



Annual Report 2015/2016

HUU-AY-AHT FIRST NATIONS

Message from the Chief Councillor

First, I want to thank the previous government for the work they did on behalf of the people. The Executive Council of 2011 to 2015 did their best to provide best government practices to the Nation and citizens. At this time, I want pay them the respect for their work and effort. Thank you Chief Councillor Jeff Cook, Councillors John Jack, Sheila Charles, Charlie Clappis, Jack Cook, Tom Happynook and Tayii Ḥawiiḥ Ḥiišiiḥ (Derek Peters) for serving your people from 2011 to 2015. Congratulations to John Jack and Sheila Charles for being re-elected and to Derek Peters for being re-appointed to Executive Council. They join newly elected council members Ben Clappis, Connie Waddell, Trevor Cootes, and Chief Councillor Robert Dennis. May you all, in whatever capacity, continue to serve your people to the best of your ability.



And now, it is this government's turn to apply themselves to the best of their ability and try to do things for the betterment of the Huu-ay-aht people. From June 2015 to March 2016, we maintained the program and service initiatives set out in the 2015-16 HFN Strategic Plan, including balancing the budget.

The Executive Council's main focus has been on the following:

- 1. Increasing HFN citizen involvement in government affairs.*
- 2. Increasing Huu-ay-aht employment and training opportunities.*
- 3. Creating and maintaining a sound Huu-ay-aht economy, through the development of the HFN Economic Plan.*
- 4. Maintaining a sustainable Natural Resource Plan for Huu-ay-aht.*
- 5. Developing a Financial Plan to increase revenues to enhance existing programs and meeting the needs of our citizens.*
- 6. Increase the Huu-ay-aht Ḥawiiḥ involvement in government affairs.*
- 7. Investing in Infrastructure projects to support the Huu-ay-aht economy.*



1. Increasing HFN Citizen Involvement in Government Affairs

- a) *Involving our citizens is grounded in our constitution. Government officials have a duty and responsibility to ensure citizens are fully informed on Huu-ay-aht issues. Citizens get a chance to participate in the development of Huu-ay-aht priorities. In developing the 2016-17 Annual Strategic Plan, we held community engagement sessions to hear what the people's priorities are. By doing so, I can say we have a strategic plan that is based on input and priorities from the people.*
- b) *Powers of the People's Assembly enable the people to make recommendations to Executive Council. The people recommended that the Executive Council consider a \$50 per month increase to the elder's benefits for citizens 60 years and older. **Outcome: the matter remains under review until such time that we are able to increase our revenues.** The people also recommended that address the septic problem in Anacla. **Outcome: The Executive Council approved a budget for septic services for the fiscal year 2016-17 and annually.** The people recommended amendments to the Government Act amending the Law Clerk appointment and amending the section of the government regulating meeting day notices. **Outcome: the two matters are amended and are posted according to our laws.** On the committee front, I am very pleased to say that we have fully operational committees that all meet regularly and recommend proposals for Executive Council review and consideration.*

2. Increasing Huu-ay-aht Employment and Training Opportunities

To take on the challenging task of creating more employment for Huu-ay-aht citizens, the Executive Council approved Ben Clappis with the Education, Employment and Training portfolio. If we are to increase employment for HFN citizens, we need citizens to apply and get the training and expertise so they qualify for employment opportunities. We need citizens to consider moving home to fill the many jobs that are available through the Huu-ay-aht Group of Businesses and our government operations. Ben Clappis is tasked with developing training opportunities. He has successfully secured a Memorandum of Understanding with Western Forest Products (WFP) that will create employment



opportunities with Western Forest Products in Port Alberni area and in HFN territory. Today we have eight Huu-ay-aht employed through Western Forest Products operations and contracts.

- a) We set a modest target of 36 Huu-ay-aht to be working for Western Forest Products operations and or contractors by 2019. We will assess this annually.*
- b) Through the HFN Economic Plan we are mandating Huu-ay-aht Group of Businesses (HGB) to create more employment opportunities for citizens. We will assess this annually.*
- c) All contractors working for HFN and/or HGB are required to hire citizens, that number will be negotiated with the contractor.*

3. Creating and Maintaining a Sound Huu-ay-aht Economy

Executive Council appointed Trevor Cootes with the Economic Development portfolio. He is mandated to help us create and maintain a sound Huu-ay-aht economy that will see our economy flourish, generate more wealth for HFN, and create more sustainable employment for citizens. Trevor's first task was to develop an HFN Economic Development Plan, identify the list of economic opportunities and ensure they are viable business ventures.

4. Maintaining a sustainable Natural Resource Plan for Huu-ay-aht

We have a territory that has the potential to provide natural resource needs for generations to come, if we do things right. The big task is to develop a management plan that will help us maintain and sustain our lands and natural resources. Our administrative staff are providing us the expertise needed to develop an HFN Integrated Natural Resource Plan. This will be completed early in the 2016-17 budget year.

The plan will:

- a) Identify the Natural Resource Renewal and Restoration Projects. We have 35 salmon bearing rivers and streams and they all require renewal and restoration.*
- b) Identify ways to unlock the wealth in our land.*
- c) Identify proper utilization of our forest land to generate wealth for us. The sustainable forest management plan that will provide 1.2 million cubic metres available for harvest from 2017 to 2022, the HFN Executive Council will take the plan to the HFN People's Assembly for their review and consideration.*
- d) Develop the Sarita Micro Hydro project to construction stage.*
- e) Identify fishery and shellfish opportunities by working with Nuuchahnulth Seafood Development Corporation.*
- f) Pursue the LNG opportunity approved by HFN citizens. The HFN citizens agreed to continue to explore the proposed project.*



5. Developing a Financial Plan to increase revenues to enhance existing programs and meeting the needs of our citizens

We conducted an Independent Financial Analysis that reported that within the next few years our revenues will drop dramatically unless we adjust our financial plan. In addition, based on our population, the demand for programs and services will increase. Based on that report, the Executive Council mandated Acting Executive Director to reduce costs. I am pleased to report our Acting Executive Director achieved a cost reduction plan without impacting program and services to citizens.



In addition, the Executive Council gave a mandate to the Councillor with Finance Portfolio to address:

- 1. Ensure full and proper economic accommodation agreements are achieved for Natural Resource development in the territory.*
- 2. Ensure adequate revenues are achieved for all Natural Resource activity.*
- 3. Ensure a reasonable compensation for the IR 1 Specific Claim before the Specific Claim Tribunal.*
- 4. Pursue specific claim for IR 9.*
- 5. Ensure that HFN is fully utilizing the revenue generation tools provided in Maa-nulth Final Agreement.*
- 6. Ensure the Executive Director is actively pursuing other funding opportunities.*
- 7. Review the cost of operating three offices for HFN and HGB operations and develop a plan to reduce HFN/HGB office costs.*

We are very pleased to report that, in the history of our legislature, this is first time the Executive Council did not have to amend the Budget Act to seek spending authority to spend over the approved amount.

