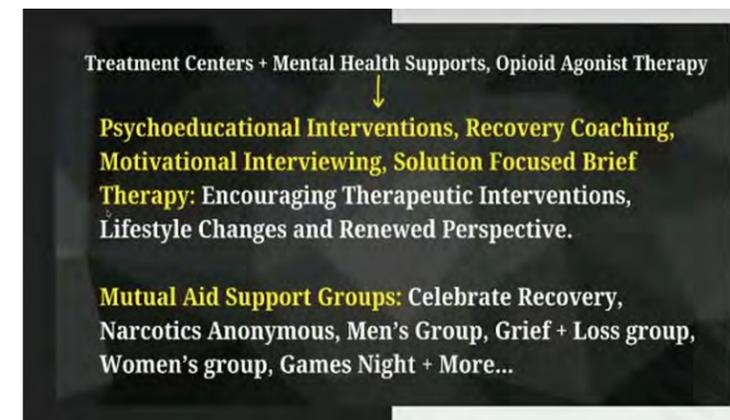
Lydia Pool – Nation Native Alcohol and Drug Abuse Program worker –

- Lost my daughter to addiction, losing my daughter has fueled me in a way I never want to see any other parents go through the loss that I have been through.
- Host game nights every other Wednesday, alternate Wednesday is grief and loss
- Thursday nights – Celebrate Recovery – 12 step programs

Josiah – Addictions Counicler



- Some of the Treatment centers that you can access FNHA will help with funding.
- Getting accepted is easy but the wait list is long to get into the program the wait could be up to 3 months



- Every First Tuesday – Narcotics Anonymous meeting

Treatment Centers + Mental Health Supports, Opioid Agonist Therapy

Opioid Agonist Therapy (OAT) is an effective treatment for people dependent on different types of opioids such as heroin, oxycodone, and fentanyl. The therapy involves medications such as **Methadone** or **Suboxone**.

These medications prevent the effects of withdrawal and reduce cravings for opioids.

They can be accessed through our community Nurse and Doctor.

- We have access to OAT – through our community nurse or Doctor

Networking

↓

Coordinating with Social Workers, MCFD, Prevention Team, Probation Officers, Defense Attorneys, Crown Counsel, Youth Workers, CSFS Counsellors, Housing, Education, Band Counsellors, Community Members and Affected Family Members.

Jordan - Health is not just one thing, Health is every one's health around you, your spiritual, cultural connection, your safe place to sleep at night, your sobriety, if you want it and have it, your nutrition, your care for your family members, everything we do and everything around us impacts our health. What I hope you get from the Health Department is a hug of services, I hope you come in with a problem, you don't know who could solve it and we will wrap around you and give you that hug of support and try and find that solution, within your culture, within your spirituality, within the services that we can get you and we will yell and scream for you to get them. We're here to advocate for you, here to help you find that accountability to yourself and to your community and we're here to serve the community as a whole.



- My main thing and the thing that I will always make time for, is to sit with you.

Questions – Teddy Antoine – I'm off reserve, I know it's hard work to try and create that healthy atmosphere for the community. I just wondered what's available after hours and the weekends for the people that are in need of health support.

Answer – Josiah – problems don't happen 9-5, they start 5 pm – 9 am, and there's a lot of community members I have supported on the weekends and well into the evening. In connecting with a client, I don't want that client to be so dependent on me, we want to be able to create a recovery support team, if you can't get a hold of me, you can get hold of somebody else. At least for me, you can call me whenever you have a problem, if I can't chat in that moment, we have a group chat that we connect with each other and if I can't chat, I will pass it onto someone who can. We work as a team.

Answer- Jordan – there is no streamlined answer right now to after-hours response, at this point we are working on an on-call schedule with health, and we do our best for one of us to be able to answer the phones and respond to emergencies. One thing I do advocate for, we have a list for crisis line numbers, for all different reasons and for all different walks of life.

Question – Geraldine Johnny – Patient Travel – you're looking for a patient travel clerk, in the past they had the receptionist do that didn't they and could the receptionist go and get the training.

Answer – Jordan – The job posting is for a receptionist and travel clerk in one, the plan is to hire a receptionist and have them complete that training.

Innergex

Virginia Rodriguez



In B.C alone, we have 22 operating facilities

PARTNERSHIPS WITH INDIGENOUS COMMUNITIES

6 facilities in equity partnerships:

- Umbata Falls (ON): Biligtigong Nishnaabeg 51%
- Kwoiek Creek (BC): Kanaka Bar Band 50%
- Walden North (BC): Cayoose Creek Band 49%
- Mesgi'g Ugiu's'n I and II (QC): Mi'gmaq communities in Quebec (Gesgapegiag, Gespeg and Listugu) 50%
- Innalik (QC): Inukjuak community 50%

Innergex also has many other types of agreements with another 24 Indigenous communities across Canada

INNERGEX'S COMMITMENT

- ☉ Innergex has a corporate commitment to the United Nations Declaration on the Rights of Indigenous People in our human rights policy.
- ☉ Free Prior and Informed Consent is at the center of any project proposal and partnership development.

PARTNER OF CHOICE

- ☉ We believe that social acceptance is the cornerstone of successful project development and that strong projects are built on long-term cooperation with stakeholders and by working in collaboration with Indigenous and local communities.

YOUR FEEDBACK MATTER TO US

- ☉ We have had a number of engagements with Saik'uz members and staff. Through these engagements we have received feedback on environmental concerns, and we are redesigning a proposed layout. A new proposed layout will be provided for feedback in the summer of 2025. This new layout will exclude key sensitive areas and will focus on using pre-disturbed areas.

- We heard you; we understand that Nulki Hills is a no touch area, we understand how much Nulki hills matters to you. We're going to be working on positioning the project in an area that is already pre-disturbed.
- Will be presenting a new proposal for the community feedback

Question – Deborah Page – you mentioned you're going to be reworking the project in 2025 summer, after you reconsult with the Nations, what are the time frames where we actually see development on the ground, if approved.

Answer – from developing a project to construction is 5 years process, you have to go through a lengthy environmental process, you have to get the project permitted first, a lot of studies have to be done, before the project even gets to construction.

Question – Deborah Page – how many of the actual units will you be building.

Answer – usually for a 200 megawatts project, you could power 50,000 homes, you will need approximately 30-35 wind turbines. Now a days with technology, one wind turbine can produce

about 6 megawatts. When we started looking at building this project, we were looking at 70 wind turbines, but technology has advanced so much we probably only need half of them.

Comment David Luggi - even before you get to the environmental assessment, you need to have about a 400-500 page document prepared for a Call for Power, then you're hopefully that BC Hydro will give you an electricity purchase agreement.

Comment - Elder Maureen Thomas - That dam is on our territory and all lines, even Innergex is going to put it on our land, I like how you have to do all of these assessments, and it better to be to our level to where we understand, that you're not hurting our land, not hurting our animals, you're not hurting the air and you're not hurting the water or plants.

Question - Melanie Labatch - What are the detriment to wildlife around these turbines, like birds.

Answer - during construction of the projects, the animals to relocate a little bit but as soon as the construction is over, the animals come back to the territory. The project in Chetwynd, we're logging all of the wildlife and we see them going around, they co-exist with wind turbines. For Birds, the process to avoid any fatality, is through mitigation, through the studying stage, we're going to be sure to mitigate migratory path of the birds but just to give you an example, when we did the studies of birds in 2012 for Nulki Hills, we found that wasn't a migratory path. You can stop the wind turbines during sun rise and sunset when the birds are most active.

Question - Marolyn Vickers - once these things are built and up and running and with time, they do break down, why do they have people from Quebec come and repair them. Isn't there any technicians in the west that would do that job or any training component as part of the proposal

Answer - That's something that could be part of the benefits of the project as well, training community members for them to become technicians

Question - Steven Thomas - Will the C02 studies be part of that environmental assessment and the reason why I say that, because we the people who are sitting in this room right now, are not going to be the ones who pay for this, it's going to be our children's children down the line that's going to be paying for our mistakes and whatever decisions we make.

Answer - There is very little to almost no emissions to C02 in wind turbines

Question - Wayne David - one of the wind turbines is worth 75 million dollars, the estimated maintenance is 6 million a year. You said you did the study on the land but that's going to kill the territory on the wind, the power would drive away all the moose, all of the seasonal animals that belong in the territory and I think you need to do more studies on this and who's going to be looking after this after it's all built up, we have to hire your people to come look after this when we have our own people here.

Answer- Yes and this is going to be part of the training progress from my comments to the project from the community. Post construction of the wind turbines, we're going to make sure to work with the community to create as much employment as possible for the project.

Education

- Introduction - Shawnee Everette Education Manager - been in the position 3 years
- Mariah Douthwright education assistant for 3 years.

Employment & Training

- ▶ Annual funding provided by our partner the Prince George Nechako Aboriginal Employment and Training Association (PGNAETA) through the ISETS Program (Indigenous Skills & Employment Training)
 - ▶ We balance the unique needs of our clients with the stringent policies on Eligible Activities and Allowable Expenditures determined by PGNAETA that govern our services.
 - ▶ Pre-employment Support Guidelines (Must be an IA (Income Assistance) recipient)
 - We supported clients in:
 - Healing & Grief Workshops
 - Indigenous Informed Trauma and Care Workshops
 - Beautification Project
 - Remedial Drivers Program
 - ▶ Supports with Resumes, Cover Letters, Application Processes, and Interviews
- The next slide is a list of training provided in the year 2023-2024

Training

- ▶ OFA 1
- ▶ Transportation Endorsement
- ▶ Fire Fighting Training
- ▶ ATV Training
- ▶ Foodsafe
- ▶ Bear & Cougar Awareness
- ▶ PCST
- ▶ H2S Alive
- ▶ Transporting Dangerous Goods
- ▶ HEO
- ▶ WHMIS
- ▶ ECE Assistant
- ▶ Drivers Training
- ▶ Backhoe Training
- ▶ Bladerunners
- ▶ Traffic Control
- ▶ Security License
- ▶ Management Skills for Supervisors
- ▶ CPR and ADG
- ▶ Proposal Writing
- ▶ Basic Computer Training
- ▶ Electrofishing
- ▶ Responsible Drivers Program
- ▶ Firearms Safety
- ▶ Serving It Right
- ▶ Home Alone and Babysitting
- ▶ Smoke House Kitchen
- ▶ Summer Literacy Program



K-12 Supports

- ▶ High School Attendance Incentives
- ▶ Extra Curricular Activities
- ▶ School Supplies Funding
- ▶ After School Tutoring
- ▶ Advocating for Students and Parents/Caregivers
- ▶ We hosted an Elders Tea and Drum Group with NVSS
- ▶ Parent Teacher RCMP Baseball Game
- ▶ We are working with SD91 District Principal Indigenous Education, Jesse Fairley, on completing a Stoney Creek Language Curricula for Grades 10-12
 - Extended from the existing Stoney Creek Carrier Lexicon Grades 1-9
 - SD91 set aside some budget to work on the curricula
 - Needs to be submitted by March 2025
 - In need of Carrier language experts from the community



Post Secondary

- ▶ We funded 25 post secondary students in the 2023-2024 fiscal. 5 of those part-time.

Graduates

- ▶ **Rachelle Foubert**
UNBC, Bachelor of Science Degree with a Major in Natural Resource Management - Wildlife and Fisheries
- ▶ **Trisha Johnny**
NVIT, Associates of Arts- Criminology Degree
- ▶ **Esmee Rothfus**
Okanagan College, Indigenous Community Support Worker Certificate
- ▶ **Nadine Patrick**
NVIT, Indigenous Human Services Diploma
- ▶ **Derek Williams**
Langara College, Associates of Arts- Psychology
- ▶ **Gladys Lawrence**
Academy of Learning, Accounting Bookkeeping

Post Secondary Cont.

Post Secondary Application, Policy and Procedures Manual, and Documents can be accessed through the Saik'uz First Nation website or through the Education Department

Application Deadlines:
September Enrollment- June 1
January Enrollment- October 30

[Education Training and Employment \(saikuz.com\)](http://saikuz.com)
education@saikuz.com
250-567-9293 Ext. 202 or 201

Post Secondary Education Selection Committee

4.5 Education Selection Committee

- ▶ An education selection committee will evaluate Post-Secondary applications according to the following criteria:
 - I. Each year an ad for membership on the Education Selection Committee ("Committee") will be posted in the local newsletter and community billboards. Members will be selected and a committee set up by the Education Coordinator Manager no later than May 31st.
 - II. The Committee is responsible for reviewing completed Post-Secondary application packages using the criteria outlined in the Post-Secondary Education Policy and Procedures manual.
 - III. Depending on the fiscal year Post-Secondary allocation and budget, the Committee will select students for sponsorship and those to be waitlisted. Decisions will be made as a whole. Each member of the Education Selection will have 1 vote.
- ▶ The Education Selection Committee will be comprised of the General Manager and the Education Manager and at least two of the following members:
 - a) The band councilor holding the education portfolio and/or the Chief; and
 - b) An Elder; and
 - c) A community member in good standing and not in financial arrears with Saik'uz First Nation
- ▶ *Due to time constraints, there may be times where not all members of Chief and Council can be involved with the Education Selection Committee, however, they retain the right to insert themselves as they see fit*

Proposals

First Nation Education Steering Committee Proposals (FNEESC)

- ▶ Summer Work Experience Program- Funded 2 Students
- ▶ Skills Link Program- Created two positions, O&M Assistant and Events Coordinator
- ▶ Impacts on Student Learning- Monthly Cultural Days, Tutoring Program, Summer Literacy Program, and helped Support Culture Camp
- ▶ Capacity Development- Reviewing and Updating the Education Policy and Procedures Manual (Work in Progress) and Renewal of the Local Education Agreement (LEA)
- ▶ Parenting Group- Hubedusneke Tsaghezdel (Their Parents, They held a Gathering)

Impacts on Student Learning Summer Program

- ▶ Summer Literacy program in collaboration with FNEC (First Nation Education Steering Committee) Carrier Sekani Family Services and United Though Literacy for middle years children 5-12



Initiating Parents Group Hubedusneke Tsaghezdel (Their Parents, They held a Gathering)

Ideas for Parents Group Activities

- ▶ Hosting parent luncheons or evening events in schools, with guest speakers or other learning activities, possibly including participation from children, parents, teachers, and elders
- ▶ Organize family board game nights, or family recreation activities, or family arts and crafts night, etc.
- ▶ Sharing resources to support parents in addressing challenges with the school, such as bullying, temporary suspensions, etc.
- ▶ Hold workshops on the importance of attendance
- ▶ Working with the school to involve parents in reviewing attendance policies to ensure they are relevant, feasible, and well understood

Please connect with us if you are interested in participating in Parents Group. There is a sign-up sheet at our table in the hallway

Monthly Cultural Day Activities

- | | | |
|------------------------|--------------------------|---------------------------------------|
| ▶ Beading | ▶ Rattles | ▶ Winter Activities |
| ▶ Carving | ▶ Drum bags | ▶ Snow Snake |
| ▶ Dream Catcher | ▶ Feather boxes | ▶ Fire and Bannock Making Competition |
| ▶ Medicine Pouches | ▶ Birch Bark Baskets | ▶ Snowshoe Races |
| ▶ Drums | ▶ Safety Pin Headdresses | ▶ Ice Fishing |
| ▶ Ribbon Skirts | ▶ Hides | |
| ▶ Clan Blankets | ▶ Lahal | |
| ▶ Rabbit Snaring Demos | | |

Nechako Lumber



- ▶ Currently we have 9 members employed
- ▶ The sawmill is currently at a 4-day work week
- ▶ Joint Management Committee held quarterly meetings
- ▶ Training supports available for:
 - Scaling on-the-job training
 - Millwright
 - Electrical

Question – Steven Thomas – we all know that Chief and Council have time constraints, why not bring two band members in to sit in lieu of chief and council

Answer- Education Manager – we always have the GM and one or two councilors present, Elder and a couple of band members also. If we don't have a councilor or GM, then we don't hold a meeting because it is crucial that they are there.

