

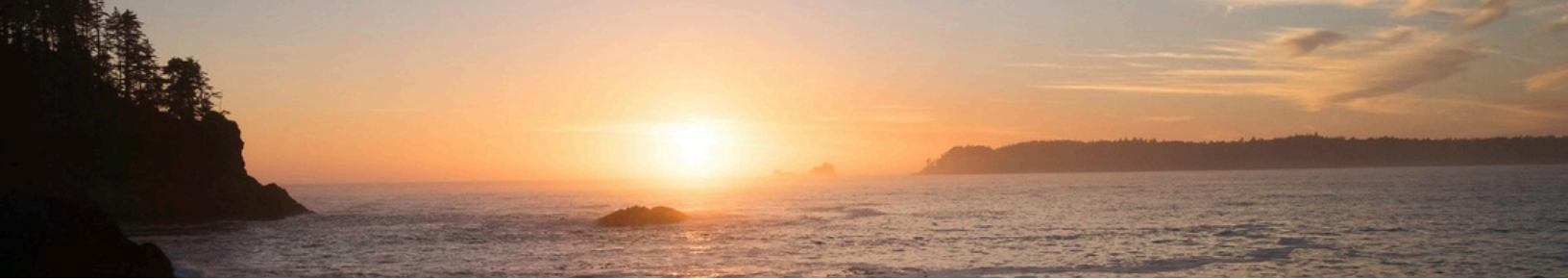
# 2023 - 2024 Annual Report



huu ay aht

ANCIENT SPIRIT, MODERN MIND





# Prayer

čuu hawit' naacsaa'le'ic ?ah q'we'it'iqin  
lah ?uyi. Hupiiquuk ?aana?aa'la ni'wa  
q'aa'ap'witasqin ?ahkuu'zi ?iihcamisqa  
?ahkuu q'aa'ap'arqin

Huuhtak'siih?ap ?uu?uuk'wa?athaminh  
Ciiq'ciiqa, histaq'si'lm'inh?itq ?ahkuu'zi,  
?uhuk'wa'p'annitqin ?ah hawit'ukqin  
Hinaayit

?uu'hw'at'aaq'le'icuu ?ahkuu ciq'yak'zi.  
--ciq'yakuk'zitqsuu ciiq'ciiqa—  
Wawaa'atni. ?uunuu'lh?alin ?ahkuu  
Q'we'it'if'a'lah ?uyi, huuh'tak'siih?a'lah  
?uu?uuk'wa?athaminh.

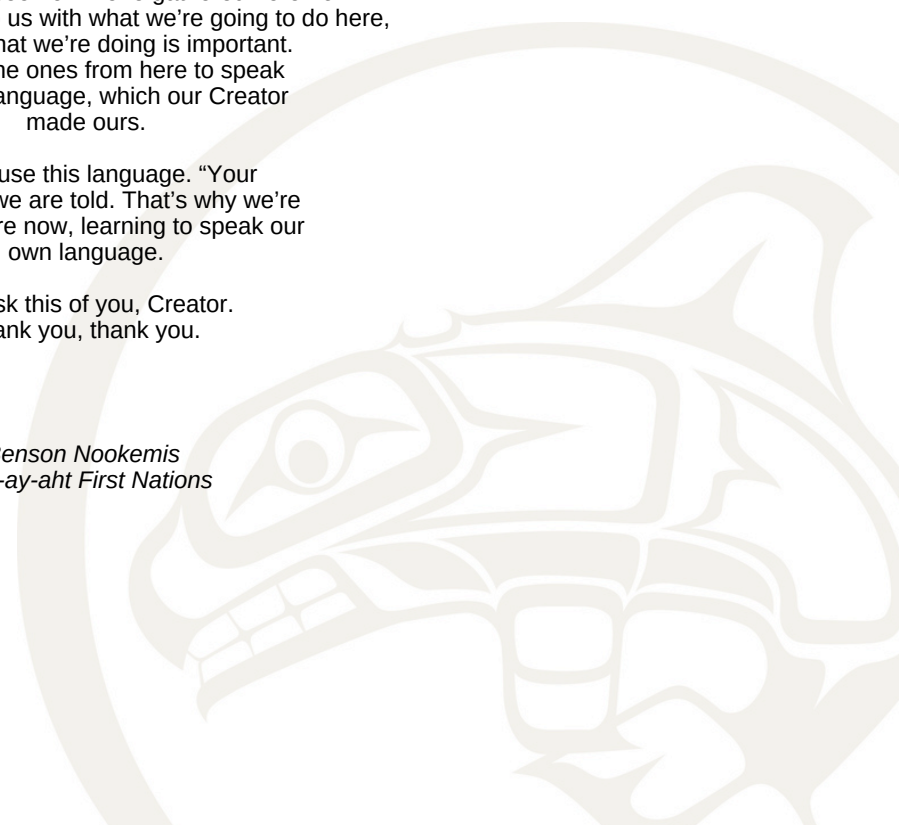
?ah?aa waamin su'wa la'ak'win hawit'  
Hinaayit?ath. čuu, leekoo leekoo.

Well Creator, you see how we're gathered here now.  
If you could only help us with what we're going to do here,  
because what we're doing is important.  
Teaching the ones from here to speak  
their own language, which our Creator  
made ours.

You will use this language. "Your  
language," we are told. That's why we're  
gathered here now, learning to speak our  
own language.

We ask this of you, Creator.  
Thank you, thank you.

*Benson Nookemis  
Huu-ay-aht First Nations*



# Executive Council Message

The preceding year has witnessed transformative changes and improvements in numerous aspects of the Huu-ay-aht First Nations. In addition to a general election, there have been administrative changes within the organization, as well as substantial progress on various long-standing projects.

Of primary significance is the successful completion of the Bamfield Road Reconciliation Project, which has vastly enhanced the safety and reliability of our road connection to the Alberni Valley. The absence of potholes and wash boarding during the off-season, as observed during the official opening, has facilitated efficient travel for our people, providing a reliable estimate of travel time and reducing the likelihood of a rough journey. As the tourist season commences, we anticipate a significant reduction in dust, which will enhance safety for citizens and visitors traversing our territory.

Another notable accomplishment has been the ongoing work on the ʔumʔiiqsu Centre in Port Alberni, scheduled for completion in the autumn of this year. A dedicated department has been established to ensure that Huu-ay-aht mothers and children receive adequate shelter, support, and care to establish stable lives for their families. As a core initiative aligned with the government's approach to the recommendations outlined in the Social Services Report of several years ago, we are committed to providing families with the necessary support to raise children well-equipped to face the challenges of a changing world.

The Huu-ay-aht Executive Council has embarked on a multi-faceted approach to renewing governance. This encompasses the examination and enhancement of relationships among government members, the interface between hereditary leaders and day-to-day governance, and the roles and interactions between the government and the administration. Additionally, a comprehensive review of laws, regulations, and policies is underway to ensure their alignment with traditional values and governance methods while reflecting the contemporary context and changes since the Effective Date of the Maa-nulth Treaty.

We have established an independent Housing Authority that will align our approach to housing more closely with Huu-ay-aht culture and values, ensuring that vital housing matters remain apolitical. Relatedly, we have created the Anacla Planning Committee, serving as a primary platform for addressing local government-type issues. This includes land-use and zoning, infrastructure and public works, and aspects such as parks, lighting, and recreational spaces. We continue to pursue the development of a cultural center and provide opportunities for Huu-ay-aht individuals to construct their own homes in Anacla.

Furthermore, we are engaged in the development and redevelopment of privately owned lands in the Bamfield area for economic development purposes. In collaboration with Forum Asset Management and Urban Strategies, we are creating a Framework Plan to guide our work in establishing an alternative to the resource-based economy, which currently generates a substantial portion of our business-based revenue and employment opportunities. This project is the primary means by which we aim to capitalize on road improvements and the basic infrastructure investments made in the area. The Council encourages the active engagement of as many Huu-ay-aht citizens as possible in this planning process, as we envision a participatory approach that will attract investment from various business partners, ultimately benefiting all stakeholders.

Lastly, we have collaborated with the Ha'wiih and administration to develop a comprehensive approach to creating and maintaining a safe and healthy community for all Huu-ay-aht. While this encompasses all aspects of government and administration, we actively seek feedback on how we can collectively achieve this goal. Recent developments include clarifying and improving the implementation and communication of the Community Safety Act, the contract with a security firm for regular community patrols and refocusing our interactions with the RCMP and the Courts of Law to ensure representation of Huu-ay-aht interests in community safety to Crown Counsel and Judges in relevant cases.

This past year has been dedicated to establishing a solid foundation. We have prioritized stability as the basis for future growth and development. Our resources have been utilized effectively, and we are now focused on developing and implementing our plans. As always, Executive Council is always finding ways to ensure citizens are involved in all endeavors of our Nation. We value hearing from citizens and encourage citizens to participate in the many events, committees, and meetings. We welcome respectful dialogue and direct feedback and encourage citizens to reach out to the Government with questions or concerns.

Chuu, Tleko, tleko,

Sayaačath, John Jack (Sayaačath)  
Chief Councillor  
Huu-ay-aht First Nations

# Message from Ḥaw̄iiḥ Council

Over the past year, the Ḥaw̄iiḥ council has been actively engaged in attending meetings and representing the "Houses" and the Nation at various public and cultural events. Ḥaw̄iiḥ council has gone through several tough but necessary transitions, including, three members of the council (Tom Happynook, Jeff Cook, Benson Nookemus) passing their seats to the next generation, (Tommy Happynook, Sherri Cook (Yaalthuuaa-uks), and Theresa Nookemus (Thlut'as aksup).

