

# 2024-2025 Annual Report



huu ay aht

ANCIENT SPIRIT, MODERN MIND



# Prayer

čuu hawit haacsaałeʔic ʔah qweʔitqin  
łah ʔuyi. Hupiiquuk ʔaanaʔaata niwa  
qʔaaʔarwitasqin ʔahkuuʔi ʔiihcamisqa  
ʔahkuu qʔaaʔarqin

Huuhtakšiihʔap ʔuuʔuukʔaʔathaminh  
Ciiqciiqa, histaqšilminhʔitq ʔahkuuʔi,  
ʔuhukʔarannitqin ʔah hawitukqin  
Hinaayit

ʔuuhwatʔaaqłeʔicuu ʔahkuu ciqyakʔi.  
--ciqyakukʔitqsuu ciiqciiqa—  
Wawaaʔatni. ʔuunuułhʔałin ʔahkuu  
Qweʔitʔał ʔah ʔuyi, huuhakšiihʔał  
ʔuuʔuukʔaʔathaminh.

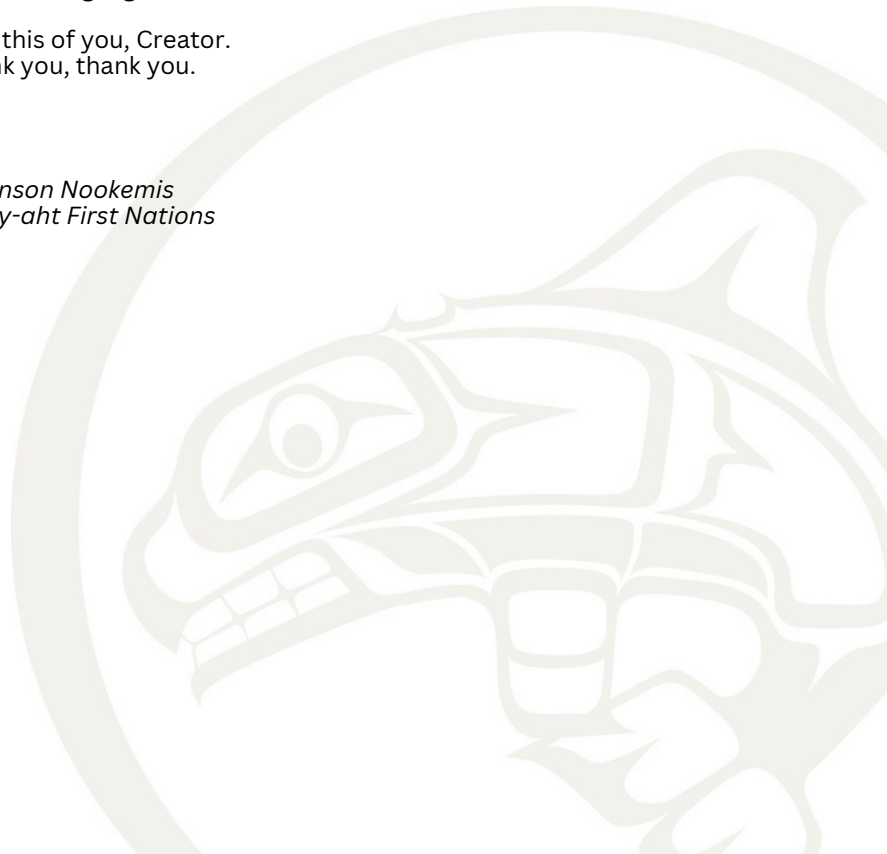
ʔahʔaa waamin suwa ɫatakʔin hawit  
Hinaayitʔath. čuu, ɫeekoo ɫeekoo.

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 built upon the foundations laid before and we have worked together closely with the administration and our hereditary leaders in building a sense of stability and predictability in our operations and governance. We have made substantial progress on several key and long-standing projects started in previous years.

With the Bamfield Road Reconciliation Project completed, attention has turned to maximizing the opportunities provided to the Nation through the road connection. We had engaged previously with FORUM Asset Management (Forum) out of Toronto, Ontario on the creation of a master plan for the development of both our treaty lands and the private lands we hold in Bamfield as a part of the regional district. Having selected and worked closely with the planning experts at Urban Strategies International (USI), we embarked on working together to create the Huu-ay-aht Framework Plan which will guide the development of our lands primarily around the Anacla-Bamfield Corridor but touches on questions and decisions beyond for future considerations. The Framework Plan was completed slightly after the end of the reporting year, but the greater share of the engagement, plan development and refinement were done during this reporting year. Many thanks to everyone involved, and especially to folks at USI for this major report that will serve as the guide for the diversification of our economic development.

The facility for the ʔumʔiiqsu Centre in Port Alberni was completed in late 2024, and operations began in January 2025. With the creation of a dedicated department and the allocation of resources in our budget act and our financial plan, the centre is in full operation. Designed and operated to help mothers and children re-establish their lives in a safe, healthy, and connected environment, the Mother's Centre is a vital piece in achieving the recommendations of the Social Services Report tabled years ago with broad and deep support within the Nation's community and leadership. We endeavour to ensure that children and families who fall into tough situations have all the help they need to create a good situation and set them up for the maximum opportunity for success in a way that they define for themselves.

The Huu-ay-aht First Nations worked closely with experts from the New Relationship Trust on improving our governance practices and conduct a review of our laws to better fit with our culture and citizens' expectations. This includes improving the resourcing and support for our ɥawiiɥ Council. Our hereditary leaders form an entire branch of our government, and they sit as the voice of the long-view and a source of well-considered feedback on all the things we do as the executive and legislative government. In addition to that we are working with scholars well-known to Huu-ay-aht on reviewing and improving the way that our Tribunal operates to better achieve clarity, effectiveness and justice for all Huu-ay-aht.

As a part of that governance review has been a concerted effort at improving our laws in ways that better fit our unique Huu-ay-aht experience. We have received a large degree of very helpful feedback on both the Community Safety Act and the Economic Development Act. Both have been sources of some confusion and some frustration, and we have been working with policy development experts on taking that input and creating amendments that will better suit our Nation and provide clarity to all involved and affected by these laws. With the work conducted over the past year, we are on track to present amendments for consideration of the regular People's Assembly.

Much energy has been expended in preparing for the various degrees of political change that was on the horizon of possibility for Huu-ay-aht and its interests. With a provincial and federal election conducted recently, Huu-ay-aht leadership had to consider all possibilities in the event of huge change in both jurisdictions. We have engaged with a broadly capable government relations firm, and they have helped guide our engagement with both Provincial and Federal areas: administrative staff, political staff, the government and the opposition. As governments are established and normalize with cabinet appointments, mandates and concrete plans, Huu-ay-aht will closely monitor and ensure that our interests are represented and that they are considered as a part of the solution to many of the challenges presented by the global political context on our southern border and beyond.

# Executive Council Message Continued

In the past year, our community has been deeply impacted by grief and loss. On behalf of the Huu-ay-aht First Nations Executive Council, I extend my deepest condolences to those who have been affected by those losses. We work closely with all of our colleagues and relatives in the Nuu-chah-nulth Tribal Council, the Maa-nulth Treaty Society, the Alliance of BC Modern Treaty Nations, the Land Claims Agreement Coalition and the various other indigenous associations on the challenges and consequences of intergenerational trauma, including but not limited to access to mental health supports and access to effective treatment for substance abuse. Our entire Nation's organization is dedicated to helping address the impacts of substance abuse and especially the toxic drug crisis through a holistic approach that takes all social, political and economic aspects into account as we work to prevent and address the consequences of this on-going crisis. This will take more than our government and administration, progress will require the meaningful involvement of our hereditary leaders and our own individual families to help heal and prevent negative outcomes in ways that are sensitive to the cultural and trauma-informed needs of our people.

This past year has been one of building upon the foundations we have laid in the year before. We continue to prioritize stability and resilience for our organization and our citizens as the basis for resilient progress in a time that is increasingly uncertain from an international political and economic perspective. We work to provide programs, services and infrastructure to help achieve better outcomes for our people and increased capacity and resilience for our community. We welcome respectful feedback and dialogue, and we encourage our citizens to reach out to our government with comments, questions or concerns.

