Community Engagement Session

December 2 (Anacla), 3 (Port Alberni), 4 (Vancouver), 9 (Victoria), and 10 (Nanaimo)
Agenda

Welcome
Shared meal and Socializing
Overview of Strategic Plan Economic Development Plan
Social Services Evaluation Discussion
Questions and Answers
Strategic Plan

Vision

Huu-ay-aht envisions a strong, self-determining, self-reliant and sustainable Nation.

Mission

Huu-ay-aht pursues self-reliance through developing opportunities, empowering and supporting citizens, and revitalizing our ḥahuułi language and culture.
Six posts for a strong Huu-ay-aht

Huu-ay-aht citizens will reach their fullest potential through self-determination.

Huu-ay-aht children will grow up safe, healthy, and connected to our language, culture, and values guided by our traditions and our nananiiqsu.

Huu-ay-aht ḥahuułi will be a safe, healthy, thriving community where our people choose to live.

Hahuulí, including Huu-ay-aht lands, waters, natural resources, and traditional teachings, will provide sustainable wealth that respects Huu-ay-aht core values.

Huu-ay-aht economy will operate sustainably, will be the major employer in the ḥahuulí, and the major source of revenue for the Nation.

Huu-ay-aht will respect and honour tradition, customs, and hereditary leadership.
ʔiisaak, Hišuk ma čawak, and ʔuuʔałuk guide us as we work together to foster a safe, healthy, and sustainable Nation, where our culture, language, spirituality, and economy flourish.
Seven Strategic Priorities

#1 INFRASTRUCTURE CREATION AND RENEWAL
#2 REVIVAL OF LANGUAGE AND CULTURE
#3 CONSERVATION OF NATURAL RESOURCES
#4 - CITIZEN DEVELOPMENT THROUGH EMPOWERMENT AND SUPPORT
#5 BUILDING A STRONG ECONOMY
#6 RECONCILIATION
#7 GOVERNANCE
Strategic Priorities

**#1 - INFRASTRUCTURE CREATION AND RENEWAL**

Huu-ay-aht will build and maintain physical structures for a safe, healthy, and connected ḥahuułi.

**#2 - REVIVAL OF LANGUAGE AND CULTURE**

Strengthen Huu-ay-aht culture and language by providing accessible opportunities and teachings and incorporate who we are in all aspects of our lives.

**#3 - CONSERVATION OF NATURAL RESOURCES**

Strategic Priorities

#4 - CITIZEN DEVELOPMENT THROUGH EMPOWERMENT AND SUPPORT

Huu-ay-aht will promote self-reliance through empowerment and supporting Huu-ay-aht citizens and elders to reach their highest potential.

#5 - BUILDING A STRONG ECONOMY

Huu-ay-aht will build a sustainable, diverse economy that unlocks the wealth of the hahuuti for all Huu-ay-aht.
Strategic Priorities

Huu-ay-aht will pursue reconciliation and pursue relationships built on a foundation of ?iisaak, Hišuk ma c̕awak, and ?uuʔałuk.

Huu-ay-aht First Nations is committed to informed decisions using best practices and respecting hereditary leadership, for the betterment of present and future generations.
Questions
Economic Development Plan
To further advance the Nation’s economy, and as a requirement of the Economic Development Act, the Nation is to complete an annual Economic Development Plan

• Developed by the Economic Development Officer with input from:
  • Economic Development Committee
  • HGB Operating Board
  • Ha’houlthee and Finance Committees
  • Ḣawiiḥ

• It is then review by Executive Council and, if acceptable, recommended for approval by Legislature.

• In 2019/2020, the Economic Development Committee and the HFN Development Corporation Board of Directors will continue to focus on priority areas which are Forestry, Fisheries, and Tourism.
The goal of economic development for Huu-ay-aht is:

Huu-ay-aht will build a sustainable, diverse economy that unlocks the wealth of the ḥahuułi
The five strategies for economic development included in this year’s Strategic Plan are:

- Assist in the growth and development of new business opportunities in the Huu-ay-aht traditional territory
- Support citizen entrepreneurship and employment in secure jobs
- Develop business partnerships and joint venture agreements
- Explore economic potential of natural resource development in cooperation with the lands department
- Continue to explore the development of major capital projects that contribute to the long-term sustainability of the Nation
The 2019 Economic Development Plan includes two components:

- Huu-ay-aht First Nations (government)
- Huu-ay-aht Group of Businesses (businesses) Annual Plans.

- Huu-ay-aht plans and objectives are based on a definition of exploring and developing new opportunities and sectors of the economy.
- HGB Annual Plans and activities are based on revenue generation using resources allocated by HFN.
Huu-ay-aht Group of Businesses
How Does Huu-ay-aht Group of Businesses fit into Huu-ay-aht First Nation?

Huu-ay-aht Government
- Executive Council
- Executive Director
- Government Programs & Services

EC DEV Committee ↔ HFN Development LP

Operating Boards
- CEO

Huu-ay-aht Group of Businesses
- HFN Fisheries LP
- HFN Forestry LP
- HFN Gravel LP
- HFN Hospitality LP
- HFN Lands LP
- HFN Management LP
- HFN Market LP
Why separate Businesses from Government?