Some of the notable things that we have accomplished in the last year are:

- **Traditional Naming Project:** The goal of this project is to ensure that all citizens in each household have received a traditional name. Ḥaw̄iiḥ determined who they would like to contract to help identifying names and how much time they will need to work with the individuals. Ongoing work is needed to be done on the Traditional Naming Project.
- **Four Pillars Society:** Ḥaw̄iiḥ Council are responsible for determining what the Four Pillars Society funding will be used for. Ḥaw̄iiḥ discussed each of the four pillars and brainstorm how the nation can use the funding. A report was created by Onyx Sloan Morgan and Karen Haugen based on Ḥaw̄iiḥ Councils discussion. Ḥaw̄iiḥ have completed the funding plan to be submitted to the Four Pillars Society to receive the funding.
- **Housing New Citizens:** Monthly review and discussion on Huu-ay-aht Citizen applications and housing new citizens in the appropriate house.
- **Supported Yał luu a's potlach in December 2023:** Yał luu a handed his Ḥaw̄iiḥ seat down to his daughter Yaalthuuaa-uks
- **Community Attachment Regulation Letters:** Ḥaw̄iiḥ wanted to review their households to identify who is not an active citizen and send them a letter reminding them the importance of being a Huu-ay-aht citizen. Further work is being had on the creation of the community attachment regulation letters.
- **Community Safety:** Ḥaw̄iiḥ hold Community Safety Hearings with excluded individuals, have follow up meetings with excluded individuals as needed, and send reminder letters to those who hold exclusion orders letters as needed.
- **Traditional Knowledge:** Ḥaw̄iiḥ contracted Barney Williams as a resource for traditional knowledge at Ḥaw̄iiḥ Meetings. Further work is being done bringing in traditional knowledge keepers to work on Ḥaw̄iiḥ Governance.
- **Tribunal and Inquiry Panel work:** Ḥaw̄iiḥ Council supported a tribunal application being brought forward and the completion of the Inquiry Panel investigation.
- **Archaeology Field Assistant Program:** ḥapinyuuk going through the provincial permit process and will be going through the process with HFN as well. May 19, 2024 they will be working in his territory.
- **Ḥaw̄iiḥ Charter:** Developing a team charter that Ḥaw̄iiḥ can stand by to show they are wanting to change in the community. Ḥaw̄iiḥ would like to do a weekend workshop with Ḥaw̄iiḥ Council and resources to help define their roles and responsibilities. They have met with the governance project and have started this discussion.
- **Archiving Project:** Tommy currently working with Emma from UVIC on developing an archive for Huu-ay-aht First Nations
- Ḥaw̄iiḥ Council are consulted on Various Government Projects/Plans

The Ḥaw̄iiḥ Council now has Huu-ay-aht email addresses, making contacting them easier. If you have any ideas, questions, and/or concerns, please reach out to them.

Ḥaw̄iiḥ Council  
Huu-ay-aht First Nations

## Ḥaw̄iiḥ Council

Theresa Nookemus (Thlut'as aksup) – Ḥaw'eḥtak'amłath house  
Jane Peters - ḥApwinisath? house  
Sherri Cook (Yaalthuuaa-uks) – Yaaltuwaštakamalḥ house  
Andy Clappis – Kuukw'iis house

Tommy Happynook (ḥapinyuuk) – Čačaahsi?ashouse  
Phyllis Williams – λamahuus house (sitting in for daughter  
Victoria Williams)  
Alec Frank – Maatsaas house



## Mission

Huu-ay-aht First Nations envisions a strong, self-governing and self-reliant Nation. ʔiisaak, ʔuuʔaʔuk, Hišuk ma čawak will guide us as we work together to foster a safe, healthy, and sustainable community, where our culture, language, spirituality, and economy flourish.

## Vision

Pursuing self-reliance through economic opportunities, empowering, and supporting citizens, stewardship, of ʔahuuli, and revitalizing language and culture for all Huu-ay-aht

## Wellness Vision

Our citizens are grounded in our culture, teachings, and sacred principles. Through healing, wellness, celebration, and the understanding of our Treaty, we are connected, empowered, responsible, accountable and motivated.

# 2023-2024 STRATEGIC PRIORITIES & GOALS



## INFRASTRUCTURE CREATION & RENEWAL

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



## CONSERVATION OF NATURAL RESOURCES IN OUR ḤAHUUŁI

Goal: Huu-ay-aht will plan for and develop resources in an integrated manner, honouring our sacred principles of ʔiisaak, ḥišuk ma čawak, and ʔuuʔaʔuk.



## REVIVAL OF LANGUAGE & CULTURE

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



## BUILDING A STRONG ECONOMY

Goal: Huu-ay-aht will build a sustainable, diverse economy that unlocks the wealth of the ḥahuuli.



## CITIZEN DEVELOPMENT

Goal: Huu-ay-aht will promote self-reliance and empower and support Huu-ay-aht citizens and elders to reach their highest potential through lifelong nurturing, teachings, and healing.



## RECONCILIATION

Goal: Huu-ay-aht will build new transformative relationships between our Nation and all Canadian - relations built on a foundation of ʔiisaak, recognition, reconciliation, and hope.



## GOVERNANCE

Goal: Huu-ay-aht is committed to informed decisions using best practices and respecting hereditary leadership, for the betterment of present and future generations.

# Three Sacred Principles



## ʔiisaak

### *Greater Respect.*

Personal and collective respect for the community and its people, traditional knowledge, the natural world, the metaphysical world and other peoples and communities.

## ʔuuʔaʔuk

### *Taking Care Of...*

In this context, this is about taking care of present and future generations as well as taking care of the resources provided by the land and the natural world.

## Hišuk ma cʔawak

### *Everything is One.*

A notion of the interconnected, interdependent and reciprocal relationship between the people, the land and the wider world(s) in a physical, spiritual and social sense.

# Membership

TOTAL MEMBERS AS OF  
APRIL 1, 2024

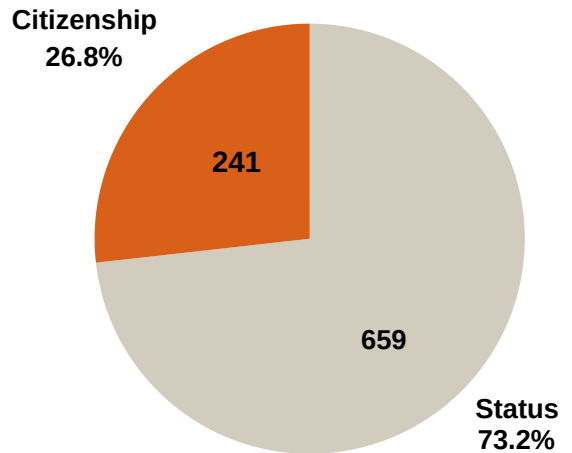
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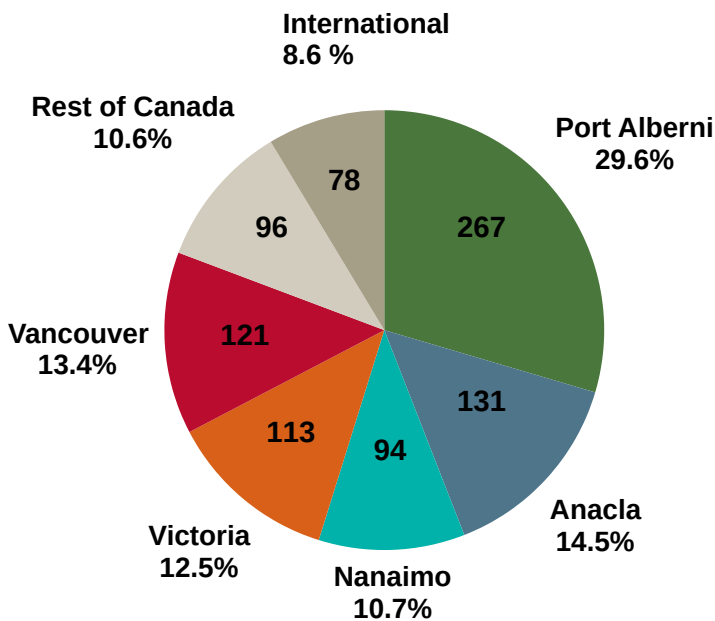
## Number of Citizens