On behalf of Huu-ay-aht Executive Council,  
Čuu, łeko łeko,

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

# Message from Ḥawiiḥ Council

Ḥawiiḥ Council meets monthly to place new citizens in a maḥas (house), review law and policies, work with the cultural team, review and advise on the Community Safety Act, and oversee part of the Exclusion Order process. The ḥawiiḥ rep attends Executive Council meetings and chairs several committees including the Ḥawiiḥ Council, Citizenship and Treaty Enrollment Committee, and the Nananiiqsu Society.

Discussions were held related to the School Reparations and Class Action Settlement. HUU-ay-aht is one of 325 First Nations participating in the national class action regarding Residential Schools. Concurrently, the Council continued its work on the Traditional Naming Project, with the objective of identifying citizens who hold traditional names and those who do not, in preparation for future naming ceremonies. Ḥawiiḥ continue to search for known names that can be given to citizens as well as creating new ones.

Former ḥawiiḥ and emerging leaders were invited to participate in a leadership gathering. This session provided an opportunity to reflect on the responsibilities and values of being ḥawiiḥ, review ceremonial and business protocols, and reinforce the importance of active leadership within the HUU-ay-aht First Nation. These intergenerational meetings will now occur regularly to foster mentorship and knowledge sharing.

Strategic planning discussions continued with the project team Forum and Urban Strategies Inc. to support HUU-ay-aht's Framework Plan over the next 20–30 years, specifically related to culture use of the ḥaḥuuti. These sessions included a review of emerging ideas, the articulation of guiding principles, and presentation of a master development plan.

Governance efforts included deliberations on the appointment of a new Tribunal member, with outreach made to the selected candidate. The Council welcomed Janet Young as the new ḥawiiḥ Clerk. Engagement with the Cultural Team also progressed, focusing on the development of house-specific death protocols and a commitment from Council members to participate more actively in cultural practices, including learning traditional songs and ceremonies.

The inaugural ḥawiiḥ Christmas Dinner was held, with approximately 150 citizens in attendance, marking a successful and meaningful celebration.

A meeting was held with the newly appointed Language Coordinator to discuss upcoming initiatives such as the development of the new Blue Book. The Council also began drafting guidelines for the lowering of flags at the Anacla Government Office. These flags include the Maa-nulth flag, the Reconciliation flag, the Residential School Survivors flag, and the HUU-ay-aht flag.

Further discussions took place with the Alberni Valley Museum and the University of Victoria regarding the repatriation of HUU-ay-aht artifacts. This year ḥawiiḥ have dedicated considerable time to understanding our roles and responsibilities as part of our treaty governance and cultural systems. Plans are also underway to collaborate with a knowledge keeper in Port Alberni to provide cultural and leadership guidance to current and future ḥawiiḥ.

Looking ahead, ḥawiiḥ are looking forward to continuing many of the ongoing projects and supports.

## Ḥawiiḥ Council

Theresa Nookemus (Thlut'as aksup)  
**Ḥaw'eḥtak'amlatḥ house**

Jane Peters  
**?Apwinisath? house**

Sherri Cook (Yaalthuuaa-uks)  
**Yaaluwaštakamatḥ house**

Andy Clappis  
**Kuukw'iis house**

Tommy Happynook (ḥapinyuuk)  
**Čačaahsi?as house**

Phyllis Williams (sitting in for daughter Victoria Williams)  
**Ḥamahuus house**

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 ʔaʔuuti, 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.

# 2024 - 2025 STRATEGIC PRIORITIES & GOALS



## MASČIM AND MAATMAAS (PEOPLE & HOUSES)

Goal: HUU-AY-AHT government and families support the social, cultural, and spiritual well-being and health of citizens and family members and support them in reaching their fullest potential. HUU-AY-AHT muschuum are encouraged to reside in our ḥaḥuuti where they have opportunities to be self-reliant and to raise and live around family in a safe, healthy, and thriving environment.



## ḤAḤUUTI - HIŠUK MA ĆAWAK (INTEGRATED LANDS AND RESOURCES)

Goal: HUU-AY-AHT will plan for and develop resources in an integrated manner, honouring our sacred principles of ʔiisaak, hišuk ma ćawak, and ʔuuʔaḥuk.



## ʔIIHMISUK (TO TREASURE)

Goal: HUU-AY-AHT will build a sustainable, diverse economy that unlocks the wealth of the ḥaḥuuti.



## ḤAWIL PATUK HUU-AY-AHT (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.



## ʔuuʔatuk

### *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 c̓awak

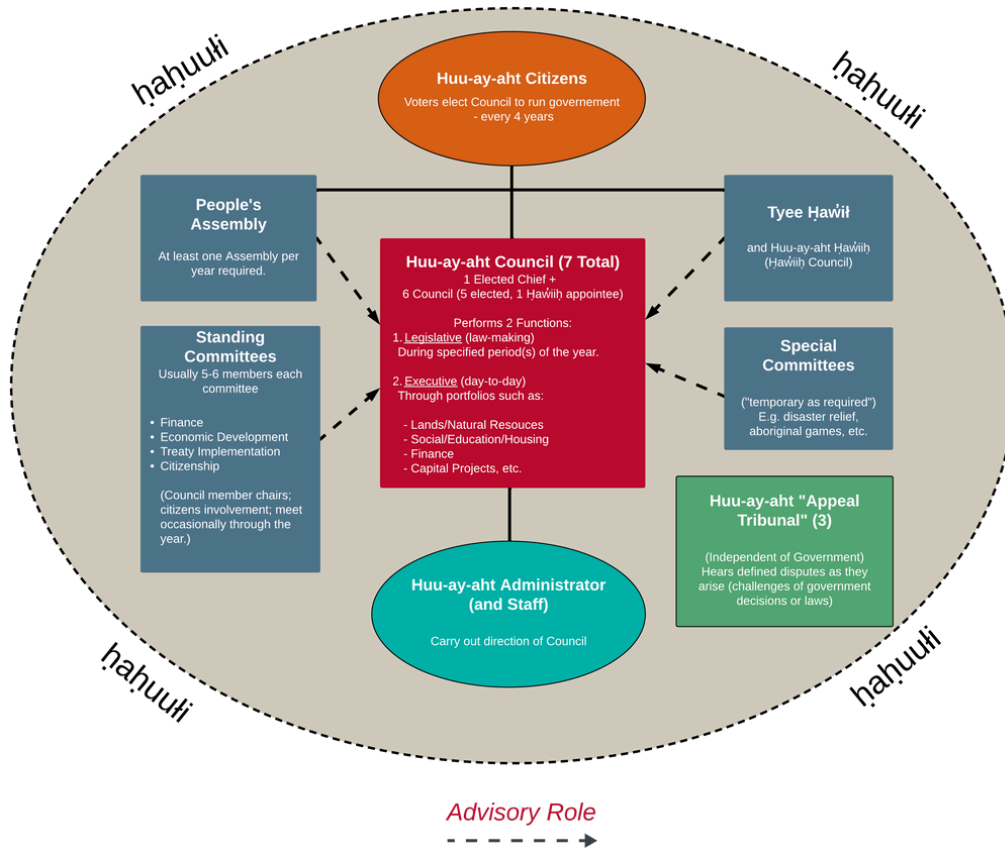
### *Everything is One.*

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.

# Government Structure



*Huu-ay-aht Government Structure Chart*



# Membership

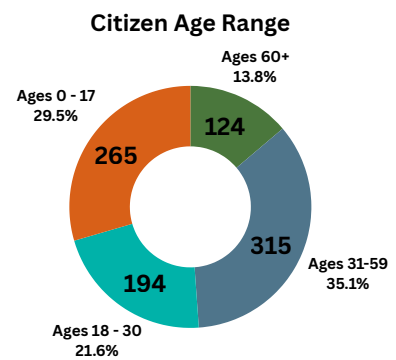
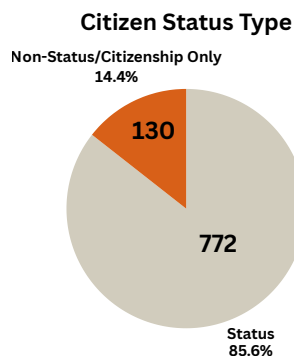
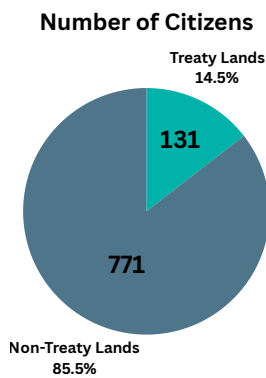
TOTAL MEMBERS AS OF  
APRIL 1, 2025

902



In 2024 – 2025 The Citizenship Committee and ḥawíih Council accepted 19 individuals as new citizens of Huu-ay-aht First Nations.