Question- Wayne David – Theres big companies coming onto our territories and they're saying we'll educate you guys, we'll give you guys 25% of our income to education, we educate our people and still do not get hired by the companies even though we do take their policies, we take their education and still our people are still left out. We have to start putting our people in work, I know they say educate our people, our education starts when we start to engage in employment and start looking at our people not putting them down, start helping them.

I was looking at the budget, 2 million in the hole, which year is that from.

Answer – Education Manager - as far as I know the deficit is from previous years

Answer – GM Cora – it is from previous years, 2.1 million was from 2023, and I believe prior to that it was also in deficit so every year, we're acquiring additional expenditures into that and I feel like, it is partly people pulling out of school and not fulfilling their education commitments with the Nation, we still have to pay for some of these things and that means they're not going to get covered in other places, they weren't completed so they're not eligible to be reimbursed. Some expenditures, we have recently increased the living allowance for students and that has also played a part in the deficit because it wasn't an ISC lead decision. It was a request done by students and the education committee made the request to Chief and Council and we've changed that portion of the education policy, to reflect a higher living allowance.

Comment – Melanie Labatch – two things, number 1, in the past I have asked for some training, it was a one-week development, and it didn't fit into the criteria, but when I asked what the appeal process is, you stated there isn't one. I think that when we have things that are policy driven, there should be an appeal process built into that. The second thing is, I think as a community, we should be looking at what education needs we have in the next 5 and 10 years and really encouraging people to go into those, like we need nurses, doctors, carpenters but have a diagram that we can share and just say hey is there anyone interested in doing this. Just thinking about planning ahead, because we talked about industry and there's going to be these positions.

David Luggi – because the BC Hydro expansion project, there is a social economic study being done right now. That's going to give a profile of the current education levels and training levels of Saik'uz First Nation, as well as the needs, so it's going to forecast those needs. There is a document that's going to come out, it's coming out later this month, it's called a verification meeting with firelight.

Question – Geraldine Johnny- with the driving program, we have a lot of members here with training and education who have fines ICBC and would you be able to do like a loan for them to repay so they can get their license.

Answer- We don't have funding to do repayments right now. But we can help cover fees to get learners, and the N. We also support with E&R pro training driving lessons

Question – Cory John – I have my N, could you call E&R so I could use a vehicle to get my full license

Answer- Yes E&R can provide a vehicle is need be

Comment – Wayne David – with the accountability with the people are not taking their course. A long time ago, we use to have them sign a contract stating that if they didn't complete the course the band would take action to get repayment of those course fees, at least they can be obligated to show up and be there every day.

Comment– Rodney Teed – As chief and council we come to present and with industry to come here and offer us some way to make money, like the wind projects or gas and oil, if we used those opportunities, we wouldn't be in the hole, we wouldn't be in this state where we have to say no to our young people, you know it's hard for us when we hear no, when am I going to hear yes, you have to take the good with the bad. We have to take a chance with these projects coming in and maybe make a revenue, then everybody can get the education that they need.

Comment – Mariah – one more thing regarding licenses, I know that's a big barrier, we have a relationship with ICBC and a form that clients can fill out, if they're not too sure where they're at with getting their license back and fines. So, if you know anyone who's a little lost with that, they can come connect with us in the Education Department.

Colliers

Introduction – Kayla Pepper – Principal, Adonamarie Green – Senior Project Manager, Ira Montejó - Project Manager

- Based in Canada – some projects include emergency operations centers and bringing together municipalities and First Nations together to do emergency planning
- Some work with FNHA on evacuation and egress routes for helicopters to be able to air ambulance or air evacuation out of remote areas
- Among others and provide support for communities to do their own project management, we provide workshops or just provide coaching and mentoring support on the financial project management methodology so that the projects can be lead in community.
- Work with a lot of First Nation communities on
 - o Water projects
 - o Housing
 - o Health
- Also, a member of the First Nations Major Projects Coalition



Our core services

Professional Services	Project Management	Construction Solutions	Furniture, Equipment Planning and Move Readiness	Infrastructure Advisory	IPD and LEAN
Engagement services, emergency management and climate readiness, community disaster recovery, advisory services and partnership agreements.	Canada's leading owner's-side capital project management team delivers certainty and peace of mind for our clients across all stages of the project.	Pre-construction and construction specialists empower our clients to make informed and timely decisions on design, constructability and cost.	Canada's leading medical equipment planning & procurement experts ensure our clients see a smooth transition to a new operating environment on Day 1.	Portfolio planning and specialized financial & commercial advisors enable infrastructure owners to manage risk and achieve sustainable strategies.	Collaborative contracting experts guide clients through a project delivery model that increases transparency, reduces risk and accelerates the critical path to occupancy.

Colliers Project Leaders | 9

Indigenous Leaders Shape Our Company



- we make sure the project is within budget and on time
- develop detailed project plan to monitor and track progress
- also oversee and direct construction projects from conception to completion

Comment – Cory John – I just want to say thank you for all of the hard work that you're doing

Question – Wayne David – I just want to know do you have any kind of statements on it, look at what it costs, and it's a Saik'uz building the people of Saik'uz should be building this.

Answer – budget pieces tracked month to month – it is under contract of CDC5B which means it's in a contract where there are any changes on the project, they will be an additional change order, until the project is completed. About the workforce, it was put on bid and there were 5 general contractors that bid on it, but I think there is band members working for the cultural center.

Comment – Maureen Thomas – I Love that building and I love that we're using it in a good constructive way, I take my hat off to you Chief and Council.

Question – Melanie Labatch – Cora had mentioned that there are 10 projects going on in the Nation right now, regarding the employment question, I think you could build in something in all the projects, maybe daily work like push a broom for a day, we talk about building capacity, some people aren't ready for a full time job, maybe they're ready just for the day, so also need to remember to include everyone.

Answer – absolutely, there's so much flexibility with the procurement to set up project where you are prioritizing the local people.

Answer – Chief Mueller – with any projects that come to Saik'uz or that we're working on, that's always one of the first things that we do, we make sure that, that is in the contract that we have members working at whatever capacity, whatever the project is.

Panel 2 – Economic Development, Education, Finance, Communications, Operations and Maintenance

Economic Development – Vincent Wickham, Education – Shawnee Everett, Communications – Andrea Herrera, Finance – Crystal Franks, O&M – Joel Cromarty

Predetermined questions –

1. What is the biggest challenge faced in your department
2. What do you do to ensure your department is successfully achieving community input into these challenges
3. What obstacles do we need to avoid when implementing the desired outcome successfully

Economic Development – Vincent - I would say the biggest challenge facing economic development is capacity, as it relates to due diligence. Some of the projects that I've been involved with since I started is BC Hydro, Innergex wind farm opportunity and the solar farm with energy economics. There's also the Coastal Gas Link line and the Artemis blackwater gold mine that haven't been brought onto my portfolio as well as a ton of capital projects. There are additional economic opportunities that are being presented to Saik'uz, that I have yet to present to Chief and Council, but that's 5 major projects and about 10 capital projects that we're working on. So, for me as an individual to be able to engage with these components making sure that we're doing our due diligence in meetings, making sure that we're incorporating culture, that we're demanding not just short-term jobs but real tangible opportunities to grow capacities within the nation. Then with capital projects we're over viewing our contractors. Every once and a while, something slips through the crack and or I wasn't able to respond to it quick enough to take advantage of an opportunity. One of the things we're trying to make sure, is everything that comes down to the territory comes through us, we don't want people to say we sent you an email but you never responded so we just went ahead, we don't want that to happen.

One of the things that Chief and Council have implemented is monthly community updates, we're using these opportunities to bring forth new projects or proposals to get community input. We're making when these proposals or projects are coming to us, we're making sure our capacity funding includes community engagement. When those conversations start, we bring in culture and engagement right away so they understand what we need from them to do this meaningfully.

The potholes we need to avoid when implementing these desired outcomes is going to quickly. Over the pandemic and the recent tragedies in community and climate ricks there's a couple projects that had to be tabled, when I came into this position, we were trying to pick everything up but there was something, as one individual, I couldn't keep close watch on everything that was happening. Moving forward, we're taking a little bit more time to reset our priorities, had a conversation with the GM, going over my portfolio and reassessing what needs to happen first. As a non-Indigenous to this community, I want to make sure that I am coming back to community and creating space for your voices, not just my opinion.

Communications – Andrea Herrera – for communications, I think the biggest misconception for us is that we personal plan and are responsible for the cycle of all of the events, communications is just the messenger, we rely on staff, on their developments, their programing, their events that

they're hosting and do have internal deadlines and systems for them to be able to submit. A lot of the information is sent by newsletter, Smoke Signals, monthly submission but has a cap for the 20th of the previous month to be able to add it to the newsletter. In order to address some issues or ensure that our distribution is going out regularly, has success hiring for door-to-door delivery as well the newsletter is available via email.

In order to address some of these challenges to get that information out, we have asked departments to get their own distribution, there's more surveys and engagement going out but in terms in getting into contact with us there's several avenues

- Social media
- Reception
- Email
- Phone call

Using monthly meetings to expand comments on how to connect with on and off reserve members. Using these events we have more surveys going out. Concerns or any gaps, we monitor online for any complaints or concerns, and we forwarded it to the corresponding department. Any incidents concern, we go through our front desk and there is paperwork that will be submitted to the correct department.

Capacity has come up a few times, it is a constraint across the board but for us to address some of those pieces and try and mitigate some of the gaps for both on and off reserve members, we have expanded our team.

- April Antoine – reception
- Tyrone -Admin support
- Tristan -Media technician
- Sasha – Communications Officer

Education – Shawnee Everett - what is the biggest challenge facing education- assisting clients in achieving their education and career goals presents several challenges, particularly when balancing unique needs with a stringent policy and procedures and funding criteria that governing our services. These challenges include ensure compliance with eligibility requirements, navigating specific regulations and managing client expectations within the framework of available resources. Additionally, there may be incidents where client goals don't align with the stipulations to our funding guidelines, requiring careful assessment and alternative recommendations to best support their aspirations. Ultimately our commitment provides effective compliant assistance while striving to meet each individual goals.

What do you do to ensure your department is successfully achieving community input into these challenges- we carefully consider the feedback from our clients regarding their interests and aspirations in education and career goals. We work to maintain open communication and transparency and accountability while strictly abiding to guidelines, policies and procedures. We do have an open-door policy, we're always available.

What are the potholes do we need to avoid when implementing the desired outcome successfully- to avoid potholes when implementing desired outcome, we actively encourage and support open communication and accountability.

Finance Manager- Crystal Franks- The biggest challenge facing finance, like most departments have mentioned, is most definitely capacity. Finance has spent the last 4 years getting to books up to the standards that they are today and transforming the department from a reactive to a proactive role. Our goal is to provide accurate and timely relevant information to managers to make sound decisions within each of their program. Saik'uz project base has grown astronomically in the last few years, something like 600% and every transaction made by everyone of the departments creates workflow for finance. There's far more paperwork that we deal with, and more employees for payroll, accounts payable and requisitions and invoices, agreements to monitor and decisions to be followed up on and the list goes on. Although the work in finance has exploded in the last few years, our personal account in finance hasn't changed, our ability to deal with the increased workload, comes with continuous improvement and policy and procedures, knowledge building, a lot of hard work and dedication. The increase in the amount of processing that comes through finance in conjunction with coordination with approvers ability to sign, has led us to increase the turnaround time for processing.

In terms of community input, with capacity being our biggest challenge, job posting are developed to reflect what is required in the finance office to serve the needs and objectives of the community in the most efficient way we can. We receive much of our feedback from our managers who work closely with membership, clients, funders and vendors. Any concerns or suggestions are taken into account when policies or procedures are developed or improved. We continue to make changes to ensure we are inline with the community members and the Nation as a whole.

Some of the potholes we need to avoid when implementing the desired outcome successfully – the desired outcome would be a fully staffed fully functioning competent prospering cross trained finance department. We need to avoid the idea that this can occur in a short period of time, with the evolution of a very dynamic nation. We continue our growth and positions through on and off-site training, professional development and regular accommodation into each individual department's operating needs, which in return is taken from community input from the other departments engagements.

Operations & Maintenance – Joel Cromarty – The biggest challenge facing my department is without a doubt, our workload. We have a large book from Acres that we receive every year and there's a big list of things to do in that and we do our best to get it all done and the second thing is probably the driver license.

Community input – we attend all of the meetings, phone calls and media, I am looking into a better system to accept issues and see if I can streamline that system just a little bit. We attend conferences and compare communities' procedures to see if we can use anything in our division. We are constantly sending our crew off for training certification to better secure our future.

The potholes we need to avoid when implementing desired outcomes – refrain from taking on too many projects at one time, we need to accomplish the ones we're already working on.

Questions –Wayne David – I see a lot of different companies that the band owns but I don't see where they're from and what is the band getting out of this and what their budget is, I don't see their controls, who's running it, who's authorizing all of this money and who's accountable for this money for all these companies.

Answer- Finance Manager – the companies that are listed, they are all companies that the band owns as shareholders within the companies. These are separate companies from Saik’uz, under the accounting rules, they do need to be rolled up in Saik’uz statements using an equity method, so all of the transactions from those companies do get rolled into Saik’uz financial statements, there are not separate financial presented for the companies through Saik’uz AGA as they are standalone companies.

Answer – Eco Dev manager- a lot of the companies that Saik’uz owns, we own them as limited partnership and what that means is we have limited insight and control over how these businesses operate. The reason its designed that way is to maintain fiduciary distance so that if we create a company and that company goes and does something against environmental stewardship, or creates a liability to the organization, that can’t come back to the Nation, the membership, we can’t get sued for anything that our Nation owned business may do. The idea of the limited partnership is that we can still receive benefits from that organization but that means that we cannot ask them for information, financial documents or have any say in their operations. Each of the Tagi structures does have their own board of directors, those are all on hold because of some back dated tax filing, but once they’re all up to date, we will be using the business accountability framework that Barry and Lisa Krebs have been supporting us with to maintain those controls and expectations for Nation owned businesses. That business accountability framework will make sure that we’re policing how much money that they’re allowed to ask for, that we have processes on how we approve or even consider their financial request and that we make sure that they operate within the community mandate.