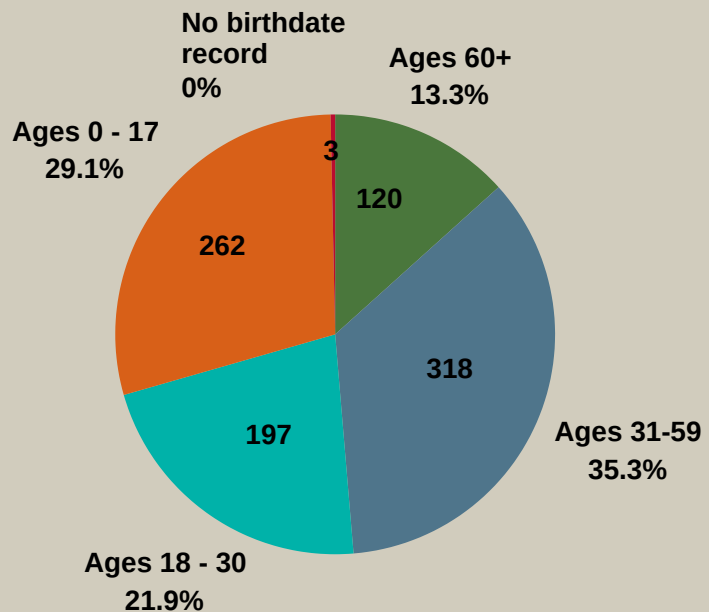
## Status Type Membership



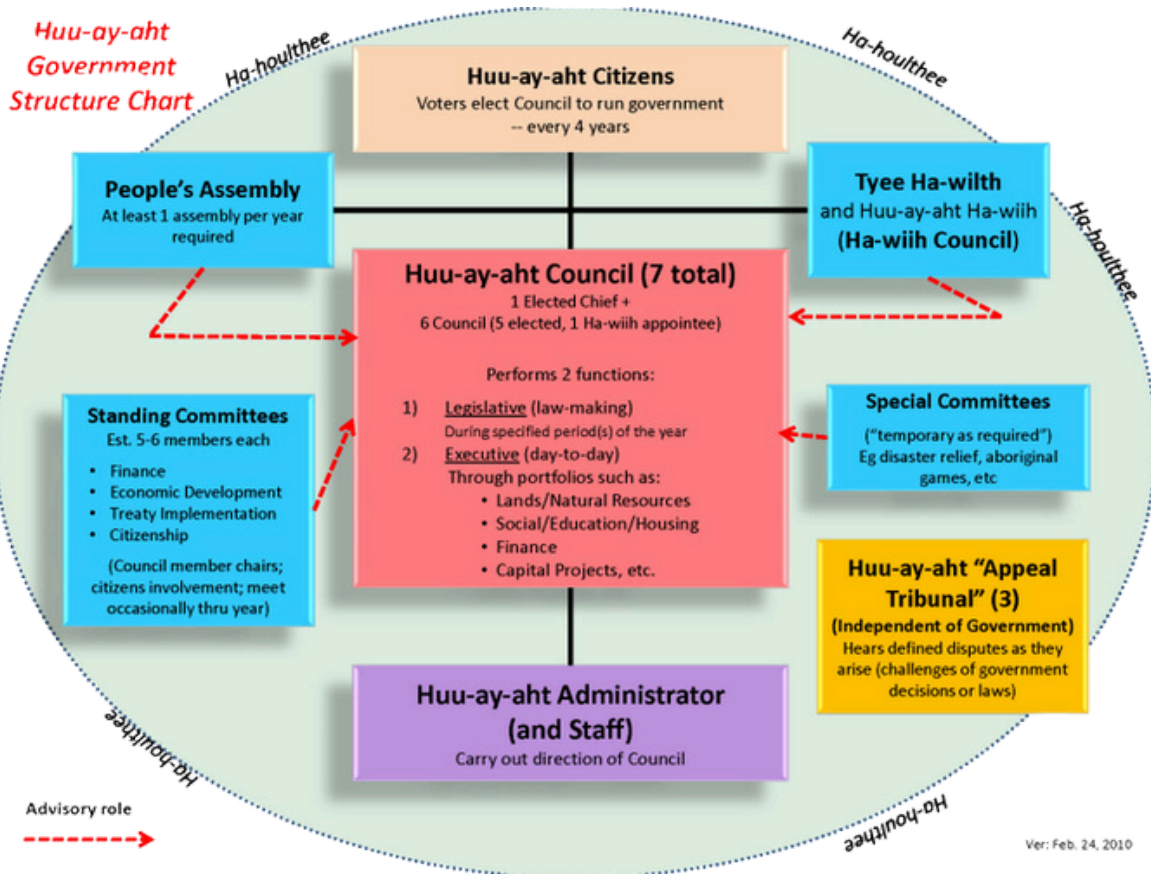
## Membership Location



## Citizen Age Range



# Government Structure



# Legislature

The Legislature consists of a Speaker and Executive Council Members who make decisions on HUU-AY-AHT First Nations Laws and recommend resolutions. Each year the Legislature must hold a session when new laws are being enacted or existing laws have amendments that need to be accepted and enacted.

- In the first sitting, laws are introduced.
- In the second sitting, laws can be amended and accepted
- In the third sitting, laws are enacted

Legislature members: Angela Wesley (speaker), John Jack (Sayaačath) (Chief Councillor), Theresa Nookemus (Thlut'as aksup) (Hawiih Councillor), and Executive Councillors, Edward R. Johnson (Xicitath), Stella Peters (haasiismis?aksup), Brad Johnson (Wiiheyakchikk), Even Cook (Thlaa-aapkwistaa-a), and Stephen Rayner (haasqu?is?ath).

At the 2024 Spring Legislature, Legislative members approved the following laws:

## 2024 Budget Act

Executive Council passed the 2024 Budget Act to fit within their goals and objectives for HUU-AY-AHT within the strategic priorities. Amendments to the Budget Act took place at the Spring Legislature at the first sitting (March 12) and the second and third sitting (March 21). Some amendments to highlight are as follows:

- Increase of 10% in Community Services for medical, dental, and grants.
- Creation of the Witwak Community Safety program
- Capital Infrastructure support of \$5M to get infrastructure to code
- Support for the Elders benefit fund for the increased number of elders.

## Five-Year Economic Development Plan

The Economic Development Plan was approved with a few changes to align with the Strategic Plan. Key changes to highlight in the Economic Development Plan are:

- Page 11: The updated goals and objectives are now in harmony with HFN's fresh Strategic Plan
- Page 12: All action plans have undergone revision
- Page 16: Updates have been made to FORUM Properties under new emerging businesses
- Page 21: amendments made under the Notice section of the Kiiixin Tourism Destination Plan
- Page 27: Modifications have been made to the adjusted work plan, with unaccomplished tasks shifted to the year 2024

Please review the Economic Development Plan on the HUU-AY-AHT website at <https://huyuayht.org/services/economic-development/>



Scan QR code to view  
Economic Development Plan:

# Executive Council Meetings



## 2023 - 2024 Motions

### Res# | Description

EC230413-02 | Presentation of the Yaa?akap Child and Family Wellness Act  
 EC230413-03 | Drafting Instructions of Property Tax Rates Regulation  
 EC230413-04 | Contract with Allied Certifications LTD- Tabled  
 EC230413-05 | Approval of Contract- Sheila Copps  
 EC230413-06 | Approval of Contract- Wastewater Treatment Plant operations and maintenance  
 EC230413-10 | Social Service Project- 30 recommendations progress report  
 EC230413-11 | Appointment of Speaker  
 EC230413-12 | Street Naming Process  
 EC230413-13 | Infrastructure Project List Additions  
 EC230413-14 | Youth Recreation Policy  
 EC230413-15 | Community Wellness Plan Proposal  
 EC230413-16 | HUU-AY-AHT Treasures at the Alberni Valley Museum  
 EC230427-02 | Approval of Contracts  
 EC230427-03 | March 2023 Financials  
 EC230427-04 | Contract Approval Policy  
 EC230427-05 | recommendation regarding Electronic Voting Regulation  
 EC230427-06 | approval of the Housing Authority Policy Regulation  
 EC230427-10 | Crab and Salmon Negotiations  
 EC230427-11 | residential lease application  
 EC230427-12 | Klanawa Contracting Proposal  
 EC230427-13 | Cultural Centre Design  
 EC230427-14 | maa-nulth board of directors  
 EC230503-02 | approval of contracts with Mitha law Group  
 EC230511-02 | Approval of Contract- Tiithluup Advisory Services  
 EC230511-03 | Food Fish Contracts  
 EC230511-04 | Approval of Agreement with Pacific Homes (Cultural Center)  
 EC230511-05 | Contract- Bob Bocking LGL Ltd. Revised  
 EC230511-06 | Executive Director Report- April  
 EC230511-07 | Klanawa Contracting Proposal - 2nd motion  
 EC230511-08 | Cultural Centre Approval to Construct  
 EC230511-09 | Sewer Operation Update  
 EC230511-10 | Introduction/Enactment of the Electronic Voting Regulation

EC230511-11 | Introduction of the Housing Authority Policy Regulation  
 EC230511-12 | Enactment of the Housing Authority Policy Regulation  
 EC230511-13 | Bringing into force sections of the Housing Authority Act  
 EC230511-14 | Establishment of Housing Authority Terms of Reference  
 EC230511-15 | Approval of Operating Agreement with Ma-as-taOk imlth Housing Society  
 EC230511-16 | IWF Contract Update- Tabled  
 EC230511-17 | Death Protocol Document  
 EC230516-05 | Statement re Inquiry Panel Report  
 EC230518-02 | Bamfield Road Project  
 EC230622-06 | Notice to HUU-AY-AHT Settlement Trust Trustees  
 EC230622-07 | Amendments to the Budget Act, 2023  
 EC230628-02 | Approval of Revisions to Financial Plan  
 EC230628-03 | Motion HDC Annual Consent  
 EC230628-04 | Approval of Road Contracts  
 EC230705-02 | EDC Interest Rate Amending Agreement  
 EC230727-02 | Borrowing from HST  
 EC230727-03 | Fiscal Financing Agreement Renewal  
 EC230727-04 | May and June 2023 Financials  
 EC230727-05 | Approval of Contract with TWG Housing Ltd.  
 EC230727-06 | Approval of Contract with Duncan Paving Company  
 EC230727-08 | Executive Director Report - May / June 2023  
 EC230727-09 | Executive Council Report  
 EC230727-10 | Nuu-chah-nulth Education and Training Program Paawats Funding  
 EC230727-11 | NTC Director and Alternate Director  
 EC230727-12 | Maa-nulth Board of Directors  
 EC230727-13 | UBCIC Membership  
 EC230727-14 | ECCC License of Occupation- Sarita River Hydrometric Station  
 EC230727-15 | Nuu-chah-nulth Economic Development Corporation Director  
 EC230727-16 | Alberni-Clayoquot Regional District Director and Alternate Director  
 EC230727-17 | Taxation Authority Committee  
 EC230727-18 | Annual Committee Re-assignment  
 EC230727-19 | Law and Policy Development Committee  
 EC230727-20