Below is charts that breaks down of the total membership into catagories.



# 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 (λicitath), Stella Peters (háasiismisʔaksup), Brad Johnson (Wiiheyakchikk), Even Cook (Thlaa-aapkwistaa-a), and Stephen Rayner (háasquʔisʔath).

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

- Approved the Economic Development Plan, in accordance with section 5(2)(b) of the Economic Development Act.
- In accordance with Government Act s. 93(1)(g), adopts the Budget Act, 2025 (the “Act”).



# Executive Council Meetings

In 2024-2025, Executive Council held 29 Executive Council Meetings and passed 345 Motions.

To view motions, scan QR code:



# 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, Katt Dennis, Marina Rayner, Karen Haugen (Tleeh-is-a-tuuk-aq-suup)

Administration Support: Alexis Young (Deputy Law Clerk), Jennifer Walsh (CFO).

In the 2024 – 2025 fiscal year, committee activities included:

- The Nation was audited by CRA on the Bamfield Road Project funding re: provincial funding for the project and the rebate claimed. Upon completion of the audit, it was determined that it was handled correctly and the audit was closed without assessment.
- The committee approved funding and borrowing for the construction of eight units for housing in Anacla.
- Cultural & Information Visitor Centre in Anacla was approved.
- New salary grid for employees was approved.
- All outstanding accounts were paid off this past year with significant savings on interest for the Nation.



### Treaty Implementation Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (Chair), Theresa Nookemus (Thlut'as aksup), Nicole Malcomson, Jack Cook, Marina Rayner

Administration Support: James Delorme (6 months), Alexis Young (Deputy Law Clerk)

In the 2024-2025 fiscal year, committee activities included:

- Reports from Maa-nulth Treaty Society working groups (e.g. Me Too, Groundwater Negotiations and Treaty Amendments).
- 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).
- The committee made changes to the Terms of Reference (TOR).
- Federal and Provincial Legislative engagements updates.
- The Fiscal Finance Agreement (FFA) agreement # 6 has been completed. We now have a signed 10-year deal with the Provincial and the Federal Government on our funding agreements.
- Maa-nulth Wildlife Committee meets bi-monthly. The main topic this year was Elk and translocation.
- Fisheries and Oceans Canada (DFO) are engaging on the development of a Salmon Allocation Policy (SAP). Engagement is occurring through the Alliance of BC Modern Treaty Nations.
- The committee did not have technical support for most of the year as we did not fill the Senior Treaty Advisor role for some time.

# Committees

## Legislated Committees

### Economic Development Committee

The Economic Development Committee (EDC) operates under the requirements of the Economic Development Act.

Members: Evan Cook (Thlaa-aapkwistaa-a) (Chair), Piyush Pushkarna, Theresa Nookemus (Thlut'as aksup), Sherri Cook (Yaalthuuaa-uks), Duane Nookemis, Colin Doylend, and Sarah Johnson

Administration Support: Coraleah Bauer (Law Clerk), Alexis Young (Deputy Law Clerk)

In the 2024-2025 fiscal year, committee activities included:

- The Economic Development Committee (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.
- Approved the 2025-2029 Economic Development Plan.
- As required by legislation, the EDC received the annual report from HGB.
- The EDC reviewed and discussed additional business prospects such as Hydrogen Production, Prefab Housing, Forest Bioeconomy initiatives, seafood marketing and Dicin Foam.



# Committees

## Legislated Committees

### 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: Coraleah Bauer (Law Clerk)

The Citizenship and Treaty Enrollment application involves a three-step process:

- 1. Treaty Enrollment:** This step enables applicants to access rights such as inclusion on the eligibility for a harvest card which would allow you to hunt, fish, and gather in the ḥaḥuuḥi (traditional territory), as well as to apply for native status.
- 2. ḥawiiḥ Council Review:** The application is then reviewed by the ḥawiiḥ Council, which places the individual in the appropriate maḥas (house) based on lineage.
- 3. Citizenship Committee Approval:** Finally, the application is returned to the Citizenship Committee for final approval. At this stage, applicants become Huu-ay-aht citizens and are encouraged to take the Huu-ay-aht Oath.

The Citizenship Committee meets on the first Wednesday of every month. Recent updates have been made to the regulations under the Citizenship and Treaty Enrollment Act. Registration forms have been revised for clarity, simplicity, and user-friendliness. These updated forms, along with the citizen application, are available on the Huu-ay-aht website ([www.huuayaht.org](http://www.huuayaht.org)). All solemn declaration forms must be signed in the presence of a person authorized under Huu-ay-aht Law to take solemn declarations.

Citizenship is reviewed annually to ensure continued commitment to Huu-ay-aht values, adherence to the Oath, and active participation in community events.

**Reminder:** All sections of the application including ancestry, declarations, and identification must be fully completed. Incomplete applications will be returned and may cause delays. Please use the checklist provided at the end of the application to ensure completeness.



# 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 (ńaasiismis?aksup), Tammy Dorward [Parks Canada]

Administration Support: Christine Gruman (Lands & Natural Resources Stewardship Manager)

In the 2024-2025 fiscal year, committee activities included:

- West Coast Trail (WCT) Management Plan with Ditidaht First Nation (DFN) and Pacheedaht First Nations (PFN).
- WCT state of the park document completed with DFN and PFN.
- The committee reviewed the Terms of Reference (TOR).
- We added our Executive Director to the Cooperative Management Board Committee (CMBC) as a member.
- Framework Plan Initiatives with Parks Canada.
- West Coast Trail audio box, recordings of stories, history and a welcoming to our traditional territory.
- West Coast Trail Guardian Program full time.
- The Nation has added youth to our Guardian Program.
- Funding agreements with Parks Canada for our Guardian Program.
- Memorandum of understanding (MOU) with Parks Canada on a National Marine Conservation Area Reserve feasibility study.



### Citizen Development Committee

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

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

Our government prioritizes the health, safety, and well-being of our citizens. Reports such as The Inquiry Report with the 30 Recommendations, The Social Services Report, and The Community Wellness Report will help us move forward and create positive changes in our community.

In the 2024-2025 fiscal year, committee activities included:

- Committee members worked collaboratively on the Inquiry Report with the 30 recommendations, the Social Services Report, the Community Wellness Plan, and the Strategic Plan.
- Reinstated a Witwak Program Pilot Project (Security Training with Footprints Security).
- Food Support Program (Food Support Guidelines)
- Cultural Plan Update (10-year Plan is now a 5-year Plan)
- Godfreyson Class Action Update
- Event Updates
- Elder's Firewood Procedures
- Terms of Reference (TOR) (Update the purpose)
- Governance Project Updates
- Lot Plan (Approval of lots 3,4,6,7, and 8)
- 2025 Lot Plan (Residential Lease Regulation)
- Youth Safety Seminar
- House of Huu-ay-aht Deposit/Rental Agreement
- Strategic Plan Amendments
- Emergency Program Coordinator Introduction

# 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 2024-2025 fiscal year, committee activities included:

- Joint Committee approval of the Economic Development Plan (EDP).
- Identified potential Land Acquisition from private lands.
- Consultation on the Hišuk ma ćawak Integrated Resource Management Plan (HIRMP).
- Approval of the HIRMP.
- Discussed everything the department is working on from Invasive species (Green Crab) to the Sarita ESSR fishery (Excess Salmon to Spawning Requirements).
- Huu-ay-aht First Nations signed a 3-year deal with Fisheries and Oceans Canada (DFO) to do a mark select fishery on the Sarita River.
- Indigenous Coastal Waters Stewardship Society (ICWSS) has released the funding of 1 million dollars to the Nation for stewardship related initiatives.
- The Lands Department held the annual Elk draw. Two successful citizens were awarded an Elk tag for an Antlered Elk and Antlerless Elk.
- Maa-nulth Wildlife Harvest Plan update (2022-2027) to incorporate updated information on deer surveys, ungulate projects, and reporting.
- The Committee reviewed the Terms of Reference (TOR)
- West Coast Trail Guardians program expanded to full time
- The committee has had preliminary talks of zoning but did not move forward as we had to wait until the Framework Plan was completed.
- Preliminary talks of updating our Land Use Plan.
- Cut block approval on Treaty Settlement Lands (TSL)
- Approved the Framework Plan.
- Partnership Memorandum of Understanding (MOU) with Mosaic Forest Management
- The Nation hired a Land Use Planner and Emergency Program Coordinator
- Bamfield Main Road maintenance agreement for the Nation expired on October 31, 2024. The two forestry companies ćawak ʔqin and Mosaic are now responsible for maintenance of the chip seal surface.