Question –Wayne David- in the audit it says increase of net financial, last year it was 10 million and now it’s 87,000 in the hole.

Answer – When the auditors presented the change in financial position for net financial assets, one of the biggest thing that changes that balance is funds received in a given year against the amount of funds against the amount of funds that are expended with that year, and they had indicated that last year’s big effect was from the pathways funding of which we received a large sum in the prior year and then a much smaller sum within the current year.

David Luggi – the Nation the year before, drew a considerable amount of money from the pathways forward agreement, there’s money in there for economic development and so the Nation grew that money down and this reporting period there wasn’t that money available.

Motions

Motion – Melanie Labatch moves that the financial reports are in departments as well in an understandable format and that the AGA will be planned after membership can access and review financials for two weeks. Wayne David seconds. Community vote opposed – 9 for – 12 against – Motion defeated

Comment – GM – This information lands for clearer audited statements, currently we are working on this, and Crystal has been working on this for the last two years. Part of the reasons why it is unclear in our audited statements is because our financial structure within the nation isn’t structured that way. What we’re doing right now is revamping, reorganizing all of the accounts and departments, within the finance program. Not only do we have to review and reorganize we have to

collect all of the information that pre-existed in that account. So not only does it show what is in the current year, each department and account show a history of the funding that is associated with that department.

Comment – Marolyn Vickers – seeing to what Cora explained, I oppose this motion because they are working on it and its going to be rectified, and usually at our general meetings, we get a first and seconder to accept the auditor report.

Comment – Chief Mueller – it takes months to plan an AGA, I think this is going very well and well organized by staff. The financial statements were not ready two weeks ago. We used to have our AGA in July or August but we can’t do that, you heard the auditor, all of the transactions and programs that go through the finance office is huge and we’ve grown so much. We have to plan ahead so far ahead for the next AGA, it’s a year process to plan this AGA.

Comment – GM – just to add to the financial statement’s comments – it’s been very hard for the Nation to get a CRA access which holds up everything with our business accounts. Previous councilors and previous finance employees on the account and had to make a recommendation to change those, still haven’t happened, waited 6 months since we put in that application.

Motion – Steven Thomas moves to get rid of online voting, due to the rigging of the election and hacking online, margin of error of 1-2% down to the in person and mail in ballots, Kevin Prince seconds. Community vote – 1 for – 17 opposed. Motion defeated

Comment – Marolyn Vickers – in regard to this, it is in the changes to the election code, until those are completed and counted, then that should serve that purpose, rather than have a motion on this floor. I oppose the motion.

Comment – Robbie Antoine – as someone that lives off reserve, we talk about having many homeless or having any access to online voting but if we don’t have that option, how are these people going to have the funds or access to traveling all the way to the reserve. If we don’t have that option, then we lose those people’s voices.

Tabled motion – regarding how many animals to a household.

Dinner Prayer – Elder Ernie John.

End of day 2 Saik’uz First Nation AGA.

2023-2024 Saik'uz First Nation General Assembly Day Three – Oct 11, 2024

Saik'uz Band Office – 135 Joseph Street (11:00 AM)

- Opening Prayer Elder Marolyn Vickers

MNP

- Introduction

Today's Agenda

1. What is a 10-Year Financial Plan?
2. Approach & Methodology
3. 10-Year Financial Plan Overview
4. Capital & Community Infrastructure Planning
5. Progress & Next Steps
6. Questions

What is a 10-Year Financial Plan?

MNP

- A 10-year financial plan is a "live" blueprint that considers the Nation's revenue & expenditures, investments, goals and strategies providing a structured approach on how to achieve them
- The process provides insight into capacity/financial gaps and the opportunity to fill those gaps to meet current and future growth along with strategic objectives
- It is an important financial planning tool to align the community, strategic and operational plans and objectives over a longer-term planning horizon
- The First Nations Financial Management Board ("FNFMB") often refers to this type of plan as a multi-year financial plan

- Study requested and funded by the Nation and supported by the administration and Chief & Council.

10-Year Financial Plan Objectives



Why now?

- From our current understanding there are several reasons why this long-term planning is currently required:
 - A response to the growth and moving toward sovereignty and asserting jurisdiction
 - Wealth and investment management considerations due to increased revenue generating agreements
 - Increase in economic development and potential equity investment opportunities
 - A need to plan for long-term community outcomes
 - Promote sustainability by understanding operating costs for both infrastructure and program delivery
 - Increased infrastructure planning and development without a specific funding source
 - There are multiple ongoing discussions of asserting jurisdiction in certain areas

In short – Nation Building

Question – Wayne David, are we a shareholder are all the companies being reviewed and going to be part of this plan. A – Currently this plan focuses on the Saik'uz First Nation Band Administration and operational, doesn't include the other companies/ entities.

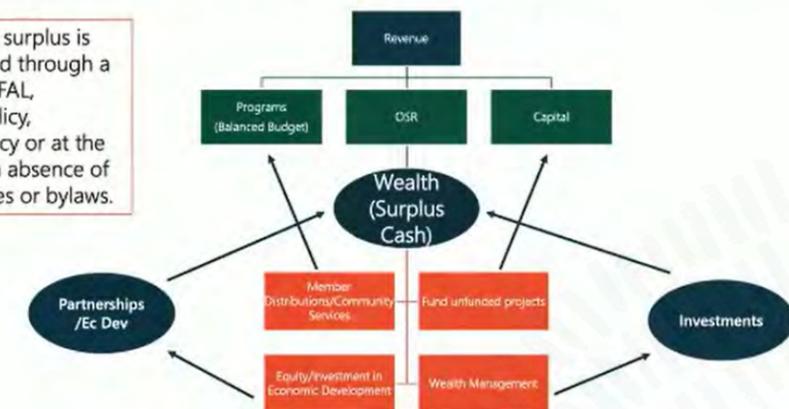
General Manager Comments: MNP is working on multiple projects with the nation. Jamel also from NMNP is looking at the economic development arm, right now this current presentation is the daily operations.

Own Source Revenues = Unrestricted Funds (Versus funded programs). Leadership guided decision makers. Our approach is to look at the current developments, and the current programs/ projects (underway or in the planning stages).

Financial Planning & Operating Surplus

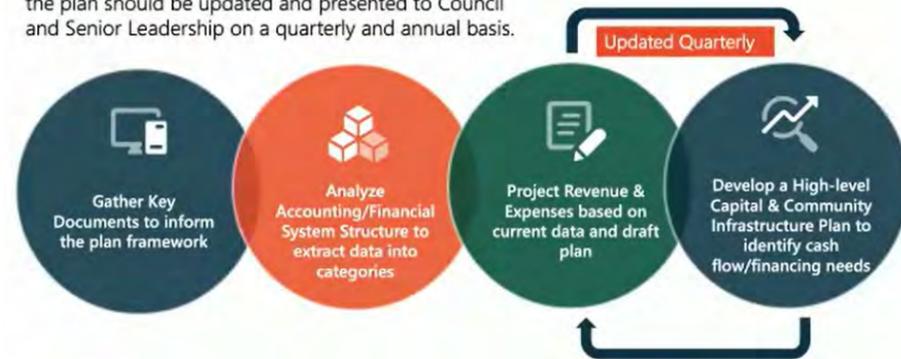
MNP

OSR Operating surplus is often distributed through a Finance Policy, FAL, Governance Policy, Investment Policy or at the Council table in absence of any such policies or bylaws.



10-Year Financial Plan Approach

Once the plan framework is developed and approved, the plan should be updated and presented to Council and Senior Leadership on a quarterly and annual basis.



OSR Revenue vs. Program Funding

Program funding is typically under a contribution agreement and requires reporting to the funder. The funding is managed by a Manager or Supervisor.

OSR is defined as non-program related revenue and is usually economic development/rights and title related. There are far fewer restrictions on how this revenue is spent.

Programs & Services Funding Sources

- ISC
- CSFS
- FNHA
- FNEEC
- Housing Rent/Project Society
- Province of BC
- LHAI Reimbursements
- First People's
- Other – Donations, Daycare, PGNAETA, CMHC

Own Source Revenue Existing

- Nechako Lumber Agreement
- Coastal Gas Link
- BCFN Gaming
- Pathways
- Logging Revenue
- Rental
- Business Group Revenue

Own Source Revenue Future

- BC Hydro Revenue Sharing – Service Agreement
- BC Hydro Revenue Sharing – Project
- Innergex
- Coastal Gas Link
- Blackwater Gold
- Revenue Sharing Agreements Strategy

FY2024 Funding by Category



FY2024 Preaudit Revenue Summary	Total
Own Source Revenue	5,954,866
Programs & Services	10,786,777
Capital Projects	1,628,501
Total Revenue	18,370,145

Capital Infrastructure Financial Planning

- A key component of a financial plan is capital infrastructure planning and development
- It is used to help organizations understand not only the funding and equity sources but also the future operational costs
- Identifying the capital infrastructure requirements over 10 years also includes developing a high-level capital budget and project timeline
- MNP is supporting Saikuz in developing a capital projects report to understand the active and future projects and the funding/equity needed to complete them.

QUESTION – Wayne David current situation of our finances, cashflow – 17 companies listed. Are you taking over the finances for eco dev initiatives, are you making decisions who is authorizing the expenditures requests.

General Manager comments, this plan is to provide a snapshot for the general manager, chief and council, and then present it to community, it's to inform decision making, and what we will need to change and do forward.

A – Preliminary stage, ensuring accuracy before presenting a report to community on the plan we are working on. Current active capital project, and inform and implement in the plan, this is not a requirement by ISC its Nation led.

Active Capital Projects

- The 10-year plan currently includes active capital projects identified in the table below:

PROJECT DESCRIPTION	PROJECT TYPE	FY COMPLETION
New Daycare	New Construction	2026
Clan House	New Construction	2026
Community Park	New Construction	2026
Joseph Street Extension	New Construction	2025
New Health Centre	New Construction	2026
Agriculture Greenhouse & Community Garden	New Construction	2025
Rapid Housing Projects	New Construction	2025-2034
Saikuz Cultural Centre (Formerly Bednesti Cultural Centre)	Renovation	2025
Multiplex Community Centre	Renovation	2026
Holy Trinity Siding Replacement	Renovation	2025
Renovations to Community Homes	Renovation	2025-2034
Pottach House & Campground	Renovation	2026



*Not all inclusive of projects the nation hasn't commenced on.

Example Project from the Report



Saik'uz Cultural Centre (Formerly Bednesti Cultural Centre)

Project Status: In Progress
Project Type: Renovation & Relocation
Current Stage: Construction
Project Budget: \$1,019,250
Estimated Completion: October 2024

Project Budget Summary	
Contribution Cost	\$2,384,222.80
SAIC'UZ Cultural Centre	\$175,000.00
SAIC'UZ	\$151,700.75
Other	\$6,320.00
Sub Total	\$2,717,243.55
Other Approved Change Orders	\$48,741.42
Total Unapproved Change Orders	\$268,257.07
Total Project Cost	\$3,034,242.04

Project Team:
 Project Management: Colleen Project Leaders
 Construction: SAIC'UZ Construction
 Electrical: SAIC'UZ Electrical
 Mechanical: SAIC'UZ Mechanical
 Structural: SAIC'UZ Structural
 Civil: SAIC'UZ Civil
 Geotechnical: SAIC'UZ Geotechnical
 Survey: SAIC'UZ Survey
 Environmental: SAIC'UZ Environmental
 Heritage: SAIC'UZ Heritage
 Archaeology: SAIC'UZ Archaeology
 Cultural: SAIC'UZ Cultural
 Historical: SAIC'UZ Historical
 Linguistics: SAIC'UZ Linguistics
 Anthropology: SAIC'UZ Anthropology
 Botany: SAIC'UZ Botany
 Zoology: SAIC'UZ Zoology
 Paleontology: SAIC'UZ Paleontology
 Archaeology: SAIC'UZ Archaeology
 Geology: SAIC'UZ Geology
 Hydrology: SAIC'UZ Hydrology
 Meteorology: SAIC'UZ Meteorology
 Oceanography: SAIC'UZ Oceanography
 Atmospheric: SAIC'UZ Atmospheric
 Space: SAIC'UZ Space
 Planetary: SAIC'UZ Planetary
 Astrophysics: SAIC'UZ Astrophysics
 Cosmology: SAIC'UZ Cosmology
 Particle: SAIC'UZ Particle
 Nuclear: SAIC'UZ Nuclear
 Biotechnology: SAIC'UZ Biotechnology
 Nanotechnology: SAIC'UZ Nanotechnology
 Materials: SAIC'UZ Materials
 Chemistry: SAIC'UZ Chemistry
 Physics: SAIC'UZ Physics
 Mathematics: SAIC'UZ Mathematics
 Computer: SAIC'UZ Computer
 Information: SAIC'UZ Information
 Systems: SAIC'UZ Systems
 Software: SAIC'UZ Software
 Hardware: SAIC'UZ Hardware
 Networking: SAIC'UZ Networking
 Security: SAIC'UZ Security
 Law: SAIC'UZ Law
 Business: SAIC'UZ Business
 Economics: SAIC'UZ Economics
 Finance: SAIC'UZ Finance
 Accounting: SAIC'UZ Accounting
 Marketing: SAIC'UZ Marketing
 Sales: SAIC'UZ Sales
 Customer: SAIC'UZ Customer
 Service: SAIC'UZ Service
 Human: SAIC'UZ Human
 Resources: SAIC'UZ Human Resources
 Training: SAIC'UZ Training
 Development: SAIC'UZ Development
 Quality: SAIC'UZ Quality
 Assurance: SAIC'UZ Quality Assurance
 Control: SAIC'UZ Quality Control
 Project: SAIC'UZ Project
 Management: SAIC'UZ Project Management
 Risk: SAIC'UZ Risk
 Management: SAIC'UZ Risk Management
 Compliance: SAIC'UZ Compliance
 Governance: SAIC'UZ Governance
 Ethics: SAIC'UZ Ethics
 Sustainability: SAIC'UZ Sustainability
 Environmental: SAIC'UZ Environmental
 Social: SAIC'UZ Environmental
 Governance: SAIC'UZ Environmental
 Governance: SAIC'UZ Environmental
 Governance: SAIC'UZ Environmental

Progress to Date

- MNP prepared a draft of the 10-year plan based on the FY2024 pre-audit financial data and presented to Council on June 18, 2024 along with recommendations and next steps.
- At the June 18, 2024 meeting, direction was given to compile data on Saikuz projects including capital budgets, timelines and any equity requirements for non-funded projects.
- The 10-Year plan is being amended with a revised draft to be presented in late October.



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QUESTION – Gary Joseph Plan is for 10 years, is that set in stone, what happens with changing leadership.