# Executive Council Meetings



## 2023 - 2024 Motions

### Res# | Description

EC230727-20   Parks Canada Cooperative Management Board	EC231027-09   Proposed Elements and Legislative Framework for a Broad Delegation Approach to Property Taxation on Treaty Lands Letter
EC230727-21   Child and Family Wellness and Mental Health Committee	EC231109-02   Audit 2022-2023
EC230727-22   HR and Workplace Wellness Committee	EC231109-04   Executive Director Report- October 2023
EC230727-23   Anacla Community Planning Committee	EC231109-05   Appointment to HFN DC Board
EC230727-24   Drafting Instructions for an Act to repeal the Huu-ay-aht First Nations Goods and Services Tax Act	EC231109-06   Drafting Instructions for the Budget Act, 2024
EC230727-26   Presentation of the Annual Property Tax Rates Regulation, 2023	EC231109-07   Child & Youth Activity Grant Policy
EC230727-27   HIRMP Funding Renewal	EC231109-08   Bringing into force the Huu-ay-aht First Nations Goods and Services Tax Act Repeal Act, 2023
EC230727-28   Uncut AAC	EC231109-09   Invitation Letter
EC230810-03   Approval of Contract with LGL	EC231130-04   Response Letter – Correspondence Log - Ministry of Water Land and Resources Stewardship
EC230810-04   Approval of Contract with Allied Certifications Ltd	EC231130-12   Approval of Contract with Parsons Corporation
EC230810-05   Executive Directors July 2023 Report	EC231130-13   Approval of Contract with Meridian Forest Services
EC230810-06   Salish Sea Initiative Arms-Length Fund	EC231130-14   Approval of Contract with Coastal Bridge
EC230810-07   Data Collection Participation	EC231130-15   October 2023 Financials
EC230824-02   Approval of the Huu-ay-aht First Nations Goods and Services Tax Act Repeal Act, 2023	EC231130-16   Executive Council October 2023 Report
EC230831-15   Approval of Contract with Nita Maria Purse Seiner	EC231130-17   Strategic Plan
EC230831-16   July 2023 Financials	EC231130-18   Drafting Instructions for Rental Housing Regulation Amendments
EC230831-17   Executive Council Report - July 2023	EC231130-19   2024 Residential Lot Plan for Leases
EC230831-18   Introduction and Enactment of the Annual Property Tax Rates Regulation, 2023	EC231130-20   Bringing into force Amendments Approved by People's Assembly
EC230831-19   Carbon Initiatives	EC231130-21   Bringing into force Amendments Approved by People's Assembly
EC231012-14   Approval of Contract with Deloitte	EC231130-22   Citizen Motion - Restitution of Ancestral Lands
EC231012-15   Executive Director August - September 2023 Report	EC231130-23   Hoobiyee Planning
EC231012-16   Fall 2023 People's Assembly	EC231214-02   Hišuk ma čawak Integrated Resource Management Plan Final Scenario Endorsement
EC231012-17   Appointment of Huu-ay-aht Settlement Trust Trustees	EC231214-03   Approval of Contract with Zimmfor Management Services
EC231012-18   August 2023 Financials	EC231214-04   November 2023 Financials
EC231027-02   September 2023 Financials	EC231214-05   Executive Council November 2023 Report
EC231027-03   Quarter 1 and Quarter 2 Financial Statements	EC231214-06   Appointment to HFN DC Board
EC231027-04   Approval of Contract with Shelia Copps	EC231214-07   Application for Lease of Lands in Anacla
EC231027-05   Specific Claims Funding Fiscal Year 2023 – 2024	EC231214-08   Land Use Planning and Zoning Processes
EC231027-06   Executive Council September 2023 Report	
EC231027-07   Annual Report for People's Assembly	
EC231027-08   MTN-BC LR Support Letter	

# Committees

Huu-ay-aht First Nations has two categories of committees that support Government operations; Legislative Committees which are required by law and non-Legislative Committees which have been created by Executive Council to support projects or programs.

## Legislated Committees

### Finance Committee

Committee Members: Evan Cook (Thlaa-aapkwestaa-a) (chair), Jack Cook, Molly Lucas, Marina Rayner, Karen Haugen (Tleeh-is-a-tuuk-aq-suup)  
Administration Support: Raja Narayanan

In the 2023-2024 fiscal year, committee activities included:

- Huu-ay-aht held a Special Legislature for Goods and Services Act Repeal Act
- The first, second and third Reading of Legislature for the Budget Act is completed. Most departments have an increase in funding.
- The Federal Fiscal Agreement (FFA) has been agreed and accepted by the federal government and BC – possible mandate by end of April.
- Specific Claims Land Settlement funds received.
- Human Resources Policy approval of wage structure/increases.
- Housing authority – approval of 8-unit housing complex and contracts.



### Treaty Implementation Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (Chair), Jeff Cook, Nicole Malcomson, Jack Cook, Marina Rayner  
Administration Support: James Delorme (6 months), Alexis Young

The Treaty Implementation Committee met Three times during the 2023-2024 reporting period, including a special joint committee meeting as part of the consultation on the Hišuk ma čawak Integrated Resource Management Plan.

In the 2023-2024 fiscal year, committee activities included:

- Receiving updates on treaty implementation activities from the chair and from the treaty implementation advisor
- Reviewing and providing input on treaty implementation priorities for the year
- Recommending priorities and methods for communications to citizens through Uyaqhmis and the website
- Consultation on the Hišuk ma čawak Integrated Resource Management Plan.
- Section 87 was put into place. Citizens are now exempt again.
- Continued work on the Me Too agreement which is a priority for Maa-nulth Nations.
- Continued work is ongoing at Maa-nulth Joint Fisheries Committee (JFC). Here we negotiate our total allowable catch for the year for our food fish in the Maa-nulth Domestic Fishing Area (MDFA).
- Seals and Sealions (Pinnipeds) have now been added to the Harvest agreement 2024.

*Committee members continue to identify communication with citizens as a priority for treaty implementation. The treaty implementation portfolio holder, treaty implementation advisor, and communications team have been working together to provide more regular updates on treaty implementation activities, changes, and outcomes.*

# Committees

## Legislated Committees

### Economic Development Committee

Members: Evan Cook (Thlaa-aapkwestaa-a) (Chair), Piyush Pushkarna, Theresa Nookemus (Thlut'as aksup), Sherri Cook (Yaalthuuaa-uks), Duane Nookemus, Colin Doylend and Sarah Johnson  
Administration Support: Law Clerk - Coraleah Bauer, Alexis Young, Janet Kunstmann

The Economic Development Committee (EDC) operates under the requirements of the Economic Development Act. In the 2023-2024 fiscal year, committee activities included:

- The EDC reviews concepts, proposals, feasibility studies, business plans, and makes recommendations to the Executive Council on economic matters. The Economic Development Officer takes direction from the Committee.
- Huu-ay-aht Group of Businesses (HGB) performance review was conducted, along with an evaluation for Huu-ay-aht First Nations Development Corporation (HFNDC) and HFNDC's Board of Directors, and HGB's Operating Board of Directors
- Work continues on the Sarita Run of the River (SRR) Project and revised business plan analysis reviewed by the Economic Development Committee and Executive Council for further decisions.
- The Economic Development Committee reviewed and discussed additional business prospects such as Log Cabins at Second Beach, Fish Icing and Processing Plant, Dicin Foam, and a Windmill Farm.
- As required by legislation, EDC received the Annual Reports from HGB
- The 2024 – 2027 Economic Development Plan, and Tourism Destination Plan went to Spring Legislature in March 2023 with amendments and was approved.

*Please note that the project timelines were delayed due to changes in leadership, which resulted in some changes in Chair roles of the Economic Development Committee*

### Citizenship and Treaty Enrollment Committee

Committee Members: Theresa Nookemus (Thlut' as aksup) (Chair), Rose Charles, Sherri Cook (Yaalthuuaa-uks), Kimmie MacDonald, Kenneth (Roy) Warner.  
Administration Support: Huu-ay-aht Law Clerk

The Citizenship Committee meets regularly on the third Thursday of the month. This timeline works well as the potential new citizens would be placed into a Ḥawīih House at their meeting they hold on the last Monday of each month. Committee members are appointed for a four-year term, this committee is guided by the Citizenship and Treaty Enrolment Act, and well as the community attachment regulations.

In the 2023-2024 fiscal year, committee activities included:

- Accepted up to 20 new Citizens:
  - Ḥapwiniṣaṭḥ house: 6
  - Yaalthuwaṣṭakamaṭḥ house: 0
  - Ḥamahuus house: 2
  - Kuukw'iis house: 2
  - Čačaahsiḥas house: 2
  - Maatsaas house: 0
  - Ḥaw'eḥtak'amlath house: 8
- Approved updates to be enacted as part of the Citizenship and Treaty Enrolment Act Forms Regulation. These forms are user-friendly and will be available on the Huu-ay-aht website.

# Committees

## Non-Legislated Committees

### HFN/Parks Canada Cooperative Management Board Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (Co-Chair), Dave Tovell [Parks Canada] (Co-Chair), Stella Peters (háasiismis?aksup), Tammy Dorward [Parks Canada]

Administration Support: Christine Gruman

In the 2023-2024 fiscal year, committee activities included:

- West Coast Trail (WCT) State of the park report with Ditidaht First Nation (DFN) and Pacheedaht First Nations (PFN)
- WCT management planning with DFN and PFN
- WCT guardians are now on the org chart.
- WCT Coordinator position was created to manage the guardians.
- Guardians now do the training and re-certification in the off-season, and now start working on the trail earlier to prepare for the season and work after the WCT closes.
- Work is ongoing on the creation of more full-time guardian positions for water and land.
- Southern Resident Killer Whale (SRKW) signage to be placed in Anacla.
- WCT kilometre marker signs will be placed along the trail with the First Nation symbol to identify whose traditional territory hikers are in.

### Citizen Development Committee

Committee Members: Stella Peters (háasiismis?aksup) (Chair), Martha Johnson, Nicole Malcomson, Duane Nookemis, Jacque Dennis

Administration Support: Coral Johnson, Director of Community Services and Alexis Young, Acting Law Clerk

The health, safety, and well-being of our citizens is a priority for our Government. Reports such as The Inquiry Report with The 30 Recommendations, The Social Services Report, and The Community Wellness Report will help us move forward in a manner that will create positive change in our community.