• Create a stable business environment to attract investors
• Focus is on making good business decisions, not political decisions
• Insulate the government from any liabilities of businesses
• Taxation benefits through corporate structure
• Protection against ‘clawback’ of own source revenues
Business Highlights

Fisheries
○ Stable operation, ensuring that Huu-ay-aht fishers get licences whenever possible

Forestry
○ Arguably the best managed indigenous forestry company in Canada
○ Successfully provides training opportunities to citizens

$2,279,478
Stumpage paid to the Nation in 2018
(compared to $1,170,993 in 2017)

184,841m³
Volume harvested in 2018
(an increase of nearly 20,000m³)

Gravel
○ Providing gravel for the subdivision kept Nation resources within the collective Huu-ay-aht

16%
Increase in sales
Business Highlights

Market
○ Able to provide food offerings throughout the year, stable operation with long-time staff

16%
Increase in sales

Hospitality
○ Includes Hacas Inn, Upnit Lodge, Awis Guesthouse and Marina, the Malsit Public House, and the Floathouse
○ Going forward we are seeking a more diverse off-season market for the use of these assets.

22%
Increase in occupancy
Business Highlights

West Coast Trail
○ The Huu-ay-aht Group of Businesses continued its contract with Parks Canada to maintain the first 25 km of the trail.

25 km
Of trail maintained

13 km
Of boardwalk improved

Gas Bar
○ Relocated to another site to enable the Nation to convert the building into housing

Pachena Campground
○ Huu-ay-aht Group of Businesses has been operating the campground since 2012. HGB has made many improvements along the way.

21%
Increase in sales

85%
Occupancy (peak season)
Business Highlights:
Year-Over-Year Revenue and EBITDA

EBITDA: earnings before interest, taxes, depreciation and amortization
Business Highlights: Employment and Training

Huu-ay-aht Group of Businesses continues to make efforts work with the Nation to identify potential employees. Developing career development plans for all staff was conducted.

- Training with Partners:
- Training within HGB
- Former trainees are ready for participation in industry careers

40 citizens ~ 50%
Overall employment

40 FTE Employees

- Huu-ay-aht
- Former HFN trainees
- Non-Huu-ay-aht
What To Look Forward to in 2020

• Renovations and upgrades will continue on the Hacas Inn and the Malsit Public House.
• Further investment is being made for upgrading Spencer Sort.
• Focusing on developing indigenous tourism opportunities and experiences
• The HGB is developing a Communications Strategy
• HGB is working towards expanding the Pachena Bay campground based on demand for occupancy.
• HGB is creating career development plans with all staff with the goal of empowering its staff
• Increased focus and emphasis on HR development including attracting and hiring staff
• The creation of a five-year investment development plan.
Thank you
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Evaluation of the Social Services Project
Huu-ay-aht Social Services Project

Goal:

“...[To carry out] focused and concerted action to ‘bring our children home’ and to keep Huu-ay-aht children safe, healthy, and connected to their families and their Huu-ay-aht culture and community.”
Huu-ay-aht Social Services Project Focus

### Safe
**Children, Youth, Families, Citizens**
- Keeping Huu-ay-aht children safe;
- Providing a path for healing from multiple-generational trauma;
- Providing safe homes for Huu-ay-aht children, families (shelter, food, and essentials, and being protected from violence).

### Healthy
**Physical, Emotional, Mental**
- Supporting parents and caregivers;
- Addressing the compounded trauma caused by the disruption, uncertainty, and fear associated with removal of children into care;
- Addressing addictions, violence, and attachment.

### Connected
**Huu-ay-aht Homes and Culture**
- Connection to family, community, culture, and language;
- Children/youth/family connection to Huu-ay-aht identity, ḥahuüli and House System;
- Continuing to build a sense of Hišuk ma c̕awak and ?uuʔałuk.
Time to honestly and thoroughly evaluate the Project

- Social Services Project has been underway for more than two years
- Are we supporting children, families, citizens, and community to be:
  - More connected?
  - Healthier?
  - Safer?
Social Services Project: Components of Evaluation

EVALUATION GOALS

HUU-AY-AHT EVALUATION

FIT WITH EXPECTATION

PROJECT ELEMENTS

QUANTITATIVE

WHO IS BENEFITTING?
Eyes on Huu-ay-aht Social Services

Also, other First Nations in BC are watching to see how our Social Services Project is going.
Who we are asking for feedback from

✓ Huu-ay-aht Caregivers and Parents
✓ Huu-ay-aht Adults
✓ Social Services Staff
✓ Directors
✓ Huu-ay-aht Youth (14-19 years)
✓ Foster Parents of Huu-ay-aht Children
✓ Huu-ay-aht Elders
✓ Huu-ay-aht Elected Leadership
The questions we’re asking

• Draft questions for
  • Huu-ay-aht caregivers and parents
  • Huu-ay-aht adults (slight variation only on caregivers and parents)
  • Huu-ay-aht youth

• Do you think the questions make sense?
• How would you answer the question?
Survey question feedback

• Do the questions collectively add up to an honest and thorough evaluation of the Social Services Project?

• What is missing?
Timeline

So far:

✓ Drafted initial survey questions (Sept/Oct)
✓ Social services staff gave their input (Oct)
✓ Citizen Development Committee gave their input and approval of draft questions (Nov)

Needed:

☐ Community input
☐ Social Services Implementation Task Force (SSTIF) input
☐ Final approval
How to participate in the final survey

1. **In person:**
   Fill it out with Nicole Malcomson or others working on the survey

2. **Online:**
   Once finalized, we will post an online survey for respondents to do anonymously there.

3. **Focus group:**
   We would like to conduct focus groups to create constructive discussion on survey questions.
łeko for your time and input