6. Increase the Huu-ay-aht Ḥawiiḥ involvement in government affairs

Executive Council wants to increase the Huu-ay-aht Ḥawiiḥ involvement in government affairs. The past government provided additional resources so Ḥawiiḥ can participate in the government affairs of the Nation. The current government wants to continue to meet the legal obligation of Ḥawiiḥ Council.

- 1. Ensure that Huu-ay-aht Ḥawiiḥ are consulted on all matters related to occupying, benefiting from and governing the territory, lands, waters and resources.*
- 2. Prior to passing any laws, Executive Council must seek and consider any advice from the Ḥawiiḥ Council.*
- 3. Two members appointed to the Tribunal, after consultation with the chair.*
- 4. Executive Council must consult with the Ḥawiiḥ Council and Huu-ay-aht citizens before approving a strategic plan.*



7. Bringing the Huu-ay-aht home

We know many Huu-ay-aht left home for a reason and the following are some of the reasons:

- 1. Job opportunities in the fishing and forest industry were drastically reduced.*
- 2. Severe housing shortage.*
- 3. Inadequate programs and services.*
- 4. No schooling for grades 9-12.*
- 5. Unhealthy political environment.*
- 6. Unhealthy living environment.*
- 7. Inadequate Infrastructure.*



Recognizing that many Huu-ay-aht have no desire of moving back to their homeland. This is a difficult situation. Right now I don't know how this will happen, but I will continue to search for the right answer. Please provide feedback of your ideas and input of what you think we can do to get more Huu-ay-aht to move home. It is really important to hear your feedback.

8. Other governments

We have established good working relationships with:

- a) Canada*
- b) British Columbia*
- c) Alberni-Clayoquot Regional District*
- d) Port Alberni Port Authority*

The Huu-ay-aht Executive Council is committed to maintaining and building on our current relationship with these other government jurisdictions to advance Huu-ay-aht First Nations goals and priorities.

Robert J. Dennis Sr.

Message from the Executive Director

Huu-ay-aht First Nations experienced many changes during the 2015/2016 fiscal year. During the time period, a Port Alberni Paawats services were licenced and offered to citizens. As well, the government completed a transition plan and financial assessment of the Government over fiscals 2011-June 2015.

In the spring of 2015, the Nation introduced a new Fresh Food Box Program. Each month, nutritious food was delivered to the front door of many Huu-ay-aht citizens for the year, supplying these food boxes to more than 200 families. Along with the Fresh Food Box Program, a new Trades and Education Program was also introduced that assisted 25 young citizens to follow their passion. Our new Port Alberni Paawats welcomed 8-12 preschoolers and 6-10 after school children.

The new Government was sworn into office in early August, 2015. This new Government began strong with the development of their transition plan, which brought a financial assessment overview of the past four years, new legal counsel leading our major negotiations and providing the government with advice and support, and the creation of our new strategic plan.

Throughout the past fiscal year, Huu-ay-aht has been busy developing the Strategic Plan and Economic Development Plan. Both plans will guide the Nation, Government, and administration to reach the HFN vision and mission for Huu-ay-aht Citizens. The administration went through an organization review and realignment, achieving an 18-20% savings and developing stronger roles and responsibilities for the administration.

I am grateful for the team that I have been working with at huu-ay-aht from the elected Government, H̄awiih Council, to our very passionate staff – they motivate me with their sincere ambition in creating our vision of “a strong, self-governing and self-reliant Nation...” It has been an honour to be part of such a successful team and I am positive moving forward together, everyone will continue to strive forward embracing our professional values of Respect, Trust, Effective Communication, Support, Health, and Professionalism to succeed our Nations Principles of Hišuk ma ćawak, ʔuuʔatuk, and ʔiisaak.

Karen Haugen



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Strategic Plan

The Strategic Plan is an important document for Huu-ay-aht First Nations. It provides a sense of direction and accountability to the Government and HFN Organization to Huu-ay-aht Citizens. The plan helps set a course of action to help improve, sustain, develop, and strengthen the Nation.

Section 15 of the *Financial Administration Act* sets the deadline that Executive Council must give the strategic plan their stamp of approval. *The Act* states that by November 30 each year, Executive Council must review and approve the existing strategic plan, amend that plan, or approve a new plan.

Our strategic plan has 5 key statements that we are working towards.

- 1) By 2034, Our **People** will be free from the negative effects of colonization.
- 2) By 2034, Our **Children** will grow up safe, healthy, connected to the community and exemplify Huu-ay-aht values.
- 3) By 2034, Our **Home** will be a safe, healthy and appealing place where half our people choose to live.
- 4) By 2034, Our **Land** will continue to provide sustainable wealth that respects the Huu-ay-aht values of conservation.
- 5) By 2034, Our **Economy** will be operated sustainably and will be the major employer in the region and the major source of revenue for the Nation.

The 2014 – 2017 Strategic Plan had some measurable outcomes that will impact the health of our citizens, infrastructure, and economy. Successful highlights from this plan include:

1. Port Alberni Paawats was created and is fully operational. This program supports family and child development, language and culture, and economy.
2. HFN's children in care have been provided with cultural resource kits which supports their connections to culture and community.
3. A crisis grant program was created for families experiencing crisis or hardship.
4. HFN received a grant and researched a "Traditional Foods" booklet which was created and distributed in early 2016.
5. HFN supported more than 25 citizens in a variety of post-secondary opportunities.
6. HFN continued with community engagement sessions and brought back Uyaqhmis.
7. HFN received a grant to do the conservation work at Kiiixin including clearing vegetation, pathways, removal of dangerous trees, and installation of stairs.
8. HFN continues to work on the waste water system.

9. HFN purchased nine properties in the Bamfield area which include turn-key businesses and undeveloped land. These projects will ensure diversity in the economy.

The newly elected government initiated the next planning process in the fall of 2015. From this process a new four-year plan was created. This new plan is an important tool that will guide this government along our path and help us connect where we have come from, where we are now, and where we want to go. Our plan was created by Huu-ay-aht for Huu-ay-aht. It builds off of the previous government's 2014-2017 Strategic Plan and reflects the input of citizens, Hāwiih, and committee members who voiced their through a renewed consultation process (fall of 2015). A full description of this plan can be found at: <https://huuayaht.files.wordpress.com/2013/03/strategic-plan-final-final.pdf>.

Five main goal areas were identified:

1. Infrastructure creation and renewal,
2. Revival of language and culture,
3. Conservation of natural resources in our hahuuī,
4. Citizen Development through empowerment and support, and
5. Building a strong economy.

It was determined that effective communications is important as well, and needs to be integral to everything we do.



All areas of this plan are important and it is vital that we make steady progress in each.

DEPARTMENT REPORTS

Community Services Report

The strategic visions that Community Services is working towards are:

- 1) By 2034, Our **People** will be free from the negative effects of colonization.
- 2) By 2034, Our **Children** will grow up safe, healthy, connected to the community and exemplify Huu-ay-aht values.
- 3) By 2034, Our **Home** will be a safe, healthy and appealing place where half our people choose to live.