ANSWER - MNP recommended updates be reviewed and implemented in a quarterly cycle. Changing technology will make this change and decision making in the future. General Manager is making decisions and looking forward, and increasing capacity, we have found the audits do not provide enough information for process. This plan is to inform decision-making to ensure that the current and future projects will operate, how we will pay for them, and how much will be need for continuity. There is a gap between decisions, we didn't have tools to ensure that managers and council have expectations, it needs to be a living document that we revise. Gary Joseph there is

always room for error, it's a trial bases, General Manager comments that we are looking to reduce liabilities and reduce about of mistakes potential.

Example – We are building a house, think we have 3000, but until we finish the house it's going to be 200,000.00. This document is to ensure that we can track and ensure we have our requirements.

Example - The Nation has seen these issues such as with Bednesti, the Nation was close to third party, we had to bail out one of the entities. Right now, we don't have a clear

Example – Housing department always running at a deficit because of how rent is collected – we cannot effectively collect. We need a way to offset the extra expenses we can set up a GIC, or a Trust that can be used to cover those deficits, but without a process we can make these decisions.

QUESTION – Marolyn Vickers, you said it was a living document, can you pinpoint the areas that require additional expenses on the current programming ex- Housing or education.

ANSWER – General manager comments that yes that the point of this process, and the living document would also need to include other factors such as inflation, some of the current constructions or project have doubled post covid, and we have been forced to try and find more funds or stall projects due to these concerns.

Questions – will this be informed more than once a year?

Answer – General Manager comments yes that the intention is to open dialogues with community.

QUESTIONS – Butch Hall, does this include other entities.

Answer -General Manager comments this is only viewing the current Nation. Jamel, another individual is looking at the economic development arm, and gaps such as board of directors, and it's been a process trying to review those. We need active working boards to assist business entities, and we are developing the BAF Business Accountability Framework, those shouldn't fall under the Nation.

QUESTION – Butch Hall, so for example Tin Toh who puts notices for the board of directors, who manages or oversees. Typically, the current board is responsible for upkeeping the board. Currently the sole board member is a council member which creates conflict of interest. Economic Development Manager has been working on developing criteria for the structure and requirements-selection criteria ex finance background, Saik'uz members, finance background etc. for the board of directors, and expertise, and you will also be consulted before finalizing, and programs affected such as SA. There are 4-5 other entities including Tin Toh and we don't have a guiding document that exists. Currently nobody is doing the work, the previous board left us in this current situation.

QUESTION – Gary Joseph – conflict of interest? Is its band owned?

Answer – General Manager confirms that yes, but it's a business and it should be self-sufficient. We saw with Bednesti where the band was bailing them out, and we got into a really bad situation where we were almost at third party and had to bail out the business. The members the regular programming should not be put at risk if a business is at risk. We can look for solutions and support but not at a detriment for members.

What about the capital of Tin Toh? General Manager cannot comment, as this would be managed by the board of directors. Tin Toh needs to host their AGA to present to membership.

QUESTION – Wayne David questions about overseeing our companies if the band is already supposed to be doing this for us?

ANSWER – we do not provide this service. We are doing a project which is a 10-year financial plan we can provide audits or reports, but we do not provide management services and can only report on how the Nation has spent their funds. Clarification this is a guiding document for future growth and business development opportunities in a sounder decision-making process and moving away from the ISC model “habits” and agreements, and sovereignty over wealth managements.

GM – We are working on other pieces for the community to view but it is not ready for the companies.

Economic Development, Vincent Wickham



EMERGENCY MANAGEMENT

Coordinating the safety of on-reserve community members and the delivery of services during an emergency.





CAPITAL PROJECTS

Construction of non-residential buildings and community infrastructure, such as roads and parks.





COMMUNITY AND BUSINESS DEVELOPMENT

Activities to improve quality-of-life and economic outcomes for all Saik'uz First Nation members.







EMERGENCY MANAGEMENT

How the Nation navigates climate-related emergencies:

- Responding to threats and communicating to members.
- Safely evacuating Saik'uz's communities.
- Maintaining critical services for community members.



EMERGENCY MANAGEMENT PROGRAM DEVELOPMENT



- Up to 2023
 - Conditional funding had been provided by Indigenous Services Canada (ISC) to develop an Emergency Management Program.
 - Local emergencies inhibited engagement with Innomergence, a consulting team developing the program, causing delays.
 - Innomergence completes the Evacuation Guide.
- 2023-2024
 - Conditional funding set to expire, but ISC provides a funding extension.
 - Work with Innomergence resumed to begin plans for completing the Emergency Management Plan and Emergency Support Services manual.

EMERGENCY MANAGEMENT PROGRAM DEVELOPMENT



- 2024 and onward
 - Plans reviewed with staff for revisions and familiarization.
 - Community Survey begun to inform new ESS manual.
 - Refine Evacuation Plan.
 - Completion of EMP and ESS.
 - Emergency Operation Centre training.
 - Search and Rescue training.
 - Collaboration with surrounding jurisdictions.
 - Enhancing relationship with BC Wildfire Services and EMCR.



CAPITAL PROJECTS



Fire Hall	Cultural Centre
Joseph St Extension	Potlatch House and Campground
Greenhouse and Garden	Multiplex
Saik'uz Park	

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2023 - 2024 AGA MINUTES

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FIRE HALL

- Up to 2023
 - Conditional funding had been provided by Indigenous Services Canada (ISC) to support building Emergency Management infrastructure.
 - Building designed, but construction was delayed.
- 2023-2024
 - During the delays, inflation raised the cost of construction.
 - Considerations for more affordable designs that would still meet community needs.



FIRE HALL

- 2024 and onward
 - Inspection of modular building in Prince George (Inland Equipment).
 - Exploring grant options to supplement funding.
 - Recommended to the Northern Healthy Communities Fund.

JOSEPH ST EXTENSION

- Up to 2023 and 2024.
 - Conditional funding had been provided by Indigenous Services Canada (ISC) to support community infrastructure.
 - Road is intended as a service road for the Fire Hall and emergency community access.
 - Designing and engineering.
 - Project planning.



JOSEPH ST EXTENSION

- 2024 and onward
 - Project tendered with Associated Engineering and awarded to Van-Con Construction.
 - Construction began on Joseph St Extension.
 - Anticipated delays due to wet and cold weather, creating paving risks.
 - Expected completion Spring 2025.



GREENHOUSE AND GARDEN

- Up to 2023 and 2024.
 - Initiative put forward for a Greenhouse and Garden.
 - Supplemented by conditional grants for Indigenous Food Security programs.
 - Plans for a 60' hard-plastic greenhouse dome and outdoor root garden.
- 2024 and onward.
 - 60' Greenhouse dome equipment purchased.
 - Contractor hired to assemble dome.
 - Assessment and review of options.



COMMUNITY PARK

- Up to 2023 and 2024.
 - Conditional funding had been provided to build a children's park.
 - Plans began developing, but local emergencies delayed progress.
 - Playground equipment purchased.
 - Design and engineering.
 - Project planning.



COMMUNITY PARK

- 2024 and onward
 - Project tendered on BC Bid and awarded to MGN Project Management.
 - Pre-construction activities underway.
 - Construction will continue through 2025.

CULTURAL CENTRE

- Up to 2023
 - Initiative put forward to relocate the Cultural Centre from the Bednesti Resort back to the Saik'uz community.
 - Building relocation planned, but progress delayed.
- 2023-2024
 - Project planning resumes.
 - Pre-demolition activities begin.



CULTURAL CENTRE

- 2024 and onward
 - Building dismantled, rehabilitated, and relocated adjacent to Potlatch House.
 - Lagoon expansion to support capacity.
 - Project planning and securing funding.
 - Repatriation of cultural heritage resources.
 - Program development.

POTLATCH HOUSE AND CAMPGROUND

- Up to 2023 and 2024.
 - Recollection of intent for Saik'uz First Nation to own and operate Potlatch House and Campground, but no records available.
 - Previously operated by the Stoney Creek Elders Cultural Society, but now operated by the John family.
 - Location of the annual Fishing Derby, facilitated by the new Stoney Creek Elders Cultural Society.



POTLATCH HOUSE AND CAMPGROUND



- 2024 and onward
 - Discussion with John family to document the transfer of ownership.
 - Project planning for site rehabilitation and enhancements.
 - Program development.

MULTIPLEX

- Up to 2023 and 2024.
 - Initiative put forward to rehabilitate and renovate multiplex.
 - Building designed, but progress was delayed.
- 2024 and onward.
 - Concerns regarding foundation and structural stability identified and investigated.
 - Efforts began to secure grant funding for project costs.
 - Clear-air technologies for shelter-in-place scenarios to be included in project.



BUSINESS AND COMMUNITY DEVELOPMENT

- | | |
|----------------------------|---|
| BC Hydro NCTL | Community Delegate Program |
| Innergex | Overcoming Barriers to Economic Inclusion |
| Energy Economics | Entrepreneur Support |
| Tagi Resources and Tin Toh | Economic Benefit Programs |

BC HYDRO'S NORTH COAST TRANSMISSION LINE (NCTL) TRANSMISSION PROJECT

New 500 kV transmission line from the Williston Substation near Prince George to Terrace to the Glennan Substation in Endako (Phase 1), then further to Terrace (Phase 2).

- New, approximately 170 km, 500kV transmission line.
- Part of electrification initiative and other new infrastructure projects to improve power quality and volume.
- Supported by BC Hydro's Call for Power.
 - The Province's request for new clean energy power plants to energize BC's future.
- Saik'uz has joined a consortium with Stellat'en, Nadleh, and Lheidli T'enneh for negotiations, referred to as the "Nechako First Nations (NFNs)" for negotiations.



PGGT route corridor and options



ISSUES AT HAND

Staff are in discussions with BC Hydro, alongside the Nechako First Nations (NFNs), regarding the following:

- Seeking **historic redress** for BC Hydro's existing transmission line.
- Securing **revenues and benefits** for our communities.
- Asserting Saik'uz's **traditional territory boundary**.

CURRENT SITUATION

Below is a progress update of discussions and work progress.

- Negotiation Protocol approved and communicates the NFNs' interests in **historic redress** in connection with the **existing transmission line**.
- The NFNs are ensuring **benefits from all stages** of the project, including exploration work revenue sharing.
- Meeting with Ministers and Leaders to **oppose Nazko's overreach of claim** to Saik'uz territories.

NEXT STEPS

Below is a progress update of discussions and work progress.

- Continue to determine how **historic redress** will be included and what **true economic reconciliation** would look like for the NFNs.
- Non-invasive exploratory surface works beginning to inform route-selection options, with **revenue sharing included**.
- Discussions between Leadership **from Saik'uz, Lheidli T'enneh, and Nazko** around territory claims.



INDEPENDENT POWER PRODUCER PROPOSAL UPDATES

Update on Saik'uz First Nation's engagements with different Independent Power Producers who approached Saik'uz First Nation regarding the BC Hydro Call for Power

UNDERSTANDING THE BACKGROUND

BC Hydro seeking 3,000 gigawatt-hours (3,000,000 megawatt-hours) per year of new energy production to meet forecasted demand.

BC Hydro requires all new projects to have minimum 25% First Nation equity ownership.

Saik'uz First Nation has a competitive advantage in this Call as the first Nation along the NCTL project route, giving it proximity to the desire expansion area. The Nation had investigated two project proposals:

- Nulki Hills Wind Farm by Innergex
- Solar Farm by Energy Economics

NULKI HILLS WIND FARM (RECONFIGURING)

Letter of Intent in 2013
Memorandum of Understanding in 2015



Original proposal for a 200 MW Wind Farm across Nulki Hills
The project has been suspended for reconfiguration for the next Call for Power.

Innergex will continue to investigate economic feasibility of the project.
Innergex feels this will help the project evolve in a more natural way.

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AG 2024

SAZUL NAHUYUTSA (they store the heat of the sun)

40 MW Solar Farm near the Tachic Substation along Kenney Dam Road.

Meeting with Chief & Council in March 2024
On-reserve Community Presentation on September 12, 2024.

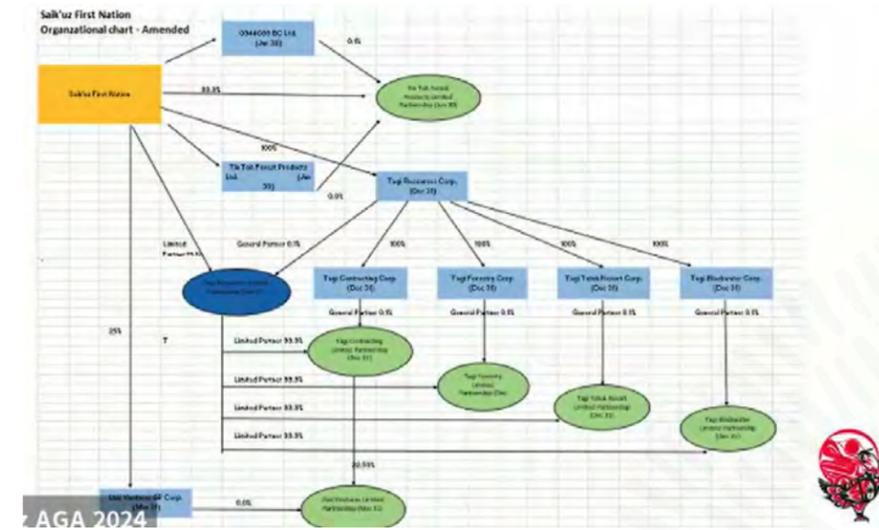
The First Nations Major Projects Coalition is supporting negotiations and the development of a term sheet to identify proposal structure, Nation ownership and participation, benefits, and outcomes.

Saik'uz First Nation is exploring a 60% equity ownership stake in the project.



TAGI RESOURCES AND TIN TOH

- Up to 2023 and 2024
 - Tin Toh operating as a forest services provider to provide logging services on the territory in compliance with Land & Resources recommendations.
 - Tagi Resources established but not operating.
 - Backlog of CRA requirements.
- 2024 and onward
 - Progress on Business Accountability Framework.
 - Continued work with MNP on CRA requirements.
 - Evolution of Tin Toh regarding challenges in forestry sector.
 - Growth of Tagi Resources to capture value from local economic opportunities.



AG 2024

Board of Directors decided to participate in the process for Tin Toh, we've had roadblocks by the CRA, and no Business Accountability Framework. The new entities are decisions by leadership.

COMMUNITY DELEGATE PROGRAM

- New program
- Enhance community participation in delegations, conferences, and events.
- 3 Streams
 - Future Leader – 'unus nailhlooh [I am going to lead]
 - 13-26 years of age at the time of Event.
 - Wisdom Holder – t'ehoninzun hoontun [I hold knowledge]
 - 60+ at the time of Event.
 - Journey Steward – ti ghuhinli [I care for the path]
 - 27 – 59 years of age at the time of Event.
- Succession planning and inspiring new leaders.
- Seeking funding.



COMMUNITY DELEGATE PROGRAM

- Attend gatherings, conferences, and events.
- Gain new knowledge.
- Learn new practices.
- Motivate new leaders!

Open to all members, ages 13+

Enroll Today!