# Committees

## Non-Legislated Committees

### Child and Family Wellness and Mental Health Committee

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

Administration Support: Shannon Zimmerman (Director of ʔumʔiiqsu)

In the 2024-2025 fiscal year, committee activities included:

- Terms of Reference
- Huu-ay-aht Youth Gathering Report
- ʔumʔiiqsu Policies and Procedures
- ʔumʔiiqsu Child Care Centre Documents
- ʔumʔiiqsu Work Plan for 2025-2026
- ʔumʔiiqsu Budget for 2025-2026
- Child and Family Wellness Department Work Plan for 2025-2026
- Child and Family Wellness Department Budget for 2025-2026.
- Wellness Event
- Yaaʔakap Child and Family Wellness Act Tabletop Exercise
- Community Engagement Draft Report Building Our Community Safety and Infrastructure

### Anacla Community Planning Committee

Committee Members: Edward R. Johnson (łicitath) (Chair), Stella Peters (ńaasiismisʔaksup), Brad Johnson (Wiiheyakchikk), Martha Johnson, Jaquie Dennis

Administration Support: Charlie Clappis

In the 2024-2025 fiscal year, committee activities included:

- Daycare location (Decision)
- Wellness Center Location (Decision)
- Youth Center Location (Decision)
- House of Huu-ay-aht upgrades (Floor, kitchen, bathroom, roof, generator)
- Footprints Security
- Community Engagement Report Building Our Community Safety and Infrastructure
- Food Fish Freezer
- Residential Lease Regulation: Lot Plan (Decision)
- Building By-laws



# Committees

## Non-Legislated Committees

### Law and Policy Development Committee

Committee Members: Stephen Rayner (háasqu?is?ath) (Chair), Theresa Nookemus (Thlut'as aksup) John Jack (Sayaačath), Karen Haugen (Tleeh-is-a-tuuk-aq-suup)

Admin Support: Alexis Young (Acting Law Clerk)

For the 2024–2025 fiscal year, committee activities Included:



### Human Resources and Workplace Wellness Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (chair), Stephen Rayner (háasqu?is?ath), Stella Peters (háasiismis?aksup), Karen Haugen (Tleeh-is-a-tuuk-aq-suup)

Administration Support: Marleen Nookemus (Director of Human Resources and David Takahash (Hybridge)

In the 2024-2025 fiscal year, committee activities included:

- New Organization Chart.
- New HR Salary Pay Grid for the organization.
- New HR Policy Manual.
- New Ombudsman Program
- Gap analysis for Lands and Natural Resources, Finance, and Child and Family Services Departments
- Reviewed the Staff Attire Guidelines
- The committee reviewed the Terms of Reference

### Invested Wealth Fund and Settlement Trust Committee

Committee Members: Evan Cook (chair), Jack Cook, Molly Lucas, Katt Dennis, Marina Rayner, Karen Haugen (Tleeh-is-a-tuuk-aq-suup)

Administrative Support: Jennifer Walsh (CFO), TD Financial Analyst and Jill M. Sing, Inc. Family Office Advisor and Wealth Counsel

In the 2024-2025 fiscal year, committee activities included:

- Investment Wealth Fund had excellent returns of 13.96% over this past fiscal year, where the norm was between 8% and 9%.
- Committee continues to look at ways to diversity and increase returns.

# Engagement with Stakeholders

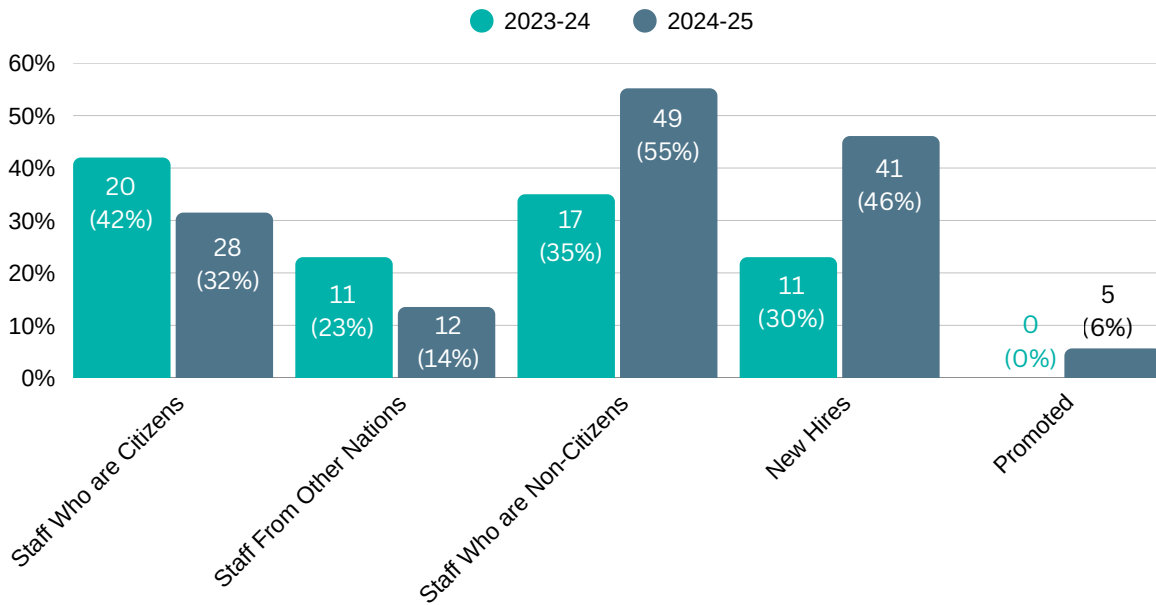
Engagement Details	Who Participated
<p>Patient Travel Working Group</p> <ul style="list-style-type: none"> <li>• Nuuchahnulth communities running into deficit due to policy restrictions</li> <li>• Travel doesn't cover all costs</li> <li>• Discharge Policy from hospitals</li> <li>• Elders escort costs not always covered</li> <li>• Remote and Semi-remote areas</li> <li>• Same day travel medical distress</li> </ul>	<p>Stella Peters, Coral Johnson, Nuuchahnulth Representatives, FNHA</p>
<p>Addressing the root causes of the toxic drug supply is deeply connected to decolonization. Discussed:</p> <ul style="list-style-type: none"> <li>• Harm reduction</li> <li>• Safe supply.</li> <li>• Access to unregulated drugs, needs assessment</li> <li>• AV 3rd highest death rate, missing pieces</li> <li>• Physician capacity, prescribers, nurses.</li> <li>• Island Health supports, unregulated fentanyl</li> <li>• Look at needs of the community</li> <li>• NTC Mental Health Mobile Unit.</li> <li>• Youth safe spaces</li> <li>• Restorative Justice.</li> </ul>	<p>Stella Peters, Community Action Team (CAT)</p>
<p>Proposed Book Collaboration with Huu-ay-aht First Nation. Discussed:</p> <ul style="list-style-type: none"> <li>• Focus on fisheries management, whaling, protected areas, case studies for historical and contemporary oceans law to issue commercial whaling, commercial fishing</li> <li>• The legal history of Bamfield and Barkley Sound</li> </ul>	<p>Stella Peters, Karen Haugen, Cameron Jefferies (Professor Faculty of Law University of Alberta)</p>
<p>Developed and finalized an MOU for Huu-ay-aht and BC Corrections</p>	<p>BC Corrections Kate Hiebert</p>
<p>Anacla Heliport assessment</p> <ul style="list-style-type: none"> <li>• The need for a helipad for the "Helicopters Without Borders" who bring in Health Care Professionals to remote areas and for Emergency evacuations.</li> </ul>	<p>Stella Peters, Coral Johnson, Kurt Kranz, Ryan Hetchko</p>