To accomplish this, the following programs and services are being facilitated.

Port Alberni and Anacla Paawats: The intent of this program is to provide a nurturing environment that enables Elders and parents to engage with children in developmentally appropriate ways and facilitate the process of language, culture and traditional knowledge transfer. The program targets children aged birth to five years old. We have two programs operating (Anacla and Port Alberni). In 2015, we purchased a building that would serve as home for the Port Alberni location. This program is supporting parents to lead productive work lives.

Child and Family Services Program: HFN child and family services program's goal is to support families. The coordinator supports families who have involvement with the child protection system. This program, however, has a prevention based focus and works with many families who are not involved in child protection matters. The coordinator can also provide supervised visits maintaining connection between children and families. We have started family nights with educational offerings for parents. We have also started a culture night for children in care and their foster parents ensuring children are connected to community.

Education:

HFN Education provides supports to HFN learners of all ages. We provided an annual School Supply allowance (K-12), Attendance Recognition awards (K-12), Honour Roll awards (K-12), and specialized learning assistance equipment support. Our Education department also facilitates our Post-Secondary and Trades education programs, which includes ABE, certificates, diplomas and degrees, trades and occupational training. We have over 30 people accessing the education program. This is a fantastic increase in numbers when compared to the 2011 (treaty effective date) statistics of one to three people.

Community Health and Social Development:

This program promotes holistic health and wellness for citizens through education, events and support. Our coordinator helps citizens can access medical and dental care. In Anacla, citizens can access social assistance. This year we started a corporate Fitbit challenge. This became very popular and citizens began to take part in the challenge as well. HFN Community Services gave out almost 50 Fitbits! Our coordinator

has taken several course offerings in 2015 including ASIST Suicide training (prevention, intervention, and post-intervention), and First Responders training.

Cultural Program:

HFN facilitates various events throughout the year including Cultural Night at Port Alberni Friendship Centre. The cultural coordinator provides cultural support and helps with protocols, ceremonies, and seeks answers to questions about cultural knowledge. The cultural department has been working to create family trees for all children in care. In the summer months we offer a youth culture camp.

Employment and Training: HFN is developing a comprehensive education program that will maximize HFN's participation in economic opportunities. This includes actively seeking partners and mentors to assist citizens to secure meaningful employment opportunities and assisting citizens to gain skills required to obtain work is a key activity (resumes, interview skills. We have been actively promoting trade's education and delivered a program that allowed citizens opportunity to try out different trades through VIU.

Traditional Foods Program: HFN received a grant from Island Health to research information and create resources for a traditional foods program that will educate, enable and empower citizens to access nutritional foods in the traditional diet as well as accessing traditional harvesting rights. We published a book called "Traditional Foods of the Huu-ay-aht First Nations". In 2016, we hope to facilitate a series of workshops about traditional foods identified in the book.

Elders/Nananiqsu: HFN elders participated in the annual BC Elder's Gathering in Victoria. We had 13 elders in attendance. This was partly funded by HFN and partly by the elder's fundraising efforts. Healthy Elders are a foundation to a healthy community.

Communications:

The communications team worked with consultant Trudy Warner, the team built a communications plan to guide them in their duties and successfully rebranded the Nation. They also continued to produce the newsletter (Uyaqhmis) every other month. The opposing month the Communications Department worked with Executive Council to reach out to the citizens through Community Engagement Sessions.

The website was also redesigned, as part of the rebranding project, to make it more accessible and user-friendly for citizens. There has been an increase in traffic to the site since then. The department also reached out to citizens more through social media. Although HFN is on Twitter, the most effective seems to be Facebook. Through regular posts and updates, 465 people now like the page and the Huu-ay-aht First Nations Group has 419 Friends. On average, Huu-ay-aht Facebook posts reach 2,237 people.

The department also continues to hear people's comments and suggestions, as well as share information, through regular mail, phone calls and in-person communication. This year the Communications Department also organized four All-Candidates meetings during the 2015 Election, and it ensured citizens were made aware of the results once votes were counted.

Government Services Department Report

The strategic visions that Government Services is working towards are:

- 1) By 2034, Our **People** will be free from the negative effects of colonization.
- 2) By 2034, Our **Home** will be a safe, healthy and appealing place where half our people choose to live.
- 3) By 2034, Our **Land** will continue to provide sustainable wealth that respects the Huu-ay-aht values of conservation.

To accomplish this, the following projects and services are being facilitated.

As planned, a new Port Alberni Government Office was purchased and tenant improvements were completed. This has allowed all government services to work in one location.

The Natural Resources and Trade team has been focused on carrying out routine duties. Completion of the Kiiḡin conservation project was achieved. Other work has included food fish planning, asset enhancement and monitoring citizen harvest.

In addition to routine duties, the Government Services Departments have also carried out the following:

Capital Infrastructure: The Government Services department has been working on a number of ongoing projects as follows:

- The Bamfield Trail has had forward progress, design is complete and permit has been procured through MOTI, but the cost of the trail exceeds the available funds. Government services will look to acquire increased funding to facilitate the construction of the trail.
- The department has completed multiple repairs on the House of Huu-Ay-Aht i.e. hot water heater, fan replacement, electrical repairs and upgrades, roof and skylight repairs, bathroom repairs, septic system repairs, and a multitude of minor repairs. An engineering review of the structural logs will be complete next year.
- The water system is functioning up to a minimum standard but has issues with communication and programming. Unfortunately, the original system installed was built by one person and is very intricate, due to this we have had constant issues. As well the original installer does not have time or capacity to work on our system. We currently have multiple companies trying to determine what the deficiencies are.
- Lower village septic systems - a plan to request a proposal from a contractor to examine and create a basic report on each system as well as complete minor repairs on all systems. A line item will be created for next year's fiscal budget and work should commence once the budget is created.
- Government Services is exploring possible upgrades to PAGO's Internet connection, which will upgrade the up/down speed. If the development corporation decides to move to the PAGO location the Internet connection will be able to facilitate the high demand.
- The Port Alberni Paawats has completed building improvements to meet with the BC Building Code and code requirements for a child minding facility. Other minor upgrades and repairs will be ongoing.



- The Subdivision is on track for the projected completion. A conceptual design is being constructed and will go for citizen review and feedback. Once input is received from citizens, it will be worked into the conceptual design and will once again go back to citizens for secondary review and input.
- Huu-ay-aht is currently investigating solutions to help streamline firewood delivery requirements for Elders.