Printed forms available at the Band Office, 135 Joseph St. Vanderhoof, BC

OVERCOMING BARRIERS TO ECONOMIC INCLUSION



- Recognizing value in economic inclusion.
 - Elders, Child-care providers, non-profit organizations, etc.
- Overcoming barriers to employment.
 - Advocating for inclusive practices amongst industry employers.
 - Ending short-term job cycles.
- Creating diverse income opportunities.
 - Honourarium-supported roles.
 - Community Creatives Program.

ENTREPRENEUR SUPPORT

- Navigating the entrepreneurial journey.
 - Accessing resources and references to get started.
 - Brainstorming ideas and feasibility.
- Business Plan reviews and recommendations.
- Growing business confidence and connections.

ECONOMIC BENEFIT PROGRAMS

- Investments in community member capacity and expertise.
- Programs for community well-being and growth.
- Community creations and cultural revitalization.
- Infrastructure for recreation and economic opportunities.

QUESTIONS – Cory John, Board Members and Training for members. **ANSWER** – We will be doing some governance training also as part of our process to train community members and decision making as board members. Business Survey and accountability framework need to be completed first.

Answer – percentage of work by Saik'uz, all work is external contractors one limited partnership is Tagi Contracting is a Shell. We hope that this will be operational but there are a lot of pieces underway and ensuring that the nation has control over construction projects, and some funds on things like travel from contractors currently fulfilling work.

Question – Rosa McIntosh – Who is Tagi?

ANSWER Eco Dev – These are Shell are a business entity as a limited partnership that we own and get benefit from them, but we don't influence operations or have control over operations. Sub = Tatuk Lodge (Nation did not purchase), Blackwater, Forestry, Contracting. General Manager Comments = Cora McIntosh, Board of Director. Created to accommodate equity agreements in bigger projects, and in partnership with the Nechako First Nation for business opportunities in order to apply for some of the Construction as a third-party entity, otherwise the nation would have missed out. Example = agreement with CGL – Cart before the horse situation at times. Not having a board of directors has created a lot of issues and these were inherited and being back held behind with government. Economic Development comments Tin Toh is operational and so is Lhive Venture is active, for environmental work on the transmission line with some other nations.

QUESTION – Wayne David – Large topic to present for community and insufficient time to explain to us. Who sits on these boards? Who is making decisions? Is Tin Toh being pushed off to the side? One member of Chief of Council should sit on the board.

ANSWER – We have monthly community meetings where I can have some communities, but I don't have the budgets for this, if you have specific questions, I'm happy to answer. LLPs cannot be held by the Nation; they must be independent and can operate in the free market like any other nation. "How do we support businesses without bringing liabilities to the Nation". If there isn't own source of funding, we would look at loans and get preferred rates so we can incur revenues and repay the loans. C&C on board is not recommended, and create liabilities, and create distance. The BAF is the document to help to ensure that the appropriate person is put into place, and decisions will undergo community input to the proposed.

Minute of silence for a one-year anniversary for Chelsea Holmes

LUNCH BREAK

CSFS, Mary Teegee

Introductions CSFS Executive Director for Family and Child Services.

Prevention Servies, Goal of programs:

Goal of Programs

- To ensure families have the skills and supports for family wellness
- Our workers are dedicated to helping maintain an holistic and culturally based practice to support families reach their goals

History legal battle 2006 \$11-30K for all nations previously for on reserve family services, which led us take the Federal Government to court. Human Rights Tribunal forced the government to pay the true costs for kids in care; they used to only provide funds once kids were taken away from families and placed in homes.

CSFS developed the program delivery services programs after engaging with the Nation we serve in 2015 to try and keep family whole and in reserve.

Family Preservation Outreach - Housing

- Support for individuals with Indigenous ancestry
- Provides Hampers
- Provides support with securing housing
- The Soup Bus is available for mobile food distribution in Prince George

Contact: Patrick Coon
Email: patrick@csfs.org

Intensive Family Therapeutic Services

- Facilitated in the home
- Coping strategies
- Relapse prevention services
- Positive parenting skills
- Counselling and crisis intervention
- Family strength building
- Safety
- Clinicians available to clients 24/7 during services
- Serves families in Urban Prince George area

Contact: Karlene Ritchie
Email: kritchie@csfs.org

Wrap Around Parent Guidance & Support

- For families with children 0 – 6 years old
- One on One or group settings bi-weekly
- Strength based parenting supports and life skills
- For families with/without MCFD involvement
- Structured child friendly environment

Contact: Lisa Redlick
Email: lredlick@csfs.org

Family Empowerment Program

Contact: Gino Quarin or Kerri Leeson – Prince George
Email: gquarin@csfs.org or kleeson@csfs.org

Contact: Melody Elliott – Burns Lake
Email: melliott@csfs.org

Contact: Naomi Locheed – Vanderhoof/Fort St James
Email: nlocheed@csfs.org

- The Family Empowerment Program works directly with children and parents or extended family involved with MCFD
- The program offers an opportunity for children who have been separated from the parents of extended family to spend time together in an atmosphere of safety and support under the guidance of the Family Empowerment Worker
- The program is offered in PG, VHF/FSJ and BL



Urban Family Preservation Program

Contact: Hailey Zral - Prince George
Email: hazral@csfs.org

Contact: Carrie Louis - Vancouver
Email: clouis@csfs.org

- Offered in Prince George and Vancouver
- Supports and advocates for families with MCFD
- Provides court support
- Help to connect families to community resources
- Offer transportation to goal related appointments
- Facilitates a number of Parenting and Life Skills groups one on one or in a group setting



Family Preservation Program - Community

Contact: Cathie Hemeon – Fort St James
Email: chemeon@csfs.org

Contact: Cheryl Vandelaar – Vanderhoof
Email: cvandelaar@csfs.org

Contact: Melody Elliott – Burns Lake
Email: melliott@csfs.org

- Offered in and around the communities of Burns Lake, Vanderhoof and Fort St James
- Provide Support and advocacy for families at risk of or with MCFD involvement
- Provides court support
- Help to connect families to community resources
- Offer transportation to goal related appointments
- Facilitates a number of Parenting and Life Skills groups one on one or in a group setting



Family Preservation Groups Offered in Saik'uz

Contact: Hailey Zral in Prince George
Email: hazral@csfs.org

Contact: Carrie Louis in Vancouver
Email: clouis@csfs.org

Contact: Melody Elliott – Burns Lake
Email: melliott@csfs.org

Contact: Cheryl Vandelaar in VHF
Email: cvandelaar@csfs.org

Contact: Cathie Hemeon in FSJ
Email: chemeon@csfs.org

- Parenting Groups (My Tween & Me)
- Life Skills (one on one)
- Rainbows (Grief and Loss in Beading circle)
- In home Parenting support (Growing Great Kids)
- Caring Dads (Coming Soon)



Family Preservation – Saik'uz - Additional Info:

- Dakelh beading circle for grief and loss
- One on one sessions of growing great kids parenting
- One on one my tween and me parenting
- Weekly participation in community wellness meetings
- Supporting the nation with after hours call outs with MCFD
- Assisting families with medical appointments (transport and support)
- Supporting families with JP applications

Bridging to Employment

Contact: Samantha Wurtak – Prince George
Email: swurtak@csfs.org

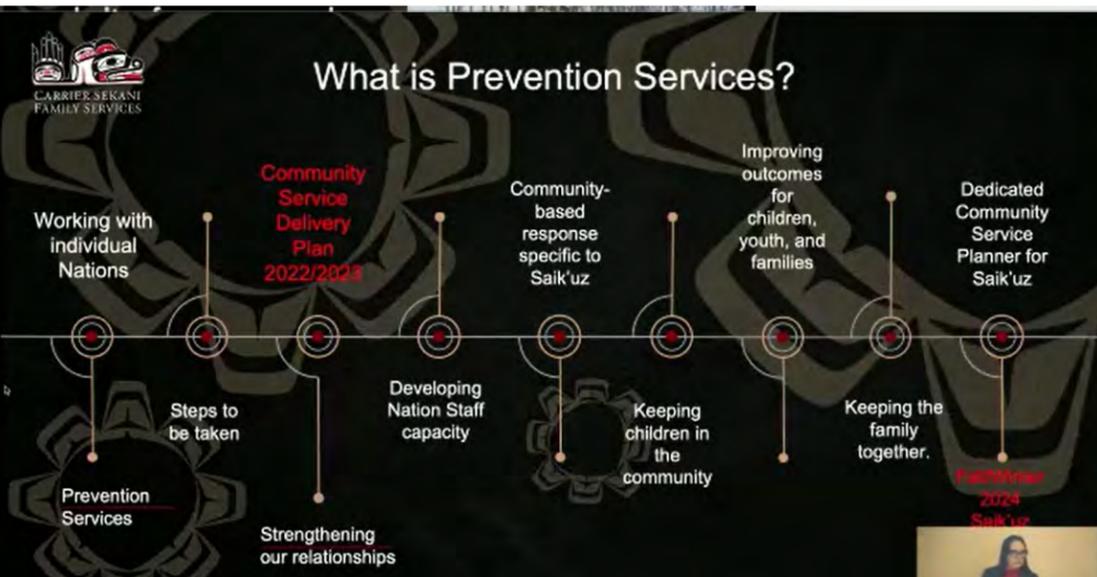
- Offered in Prince George and Burns Lake
- Providing an holistic and culturally relevant program
- Promotes healing, builds confidence and skills
- Connects participants with employment, education and training opportunities
- 9 weeks of class time and 4 levels of certification – Food safe, First Aid, First Host and WHMIS



Dzee Ba'yugh – Safe House

Contact: Cindy MacDonald
Email: cmcdonald@csfs.org

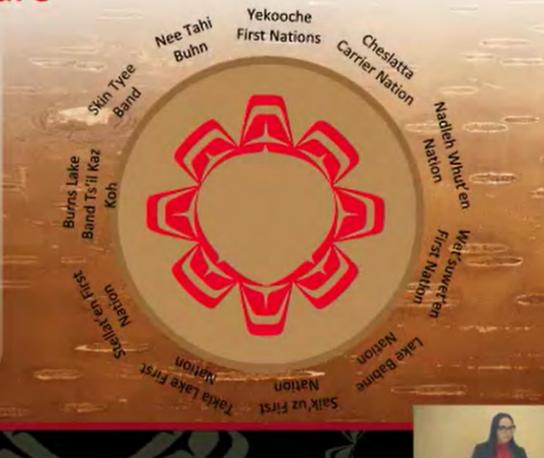
- Located in Burns Lake
- Provides emergency shelter for women and children fleeing family violence
- Has 6 bedrooms and 22 beds to support 6 women and their children
- Priority is for women and children from our 11 CSFS member nations
- Culturally appropriate programming and wrap around services and supports offered



Community – Primary, and CSFS provides all other secondary that hold legal liabilities, and we have insurance and protected by the provincial plan.

Language & Culture

- To document, preserve, and promote the practice of culture, language, traditional knowledge, and values of CSFS and that of our 11-member Nations.
- A collaborative framework – where language and culture strengthens the families.



Language & Culture Goals

- Every child will know their culture.
- All our families will thrive and be supported.
- All our goals for language and culture revitalization will be clearly communicated.
- Holistic child and family service delivery – CSFS Life-Cycle Model approach

Community Development – Children & Family

Geraldine Thomas-Flurer
Cultural Manager

Gwen Cardinal, MEd.
Director of Operations – Community Development

Chanelle Holmes
Cultural Coordinator

Randy Teed
Cultural Coordinator

Jeannie McKeown
Administrative Assistant

Mitchell McCook, MBA
Community Service Planner

We need more staff and looking to implementing programs leading to social work and early childhood. We are focusing on the protection piece, and Joni and Mabel Louie, Executive Director for Jurisdiction. Province Social workers can have up to 65 files; The Ratios of social workers for CSFS (1-8) to whom they support and require more one on one support; we hope to do child safety.

We are setting the groundwork for future self-jurisdiction, and child protection/ safety can be scary. We only did guardianship C6, and we refused child protection as no additional funds were being allocated to this additional scope of prevention. We still don't receive any funds from the province and seek to look at legal avenues again to get the funds we need for delivery on reserve. CSFS now has a legal department as well, and these are all in preparation for CSFS laws and the grown work from those that came before us. We hope to have CSFS self-determined laws as a long-term goal, which stemmed from UNBC developed framework from this research and work.

Justice work MMIW, Mediators all reach from a combination of political advocacy legal and grants and proposals, to now provide holistic services to communities, no other programs across Canada offer these. In the earlier days we funded from health dollars to those we have available such as youth services and maternal funding. We plan upcoming jurisdiction engagement sessions, we ask that you think of the fundamental things that made you feel safe, and how these can shape our laws, and utilize the resources we must continue this work. Subject to annual parliamentary approvals, over a 10-year span, therefore we will be rejecting the final settlement offer for 56 billion dollars, and the nations are rejecting the offer as well and I'm travelling to meet with Canada.

QUESTION – Melanie Labatch – Graph for presentations how can we access this? and does your language program work alongside ours? CSFS AGA communications on 67 million budget was presented (increasing) Saik'uz is the 2nd largest community, and I think we need more transportation and communications to ensure that there is participation.

ANSWER – Mary Teegee we have been trying to grow and have taken your recommendations and today we have our service planners to get more information out and hire positions that communities have been unable to hire directly and fill those gaps in services. We serve 11 communities, and we only received (BC as of 2018-2019) whereas the rest of Canada has had these since 2005-2006. We have fought these through legal avenues to try and provides things like CHRT Capital at actual costs with wrap around services. The Nation collaborating with CSFS can apply to access these services, and we are learning it's a drop in the hat as there is building infrastructure and programming to go.

QUESTION – Gary Joseph, Story for Decker Todd and C&C have tried to remove him from the community, but I'm wondering if you have programs for someone like him, where he can get the support, he needs.

ANSWER – I have mental health, and specialized services and supporting staff here so we can get the details on the situation. My heart goes to those that have gone in and out of care, 23-billion-dollar Dec-Jan 2024 roll out for those in care and the caregivers as well to receive compensation and support. ISC was hiring navigators to help communities navigate these dollars and claims for compensation.

QUESTION – Deborah Page – how secure your funding is? Cut back by Canada, and I didn't receive funds for the elders for the department that we do? Is yours more secure and can we collaborate, I didn't hear from anyone else? And your workers like Randy and Chenelle?

ANSWER – We fought for those cutbacks, but it went ahead at approximate 45% of the previously dollars received. CSFS has a language manager to help coordinate all communities. ISC will always ensure that these aren't eligible costs however I think language and culture is prevention, and there is definitely a way for us to work together.

Question – Deborah Page – What I'm hearing is that you have advertised for a Language person and when that person comes online, they would be coming to communities or people like me that work in language to see where we can share resources

Answer – I think we can do that right now with the community service delivery plan but we would like the Language manager to coordinate where we are at.

Comment – Chief Mueller – regarding wanting Decker off of the reserve, our Elders came to council and asked for us to talk about his needs, and we've been working with Decker for at least 3 years. The elders wanted to meet, we met with the elders, we met with the parents and the elders met with the parents also. The first meeting to start the process, the family didn't show up. I just wanted to correct you; it wasn't chief and council that wanted to kick Decker off of the reserve.