In the 2023-2024 fiscal year, committee activities included:

- Citizen Development Committee Regulations
- Citizen Development committee Act
- Safety Act Recommendations
- Inquiry Report Plan recommendations
- Child and Youth Activity Policy recommendations
- Lot Plan – Residential Lease Regulations
- Elder's firewood Policy recommendations
- Cultural Advisor Recommendations
- Increase in Medical Travel top ups through HUU-ay-aht recommendations
- Increase in HUU-ay-aht's Education Living Allowance recommendations
- Memorandum of understanding for Kw'umut Lelum recommendations
- Yaa?akap Child and Family Wellness Act recommendations
- Wellness Report with priorities recommendations
- Construction of ?um?iiqsu recommendations

# Committees

## Non-Legislated Committees

### Lands and Natural Resources Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (Chair), Duane Nookemis, Marina Rayner, Kenneth (Roy) Werner  
Administration Support: Rita Johnson Director of Lands & Resources and Jordan Young, Acting Deputy Law Clerk

In the 2023-2024 fiscal year, committee activities included:

- Hišuk ma čawak Integrated Resources Management Plan (HIRMP) draft document was completed. It will be implemented this year.
- Bamfield Main Road
  - Road work is now completed, chip seal is holding up well.
  - HFN has responsibility for the chip seal surface for repair or damage until October 2024.
  - A maintenance agreement is being negotiated with Mosaic and Čawak ʔqin Forestry.



# Committees



## Non-Legislated Committees

### Child and Family Wellness and Mental Health Committee

Committee Members: Edward R. Johnson (λicitath) (Chair), Nicole Malcomson, Destiny Stewart, Sarah Johnson

Administration Support: Shannon Zimmerman

In the 2023-2024 fiscal year, committee activities included:

- Newly established Committee
- Terms of Reference was drafted
- Overview of Child and Family Wellness Department, Clinical Counsellor, Culture Department, Girls Project and Warriors Program roles and responsibilities provided to the committee
- Update regarding Child and Family Services Legislation and Yaaʔakap (Child and Family Wellness) Act
- Overview of Recommendation 26 – Establish an Aboriginal Mother Centre – overview of ʔumʔiiqsu goals, objectives and project progress shared

### Anacla Community Planning Committee

Committee Members: Edward R. Johnson (λicitath) (Chair), Stella Peters (h̄aasiismisʔaksup), Brad Johnson (Wiiheyakchikk), Martha Johnson, Jaquie Dennis  
Administration Support: Charlie Clappis

In the 2023-2024 fiscal year, committee activities included:

- Held community engagements sessions regarding community safety. These were very successful and are now awaiting the final report. These findings will be used to help us update our Community Comprehensive Plan (CCP).
- This committee is looking forward to embarking on a relationship with Vancouver Island University to help implement some recommendations within our CCP.
- Warriors built community smokehouses.
- A new Housing Society is in place and the Housing Regulation Amendments were introduced and enacted.
- The flagpole-raising ceremony was held at the Anacla Government Office. ·New Gym opened in Lower Anacla
- HUU-ay-aht Citizens Gathered to Celebrate HUU-ay-aht Days in August 2023.
- New Playground installed in Upper Anacla.



# Committees

## Non-Legislated Committees

### Law and Policy Development Committee

Committee Members: Stephen Rayner (ḥaasquʔisʔath) (Chair), Theresa Nookemus (Thlutʼas aksup) John Jack (Sayaačath), Karen Haugen (Tleeh-is-a-tuuk-aq-suup)  
Admin Support: Alexis Young – Acting Law Clerk

For the 2023–2024-year, Committee Activities Included:

- New appointment of chair to the Law and Policy Development Committee (LPDC) in December 2023.
- Meetings are held monthly.
- Last fall, the People’s Assembly approved a proposal from Council to launch a law and policy review. The goal is to take stock of what Huu-ay-aht First Nations (HFN) has achieved in the 13 years since Treaty and to review its laws and policies to determine if the work to date reflects and incorporates traditional values and practices. Through the project, there will be priority areas identified where there may be concerns and issues that have an impact on intended outcomes. We will be engaging with the community and staff to discuss changes to the current laws and policies.
- The legislation will be first reviewing the Community Safety Act, Offence and Law Enforcement Act, the Lands Act and regulations as well as the Maa-nulth Enforcement Workplan. Then we will move to the Financial Administration Act, Financial Administration Regulations, Budget Act and other legislations that may affect financial administration. The third in line for review will be the Government Act and Economic Development Act and regulation and other relevant economic development instruments. This review will look at how they have functioned for HFN and have been implemented in the past and identify areas for potential improvement and update.
- Reviewed and provided recommendations on the new Human Resource Policy, Human Resource Regulation and Terms of References. All legislative alterations or developments run through this committee.

### Human Resources and Workplace Wellness Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (chair), Stephen Rayner (ḥaasquʔisʔath), Stella Peters (ḥaasiismisʔaksup), Karen Haugen (Tleeh-is-a-tuuk-aq-suup)

Administration Support: David Takahashi, Marleen Nookemus

- An update was made to the Human Resources Policy
- Attended to Human Resource complaints/issues.
- Changes were made to the organizational chart with a new department created for the ʔumʔiiqsu Centre.

### Invested Wealth Fund and Settlement Trust Committee

Committee Members: Raja Narayanan (chair), Evan Cook (Thlaa-aapkwistaa-a), Jack Cook, Molly Lucas, Marina Rayner, Karen Haugen (Tleeh-is-a-tuuk-aq-suup)  
Administrative Support: TD Financial Analyst and Jill M. Sing, Inc. Family Office Advisor and Wealth Counsel

In the 2023-2024 fiscal year, committee activities included:

- Ensured compliance with all legislative requirements, including ensuring the Invested Wealth Fund was fully funded per Finance Fiscal Agreement (FFA) requirements.

# Human Resources



Supports the Human Resources & Workplace Wellness Committee

72 approved organizational chart position



14 total new hires

7 Citizens  
7 Non citizens

Employee Office Locations

PAGO: 43%

AGO: 40%

Anacla  
Paawats: 3%

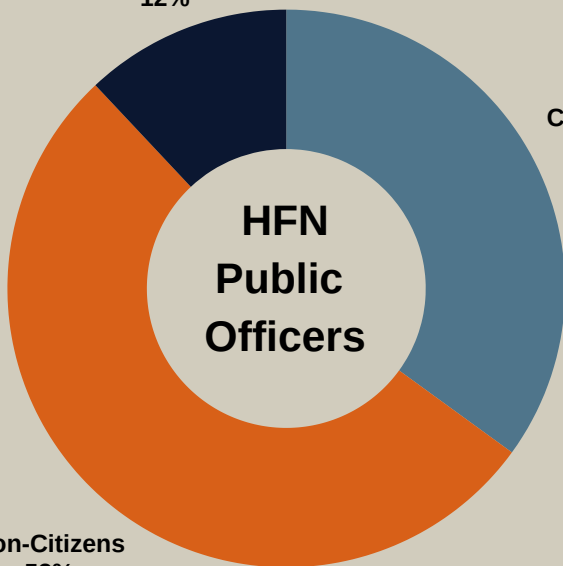
3rd Ave: 8%

Port Alberni  
Paawats: 6%

1 Lateral Transfer (Citizen)



Vacant  
12%



3 On Leaves

1 Citizens  
2 Non-citizens

7 Resignations

2 Citizens  
5 Non Citizens



2 dismissals without cause (Non-Citizens)

0 dismissals with cause

0 Promotions

# Human Resources



## Human Resources Achievements

Huu-ay-aht First Nations focuses this year on creating a healthy and safe work environment for all. To achieve this a working group was created which included the Executive Director, Human Resources Department, and Highbridge Human Capital. The working group worked on 4 critical items: adopting a compensation philosophy, updating the Human Resources Regulations and Policy which involved an updated employee handbook, updating the organizational chart, and refreshing the wage grid.

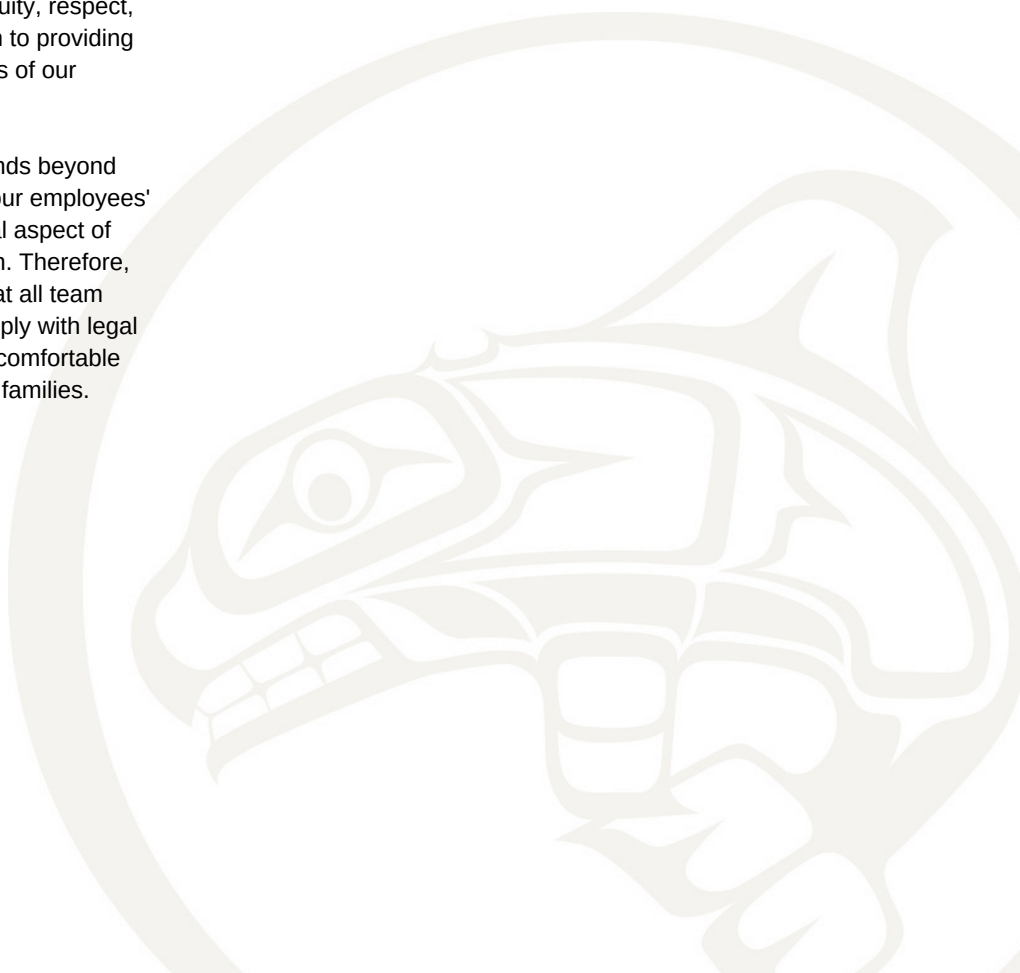
Adopted compensation philosophy:

Huu-ay-aht is committed to fostering a work environment that honors our community's heritage and supports the well-being of our team members. Our compensation philosophy is rooted in the principles of equity, respect, and sustainability, reflecting our dedication to providing a living wage that meets the realistic needs of our employees.

We recognize that fair compensation extends beyond mere remuneration; it is an affirmation of our employees' invaluable contributions and a fundamental aspect of their financial security and personal growth. Therefore, our pay structure is designed to ensure that all team members receive wages that not only comply with legal standards but also enable a dignified and comfortable standard of living for themselves and their families.

In line with our values, we will regularly review and adjust our compensation packages to align with regional cost of living indicators and inflation rates. This approach ensures that salaries remain competitive and equitable, maintaining purchasing power and safeguarding against the erosion of wage value over time.

We will implement transparent and consistent compensation practices that are comprehensible to our employees and reflective of our community's economic landscape. By anchoring our salaries to the living wage concept, we aim to lead by example, encouraging sustainable economic development that benefits not only our workforce but also the broader Huu-ay-aht First Nations community.



# Human Resources



## New Organization Chart:

The creation of a new organizational chart provides a clear visual representation of our structure, including departments, teams, and individual roles. The chart is a vital tool for both current and new employees to understand the reporting relationships and collaborative networks within our organization. It clarifies roles, facilitates communication, and helps to identify where additional resources or changes may be needed. As our organization grows and adapts, this chart will serve as a roadmap for development and restructuring. It allows us to be strategic about how we build teams and delegate responsibilities, which is critical for efficient operation.

These initiatives represent a significant investment in the foundation of HUU-AY-AHT First Nations' operations and people. The Employee Handbook, the refreshed Wage Grid, and the new Organizational Chart are not just static achievements; they are dynamic tools that will support our ongoing development and the achievement of our strategic goals. They embody our commitment to transparency, fairness, and professional growth, which will drive our organization's success into the future.

## Refreshed Wage Grid:

The development of a refreshed wage grid allows us to ensure that compensation is competitive, fair, and transparent across all roles within the organization. An updated wage grid is essential for internal equity and motivation. It shows our commitment to fairness and recognition of the value each role brings to our community and operations.

This grid will help us to retain our valued employees and attract new talent, making sure that we are competitive in the labor market. It also sets the stage for career development, as it outlines the financial growth potential for employees as they advance in their roles and acquire new skills.



# Infrastructure & Capitol Projects



**Supports the Anacla Community Planning Committee**

Infrastructure includes roads, potable water, government buildings, and community facilities. Together, these make up the building blocks of a livable ḥahuuli. Ensuring these structures are in place and well maintained will help our local economy to grow and our community to thrive.

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



## 76.6 kilometres chipsealed

Huu-ay-aht First Nations in partnership with the Province, completed chip-sealing 76.6 km of the Bamfield Main Road

## Playground

Playground was built in Upper Anacla



## Elder Firewood Deliver

Firewood delivered using wood cleared from subdivision clearing (April - November 2023) and delivered 50 cords (November 23 - March 2024)

## 853.64 tonnes

Of Asphalt to pave roads in Anacla



## Sports Field in Upper Anacla Progress



# 2023-2024 Infrastructure & Capitol Projects Highlights

## Capitol

- Huu-ay-aht completed a major project being the Bamfield Main Road Reconciliation Project, chip-sealing 76.6 kilometre.
- We held a grand opening on October 10, 2023 to celebrate this major milestone. Upper Anacla playground was built this year and completed in November 2023.
- Sports field is being built in the new subdivision in Upper Anacla with 70% completion thus far.
- Opened Huu-ay-aht's first ever fitness centre located in lower Anacla. The fitness centre was a collaboration with the Community Services Department.
- Anacla Paawats is in the feasibility stage. The Anacla Community Planning Committee recommended that the daycare location be beside the House of Huu-ay-aht,
- Cultural Centre is in the comprehensive design and project plan,
- Water system is in the feasibility study stage and a request for proposal will go out in the Spring 2024.

## Social Housing

- Huu-ay-aht created The Maʔas taqimł (ma-as ta-kimlth) Housing Society and hired new housing manager to run the Society and are still in the transition phase.
- The Housing Society is now located in the Housing Office mobile home in upper Anacla.
- Eight more units are being built in partnership with BC Housing under the new Housing Society. They are going through finalized budgetary requirements and concrete foundation to start spring 2024.
- Upper Anacla lot development will continue.

## Services to citizens

- Continuation of the Elder's firewood delivery program using wood cleared at the Upper Anacla Subdivision during April – November 2023 and then 50 cords were delivery during November 2023 – March 2024.
- Leaseholders on Treaty Settlement Lands who applied for the Healthy Home Initiative have had their homes inspected by the CAN-AM Home Inspector. Repairs are ongoing. This project will also be tied to the Community Energy Plan and its recommendations.

## Infrastructure major and minor maintenance

- An addition to the new subdivision in Upper Anacla, roads were created using 853.64 tonnes of pavement.
- Huu-ay-aht Government staff housing has been moved to 270 Clutus Road and is still in the pilot project stage.
- A beautiful cedar backdrop was built to use at all Huu-ay-aht's events.
- Three flag poles were installed at the Anacla Government Office. They fly the Huu-ay-aht Flag, the Residential School Survivors Flag, and the Maa-nulth Flag. A flag-raising ceremony was held on March 21, 2024

## Contractors

- The Barkley Project Group assessed government buildings and some citizen's homes for energy efficiency. They inspected various homes built in different decades to evaluate their energy efficiency. They also attended two citizen engagement sessions to explain the project to citizens. Their final report and recommendations will be finalized in the spring of 2024.
- The Wastewater Treatment Plant (WWTP) continues to operate in Bamfield. Huu-ay-aht is working with the engineering company to complete any deficiencies. We are in regular meetings and community engagements with the Alberni-Clayoquot Regional District to connect Bamfield businesses and citizens to our WWTP.

# Community Services Child & Family Wellness



Community Services supports the Anacla Community Planning Committee and the Citizen Development Committee. Child & Family Wellness supports the Child & Family Wellness and Mental Health Committee

**Citizen Development:** Healthy, proud, and self-reliant citizens make up the fabric of a strong Huu-ay-aht First Nations. Citizens have voiced the desire for access to programs, services, and opportunities to participate actively in the Huu-ay-aht community. By embracing ʔuuʔaʔuk and fostering growth and capacity building in our citizens, we will ensure the success of our people, families, and Nation for generations to come.

**Goal:** Huu-ay-aht will promote self-reliance and empower and support Huu-ay-aht citizens and elders to reach their highest potential through lifelong nurturing, teaching, and healing

**Language and Culture:** Huu-ay-aht culture is and has always been strong. It is woven into all we do. Our songs and dances bring us together, our language breathes life into our values and teachings, and our history and traditions remind us of where we come from. While the impacts of residential schools sought to weaken our strong foundation, we are working hard under the guidance of our H̱awiḻ to revive our language and culture for the benefit of present and future generations.

**Goal:** Celebrate Huu-ay-aht through language, culture, and our citizens, and practice who we are in all aspects of our lives.