Engineering and Infrastructure:

- Bamfield Trail: revise design to facilitate cost saving due to funding shortfall, obtained MOTI approval for proposed works. The project is to begin in October, led by Project Manager.
- House of Huu-ay-aht: Replaced failed hot water heater, repaired floor, repaired leaky skylight, finalizing plumbing repairs, complete all electrical upgrades required in kitchen.
- Water System: New chlorine pump installed as well as determining what the communication and programming issues are and how to repair.
- Sewer: proposal received for septic review and minor service, work to commence next year.
- New PAGO: all employees settled in new PAGO location. All building services are functioning but small deficiencies need to be rectified as they are identified.
- PA Paawats: Building improvements completed, as well as working on improvements to bring the building up to code for a child care facility.
- Anacla Paawats: developed plan for playground relocation at the existing Paawats, work will be completed next year.
- Four-Plex: Full building assessment to be completed by engineers, to determine what upgrades are required to facilitate the occupancy of citizens.

Natural Resources and Trade:

- Food fish: All Coho-chinook and sockeye targeted were caught and distributed, whereas a portion of the halibut was left uncaught due to a series of challenges with mechanical difficulties and poor weather and sea-conditions. A new Food Fish Release Form was implemented to standardize and clarify the process that citizens can use to have someone else pick up their fish if they are not able to attend a distribution day in person. Uptake of the form was good, and it allowed some citizens living outside of our distribution area to access the program who otherwise would not. Developed a for the upcoming season to make more efficient use of the annual food fish program budget, including distributing more unprocessed fish and doing some of the processing in-house with our own staff.
- Salmon Stewardship: As in previous years, HFN Natural Resources staff assisted DFO partners at Nitnat River Hatchery with Chinook brood stock capture for stock enhancement in Sarita River. Staff also participated in spring surveys of juveniles and fall swim counts in Sarita. Our Sugsaw Hatchery produced 45,000 chum fry that were released into the mouth of the Sugsaw Creek. Pachena Coho were not enhanced this year due to difficulty catching brood stock based on low numbers and poor weather conditions.

Forest Resources: HFN hosted the second Annual Reasonable Opportunity Agreement (ROA) Management Working Group, and presented revised Important Harvest Areas that had been refined with Hahoulthee Committee expertise. Staff continue to participate in field surveys of all proposed HFN Forestry LP cut blocks to record the presence of culturally modified trees or other cultural features, followed by processing samples taken from any culturally modified trees that are later harvested.

Lands Stewardship: The integrated resource management plan remains in early stages, but the general approach to the project has been outlined and H̱awiih Council, in particular has registered an interest in having it completed. HFN Staff and citizens, and Bamfield residents worked together on a beach-cleanup of tsunami and other debris from the shores of Diana Island. In the summer, HFN staff and an instructor and her class from the Bamfield Marine Sciences Centre worked closely with Anacla youth to re-establish a community garden in the village for the use of residents of all ages. Staff also completed an assessment of invasive plants growing in Anacla, Sugsaw Kiiḡin and the Campground and began developing a removal strategy for the coming year.

Wildlife: Huu-ay-aht staff participated in training and field work for spring time deer surveys on HFN lands. The data is shared with the province to help establish an inventory of deer in our area, which has not been surveyed otherwise. This program resulted from discussions at the Reasonable Opportunity Agreement - Technical Advisory Group (ROA-TAG) about getting the Nations involved in biological monitoring of their own resources in their territories. As in recent years, the Nation was allocated one Roosevelt Elk from the Klanawa Elk Population Unit. The department ran a lottery for interested HFN harvesters and the winning hunter successfully brought in the animal. We continue to encourage all HFN hunters to report their harvests of any other wildlife, so we can track our use and needs as a Nation.

Kiiḡin: This year marked a reinvigoration of plans to ready Kiiḡin, Huu-ay-aht's first village and National Historic Site, for tourism. A successful grant application to the National Historic Sites Board of Canada's Cost-Share program, allowed the Nation to undertake conservation work at the site to protect it from natural and human caused degradation. The project was designed by staff with input by and external professionals and approved by Tayii H̱awiił̱ λiiḡin. After a brushing ceremony to ready the site for its transition, plants growing on an next to all remains were clipped down, pathways were laid out and lined with shells to mark safe places for visitors to walk, trees that posed a danger to the site or visitors were limbed or removed and a small wooden walkway and staircase were installed to protect features underneath.

Economic Development Department Report

The strategic visions that Government Services is working towards are:

- 1) By 2034, Our **People** will be free from the negative effects of colonization. By 2034,
- 2) Our **Home** will be a safe, healthy and appealing place where half our people choose to live.
- 3) By 2034, Our **Land** will continue to provide sustainable wealth that respects the Huu-ay-aht values of conservation.

- 4) By 2034, Our **Economy** will be operated sustainably and will be the major employer in the region and the major source of revenue for the Nation.

To accomplish this, the following projects are being studied and facilitated.

Building on the Huu-ay-aht First Nations five posts of the government's strategic plan, the EDO worked on a plan that will achieve an end result that enhances the quality of life of HFN citizens through economic means regardless of geographic location. The Economic Development Plan is a result of the operational planning process. Economic Development Officer completed the Economic Development Plan, which can be viewed online at <https://huuayaht.files.wordpress.com/2015/02/economic-development-plan-3-no-business-plans.pdf>. Background research on this document included community engagement sessions, market research, and consultation with HDC.

Major economic developments include:

- Acquisition of St Jean's Cannery, which has exponential ROI potential
- Joint venture with HDC to purchase 11 properties in Bamfield including four turnkey businesses - completed

Huu-ay-aht Economic Development Projects Completed for 2015/2016

- Mineral exploration drilling project on TSL – on hold
- HFN attended the Cando conference in October 2015
- Feasibility study completed for property acquisition in Bamfield, business plan for the Motel completed
- Feasibility study for the Hospitality LP
- Proposal for construction and Training completed (to be added to the Gravel LP)
- Bamfield to Anacla foot path moved to Infrastructure department

Huu-ay-aht Economic Development Project List (Higher Priority)

- Sarita Micro-hydro Project (last stage of assessments) – will go to People's Assembly for approval on construction
- Deep Sea Port Discussions with PAPA – on hold
- Discussions with the provincial government regarding Bamfield road upgrades – Executive Council is working on this

2015/2016 Department Budgets

Revenue

INAC – Treaty Capital Funding	\$2,603,455
Time Limited Federal Funding	445,372
Resource Revenue Sharing	419,437
INAC	2,895,132
Other Income – Invested Wealth	500,000
Other Income – Interest	100,000
Other Income – TSL Harvest	550,000
Other Income – HDC Dividend	209,439
Provincial Fisheries Funding	75,847
Provincial EcDev Funding	41,822
NTC Program Funding	<u>84,000</u>
Total Budgeted Revenue	\$7,924,504