QUESTION – REBECCA HACKETT – sometimes families health services for off reserve in prevention.

ANSWER - Minor options in Vancouver with a sister agency, and non in prince George. We provide as many referrals as possible and push the eligibility. And hoping to expand into smithers. Sandra Wilson is out of the Vancouver area, and they can connect with you.

Mabel Louie, Community Wellness – new coordinator Colette one of the foundation pieces and CSFS preparation to have their own laws, ongoing 30+ years. We have ensured that all communities have established CWC meetings to address child safety concerns and support social workers etc. She will be working with 11 communities. 1997 Saik'uz decided that too many children were being taken, and losing their sense of identity and elders took action, and I was hired in 1998 to advance the recommendations from the committee.

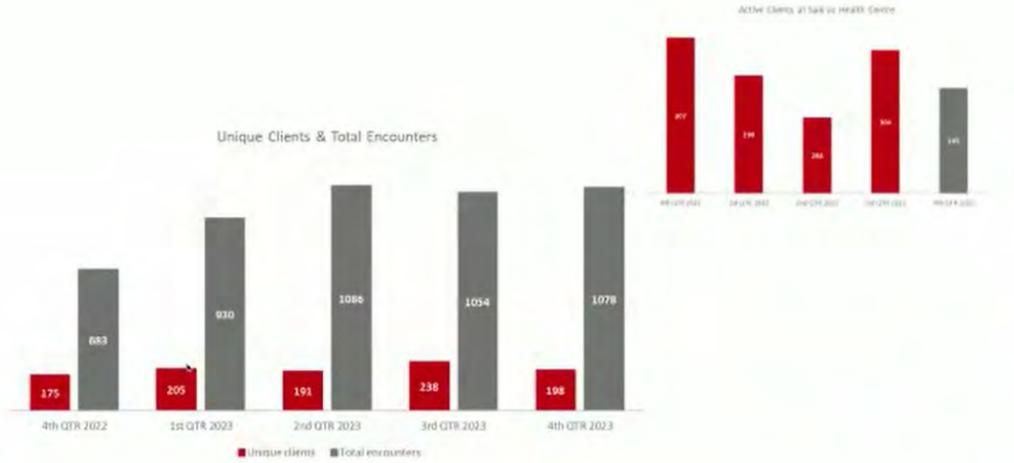
Dr Travis Holyk, CAO CSFS – Health, Research and Innovation

Health Plan Guides Services

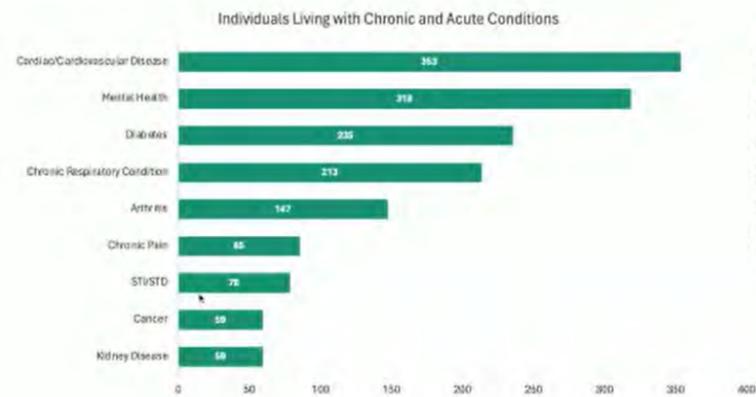


- Quarterly Chiefs Meetings
- Quarterly Community Health Director Meetings
- Leadership meetings
- Community Health Lead Meetings Pre FNHA Sub and Regional Caucus
- Community Surveys/Program Evaluation
- Community Member, Staff and Leadership Interviews

Saik'uz information, quarterly



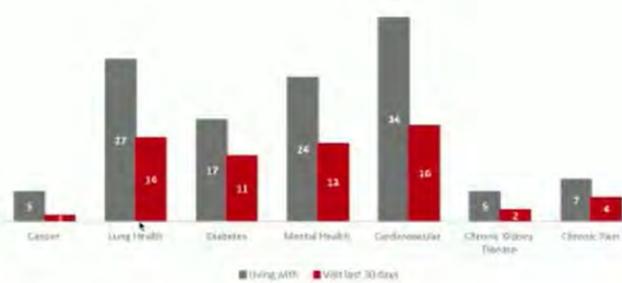
All 11 Carrier Nations



All CSFS Nations

1. Cardio Vascular
2. Mental Health
3. Diabetes
4. Lung Health
5. Arthritis/Chronic Pain

Saik'uz Community Members Living with Chronic Disease



Saikuz

1. Cardio Vascular
2. Lung health
3. Mental Health
4. Diabetes
5. Chronic Pain

Community Health Report | 2024 Q1
Saik'uz First Nation

Members with Chronic Diseases

- Mental Health: 26
- Cardiovascular: 36
- Lung Health: 30
- Kidney Disease: 6
- Cancer: 8
- Diabetes: 20
- Chronic Pain: 7

Medication Ordered

Blood Pressure	14	Lung Health	28
Opioids	27	Cancer	24
OAT	19	Diabetes	27

Mental Health Visits

Unique Client Visits	31	Both/er	183
Total Visits	332	Wounded/War	98
Adult Total	279	Wounded/War School	11
Total Child and Youth Visits	113		

Health Screening

Assessed	10	Drugs	11	Tobacco	21
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Active Clients

296

Primary Care Visits

Unique	202	Total	1240
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Detailed Physician/Nurse Visits

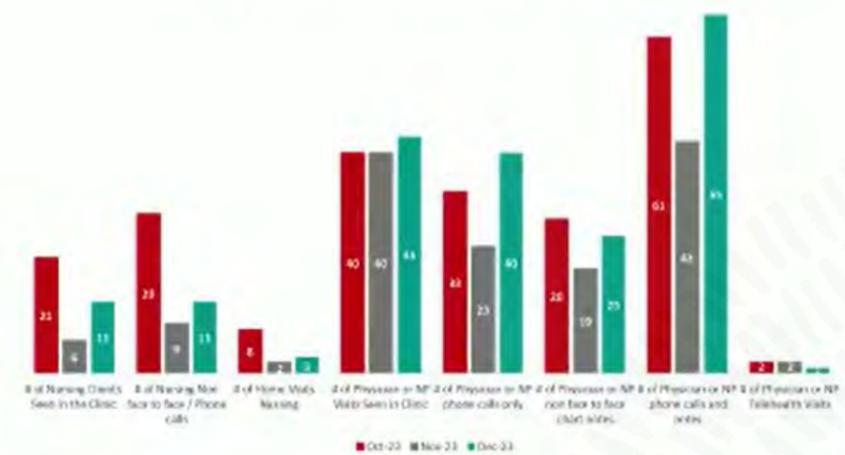
Nursing - Seen in Clinic	46	Physician/NP - Phone Calls Only	123
Nursing - Not Face to Face	122	Physician/NP - Not Face to Face (Chart Review)	86
Nursing - Home Visits	88	Physician/NP - Phone Calls + Proven	237
Physician/NP - Seen in Clinic	158	Physician/NP - Telehealth	8

Number of Clients by Age

age 0-9	46	age 10-19	38	age 20-29	18	age 30-39	55	age 40-49	30	age 50-59	44	age 60-69	44	age 70+	21
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Primary Care

Number of Primary Health Care Visits - Detailed visit description



Increased Access

- Continue to increase our Specialist Network
- We will have ECG machines available in community and have access to a Cardiologist to read results in order to improve our Cardiovascular Disease treatment.
- Sexually Transmitted Infection screening, treatment and education is increasing in clinics and youth centres.



CSFS / UBC: A Strong Breath Project

- The purpose of this project is to understand how many people have chronic obstructive pulmonary disease (COPD) in communities.
- The team has been travelling to communities and conducting lung function tests on randomly-selected adults aged 30 years and over. They also measure risk factors for COPD, like smoking, and home air quality.

Saikuz Visits October 28- November 1



The Strength Within: Tsawyewh Ts'eelhtis (Strength for All) - Component 3

- The goal of the project is to increase the research, access, and sustainability of mental wellness and suicide prevention interventions among older adults (45+)

What Supports Are Elders Asking For?



Home visits and wellness checks

"But there are some I know that just stay at home all the time I think. I just, or someone has to just go and bang on the door and just do, I don't know, wellness checks maybe but just, but a wellness check where you come in and you chat and maybe you bring a new box of tea so you have a reason to stay."

– Participant Nadleh

We are seeing gaps in youth, so we are hoping to bridge those gaps with culture at the forefront.

Atsoo Program

- Continue to train Atsoos in each nation
 - Maureen Thomas
- Strengthens traditional roles
- The program aims to connect youth and families with an 'Atsoo for knowledge, guidance and cultural learning.



C. Increase mental health, primary care, diet, exercise and allied health services

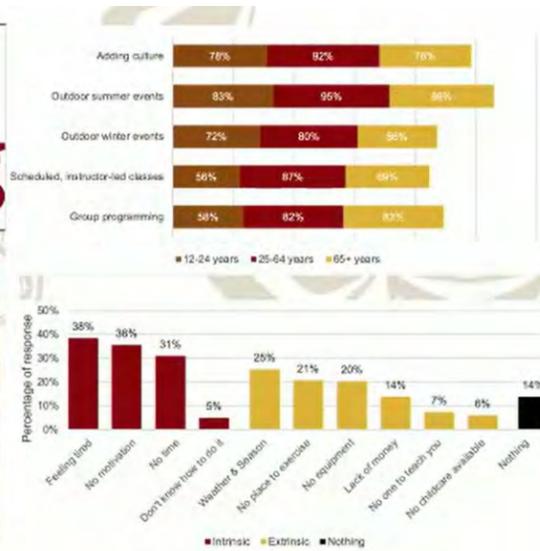
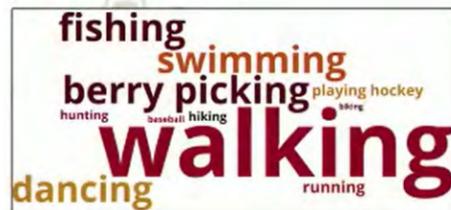
Child and Youth Mental Health

- Added Virtual Services to this program to provide coverage
- Added Psychologist to the team, part time
- Focus on revamping art/play therapy spaces for in-person sessions

Health Promotion and Physical Activity



- Supports active and healthy lifestyles by building capacity for movement, recreation and sport.
- HPPA provides in-community services for all ages.
- Since the 2023 AGA, the HPPA team has expanded to include: PT and 3 recreation/physical literacy staff.



Saik'uz AGA 2024

- Examples of 2024 programming include: Youth "try-it" sports days (all equipment and transportation provided), hockey camp, learn to skate, Elder's tea, Learn to Lift, and hiking groups.



- work with CSFS health care teams to ensure low-barrier, holistic and wraparound services.
- For example, working with the doctors, physio & care-aides, we can develop continued support for people to maintain their physical health, wellness and movement.
- **CSFS will be hosting a hockey tournament in Burns Lake from February 28th – March 2nd, 2025.**

Foundry Burns Lake and Vanderhoof



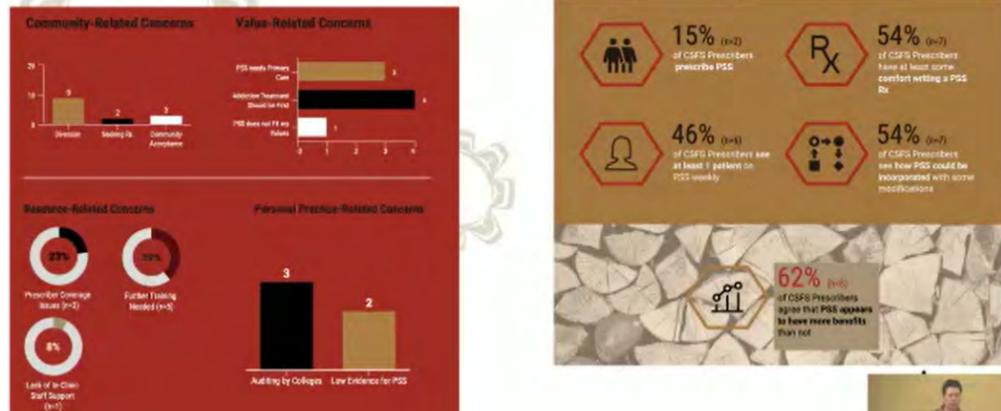
686 McPhail Road



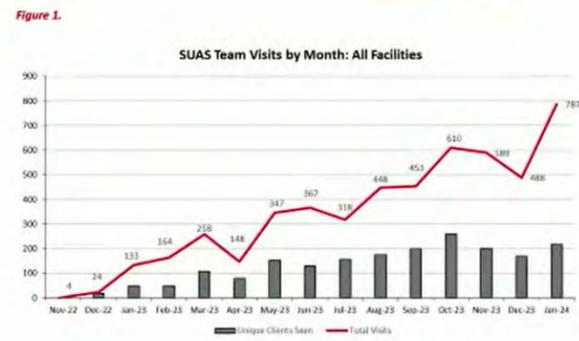
Saik'uz AGA 2024

Hoping to expand to Vanderhoof and address that HWY 16 corridor.