## 9 Health related workshops provided



## 88 Children

Removal from home averted with support from the Child and Family Wellness

## 41 Cultural Gatherings

Alternating weekly between Port Alberni and Anacla



## 7 Community Wellness Events



## 25 citizens

Accessed In-person and virtual clinical counsellor services

## 10 Workshops

Health related workshops provided to citizens

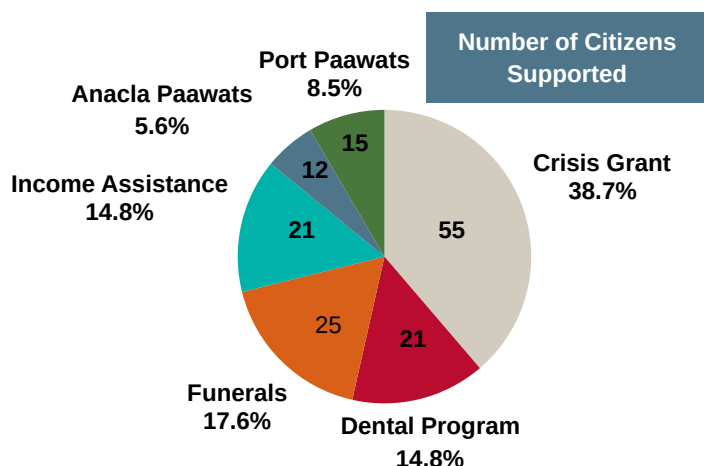
## 17 citizens

Accessed treatment/sober living

# 2023-2024 Community Services Highlights

## Financial support for citizens:

\$300,000 in financial support for Counselling and Treatment Services as well as:



## Health related workshops provided:

- COVID-19 data research
- Christmas craft night
- Diabetes health education
- Iron rich foods - smoothie bar
- Healthy eating on a budget
- Elders' luncheons
- Parenting ʔiisaak teachings
- Individual education/ awareness harm reduction / naloxone training
- Youth: active in recreation, field trips, camps

## Workshops for Huu-ay-aht Staff and Executive Council:

- Restoring Wellness
- Lateral Violence
- Organizational Wellness

## Community Wellness Events:

- Overdose Awareness in both Port Alberni and Anacla
- COVID-19 Research
- Nananiqsu
- Community Consultation Group with RCMP
- Huu-ay-aht Days
- Canoe Journey
- Indigenous Day Celebration

In July, we celebrated graduation for:

Education	Number of Citizens
Dogwood Diplomas	9
Post-secondary Graduates (This includes 1 Masters of Education Degree and 1 Bachelor of Arts Degree)	7
Primary, elementary, and secondary students supported for activity grants	20
Students supported with tutoring	30
Students supported by School Supply Allowance program	127
Students supported with laptop computers for schooling	10
Secondary students awarded financial scholarships	2
Youths employed through summer employment programs	1
Students recognized financially for graduation from a college, university, or high school	22
Post-secondary students sponsored for full time programs (tuition and living allowance)	31
Students sponsored for part time programs (tuition)	9
Students sponsored for short term training programs (pre-employment, upgrading, career advancement training)	25

# 2023-2024 Child & Family Wellness Highlights

## Child and Family Wellness Department

- 4 full-time staff providing services to approximately 80-95 citizens/families per month
- Removal of 88 children averted through advocacy, support, safety planning and family support
- Clinical Counsellor provided longer-term counselling services in-person and virtually to 25 citizens
- Recovery Group offered online
- Citizen support during the Panel of Inquiry process
- Provided weekly drop-in sessions in Anacla
- In collaboration with the Culture Team, 2 Coming Home Ceremonies, Naming Ceremony for 2 Huu-ay-aht Youth, Baby Welcoming (16 new babes and 8 families in attendance) were offered
- Overdose Awareness Day
- Provided Financial support for Halloween Community Fireworks in Anacla
- Provided financial support for Winter Wonderland Skate on December 2, 2023 with 30 in attendance
- Elder Support Worker provided recovery/grief and loss support in Anacla to approximately 10-12 citizens in Anacla

## Cultural Wellness

- 2 full-time Staff (Sunday to Friday programming)
- Individual and group cultural support (brushings, burnings, ʔuusimč (Spiritual Bath) and prayers and ceremonies)
- Cultural Wellness Workers provide weekly programming at Paawats Daycare and Bamfield Community School (harvesting cedar and devil's club for programs)
- Culture Team works closely with Nuu-chah-nulth Tribal Council (NTC) staff to bridge gaps and build relationships within the community
- Supported Cultural activities at Huu-ay-aht Days
- 41 Dance practices with Cory and Mel, alternating weekly in Anacla and Port Alberni
- Spring Break Culture Camp with Bamfield Community School: Regalia making, community BBQ and dance performances, beaver fur processing, language, and outdoor activities

## Cultural Wellness

- Culture Camp July 30, 2023 – August 4, 2023: 30 children and youth attended; day camp format. Activities included an eagle harvest, salmon cleaning and canning, plant identification and berry picking, dance and drumming practice, beach time, storytelling with Elder Clifford Nookemus and community BBQ and dance performance. Funds from the BC Aboriginal Child Care Society
- Cultural activities and support at Huu-ay-aht Days
- Ongoing language recordings with 2 Elders and 1 Elder in Training
- Hoobiyee – Over 100 Huu-ay-aht singers and dancers practiced and performed March 1-2, 2024

## Warriors Program

- Meet weekly in Anacla
- Monthly weekend trips
- Huu-ay-aht Warriors hosted and won the Nuu-chah-nulth Family Warrior Games in Anacla
- Warriors supported Tla-o-qui-aht Seafood Garden Restoration July 2023
- July 2023 Warriors worked on Sarita Bay Clam Garden
- Seafood Harvest Celebration in Sarita Bay November 24-26, 2023, with the Nuu-chah-nulth Family Warriors. Each Nation took home clams to share with their communities
- Community smokehouses completed with assistance from Infrastructure Department

## Girls Project

- 5K Foam Fest August 2023 (5 participants)
- Campout at Sarita Lake (10 participants)
- Learned how to smoke and jar fish which was shared with Elders and their families
- Baking
- Youth mentorship at Culture Camp
- Wellness topics
- Cultural teachings

# Lands & Natural Resources



Supports the Co-operative Management Board Committee and the Lands and Natural Resources Committee

Demonstrating ʔiisaak (utmost respect) for our ʔahuuli means making careful decisions regarding the sustainable use of our resources to meet our people's and family's needs. Our lands and waters have fed, clothed, and sustained our people since time immemorial, and our conservation of these resources will ensure that this continues for generations to come.

The department works to protect, preserve, sustain, and promote Huu-ay-aht culture and works in conjunction with other governments and professionals to ensure the management of the lands, resources, and waters within Huu-ay-aht ʔahuuli are taken care of. This is done by assisting in environmental assessments, planning around proactive stewardship actions such as invasive species control, salmon restoration and enhancement, habitat restoration, guardianship work, sustainable harvesting, and ensuring unlocking the wealth of the Maa-nulth treaty by enforcing and implementing Huu-ay-aht laws, acts, and regulations.

Goal: Huu-ay-aht will plan for and develop resources in an integrated manner, honouring our sacred principles of ʔiisaak, hišuk ma čawak, and ʔuuʔałuk

**6780 LBS  
Chinook**

Delivered to citizens in the Food Fish Program



**3609 Chinook**

Return to Sarita River  
(Record Breaking)



**11 Citizens**

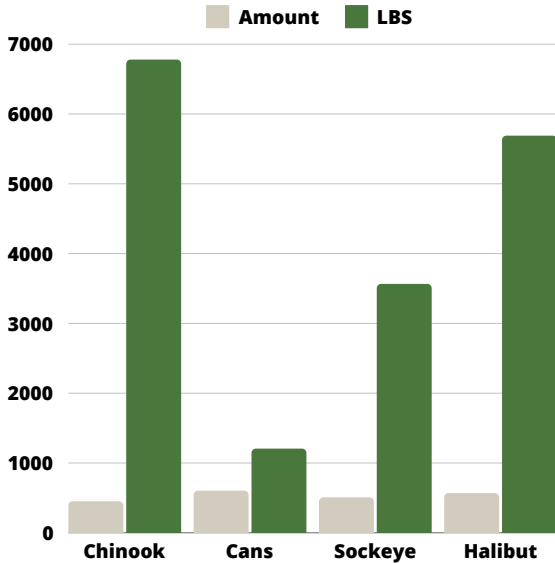
Participated in the Sarita Chinook Harvest



# 2023-2024 Lands & Natural Resources Highlights

## Food Fish Program

100 % catch of yearly FCS for four species and full Somass Sockeye allocation. Distributed to eight locations



Fish	Amount	LBS
Chinook	452	6780
Cans	604	1206
Sockeye	508	3566
Halibut	569	5690

## Fisheries Stewardship

Along with the Food Fish Program, the Land and Natural Resources team focuses much of their time on fisheries stewardship, this work consists of Sugsaw Hatchery work, Sarita estuary monitoring, invasive green crab removal, watershed renewal work with LGL Ltd consultants, Sarita chinook enhancement and harvesting project, and other fisheries-related work associated with herring, microtrolling and emergency management.

	Coho	Chinook	Chum	Pink	Sockeye
Sarita	370	3,609	5,173	20	23
South Sarita	-	96	55	-	-
Rousseau	163	21	12	-	-
Pachena	100	6	10	-	-
Frederick	60	11	2	-	-
Carnation	56	-	1	-	-
Klanawa	-	6	11	-	-
Sugsaw	22	-	1,865	-	-

# Economic Development



Supports the Economic  
Development Committee

Building a strong economy within the Huu-ay-aht ɥahuuli will drive business growth and tax revenue for our Nation, generating income for Huu-ay-aht programs and services. A thriving local economy will also fuel job creation, entrepreneurship, and opportunity for our people, enhancing the livability of our home.

Goal: Huu-ay-aht will build a sustainable, diverse economy that unlocks the wealth of the ɥahuuli.

## From 2023 - 2024 Economic Development received over 5 grants for different projects



Four citizens have received the Citizen Entrepreneurial Funding grant in 2023.

Kiixin has seen approximately  
550 guests the 2023 - 2024  
season

The June 3, 2023, Cameron Bluffs wildfire caused many cancellations due to the Highway 4 closure.

# 2023-2024 Economic Development Highlights

For the 2023 - 2024 year, Economic Development Department achieved:

## Sarita Run of the River Micro Hydro Project

- In January 2024, the Barkley Project Group submitted an updated business plan, indicating that the total project cost had escalated to \$70 million.
- After a comprehensive assessment, the Executive Council voted to cease the project and advised the Economic Development Officer to seek alternatives to address the power outage issues in Anacla.