# Engagement with Stakeholders

Engagement Details	Who Participated
<p>Toxic drug crisis discussion:</p> <ul style="list-style-type: none"> <li>Lack of resources for treatment, overdose awareness, suicide, addictions, homelessness, racism in the health care system, social determinants of health, cultural safety and humility, patient travel, primary care wellness, and Health Legislation.</li> <li>There is so much that we need to consider as it relates to intergenerational traumas &amp; has a major impact on our youth and families.</li> </ul>	<p>Stella Peters, Coral Johnson, Nuu-chah-nulth Representatives, FNHA</p>
<p>Looking at a Co-Governance Model for SD70, discussed:</p> <ul style="list-style-type: none"> <li>In the past First Nations representatives were Trustees but were not voting members, this new model would be a pilot project and give full participation. It would require changes to the legislation and we questioned the SD70 policy.</li> </ul>	<p>Stella Peters, Karen Haugen, Nuu-chah-nuth representatives, Pacific Rim SD 70</p>
<p>Toxic drug &amp; mental health crisis discussed:</p> <ul style="list-style-type: none"> <li>“declared state of emergency” on September 19, 2024 by NTC, April 10 by FNHA,</li> <li>A strategic plan to address the intergenerational traumas, colonial traumas, and the impacts and effects it’s had on our people, trying to prioritize what have we missed, what is important to our communities, and where do we go from here.</li> <li>For HUU-AY-AHT the number of deaths due to toxic drugs, alcohol, mental health is estimated at 26 in the past 10 years.</li> <li>The number of youth we have lost has had a drastic impact on families (parents, siblings, children and grandparents).</li> <li>It is having a ripple effect on the mental health and well-being of those affected especially through grieving and mourning. This is of high priority.</li> </ul>	<p>Stella Peters, Karen Haugen, Edward R. Johnson, John Jack, Stephen Rayner, Minister Josie Osbourne</p>
<p>Oral Application – Weaving Justice: Cedar Grants</p>	<p>Theresa Nookemus, Heather Castleden, Jayme Gabriel-Chan, Leah Combs, Madeleine Bégin</p>

# Human Resources

Supports the Human Resources & Workplace Wellness Committee






In the above chart, the percentage breakdown for 2023–2024 reflects a smaller staff size of 48 employees, whereas the 2024–2025 percentages are calculated from a larger total of 89 employees, illustrating growth and shifts in workforce composition.

**8 Youth Hired**  
For Youth Summer Program  
In 2024-2025 Fiscal Year



# Human Resources

Achievement/Highlight	Strategic Plan Goal
<p>A new HUU-AY-AHT First Nations Employee Handbook which articulates our organizational policies, employee expectations, and the rights and responsibilities of all staff members. The handbook is also a living document to ensure compliance with Federal Law.</p>	
<p>The new Salary Grid allows us to ensure that compensation is competitive, fair, and transparent across all roles within the organization.</p>	
<p>The new Organizational Chart provides a clear visual representation of our structure, including departments, teams and individual roles, it also clearly shows reporting relationships.</p>	
<p>Fostering of healthy and safe work environment provides a consistent message about what we value and how we operate, which is vital for an inclusive and respectful work environment.</p>	
<p>Consistent training to promote a safe and healthy workplace.</p>	
<p>Increased funding for Professional Development. Employees have access to professional development to enhance their educational portfolio which promotes capacity building within the HUU-AY-AHT First Nations Government Administration; we would no longer have to rely on contractors. This also attracts viable professionals to work with HUU-AY-AHT First Nations Government.</p>	
<p>The Ombudsman Program aims to provide a climate of transparency and fairness within the workplace by addressing and resolving complaints and concerns in a constructive manner. This applies to complaints related to administrative actions and decisions affecting the rights of an employee.</p>	 
<p>The Youth Employment Program started June 2024. This program helps HUU-AY-AHT youth gain experience in the workforce. They also get to determine what field they are interested in and work within that department.</p>	

# Community & Citizen Services

Supports the Anacla Community Planning Committee and the Citizen Development Committee.

**\$97,770**  
Grants Received for Community Wellness

**29**  
Food Supports

**5**  
Cultural Ceremonies

**57**  
Citizens Accessing Clinical Counselling

**29**  
Crisis Grants

**4**  
Income Assistance

**65**  
Cultural Wellness Events/Activities

**25**  
Citizens Accessing Outreach Services

**11**  
Funerals Supported

**21**  
Workshops Offered

**48**  
Cultural Nights

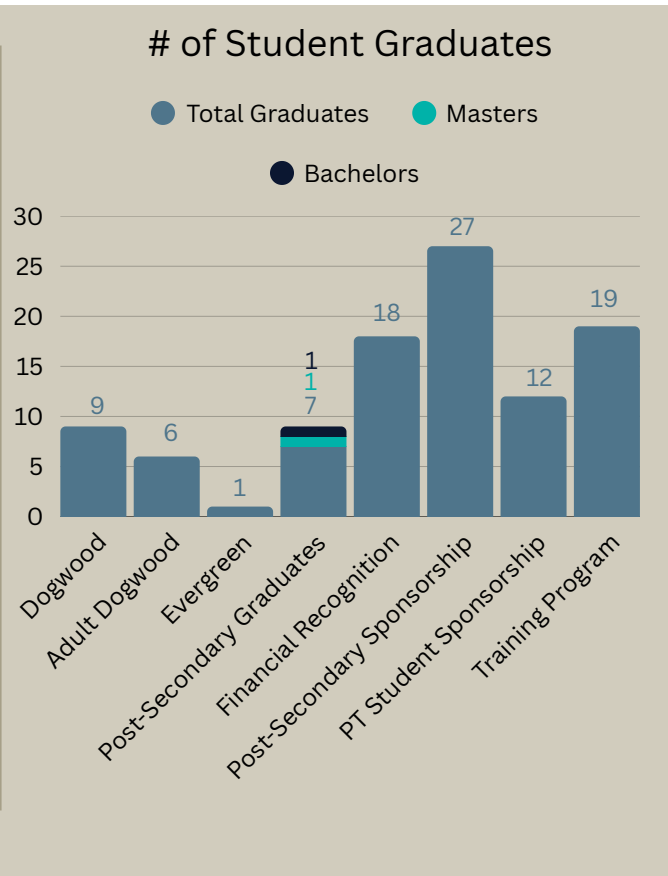
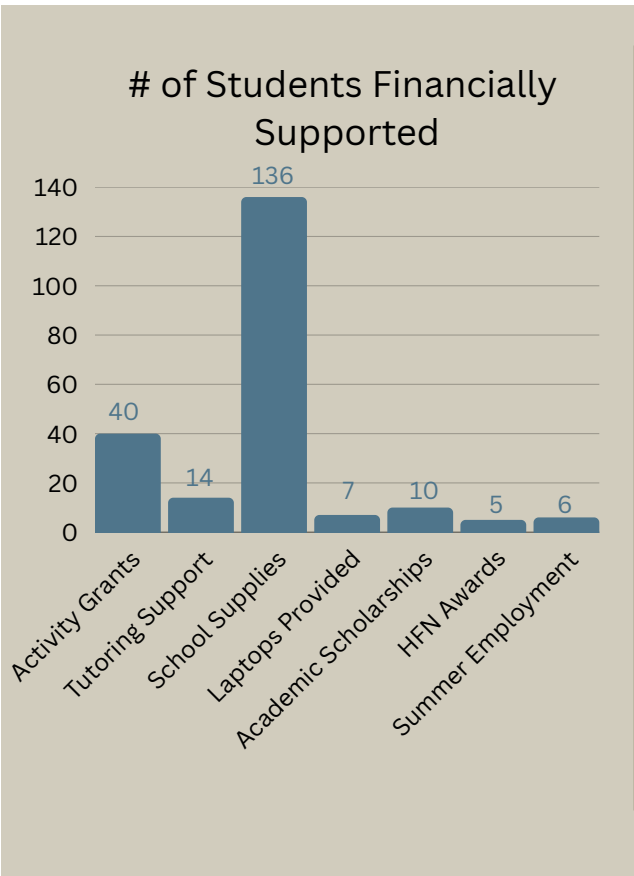
**14**  
Attended Girls Group Ages 9-13