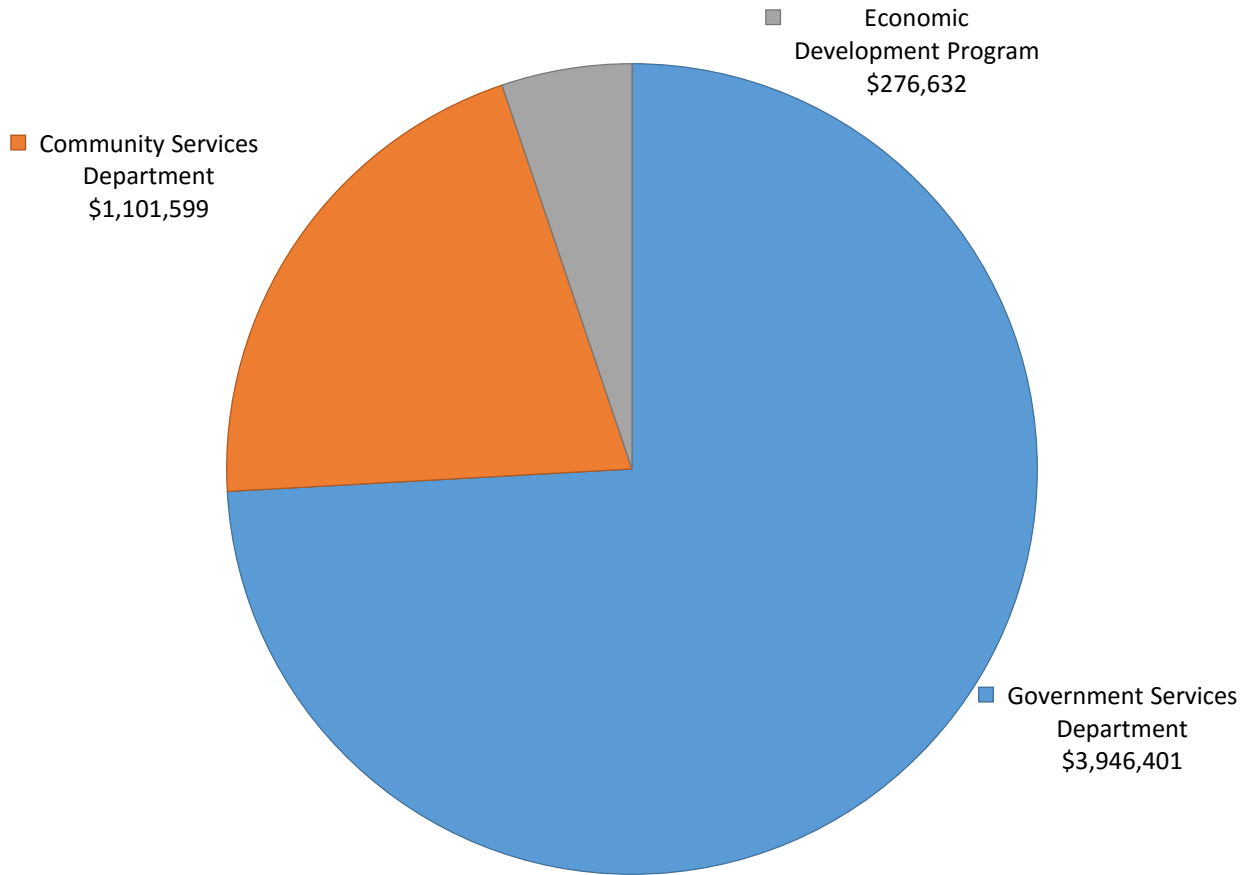
Program Expenses

Government Services Department	\$3,946,401
Council and Committees Program	1,174,109
Corporate Services Program	1,121,080
TSL Services Program	161,856
Infrastructure & Engineering Program	388,951
Natural Resources & Trade Program	391,039
Admin Services	425,466
Communications Program	283,900
Community Services Department	\$1,101,599
Community Services Program	604,595
Culture & Education	497,004
Economic Development Program	\$276,632
Directors Office	228,632
Project Management System	14,500
Project Implementation	<u>33,500</u>
Total Budgeted Program Expenses	\$5,324,632

Budgeted Annual Surplus Before Other Items	<u>\$2,599,872</u>
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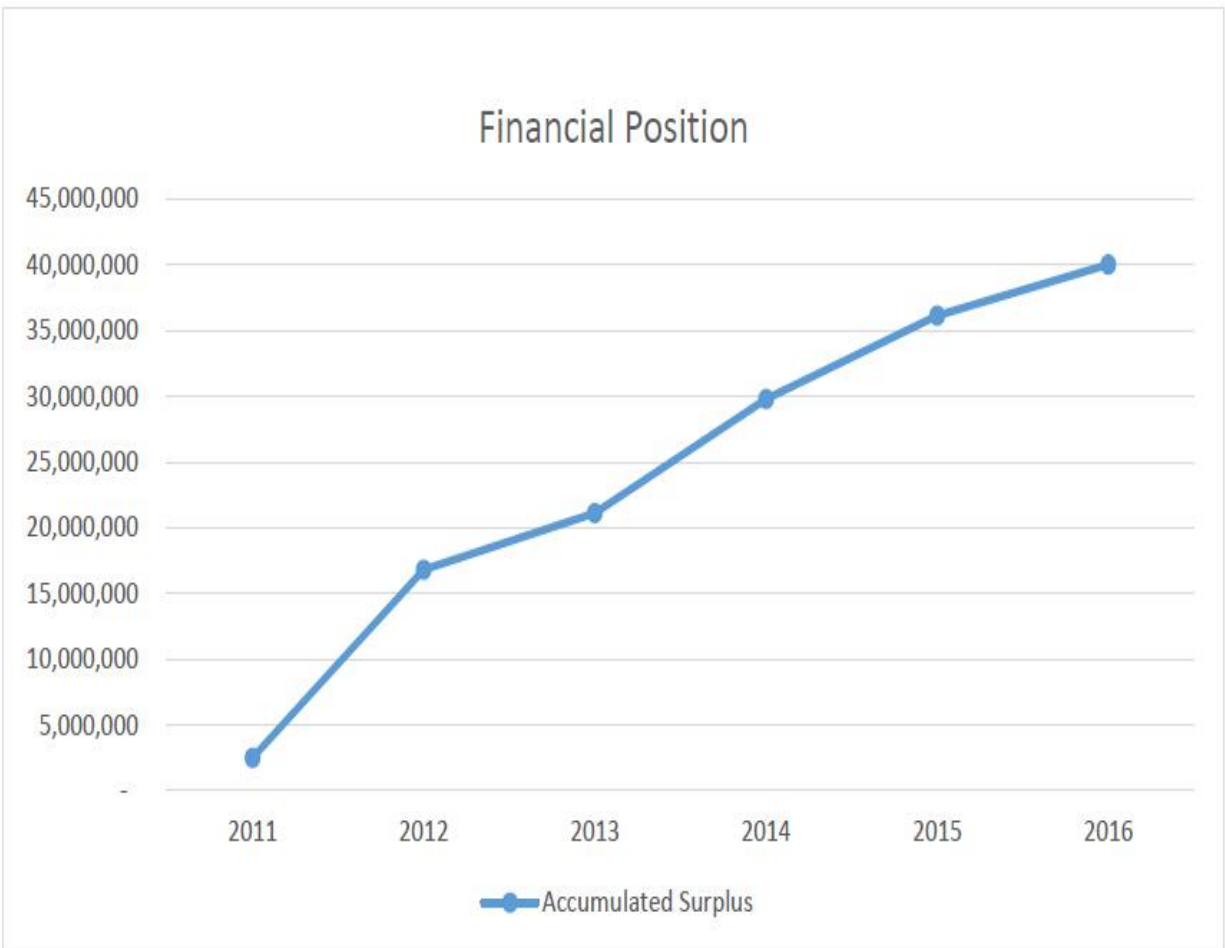
2015/2016 Program Expenses Budget