## FORUM Asset Management (Huu-ay-aht First Nations Framework Plan)

- On October 12, 2023, the Executive Director of Huu-ay-aht First Nations (HFN) proposed a partnership term sheet with FORUM Asset Management for the Development Capital Raise (DCR) strategy.
- On October 16 initiated the HFN Framework Plan project, a 20-30-year horizon for land use, open spaces, and mobility networks.
- Partnership with FORUM Asset Management aims for long-term economic development and sustainable growth within traditional territories.
- HFN Framework Plan includes four phases:

Phase 1	Phase 2	Phase 3	Phase 4
<b>Listening and Learning</b>	<b>Visioning</b>	<b>Exploring Option</b>	<b>Developing Framework Plan &amp; Design Guidelines</b>
Dec 2023 - March 2024	March - June 2024	June - August 2024	October 2024
Learning about the Huu-ay-aht lands, values and traditions and sites of importance.	Developing a shared project vision and how the project can achieve key priorities for Huu-ay-aht First Nations. This will include developing a vision statement, principles, Framework Plan Themes, and initial mapping of physical opportunities.	Developing Options, strategies and concepts for an overarching physical structure for the Treaty Lands and broader hahuult.	Preparing preferred physical structure, Framework Plan document and describing recommended design guidelines and implementation methods.



# Finance

Supports the Finance Committee



The HUU-ay-aht First Nations' Finance Department is responsible for financial reporting and statements, financial operations and day-to-day financial transactions, It includes daily procedures relating to accounts payable, accounts receivable, payroll, and general journal entries. Along with day-to-day financial operations, the department also conducts financial analysis, planning and budgeting. The Department has four positions in the Port Alberni Government Office and one in the Anacla Government Office.

## 2 Audits Supported

1. 2022 - 2023 Audit
2. Preparation of 2023 - 2024 Audit, with new Asset Retirement Obligation (ARO) requirement



## 3 Major Financial Negotiations

1. Child & Family Wellness and ?um?iiqsu
2. Maa-nulth Society
3. Canada and British Columbia

## Budget Preparation & Reports

- 2024 - 2025 budget
- Prepared 3 years of fiscal statements (2024-2027)
- Finished remuneration reports from 2017 - 2023

# 2023-2024 Finance Highlights

Finance Department supports the HFN Finance Committee by providing financial reports, statements, and advise and guidance. As well, is responsible for the Invested Wealth Committee meetings and reporting.

Activities and notable events for the year 2023-2024:

- Completed financial remuneration reports from 2017 to 2023.
- Supported auditors and financial consultants on the completion the 2022-2023 audit
- Supported the work for the preparation of the 2023-2024 audit
- Supported financial consultants on the capital inventory and management database.
- Supported the negotiation team for the Child & Family Wellness and ?um?iiqsu financial negotiations.
- Participated in the negotiations with Maa-nulth Society on the 10-year Fiscal Financing Agreement.
- Provided up-to-date budget information and financial analysis to each department's Directors, Finance Committee and Executive Council
- Provided all financial information to funding agencies as required
- Prepared Elder's Benefits, Social Assistance and Patient Travel
- Continued tripartite fiscal negotiations with Canada and B.C.
- Ensured compliance with all legislative requirements, including ensuring the Invested Wealth Fund was fully funded per Finance Fiscal Agreement (FFA) requirements.
- Prepared the 2024-2025 budget to ensure compliance with the Government Act and posted the Budget Act 2024
- Prepared the three-year financial statements of the Huu-ay-aht Government for the upcoming fiscal years 2024-2025, 2025-2026, and 2026-2027.
- Completed financial support and analysis of the Bamfield road Project
- The Huu-ay-aht Government started working on the new audit requirements, known as the Asset Retirement Obligation (ARO), in March 2024 for the 2023-2024 audit compliance.
- On March 6, 2024, \$35.45 million in specific claim funds was received. The finance department provided guidance on the financial disbursement of the funds.



# Law & Treaty Implementation

Supports all Committees

## Reconciliation

Reconciliation is the foundation for strong, healthy, and sustainable Indigenous and non-Indigenous communities across British Columbia and Canada. Huu-ay-aht is committed to a common vision of reconciliation that supports mutual benefits, sustainability, and a bright future for all Huu-ay-aht, no matter where they live.

Goal: Support mutual benefits, sustainability, and a bright future for all Huu-ay-aht, no matter where they live, by working together with ʔiisaak guiding the way.



## Governance

Huu-ay-aht First Nations is committed to informed decisions using best practices and respecting hereditary H̱awiiḥ leadership for the betterment of present and future generations.

Goal: To develop a framework that supports the H̱awiiḥ Council in their role within the Huu-ay-aht Government that aligns with Huu-ay-aht's values and traditions.

## Citizens Accepted: 20



## Citizens Transfer Status: 4



## Status Registrations: 9



## Status Card Applications: 93

# 2023-2024 Law & Treaty Implementation Highlights

## Law & Treaty Implementation

Self-Governance under the Maa-nulth Treaty gives HUU-ay-aht Government the authority, flexibility, and means to care for HUU-ay-aht citizens and ḥahuuḷi. It is a whole-of-government responsibility to implement the Maa-nulth treaty and ensure it continues to benefit HUU-ay-aht citizens and the ḥahuuḷi. The activities in this report reflect the efforts of our leaders, our administration, and the treaty implementation advisor.

In the 2023 – 2024, the Law & Treaty Implementation Department Achieved:

### HUU-ay-aht First Nations Internal

- Bi-lateral matters with BC and Canada
- HUU-ay-aht Treaty Implementation work planning
- Support to Executive Council, Ha'wiih Council, and Departments
- Treaty Research Advisory Committee
- Report and Communication
- Continued work on the Periodic Review 2026

### Collaboration and intergovernmental tables and activities

- Maa-nulth Treaty Society – HUU-ay-aht and four other Maa-nulth Treaty Nations (e.g. resource management, major projects engagement)
- Tripartite Treaty Implementation Committee – Maa-nulth treaty Nations, BC, and Canada (ongoing Treaty Implementation)
- BC Modern Treaty Alliance – Maa-nulth Nisga'a, Tla'amin, Tsawwassen (matters unique to modern treaties, collective voices in areas mutual interests, and engagement with BC)
- Fiscal Financial Agreement development with other self-governing Indigenous groups and Canada
- Government to Government Senior Management Meetings
- Recommendations and support as needed to Executive Council
- Recommendations and support as needed to Directors
- Representation at collaborative and intergovernmental tables
- Communications to citizens through Uyaqḥmis and People's Assembly
- Continued tracking and planning of Treaty impact to government and citizens
- Management of HFN Treaty Implementation work plan, issues, and priorities

### Legislature

- Annually, the Executive Council passes the Budget Act to fit within their goals and objectives for HUU-ay-aht within the strategic priorities. Amendments to the Budget Act took place at the Spring Legislature at the first sitting (March 12) and the second and third sitting (March 21)
- Economic Development Plan was approved with minor changes

# 2023-2024 Communications Highlights



## Communications

The Communication Department works collaboratively to ensure communications between Huu-ay-aht, its citizens, various levels of government, and the public, as well as, internal communications between Huu-ay-aht departments and administration.

In the 2023 – 2024, the Communications Department Achieved:

- Uyaqhmis went to citizens five times, ensuring citizens living on traditional lands across Canada, in the United States, and internationally are kept up to date and informed
- Maintained Huu-ay-aht website ([www.huuayaht.org](http://www.huuayaht.org)) and social media, continuing to increase our presence this year on social media platforms, Facebook, Instagram, and LinkedIn
- Anacla News was delivered to citizens living in lower and upper Anacla. It informs citizens about updates and important dates for events, meetings, and services. It also provides an honorarium for youth who help deliver bi-weekly
- Issued a variety of press releases on behalf of the Government
- Assisted in 2023 Elections and ensuring All-Candidate meetings are shared with citizens
- Live-streamed the People's Assembly, Spring Legislature, and All-candidates meetings ([video.huuayaht.org](http://video.huuayaht.org))
- Compiled the information for the 2023-2024 Annual Report, preparing for graphic designed document
- Participated in the strategic plan meetings, formatted and graphically designed
- Sent out several mailouts to citizens, including the calendar, Uyaqhmis Newsletter
- Created a three sacred principles video including three of H̱aw̱iih Council members
- Supported in the creation of the Artist Symposium video
- Explored and met with software developers to discuss a Huu-ay-aht App
- Graphic designed the following: Inquiry Panel Report, 30 Recommendations, all department brochures and pamphlets, Strategic Plan and Annual Report
- Lead department in the Governance Project to build capacity in Huu-ay-aht Youth
- Hired a Special Projects Liaison to fulfill the duties of the Governance Project,
- Ordered a CriCut machine to do in-house logo and design printing
- Helped other departments communicate important events, announcements, and information, including workshops, men's and women's nights, Huu-ay-aht Gatherings in Anacla and Port Alberni, youth groups, safety announcements for Anacla Citizens such as boil water advisories, bear and cougar warnings, food fish distribution, citizen distributions from specific claims, the elk draw, Community Health and Provincial Resources, and many more.

# 2023-2024 Strategic Planner Highlights



## Strategic Planner

The results-driven Strategic Planner assesses the short and long-term plans of the Huu-ay-aht Nation and identifies and develops means to achieve these plans. The Strategic Planner identifies ideas, investigates their potential, and prepares reports and plans for consideration by the Executive Director and Council and Committees.

All plans will be evaluated against the Strategic Plan of the Nation, which the Strategic Planner helps to prepare. The strategic planner works with all the departments in the government to develop ways and means to help build the economy and the nation's financial position and increase the health, culture, and personal achievements of its citizens.

In the year 2023-2024, the Strategic Planner achieved:

- Creation and implementation of the 2024 – 2029 Strategic Plan
- Worked with Finance and other Departments to gather information pertaining to financial reporting from 2019 to 2023 related to funding agreements.
- Finalized funding agreements for the water treatment facility.
- Supported the Fiscal Financial Agreement negotiations with the Province and Federal Governments.





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ANCIENT SPIRIT, MODERN MIND

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