**14**  
Major Dental Requests


**7**  
Community Events

**12**  
Citizens Accessing Detox/Treatment


**\$86,077.99**  
Supported Citizens Accessing Detox/Treatment



# Community & Citizen Services

Achievement/Highlight	Strategic Plan Goal
Hosted Community Kitchen in Anacla	
Hosted four Healthy Eating Workshops: learning about nutritional food/cooking.	
Food Support Program	
Outreach Program	
Witwak (security) Program	
Started a backpack program for unhoused Citizens	
Held a Wellness Event at the Barclay Hotel	
Hired a Language Coordinator on a 4-year term	
Provided an Overdose Awareness/Sobriety Tent at the Pachena Bay Music Festival	
Indigenous Policing (RCMP) provided an online safety presentation for all community members.	
Indigenous Policing (RCMP) provided an Elder Abuse Awareness and Fraud Awareness presentation	
Hosted three Overdose Awareness and Naloxone training sessions	
Healthy Relationship Workshops offered in Anacla	
Provided three pharmacist coverage workshops in Anacla and with the Nananiiqsu	
Grief and Loss workshops were presented in Anacla and Port Alberni	
Wellness drop-in sessions were offered to all citizens	
Walk and Talk Sessions were offered in Port Alberni with the Huu-ay-aht Outreach Worker weekly	
Men's groups were offered in both Port Alberni and Anacla	

# Community & Citizen Services

Achievement/Highlight	Strategic Plan Goal
<p>Beading classes were offered with Huu-ay-aht Outreach Worker weekly</p>	
<p>The Girls Project participated in candle making, traditional art, arts and crafts, beading with looms, cedar rose making, camping, various wellness topics</p>	
<p>Hosted events such as a Wellness Day Event in Port Alberni, bingo nights in Anacla, Indigenous Day in Anacla, and Overdose Awareness Day Event</p>	
<p>Nananiqsu (12-20 Elders) met monthly to meet and bring recommendations to Elected Council</p>	
<p>Cultural events and activities were provided: weekly dance practices in both Port Alberni and Anacla, brushings in homes, people, offices, cultural camp in the summer, harvesting cedar and devils club</p>	
<p>Held Ceremonies for Coming Home, opening of the ?um?iiqsu, and at the River (to acknowledge the loss of residents)</p>	





# Child & Family Wellness

Supports the Child & Family Wellness and Mental Health Committee



Citizens Seen	<b>667</b>	Ministry Support	<b>157</b>
Financial Support	<b>219</b>	Safety Plans	<b>35</b>
Housing Support	<b>69</b>	Legal Court Support	<b>47</b>
Grocery Support	<b>157</b>	Parenting Support	<b>136</b>
Transportation/Fuel	<b>35</b>	Foster Parent Support	<b>133</b>
Pre/Post Natal Support	<b>20</b>	Cultural Support	<b>37</b>
Emotional Support	<b>433</b>	Referrals/Other	<b>131</b>




# Child & Family Wellness

Achievement/Highlight	Strategic Plan Goal
<b>Child &amp; Family Wellness Team</b>	
Successfully hired new staff to provide wrap-around services for children, youth, and families including a family support liaison worker	
Enhanced communication advocacy and access to resources for families navigating systems	
Engaged in specialized training to enhance trauma informed and relational approaches to support Child and Family Wellness Team in strengthening their capacity to respond with empathy regulation and cultural safety	
Hosted quarterly family nights in Port Alberni	
Hosted weekly Snack and Chats in Anacla offering space for open dialogue and wellness focused relationships and discussions	
<b>Paawats Daycare</b>	
Both Daycares operated at full capacity	
Hosted a graduation at both daycares	
Hired two summer students, one working in Port and Anacla	
Port Alberni continues to provide ongoing support to the North Island College and the ECE program, offering four students the opportunity to learn through a practicum placement with us. If Citizens are interested reach out to HUU-ay-aht Education Department	
Continued to provide Culture and language teachings in daycare programming and the children participated in drum making traditional food harvesting and planting activities	
Hired a new Early Childhood Educator	

# Child & Family Wellness

Achievement/Highlight	Strategic Plan Goal
<b>Youth Program</b>	
<p>Hired a Youth Program Coordinator to enhance our outreach and engagement with youth with a focus on Wellness mentorship and culturally grounded programming</p>	
<p>The youths were able to participate in numerous activities from zip line adventures, swimming, track and field, Wildlife Recovery Centre, Butterfly World, Petting Zoo, Pumpkin Patch, as well as hosting a pumpkin carving event at the school. Seafood harvesting, berry picking, camping, fishing and Fry bread Fridays</p>	
<p>Provided “Art Attack” Hosted by Nuuchahnulth Tribal Council Youth Group on Mondays at the House of Huu-ay-aht</p>	
<b>Warriors Program</b>	
<p>Held community workshops and multi-nation training course such as salves and medicine, soap-making, first aid, breathwork, trapping demonstrations, and hid tanning.</p>	
<p>Participated in the Warrior Games in May with over 50 youth from across Nuuchahnulth and adult mentors at Kwisisit (Southern Long Beach, Yuuʔiʔatʔ and Tla-o-qui-aht territories).</p>	
<p>Conducted a survey and can provide those details upon request.</p>	
<p>Participated in food sovereignty work that included clam gardening revitalization, hunting, trapping, to cooking and preservation.</p>	
<p>In July 2024, Warriors travelled to Kyuquot/Cheklesahht First Nation Territory to complete the last clam garden build and restoration as part of a 2-year project through Indigenous Health and Climate Action Program with First Nation Health Authority</p>	
<p>Hired a new Early Childhood Educator</p>	

# Child & Family Wellness

Achievement/Highlight	Strategic Plan Goal
<p><b>Warriors Program</b></p>	
<p>Participated in two seal harvests providing a community dinner serving seal, and made and distributed seal grease</p>	
<p>Support Tla-o-qui-aht First Nation with building three outhouses in remote location in their territory</p>	



# ʔumʔiiqsu Centre

Supports the Child & Family Wellness and Mental Health Committee

**10**  
Families welcomed in Supported Living

**\$107,000**  
Annual Operating Budget from BC Housing

**Hired Employees ʔumʔiiqsu Centre:**  
1 Director  
1 Program Coordinator  
1 Building Service Worker  
1 Manager  
11 FT Employees



**2**  
Families Welcomed in 2<sup>nd</sup> Stage Housing


**\$3.85M of \$5M**  
Commitment Received from Ministry of Indigenous Relations and Reconciliations for Operational Expenses

**Hired Employees ʔumʔiiqsu Child Care Centre:**  
1 Manager  
1 Cook  
6 ECE Workers

**\$651,247**  
AHSBC Funding for ʔumʔiiqsu Child Care Centre



# ʔumʔiiqsu Centre

Achievement/Highlight	Strategic Plan Goal
Recommendation 26 in the Social Services Project was achieved. Doors opened to families on January 1, 2025	
Construction of the facility was completed on November 6, 2024	
Possession Date was December 2, 2024	
Business License received on December 3, 2024	
Staff Onboarding happened December 2024	
Opened the doors to welcome families on January 1, 2025	
Received Aboriginal Head Start Funding to operate our Child Care Program	
Child Care License received December 11, 2024	
Child Care opened January 2, 2025	
Language classes bi-weekly for February with HUU-AY-AHT Language Coordinator at the Child Care Centre for ʔumʔiiqsu Child Care staff, ʔumʔiiqsu staff, children.	
Port Alberni HUU-AY-AHT Cultural Worker, came to the Child Care Centre and guided our staff and little ones in waking our drums	
Mothers attending art therapy once per week	