Huu-ay-aht First Nations

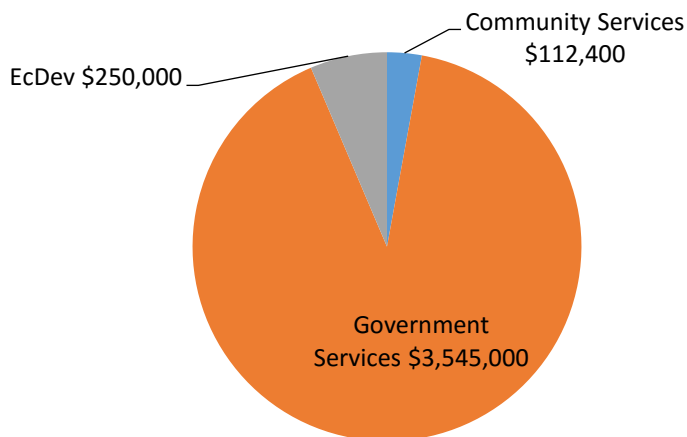
Net worth (Accumulated Surplus) 2011-2016



2015/2016 Capital Budget

Community Services	\$112,400
Paawats Playground – Anacla	10,000
Paawats Playground – Port Alberni	12,400
Light Duty Vehicle	50,000
Misc. Paawats Setup	40,000
Government Services	\$3,545,000
Office Relocation Fit-up	50,000
Video Conferencing Equipment	20,000
Computer Equipment & Connectivity	15,000
Office Equipment	40,000
Fisheries Equipment	15,000
Gates & Physical Security	15,000
Office Vehicles	80,000
House of Huu-ay-aht Floor & Kitchen	75,000
Sarita Cemetery	75,000
Road Gravel	10,000
Subdivision	1,150,000
Sewer Project	2,000,000
Economic Development	\$250,000
Geological Exploration	150,000
Deep Sea Port Development	<u>100,000</u>
Total Capital Budget	<u>\$3,907,400</u>

2015/2016 Capital Budgets



2015/2016 Actual Results

Revenue

Indigenous and Northern Affairs Canada	\$7,742,465
Industry Funds	3,198,300
Investment Income	856,471
Other Revenue	390,410
Province of BC	264,026
Nuu-chah-nulth Tribal Council	189,598
Canada Mortgage & Housing Corporation	25,330
First Nations Education Steering Committee	3,201
Cost Recoveries	78,845
Business Investments	<u>(63,267)</u>
Total Revenue	\$12,685,379

Program Expenses

Government Services	\$5,351,744
Economic Development	272,359
Community Services	1,144,236
Special Programs	<u>1,703,106</u>
Total Program Expenses	\$8,471,445

Total Surplus before other items **\$4,213,934**

Audited Financial Statements: Separate Document Attached

Quarterly Financial Statements to September 30, 2016: Separate Documents Attached



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ANCIENT SPIRIT, MODERN MIND

2015/2016 Annual Report



huu ay aht

ANCIENT SPIRIT, MODERN MIND

Huu-ay-aht All Committees Report

2015/2016

COMMITTEE REPORTS

Citizenship Committee Report

2015/2016 Committee Members	
VOTING MEMBERS	NON-VOTING MEMBERS
Derek Peters, Chair	Resources:
Judy Johnson	Kim Chretien
Benson Nookemis	Coraleah Johnson
Rose Charles	
Wishkey	

The Citizenship Committee has been going through an evaluation process to look at the makeup of committees with regards to having the proper resources at the committee level. Now there is a process, which was developed for applications to committees, this was done at the Executive Council level. The Chairs are waiting on a financial review and an updated review of where the organization is at in terms of implementing HFN Strategic Plan and its priorities. Many new citizens have been approved and contacted throughout the year. The Citizenship Committee has been spending time looking at the criteria and implications of the current Citizenship Act and asking citizens for their input.

Citizen Development Committee Report

2015/2016 Committee Members – Social Services & Culture	
VOTING MEMBERS	NON-VOTING MEMBERS
Sheila Charles, Chair	Resources:
Crystal Clappis	Coral Johnson
Sherri Cook	Nicole Otte
Robb Johnson	Cheryl Thomas
	Jessica Tilley

The Citizen Development Committee Social Services has worked on the following key initiatives:

Children and Family Services: HFN child and family services program's goal is to support families. The coordinator supports families who have involvement with the child protection system. This program, however, has a prevention-based focus and works with many families who are not involved in child protection matters. Some important components include healthy parenting, child development education, and cultural connections. The coordinator provides support, advocacy and education to all HFN parents and families regardless of where they live. The coordinator can also provide supervised visits. The Coordinator is currently providing support to more than 25 families in a variety of capacities. The goal of Children and Family Services is to build stronger and resilient families through prevention, education, and connections to family, community, and resources. Prevention, healing, and support are key to the success of families staying united. The committee made recommendations to council to start the process of drawing down the social services jurisdiction, council passed all motions and work has begun.

RCMP Letter of Expectations: Reviewed and made changes/recommendations to update Letter of Expectations for RCMP brought to council and passed by council. A signed copy of the RCMP Letter of Expectation went to ACAWS in support of the program to work along with RCMP in weekly visits to Anacla.

Soaring Eagle: On a trial basis, a motion was passed for citizens to have access to computers and Internet.

Fresh Food Boxes: The fresh food box funding was one-time funding that was received by Steelhead LNG and eventually ran out. No further ongoing funding was identified.

Traditional Foods: HFN is researching information and resources to create a traditional foods program that will educate, enable and empower citizens to access nutritional foods in the traditional diet as well as accessing traditional harvesting rights. Educational materials were produced and available April 2016.

Citizen Development Committees

2015/2016 Committee Members – Employment, Education & Training	
VOTING MEMBERS	NON-VOTING MEMBERS
Ben Clappis, Chair	Resources:
Pat Nookemus	Kathy Waddell
Shawn Mack	Annie Merritt
Robert Todd Dennis	Marleen Nookemus

The Citizen Development Committee Employment, Education and Training has worked on the following:

- Driver’s licence training, power saw training
- Building connections with St. Jean’s, Meridian Forest Services, WFP, Huu-ay-aht Group of Businesses
- We will be offering a Small Vessel Operators Program in partnership with Bamfield Community School in the coming year.