Substance Use and Addictions



Growth in the services under this program, and access to resources



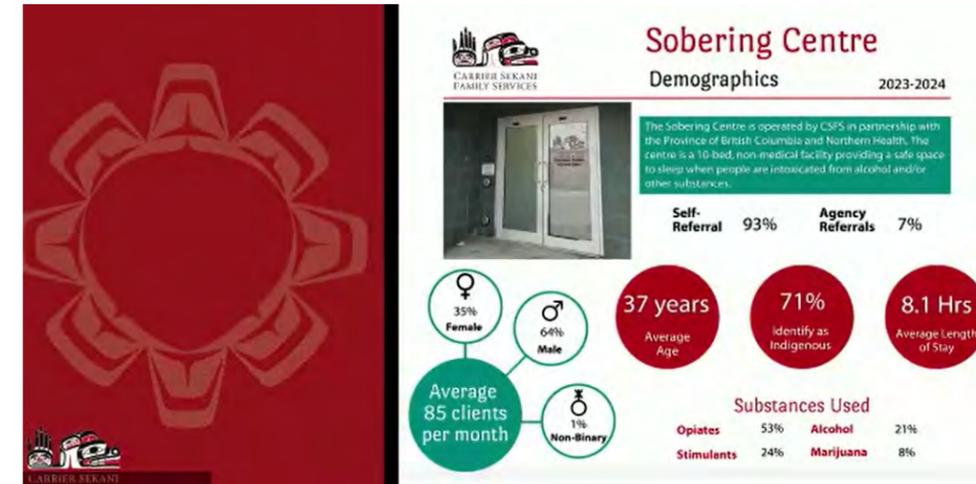
Sobering Centre

Contact:
250-649-4604
snelson@csfs.org

1133 2nd Ave Prince George



- Services are available to adults (18 years and older), who are experiencing intoxication via alcohol and/or substances and who need a safe place to rest.
- Referrals can be made by RCMP, Northern Health, Community Partners, Family Members, or Self Referral

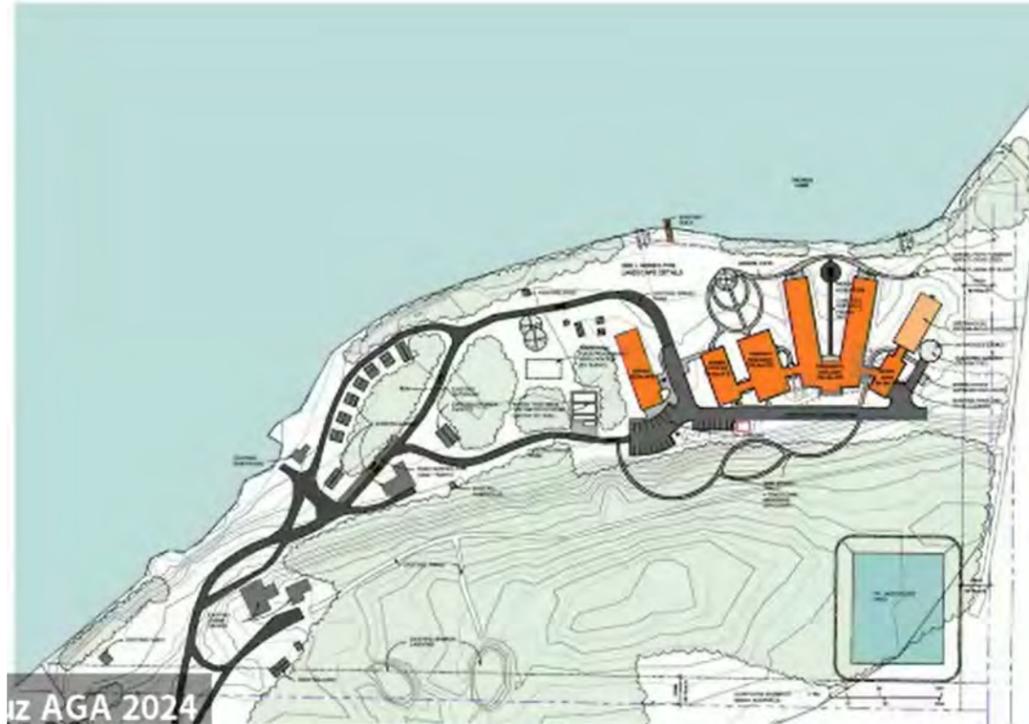


Tachick Service Planning

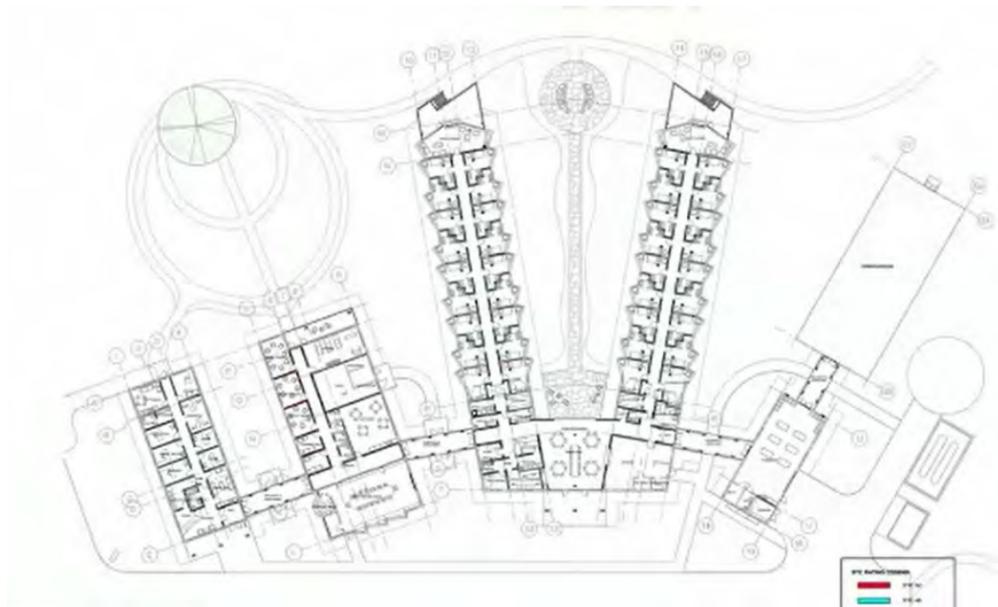
- Having rapid, low barrier continuous intake into our own facility.
- i. Seamless transition from detox into treatment located on the same site.
- ii. Detox and treatment located on CSFS traditional territories, grounded in culture.
- v. Future Plans for on-site second stage recovery.
- i. A close working relationship with our First Nations' staff and off-reserve resources to support re-entry and life once the client leaves the Centre.

Stages of Recovery





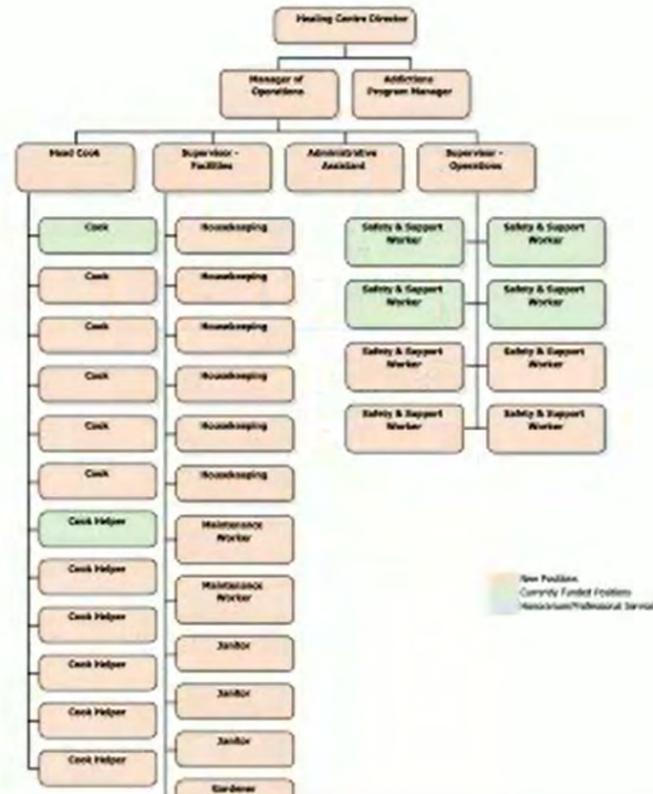
Tachik Resort on Saik'uz First Nation Traditional Territory



- Detox 10 Healing 36 beds. Funded up to 28 days and partnering with Northern Health for the Detox side, and 3 other sites in addition to our Centre.
- We are hoping for housing for service providers as well as longer term recovery.

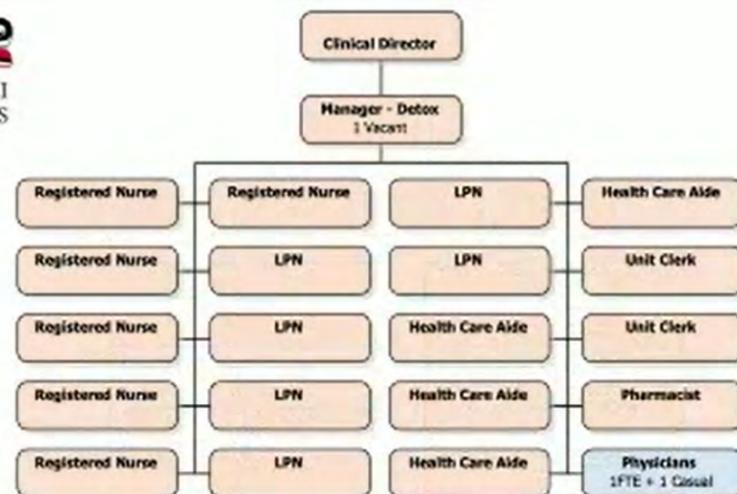


Upcoming positions that we will be hiring to run the Centre and commencing training for staff underway.

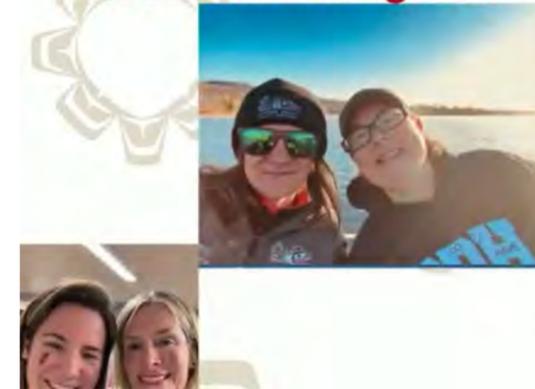


2024

Approximately 90 hires, and for the detox wing:



Withdrawal Management at Ormond Lake



- medically supervised detox and withdrawal management for people to safely and comfortably withdraw from alcohol and other substances
- Protocols Developed
- Lessons learned for Tachick Lake

2024-2025 Work Plan

- Grow Atsoo Program
- Capital and Infrastructure Projects
 - Healing Centre Open
 - Foundry BL Open
- Program Sustainability
 - Work with FNHA on sustainable funding
- Operational Planning
 - HR Plans and implementation for various projects

January launching new training for the Atsoo Program, and signing an agreement with FNHA for two years, and continue HR plans for the growth and staffing level that we will require.

QUESTIONS – Cory John – I was diagnosed with arthritis and why is it increasing?

ANSWER – Travis H. - I think it's more about the data collections and discovering that it's been underdiagnosed previously. AVG CPOD 10% and our medical records were around 4% and through conversations we've been seeing the discrepancies and do sporogony. These are in partnership with UNBC and pilot in Nadleh.

QUESTIONS – Cora McIntosh – Chronic disease research collection information we came across and health treatments of traditional treatments prior to seeing doctors. Traditionally we would prepare our bodies before we undergo other treatments to be strong enough and have a treatment plan for us to do our before western medicine. What is the information collection going to inform and how is this data collection, and the reporting is very general, so it's difficult to understand how these translate to our community, and we can ensure that there is interconnectivity.

ANSWER – Travis H. We do it under honorarium process, and questions sent for healing to our reports to FNHA, but they denied these in the budget plans due to liabilities. We recognize and with physicians we meet once a year and discuss traditional medicines and create connections with the

providers. Information about traditional medicines and healers, information we do have can be reviewed in terms of recording data to be able to provide reporting data to the communities. Traditionally information is just a case by case between provider and individuals, but we will review tracking and reporting information. We will also be starting to track denied patient travel and Jordan principles applications so we can collect useful and relevant information – let me know.

QUESTION – Randy Teed – Information on Emergency Services, you have been doing a good job, but is there any primary or secondary services such as ambulance?

ANSWER – Yes, working with Northern health to gain Client consent so that we are able to share information, this is an area of concern, and that the smaller communities don't get as many numbers, as well as release from facilities. We want to do discharge planning for CSFS specifically, and travel to access services.

QUESTION – Marilyn Vickers – Once treatment center is finalized and open, will you have refresher courses for those that have been sober, but would like to access as part of their continued sobriety journey?

ANSWER – some of the things in the works – intake dates differ from Ormond will be continuous intake, so that its expedited. We want a center of excellence, and training for community and workers to help support community. We also want to bring courses and workshops in the north, so you don't have to travel to Vancouver or south to access.

QUESTION – Marilyn Vickers - Will this be exclusive to indigenous ppl? **ANSWER** - It will be across Canada, but some contracts stress BC Indigenous people.

Land and resource, Kasandra Turbide

Governance and Lands, but if you have more questions on the Governance work Nadia Novak did a presentation on this so I will just focus on the daily Lands umbrella and connect. Nadia Novak, Kelsey Antoine, and Amber Teed, and Lands and how they tie into the Governance Work – Monitoring, James Thomas, and Erik Johnny-Martin. Two new hired Guardian Positions (2x) and a Fisheries Biologists.

Overview

- The Land and Resources Department has many functions that all work together to support the ability of Saik'uz members to exercise our Rights and Title and goals to heal the Land through restoration.
- The Dept supports the Governance Team work, Economic Development, Government-to-Government agreements like Pathways and Resource Management Planning, Environmental Monitoring, and is looking towards increasing use and occupancy on our Territory for Members.



- We continue to hear this from members working towards occupation of the territory.

Overview

- The department has a workplan that is approved by leadership. Some of the functions include:
 - Environmental Monitoring for Forestry, Water, Wildlife and Fish
 - Negotiations support for Industry, G2G, Nation to Nation (like the NFN's)
 - Environmental Restoration
 - Governance – TGOC / Keyoh / Balhats / Clan
 - Cultural Revitalization and Community Initiatives



Resource Development

Major Projects

- Coastal Gas Link
 - Construction completed, are post-construction monitoring and rehabilitation phase.
- Blackwater Gold Mine
 - Currently under construction

Coastal Gas Line “CGL

Saik'uz has a NO herbicide policy and works with industry to remove invasive species on the right of way, but may require spraying, but signage must be kept for a min 1 year.

Black Water Mine

- permits 2023, operational by end of 2024. The mine is not on the territory of Saik'uz, but the transmission line is and the receiving water from the mine, we have legal and technical protections in place, and follows the Yinka Dene Water Law, and we monitor and provide feedback and working on the water planning process. I meet monthly with Nations and regulators to review management plans for issues.

Forestry

Forestry

- For 10 years, Saik'uz has been a part of the Carrier Sekani First Nations (CSFN's) collectively studying and fighting the impacts of forestry on Moose, Fish and Biodiversity (old forests that support other animals and plants).
- We have maintained a strong voice in opposing the overharvesting in our territory and have prepared an Ecosystem Restoration Plan (ERP) with the TGOC.

We have been successful in stopping Canfor 2022 from harvesting exponentially, which is where the funding for the Ecosystem Restoration Plan "ERP" came from, and broken into various areas (timber, community use, ecological zones) and can get final feedback from community and the Traditional Governance Oversight Committee "TGOC"

Forestry

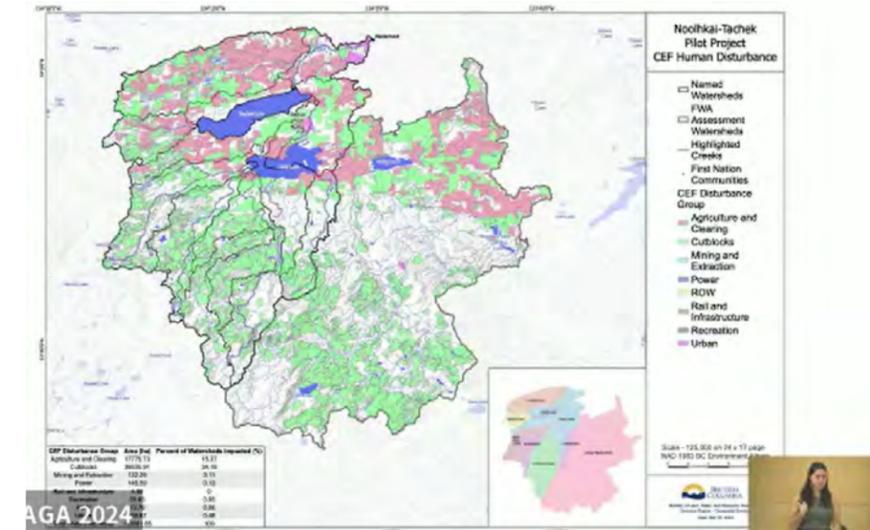
- the Ecosystem Restoration Plan (ERP) is linked to legal land use planning (RMP) with our CSFN and Nechako First Nation neighbors.
- We have produced a risk ranking system for harvesting that implements the ERP.