# Infrastructure & Capital Projects

Supports the Anacla Community Planning Committee

60 Cords of firewood delivered to Elders

4 Repairs to roofs on Anacla homes

Completed chimney inspections and repairs on **all** woodstoves in Anacla

Achievement/Highlight	Strategic Plan Goal
Healthy Homes Initiative – repaired citizen roofs and built 2 access ramps for elders with mobility issues in Anacla and one in Port Alberni.	
Created fleet replacement strategy for both light and heavy fleet	
Specific Lands Claim funded by Executive Council of \$850,000 allocated to House of Huu-ay-aht upgrades – project to be complete by July 2025.	
Cultural & Visitor Information Centre Construction – funded by Canadian Infrastructure Grant 1.7 million and the Specific Land Claims contributing 2.8 million – Project to be complete in 2026.	
Water Treatment – Investing in Canada Infrastructure program funded \$5.8 million for water treatment and new supply lines for lower Anacla and a second reservoir	
Completed covered bus stops and the park located in Upper Anacla.	



# Ma?as taqim? Housing Society

**Mission:** The purpose of the Society is to construct, administer, operate, manage and maintain affordable rental housing for HUU-ay-aht citizens, HUU-ay-aht families and HUU-ay-aht employees in accordance with HUU-ay-aht law.

**Board of Directors:** The board of directors is comprised of five individuals, all HUU-ay-aht citizens. Based on their varied backgrounds and life experience, each director offers a unique perspective and contribution to the board. Charlie Clappis, Marjorie White, Martha Johnson, Kimberly Nookemus and Ayanna Clappis were the Board of Directors for 2024-2025.

3 New buildings which include 8 rental units

23 Rental Units in Anacla

1 FT Housing Manager  
2 PT Maintenance Technicians


86%  
Average Occupancy Rate

1 New family moved back to community

2 families and 2 single tenants move out of community

Catagory	Amout (CAD)
Rental Income	\$65,137
Tenant Arrears - APR2024 to MAR2025	\$66,053
HFN Operational Subsidy	\$104,170
HFN Rental Subsidy	\$37,403
Maintenance Costs	\$10, 834
Staff Salaries	\$99, 756
Surplus	\$82, 050

# Maʔas taqimʔ Housing Society

Achievement/Highlight	Strategic Plan Goal
<p>In 2024, Maʔas taqimʔ Housing Society operated its first fiscal year of operations as a HUU-AY-AHT public body.</p>	
<p>Began construction on three buildings which will include 8 units with funding from BC Housing</p>	
<p>Renovated 3 units after move outs</p>	
<p>The first year of operations highlighted gaps and shortfalls in management, the Board worked diligently with HUU-AY-AHT First Nations to make the necessary changes to ensure the society continues to grow with a focus on maintenance, tenant engagement and support, and future planning.</p>	
<p>Looking ahead, expand tenant support services, and continue improving energy efficient and sustainability</p>	



# Lands & Natural Resources

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

**10**  
 HFN community members and employees achieved their SVOP, MED A3 and ROC-M certificates in community

**8**  
 Citizens joined training courses with our Guardian team to build job skills and connect with the program. Coursework included wildfire training, invasive species training, security, First Aid, Power Saw, and driver licensing.

**35**  
 Community members checked into the House of Huu-ay-aht during the Hike to High Ground tsunami preparedness event

**28 days** of Juvenile Chinook microtrawling under contract by DFO, catching and sampling **100+** juvenile Chinook.

**36 female and 54 male** Chum Salmon spawned at the Sugsaw Hatchery. In Spring, over **50,000** Chum Salmon fry will be released to enhance population.

**\$120,000**  
 In grant funding applied for to support emergency preparedness, close to 40,000 approved so far



**260** European Green Crabs removed from the haḥuuti





	Anacla	Port Alberni	Nanaimo	Parksville	Duncan	Victoria	Vancouver	Comox	Total
<b>Chinook</b>	74	156	42	21	23	75	98	12	501
<b>Cans</b>	105	220	53	21	25	81	110	14	629
<b>Sockeye</b>	80	193	45	19	25	73	105	12	552
<b>Halibut</b>	105	220	53	21	25	81	110	14	629

	Anacla	Port Alberni	Nanaimo	Parksville	Duncan	Victoria	Vancouver	Comox	Total
<b>Chinook (lbs)</b>	1110	2340	630	315	345	1125	1470	180	7515 lbs
<b>Cans (boxes)</b>	105	220	53	21	25	81	110	14	629 boxes
<b>Sockeye (pieces)</b>	480	1158	270	114	150	438	630	72	3312 pieces
<b>Halibut (lbs)</b>	1050	2200	530	210	250	810	1100	140	6290 lbs

# Lands & Natural Resources

Achievement/Highlight	Strategic Plan Goal
Guardian Program expanded to be a year-round program operating outside the West Coast Trail into our wider ḥaḥuuti	  
Marine Monitoring and Stewardship program was joined by two HUU-ay-aht summer students and focused on health and extent of kelp beds in key locations, invasive European Green Crab trapping, marine mammal monitoring, Ṣapcýin (Northern Abalone) & ḥayíštup (rock-stickers/katy chiton) stewardship, oceanographic monitoring, forage fish habitat suitability	
Lands Planning unit added to the Lands and Natural Resources team and staffed by a registered professional planner	
Relationship started with WCMRC to create Geographic Response Strategies within HUU-ay-aht First Nations territory for oil spill protection	
Automated Camping Permit System online and reducing processing time for Citizens and Visitors.	
Áunnim (Elk) Draw: two strong HUU-ay-aht women successfully harvested our allocation from the Klanawa area.	
HUU-ay-aht GIS/Mapping program is online and maps are being created internally for decision making and education purposes	
Sarita Watershed Renewal Program continues. In partnership with LGL, HUU-ay-aht has once again begun Juvenile Salmon monitoring on the Sarita River Watershed. This includes Rotary Screw Trap operation, Estuary Seining, and Beach and Purse Seining in Numukamis Bay	
Snorkel Surveys expanded to Klanawa River. In a partnership with Ditidaht First Nations and Parks Canada, the team has expanded their efforts to survey spawning Salmon on Klanawa, as well as take E-DNA samples to determine fish presence in specific parts of the system.	

# Lands & Natural Resources

Achievement/Highlight	Strategic Plan Goal
<p>Gained funding from Freshwater Fisheries Society of BC to monitor spring salmon/trout populations in Sarita, as well as trout populations in Sarita Lake. Will be working with provincial Biologists summer 2025</p>	
<p>Expanded invasive species program. Staff have set up a course for safe pesticide application and have expanded the program's focus to more invasive species</p>	
<p>Sugsaw Creek Hatchery observes record return of chum to Sugsaw Creek, triggering motion on indigenous led harvest in 2025 - 55,000.00 Chum fry released</p>	
<p>Relationship started with WCMRC to create Geographic Response Strategies within Huu-ay-aht First Nations territory for oil spill protection</p>	
<p>Sarita Chinook Economic Fishery earns collective \$26,000.00 split between 12 citizens who participated</p>	
<p>Sarita River Chinook monitoring contributes directly to Top Level Canadian Science publication (CSAS). Continues to gain international recognition in indigenous salmon management</p>	
<p>Huu-ay-aht GIS/Mapping program is online and maps are being created internally for decision making and education purposes</p>	
<p>Huu-ay-aht First Nations active representative on Area 23 Barkley Round table which continues to make group decision on management of important fish stocks</p>	
<p>SVOP course held in-community and saw 10 successful candidates pass the course and are now qualified captains</p>	
<p>Hazards Risks and Vulnerabilities Assessment complete, and Emergency Response Plan under review. 2-day introductory training held in-community by the Emergency Management specialist who completed the plans</p>	