Co-operative Management Board (Parks Canada) Committee Report

2015/2016 Committee Members	
VOTING MEMBERS	NON-VOTING MEMBERS
Sheila Charles	
Trevor Cootes	
Derek Peters	

The Co-operative Management Board Committee has worked on the following initiatives:

National Cost Sharing Program: A callout for the National Cost Sharing Program for protecting the Kiiḡin National Historic Site went out and HFN was successful in getting grant funding. Work has started and

Huu-ay-aht welcomes back Kevin Neary, who has worked on the project in previous years. Project deadline is March 31, 2016.

Board Review: The Huu-ay-aht/Parks Canada Co-operative Management Board 2013. Board Review was completed and passed by council and signed by the CMB chairs on November 7, 2014.

Guardian Program Anniversary Celebration 2015: Parks Canada hosted a celebration at the Athletic Hall to mark the longest running Guardian program in the world (20 years). Most of the guardians from past and present attended and were individually recognized for their dedication and hard work on protecting and preserving Huu-ay-aht land and history on the West Coast Trail.

Guardian Contract: New three-year contract with a two-year option signed in April 2015

Task Authorization Structure: For too long the guardians had been going above and beyond regarding infrastructure on the West Coast Trail and not being properly compensated for it but happily doing it. The guardians have done extensive training in trail and boardwalk building. While renewing the contract, this was stressed to the Cooperative Management Board, who has resolved the issue by establishing a mechanism that permits additional work to be tasked to Huu-ay-aht without having to go competitive route and compensate guardians for the additional work (infrastructure)

West Coast Trail: Huu-ay-aht's traditional place names were put back on the WCT map.

Cape Beale: The Cape Beale project came to another halt after federal government budget cutbacks. The project is temporarily on hold till further notice.

Economic Development Committee Report

2015/2016 Committee Members	
VOTING MEMBERS	NON-VOTING MEMBERS
Trevor Cootes, Chair	Shawn Standley
Kiana Mio	Gary Wilson, Resource
Derek Peters	Executive Director, Resource
Angela Wesley	Donna Tourand, Resource
	Nicole Otte, Resource

New Initiatives: This past year, the Economic Development Committee welcomed Cynthia Rayner as its Economic Development Officer.

Bamfield Properties: The purchase of 11 properties includes: The Motel, Kingfisher Lodge and Marina, Ostrom's, the Airport, Rance Island, and 6 lots.

St. Jean's Cannery: The NCN Cannery LP purchased shares in St. Jean's Cannery and Smokehouse at the end of 2015. The HFN Fisheries LP is one of the limited partners along with Ditidaht Economic Development LP, KCFN Holdings Limited Partnership, Uchucklesaht Holdings Limited Partnership, and YFN (Yuufu?if?ath) Holdings Limited Partnership. The Nuu-chah-nulth Seafood Development Corporation have

posted job opportunities on Facebook. Some of the jobs that have been posted are in the plant and warehouse in Nanaimo (cutting, packing, labelling, and shipping), the Port Alberni depot (retail sales and store management) and the new store, Tsawwassen Mills (retail sales) in Delta.

Ambassador Program: Held in the spring 2016, and a spin-off cultural program was created in 2016

Sarita Run of the River (SRR): The SRR project is in the last stage of assessment and it will be brought to the 2016 People’s Assembly.

Hospitality LP: A new LP was established for the turnkey Bamfield properties.

Business Operations: Waiting on a report from HGB

Finance Committee Report

2015/2016 Committee Members	
VOTING MEMBERS	NON-VOTING MEMBERS
Connie Waddell, Chair	Donna Tourand, Resource
Karen Haugen	Nicole Otte, Resource
Molly Clappis	
Marjorie White	
Sandra Young	

The Finance Committee is working on the following initiatives:

- Updating the three-year Financial Plan that is consistent with the Strategic Plan.
- Ensuring the committee is fully represented.
- Begin working on the next Budget Cycle
- Continue working to ensure the Invested Wealth Fund is on target.
- Preparing a Cash Management Plan for the upcoming fiscal year.
- Continuing to make sound recommendations to the Executive Council on all financial requests.
- Implement recommendations of Financial Review

Fisheries Committee Report

2015/2016 Committee Members	
VOTING MEMBERS	NON-VOTING MEMBERS
Robert Dennis Sr., Chair	Resources:
Ed Johnson Sr.	Christine Gruman



SPECIES	STOCK	UNIT	FINAL 2015 CATCH		
			Allocation (29.3% of MFN Total)	Total Caught	% Allocation Caught
Sockeye Salmon	Fraser	Pcs	157	0	0%
Sockeye Salmon	Henderson	Pcs	728	13	2%
Sockeye Salmon	Somass	Pcs	6706	8100	121%
Sockeye Salmon	Power Lake	Pcs	0	0	0%
Chinook Salmon	Ocean	Pcs	1213	1038	86%
Chinook Salmon	Terminal	Pcs	440	143	33%
Coho Salmon	Ocean	Pcs	2051	201	10%
Coho Salmon	Terminal	Pcs	894	118	13%
Chum Salmon		Pcs	1905	38	2%
Pink Salmon	Pink Salmon	Pcs	2124	22	1%
Halibut, Pacific		Lbs.	16123	5362	33%
Groundfish		Lbs.	3809	1136	30%
Rockfish		Lbs.	5407	1514	28%
Sablefish		Lbs.	1013	0	0%
Herring	Herring	Lbs.	52740	800	2%
Sockeye Salmon	Comm Henderson	Pcs	396	0	0%

ḤawiiḤ Council Committee Report

2015/2016 Committee Members	
VOTING MEMBERS	NON-VOTING MEMBERS
Derek Peters, Chair	Resources:
Andy Clappis	Coraleah Johnson
Jeff Cook	Robert Dennis Sr.
Bill Frank	
Tom Happynook	
Darlene Nookemus	
Victor Williams	

ḤawiiḤ: This past year the focus of the ḤawiiḤ has been to ensure the committee is resourced financially and supported with administrative support. This helps us ensure regular meetings that are properly recorded and followed up on. We have been working on a cultural plan for the Nation. We are working to ensure that we incorporate our traditions into government meetings and processes. We need consultative support on our governing.

Ḥawiiḥ want to take the control of culture because we know it is not a government function at the executive level. It should be handled by my speaker who knows the history, songs, chiefs, Nuu-chah-nulth chiefs, and speaks our language. The speaker also has direct line to me (Tayii) as my speaker.