Forestry

- the Ecosystem Restoration Plan (ERP) is linked to legal land use planning (RMP) with our CSFN and Nechako First Nation neighbors.
- We have produced a risk ranking system for harvesting that implements the ERP.

Risk Ranking systems, assigning scores to the areas ex. Focus on forest health, and fire risk areas to determine a harvestable priority area, and those connections to the values ranking to determine preservation vs harvesting, and management systems in place to do this work. We will be bringing it back to community.

Collaborative process to review the disturbance of poor water quality, and green algae and seek funding to collect data and set measures in place.



Watershed, Green Cut blocks, pink ALR disturbances to the current state. Working on a water sustainability process with the province.

Other, beaver plans for the watershed.

Water

- At the G2G level we are exploring how to replace BC's decision making about who gets water licenses with a new process for authorizations that aligns with climate change adaptation (low water for fish) and our Rights and Title.
- This is Rights-Based Management.

Monitoring

- Pre-Post Harvest Forestry Monitoring
- Wildlife and Fisheries Studies
- Water Quality

Monitors goals are to protect riparian areas, wildlife habitat, cultural heritage resources and trails. Collab research in fisher Presence Baiting and cameras, funded to continue for the last 3 years, for

areas of protection for bears. Nechako River project sonar for salmon population monitoring. We use this information to the tables with the province.

QUESTIONS – Cory John – Resume for monitoring for expansion and thank you for the work you do.

ANSWER – We just received successful application for this program, Ashley Raphael submitted this.

STATEMENT – Steven Thomas – I have a slight problem with Artemis and BC Hydro and proceeded with a project without anything signed. There is no way that without a signed contract that projects will proceed.

QUESTION – Butch Hall – Volume on the forestry volume? Chris with the province. 450KM on the line, the Monitors have vetoed the permits, and Canfor is cut in half or dismissed. Tin Toh has donated firewood, houses, and vehicles. Since you have taken over the permits haven't been approved – concerns about not having will you be helping Tin Toh.

ANSWER – Lands has been transparent about forestry, and community has been asking about stopping Canfor.

COMMENTS General Manager, the obligation is coming from all the CSFS and not a standalone in Saik'uz, The Nation does not have an obligation to the Business. We see that it is in fact fractured, are we going to take the last bits of biodiversity left in the nation, and it's become a very contentious issue, and it does affect your livelihoods. We need to protect what we have in the nations Territory, and it does include growing pains, the province did create this issue, and we have a plantation on the lands.

QUESTION – Maureen Thomas – Forest Fires in the last 2 weeks, and the water used to be drawn from Nulki and Tachick.

ANSWER – General Manager based on proximity to lakes to reduce the travel times.

QUESTION – Wayne David – Forestry, concerns about Tin Toh and we cannot let this company fall. Are you taking over forestry?

ANSWER – Saik'uz we have the most volume = Licenses. We cannot eliminate all the resources we have left and all our healthy forest.

Question- Volume?

Answer ¼ left in our Territory.

Question Territory being harvested by industry, did they consult with you?

ANSWER – Cllr Jasmine Thomas, the wellbeing of our own companies like Tin Toh and our decision-making process based on the information and knowledge we have and has been brought to levels of government and industry – and the problem they created by mismanagement. We are finally allowed to engage in the economy now, with things like reconciliation, we have 5-10% remaining and in a position of transitions with industry, and pressures in the province, our companies, our families and how these things are going to happen. We are trying to navigate these challenges, and it took years to shut down activities from companies, concerns around forestry, watershed, fish etc. We are going through all these processes to address these things and address this projects – the work the lands do and work is AMAZING and depressing and reading through technical report, and

know that we are in the worst state, because of our distance to SUPER mills, and staff and leadership is trying to address these cumulative impacts and trying to find a balance between these transitions.

QUESTION – Geraldine Johnny – Marilyn and I were speaking on the water and creek, and our lakes re: Fish are all drying up – is this part of the ALRs, and beaver issues.

QUESTION – Rosa McIntosh – Issue with Forestry and Indigenous stewardship over the land and stopping forestry from taking any more resources from the community This is an example there is a prayer spot in 200 set up by Stanley Thomas, and I went this spring and I couldn't recognize the area, whomever did a contract, took all the willow that led the to this trail and this type of decimation shows no concern of our traditions in our own territory – this is just an example and when you see this type of change and nothing is going to happen because we have to deal with the industry and I applaud the lands and resources for the work that they are doing and trying to save our territory. Tih Toh a separate entity from the Saik'uz Band Office, and that they are responsible to work as a business and managed by the board of the bands.

ANSWER – Yes, they are a separate entity, but they work under the licenses through the lands office, and they need to collaborate. But as a business the success and operations of the business lie with the board of directors, and reporting would be from their own AGA. The Nation identifies wood and volume for Tin Toh work, and it's an Ebb and Flow.

QUESTION – Gary Joseph – Can you clarify water license. **ANSWER** – Bigger farm has water licenses to withdraw water from Tachick for their fields which were given out by the province, however there was no mechanism for them to monitor or account for these. And through our water sustainability process we will be undergoing reviews with the province and try and deal with the volume of water particularly through the times of lower flow.

QUESTION – I believe they should be coming to the band office to get any volume of water, why do you think we have bad water. We have no fish; we used to be able to drink water and also why we have no fish.

ANSWER – Kasandra Turbide – We have been trying to work with the province, and there are no new licenses being issued, and working with a

QUESTION – Alfred George – Funding from Rio Tinto, how will that impact the studies, but also from the province. They support water quality and sonar; the province is the additional funds for legal court systems.

ANSWER – We spoke about funding from the province and working with Rio Tinto to review the water release flow and its impacts on the communities. Kenny Dam Release Facility and NeToo Hydroelectric power for Kenny Damm.

Operations Manager, Mickey Phillips

- Staff hires, Joel Cromarty, Maintenance and Traften Teed
- Sewer Electrical upgrades, Grass Maintenance around the reserve and lagoons, well houses, water wells. Assisting with Special Projects Garden, Gazebo, Housing, Road Maintenance and collaborating with various other department workers.
- Preston Case, Julian Hixon, and Ethan Harper, Summer Students.
- New shop to the graveyard. Fire hydrants clean up.

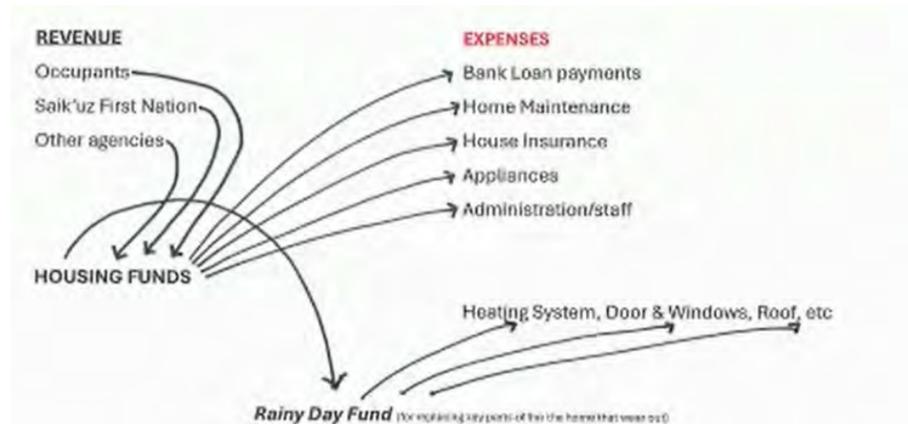
Maintenance Manager, Joel Cromarty

- 11 months learning the ropes and working in conjunction with operations. Equipment and Assets upkeep and maintaining these on a regular plans and repairs. Safety protocols and reporting on fundings.
- Electrical Panel and Backup generator, Alarm system upgrades to the Lift Station
- Purchase Excavator for community projects.
- Installation of a third Furnace, and new second circuit to the band office (backup)
- Upcoming – Expansion of the Yard Storage, O&M, and New Cover for vehicles. Acres Reporting and management of funding. Multiplex renos, and Band Office parking lot expansion.

COMMENTS – Maureen Thomas – thank you for elder lawn maintenance and support.

Housing & Membership, Joyce Schram on behalf of Lesley Raphael (Housing Manager)

- Housing Committee: Lester John, Stephanie Todd, Chantel Murray (Mat Leave) Miranda Louie, Deanna Patrick, Jordan Cramer, Darlene Barfoot, Kelsey Antoine, and Krista John. The Committee role is to provide recommendations to Chief & Council, on vacant units, rehousing fit families, prioritizing renovations list, address tenant concerns and complaints. This is a volunteer committee.
- Currently updating rental tenancy agreements (collections for arrears and non-compliance evictions) updates between band owned and privately owned residences. Once approved projects and renovations are done either by our own workers or contractors.
- Working on new applications for housing grants, new modulars were built and new families moved into these units.
- 40 inspections report on assessment of community residences have been conducted starting with elders which have focused on health and safety. We are seeking funding to complete these necessary repairs, and upgrades.



Other: Pathways Funding was used to fund 23 roof repairs, ISC provided administration expenses for the first time.

QUESTIONS – Wayne David – Agreements with tenants on reserve, I signed with Aboriginal Housing Society, and there was a clause: right to enter my apartment to evaluate and inspect

on a monthly basis to address issues, and I’m responsible for repairs – shouldn’t we include this into the current rental housing policy.

ANSWER – Joyce Schram – there does exist a housing policy, however we do not just enter homes, unless there is a specific reason. General Manager comments, that there is something similar however we do need to review the current policy to upgrade, and we have been speaking about rental ownership options to allow membership to become homeowners once mortgages are paid. We have a lot of other questions, and we thank you for your comments.

QUESTION – Cory John – Vacant homes in disrepair and what are the steps ex. Micro Home we are doing the necessary repairs to the exterior and then internal but then the waiting list will be reviewed once those are move in ready. **QUESTION – Deceased,** and what happens? Once homes are inspected and repaired, we will do the renos if possible, unless the homes would be best to demolish as renos would cost more than new builds.

QUESTION – Lydia Poole – How do we sign up to be part of the housing committee?

ANSWER – I have a sign-up list, and information on the parameters to be a part of the housing committee.

QUESTION – Geraldine Johnny – Questions about home with single residents, I heard in the past that there was a plan to rehome.

ANSWER Yes to try and better fit growing homes and those over housed.

QUESTION – Sell homes to another member?

ANSWER – General Manager - if they have a will and deed but it can only be sold to another band member, and INAC commented that legally she is unable to own that home in her name. CP land agreements are theirs, or homes were built free from funds from the band office.

QUESTION – Melanie Labatch – Checklist for a loan to buy their own home through a grant application.

ANSWER – Ministerial loan Guarantee “MLG” to get a loan on reserve, and an agreement with the nation to determine and answer questions for band ownership, but we don’t have a mechanism on this yet.

IRA’s Lesley Raphael and Alternative Chantel Murray (mat leave), appointment only but maintain registration lists, review applications, and identification documents. File management and personal information access restrictions. Status Cards, and Death certificates. Affidavits and Statutory declarations, however I cannot certify or notarize.

PROPOSED MOTION – Geraldine Johnny moved, Marolyn Vickers (Antoine) second. ---- Businesses on reserve, and operations by non-Members. Cash only for Cigarette sales only, and we would like Chief & Council to review and approve businesses that are going to operate on reserve.

COMMENTS – General manager – Barbie Whiskeyjacks owns the building, and although on reserve council is unable to dictate if there is a lease on the building. I recognize there are concerns, and should be discussed, but we need to consider rights. BOTH stores in question –

Alis Den and Barbie's Store, there are tobacco sales and BCR process, but a new one would need to be considered for operations of businesses on reserve.

Clarifications on Motions, that they go forth to Chief & council for review and consideration once, passed on the floor for motions moved

COMMENTS – Labatch C&C system is a colonial system, and I don't think that they should review personal businesses. This would be infringement on personal rights.

COMMENTS – Marolyn Vickers (Antoine) are the building owned by the band?

ANSWER – General Manager – GF Store was a private sale. Homes residing in reserve, and unless on CP land. Follow up builds on CP land? **ANSWER** –General Manager - New builds are checked, however unsure but I can investigate your concerns. New loans prefer that builds are on CP land, as part of private home ownership options. MOTION Defeated.

PROPOSED MOTION – Shana Labatch – 2017 Tenancy of the apartment, I received a letter to meet with the band office. Brad and Child, by profession I am a roofer, didn't have any support with me, and I was informed that due to not being in community they would be taking back the rental. Comments made that they are for families, and also that ownership of a second home in another city. I planned to sell that property and use those funds towards a new building, my parents are aging, and during covid I was forced to live off reserve. I wanted to contribute to the nation as well in a professional way, and living in Nak'azdli where I am getting work opportunities.

PROPOSED MOTION Shana Labatch moves to meet with Chief and Council, with Membership supporting review and resolve concerns over tenancy agreement termination concerns from 2017. Marolyn Vickers (Antoine) moves proposed revisions of the Housing Policy, to determine the concerns addressed. **COMMENTS** – Shana is seeking a new rental on reserve. MOTION approved.

PROPOSED MOTION – Shana Labatch – C&C promote membership business and skills, as priority on construction contracts. Melanie Labatch seconds. MOTION carried.

COMMENTS – Shana Labatch – Details for bid selections, roofing quote for 20 roofs was submitted for review, was unsuccessful and no explanation and values of the successful bids, and when I requested it took a lot of time. I would have been able to provide work for members.

QUESTIONS – Wayne David – Concerns over Jackie Thomas comments, and what happened with previous chief and councilor, and why there was comments to sue the council/ community

ANSWER – Chief Priscilla Mueller – There is always two sides two all stories, but I don't believe that this is the platform to discuss, and I will not be putting out any negativity, or words against membership. We are not as bad as we are made to sound, through motions, comments, and questions. Thank you it's been the long day, and for the elders that have been here and supporting us. Thank you to our General Manager and Executive Assistant, and for taking care of the community and jobs, and all the members, even from Prince George, the questions and comments engaging without presentations and departments.

Dinner prayer – Cory John

End of Day 3 of the Saik'uz AGA

A teal-tinted landscape featuring a large body of water in the foreground, a grassy shoreline with a wooden dock, and forested hills in the background under a cloudy sky. A large white circular graphic, composed of many small white dashes, is positioned on the right side of the image, partially overlapping the water and the hills.

Mussi
Thank You



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