# Economic Development

Supports the Economic Development Committee

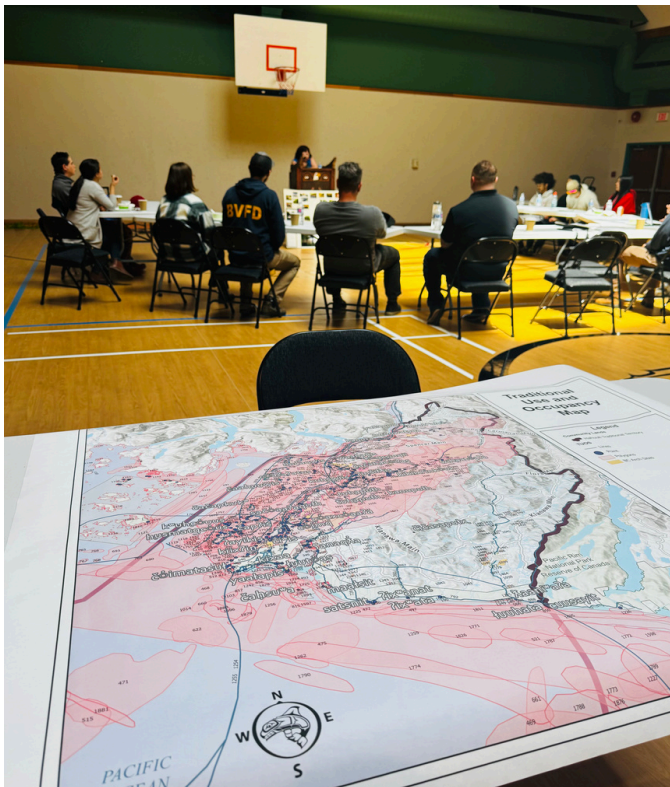
2 community summits, one business walk, 10 interviews and several internal and committee meetings to gather input for the Community Economic Development Plan (CEDP)

Conducted extensive community engagement for the Framework Plan. In total 190+ participants were engaged across 8 Open House events and 3 Virtual Meetings.



Assisted one Huu-ay-aht citizen through the entrepreneur's fund, in partnership with NEDC




## HUU-AY-AHT FIRST NATIONS FRAMEWORK PLAN



# Economic Development

Achievement/Highlight	Strategic Plan Goal
<p>Hosted the successful Three Star Dark Sky Festival (pilot project, no core budget used)</p>	
<p>Advanced discussions on Dark Sky Reserve designation for Bamfield/Anacla in 2025</p>	
<p>Enhanced momentum with HGB and FORUM for aligned development planning and economic projects including completing all citizen engagement sessions for Huu-ay-aht Framework Plan Vision</p>	
<p>Initiated and completed the HFN Community Economic Development Plan 2025 project and hosted Economic Summit in Port Alberni and public engagement in Anacla. (Both reports are currently published online)</p>	
<p>Launched and completed the Kiiḡin Research and Development (R&amp;D) Project with Legacy Tourism Group</p>	
<p>Initiated Fresh Produce Initiative partnership with Growcer Ltd (container farming project). Drafted business plan and secured \$130,000 from Capital and Innovation Program for this initiative</p>	
<p>Secured \$250,000 Indigenous Food Security and Sovereignty Grant (walk-in freezer, generator for House of Huu-ay-aht and support food fish program)</p>	

# Economic Development




Achievement/Highlight	Strategic Plan Goal
Secured 1 entrepreneur under Citizen Entrepreneurial Fund (\$5k grants)	
Built strengthened internal coordination across departments on tourism, infrastructure, and economic growth projects	



**1 Audit:** Completed 2023-2024 Audit

**1 Budget:** Completed 2024-2025 Budget

**1 New Hire:** Chief Financial Officer

Achievement/Highlight	Strategic Plan Goal
<p>Provided accurate and timely financial statements comparing actuals to budget for each department, Finance Committee and Executive Council</p>	
<p>Provided all information to funding agencies as required</p>	
<p>Ensuring compliance with all legislative requirements including ensuring the Invested Wealth Fund was fully funded per Finance Fiscal Agreement (FFA) requirements</p>	
<p>Prepared the 2024-2025 budget to ensure compliance with the Government Act and posted the Budget Act, 2025</p>	
<p>Supported work for the preparation of the 2023-2024 Audit</p>	
<p>Participated in the negotiations with Maa-nulth Society on the 10-year Fiscal Financing Agreement</p>	
<p>Completed financial remuneration reporting</p>	
<p>Negotiations with Canada and B.C.</p>	 
<p>Prepared Elder’s Benefits, Social Assistance and Patient Travel, as well as paying vendors and processing payroll accurately and timely.</p>	

# Finance

Achievement/Highlight	Strategic Plan Goal
Outstanding loans were paid off with specific claims	
New Chief Financial Officer hired	
Completed work to ensure finance is in alignment with legislation	
Statements expenses and remuneration documents up-to-date	
End of 2024, reviewed Finance Department structure and recruited	
Conducted Tangible Capital Asset and Asset Retirement Obligation Work	



# Law & Treaty Implementation

Supports all Committees

29 Executive Council Meetings

15 Committee Of The Whole

2 New Appointed Committee Members

Executive Council Reviewed and Approved All Committee Terms of Reference

394 Resolutions Passed by Executive Council

104 Citizens Supported with Various Status Card Needs

41 Citizens Received Citizenship Letters



# Law & Treaty Implementation

Achievement/Highlight	Strategic Plan Goal
Governance Project Economic Development Act	
Governance Project Community Safety Act. Including community engagement sessions	
Held an Indigenous Law Workshop with ḥawiiḥ Council, Executive Council, administration	
Amendments to the Public Complaints Policy	
Executive Council and ḥawiiḥ Council attended a workshop on lateral violence and how it is affecting the community	
The department facilitated the Annual 2024 People's Assembly with assistance from ḥawiiḥ Council, the Speaker, Executive Council, Executive Director, and various administrative departments	
The Acting Law Clerk continued to assist with the Exclusion Order process under the Community Safety Act	




# Communications

Supports All Departments



24 Anacla News Created and Delivered

3 Uyaqhmis Newsletters Created and Delivered

443 Info Graphics Created (up 3% from previous year)

Achievement/Highlight	Strategic Plan Goal
Supported in the writing, editing, and publishing of the Annual Report 2023-2024	
Supported in editing and publishing of the 2024 – 2029 Strategic Plan	
Created and implemented the Employee and Citizen Social Media Policy	
Created the HUU-ay-aht staff Attire Guidelines and the usage of the HUU-ay-aht logo guidelines on merchandise	
Created the Department Services Brochure and provided it at the Annual People’s Assembly	
Implemented the Executive Council Monthly Highlights	
Applied for and received \$25,491 grant to develop and maintain a HUU-ay-aht App	
Worked on the development of a HUU-ay-aht App (launch in April 2025)	
Created and published 24 Anacla News delivered to Anacla Citizens and 3 Uyaqhmis delivered to each household.	
Supported the Economic Development Department on the Three Stars Dark Sky Festival Pilot Project	

# Communications

Achievement/Highlight	Strategic Plan Goal
Supported on ensuring all communication is in alignment of HUU-AY-AHT branding and style	
Supported the Economic Development Department on the HUU-AY-AHT Framework Plan with creating and managing a webpage, and social media page	
Supported the Events and Promotional Coordinator with all HUU-AY-AHT Events	
Created the Annual Calendar and mailed out to all households.	
Hired the term position, Special Project Liaison, to support the objectives of the Governance Project	
Planned and facilitated the HUU-AY-AHT Youth Gathering in Anacla, Port Alberni, and Victoria	
Planned youth capacity opportunities at the Youth Treaty Simulation, Land Claim Agreement Coalition (LCAC) Conference, and Gathering our Voices (GOV)	
Lead the ergonomics assessment program ensuring staff workstations are ergonomically friendly	



## MEMBERS OF HUU-AY-AHT FIRST NATIONS NEVER MISS AN UPDATE

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*Steer the canoe in  
the right direction*



huu ay aht

ANCIENT SPIRIT, MODERN MIND

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