Lands & Natural Resources Committee Report

2015/2016 Hahoulthee Committee Members	
VOTING MEMBERS	NON-VOTING MEMBERS
Robert Dennis Sr., Chair	Resources:
Ed Johnson Sr.	Stephen Rayner
Sarah Johnson	Christine Gruman
George Nookemus Sr.	Rita Johnson
Duane Nookemis Sr.	Coraleah Johnson
Derek Peters	
Bill Frank	

The Lands and Natural Resources committee in 2014-15 consisted of Charlie Clappis (Chair), Derek Peters (Tayii Ḥawiiḥ Ḥiiḥin - alternate), Angela Wesley, Sarah Johnson, and Ed Johnson Senior. Stephen Rayner, Manager of Infrastructure and Engineering and Johnson Ginger, Director of Government Services served as technical resources. Administrative support related to the committee was provided by the Infrastructure and Engineering department, including Stephen Rayner and Rita Johnson (Lands and Permitting Administrator) and the Natural Resources and Trade (NRT) team that includes: Stephen Smith (Wildlife and Non-timber Forest Products Coordinator), Cory Howard Sr. (Natural Resources Technician), Clifford Nookemus (Fisheries Technician), and Christine Gruman (Manager of Natural Resources and Trade).

Moving into the 2015-16 year, the Lands and Natural Resources Committee will combine with the Fish and Wildlife committee. The committee will be led by Chief Councillor Robert Dennis Sr. (Chair) and Tayii Ḥawiiḥ, Ḥiiḥin (Derek Peters - alternate). It is expected that the committee membership will involve members from the two existing committees and similar Administrative support, with the addition of Andy Daniel, incoming Director of Government Services.

Development on our lands continues to be in the planning stage with the upper Anacla subdivision getting closer to a final design. Also we continue to look at ways to provide land interest to our group of businesses. This last year saw the first lease assignment in lower Anacla, this is an example of the benefits of our Treaty and the leasing opportunities for our people. This year was the final year of the three-year agreement with HFN Forestry Limited Partnership in harvesting timber on Treaty Settlement Lands. We continue to work on an Integrated Resource Management Plan (IRMP). This plan will be key in moving forward in the future.

In March 2014, the Reasonable Opportunity Agreement (ROA) came into force. This side agreement to the Treaty outlines a New “referral process” with BC on HFN traditional territory off of TSL. We are now consulted directly on development applications in “Important Harvest Areas,” rather than every development application on Traditional Territory. Important harvest areas are currently designed to

cover: elk habitat (East Klanawa Watershed, marbled murrelet habitat (old growth forest), and foreshore. These can be updated annually each fall.

Critical issues to be addressed in the coming years include:

- Lands Registry
- Forestry license renewal
- Sarita Lands
- Land Acquisition over \$1 million – to be reviewed at People’s Assemblies
- Application to convert private lands to Treaty Settlement Land

Treaty Implementation Committee

2015/2016 Committee Members	
VOTING MEMBERS	NON-VOTING MEMBERS
John Jack	Resources:
Heather Clappis	Executive Director
Jack Cook	Trudy Warner
Derek Peters	

The Treaty Implementation Committee is a Standing Committee identified in the Huu-ay-aht Constitution. It is chaired by John Alan Jack, and its members are: ʔiišin (Derek Peters), Jack Cook, and Trudy Warner. The committee has seen senior support from not only the Executive Director, but also from the Law Clerk and our general counsel. The committee is budgeted to meet every other month, though the budget provides for more than that in the event that an urgent item arises from our relationship with senior governments through the treaty, or with our relatives and friends in the Maa-nulth Treaty Society.

The overall mandate of the Treaty Implementation Committee is somewhat wide. It is to ensure that Huu-ay-aht fully implements the treaty according to what needs to get done, what we want to get done, as well as taking advantage of any discretionary opportunities afforded to us. In addition to that, the committee has the responsibility to track progress on two fronts: (1) whether we have achieved strategic treaty objectives, and (2) whether those objectives have had measurable effect on outcomes for our people. In this way, success should be considered two-fold. Not only achieving actions successfully, but selecting actions that will have a measurable and positive impact on our people, community and organization. Only when we are able to track success in this way, can we efficiently and effectively build up our Nation with consistency over time.

The Treaty is an opportunity to do better ourselves, for ourselves. It is a marathon, where consistent improvement over generations will lead us into a world of greater opportunity and greater outcomes for our people and future generations. Achieving year-to-year objectives is a key part of it, but ensuring that we have the knowledge to gauge whether and to what degree it is having a true positive impact on outcomes will help secure a brighter future for each of us and all of us together.

Law & Policy Committee Report

2015/2016 Committee Members

John Jack
Derek Peters
Connie Waddell

Trevor Cootes
Ian Benoit (non-voting)
Melinda Skeels (non-voting)

This is the committee responsible for developing various pieces of legislation, regulations that come under them, and any subsequent policies. In the truest sense, this committee is more of a working group than a standing or special committee as its membership is internal to the government and administration. Its members are all Members of Council: John Alan Jack as Chair with ʔiišin (Derek Peters), Connie Waddell and Trevor Cootes as voting members. The Law & Policy Development Committee works directly and closely with the Huu-ay-aht First Nations’ Law Clerk as well as various lawyers such as our General Counsel, Botterell Law Corporation, and our support counsel Ratcliff & Co.

In the past, the committee has had a hand in reviewing and recommending various forms of legislation that we passed prior to the beginning of this year: a set of amendments to the Government Act, some corrective measures in regulations, as well as an update to the Human Resources Policy Regulation. The committee, in the course of its standard work, also lent support on the development of the Budget Acts of each fiscal year, though to be fair, the Finance Committee does most of the heavy lifting on this piece of legislation.

LNG Advisory Committee

2015/2016 Committee Members

VOTING MEMBERS	NON-VOTING MEMBERS
John Jack, Chair	Resources:
Norman Dennis	Executive Director
Brian Lucas	Kim Chretien
Becki Nookemis	
Derek Peters	

The Liquefied Natural Gas Advisory Committee was created as a part of the 14 conditions set down by the People’s Assembly Resolution of 2014. The committee is contemplated as being a group of citizens, who are impartial to the push and pull of politics, who set about observing the way upon which the government goes about exploring the LNG project and abiding by the other conditions set out in the People’s Assembly resolution. For that purpose, a good way to think about the mandate of the LNG Advisory Committee is verify that we are going about exploring LNG “in a good way” and in ways that fit with our values as they are expressed in not only law and policy, but also our traditional values.

The members of the LNG Advisory Committee are as follows: John Alan Jack as Executive Councillor and Chair, Tayii Ḥawiiḥ ḷiišiiḥ (Derek Peters) as our Ḥawiiḥ representative, Norman Dennis as a citizen and elder, Becki Nookemis as a citizen and youth, Brian Lucas as a citizen, and R. Todd Dennis as a citizen. The committee has met a minimum equivalent of once each month since the beginning of this term of office, oftentimes more than once a month when there are community engagement sessions or other opportunities for the committee to participate in various meetings relating to LNG.

Part of the reporting requirements set out in the People's Assembly Resolution will be a report that presents an update to the progress on the Fourteen Conditions as well as an opportunity for the committee to present its observations.