



# siiye'yu

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December 2024 - January 2025

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# Update from CAO, Edith Moore

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Happy New Year! As we step into 2025 after our two-week holiday break, I am filled with gratitude for the opportunities that lie ahead. This new year brings a renewed sense of purpose, and we look forward to continuing our journey alongside our Member Nations.

In late November, we gathered on the sacred lands of the Tsawwassen First Nation for the 2023/2024 NmTC Annual General Meeting (AGM). On November 26th, we co-hosted a lands tour with Tsawwassen for our Board Members, Shareholders, and Elders. This tour was a remarkable opportunity to explore Tsawwassen's community and cultural infrastructure, economic development initiatives, and the natural beauty of their territory.



The AGM took place on November 27th at the Cascades Casino conference room. It was a successful day, where we celebrated our collective achievements over the 2023/2024 fiscal year. The highlights of the year were beautifully captured in the annual report designed by the Indigenous Marketing Solutions team.

As stipulated by the NmTC Bylaws, the Executive Committee was dissolved at the AGM, and a new Executive Committee will be elected at our upcoming Board of Directors meeting. I want to extend my deepest gratitude to the outgoing Executive Committee—Chair Steven Brown, Vice-Chair Gordon Harry, and Secretary/Treasurer Cheryl Jones—for their exceptional dedication and hard work throughout the past year. Their contributions have been invaluable.

Later that evening, we hosted our annual banquet in the sacred longhouse of Tsawwassen to honour the Tribal Council, our Member Nations, and our staff. We were warmly welcomed by sxʷamisat Chief Laura Cassidy, followed by a heartfelt prayer from Ruth Adams of Tsawwassen. Connie Adams of Tsawwassen also enriched the evening with an opening song and a table song. The banquet was filled with delicious food from Salishan Catering, music by Métis Cree singer-songwriter Nathaniel Postma, and a powerful dance performance by Tsatsu Stalqayu (Coastal Wolf Pack).



Photo: Tsatsu Stalqayu (Coastal Wolf Pack) performing at the NmTC Banquet

We are incredibly grateful to the Tsawwassen Nation for their generous hospitality, to our emcee Chemkwaat Valerie Cross for expertly guiding the evening, to Tsawwassen Shuttles Inc. for ensuring safe travel to and from the longhouse, and to Candice Camille Photography for capturing beautiful moments from the event. A heartfelt thank you also goes to our team at Naut'sa mawt Event Management for the stunning décor and their hard work in making the banquet a resounding success.

These celebrations reminded us of the strength found in unity, and we are already looking forward to the 2024/2025 AGM and banquet.





In mid-December, I had the privilege of joining the staff of Tsleil-Waututh Nation, Hawk Communications, and New Relationship Trust at the Tsleil-Waututh First Nations administration office to take part in filming for the Hawk Communications app. This app is now being utilized by over 85 Nations and Indigenous support organizations across the country.

Lastly, I am thrilled to announce that Mikaela Craig, our Director of Member Services, has returned from maternity leave as of January 13, 2025. Welcome back, Mikaela!

As we embrace the year ahead, I am excited for the journey we will continue to build together. Here's to a prosperous 2025!



# Staff Announcements

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## Welcome Back!



We are thrilled to have Mikaela Craig (Whitelaw) back working for Naut'sa mawt Tribal Council as Director of Member Services. Mikaela welcomed baby Malakai January 2024, and was blessed to have been home for the past year with him and her oldest son, Theo. Mikaela's first priorities coming back into her position are supporting the Member Services team; re-connecting with the CAO Network; and planning what the 2025/26 fiscal year will entail to best support our Members Nations. She is looking forward to catching up with all of the Nation's staff she has worked with in the past, as well as introducing herself to new staff.

Please contact Mikaela anytime at [MikaelaC@nautsmawt.com](mailto:MikaelaC@nautsmawt.com) or **250-416-5186**

## Farewell Haley Giddens & Congratulations Annette Lee



In December the NEM team bid a temporary farewell to our wonderful Senior Event Manager, Haley Giddens, as she begins her maternity leave. We are so excited for Haley and her family during this special time and wish her all the joy and happiness as she embraces this new chapter.

While Haley is away, we are pleased to announce that Annette Lee will be stepping in as the interim Senior Event Manager. Annette brings a wealth of experience and a deep understanding of the goals of our Naut'sa mawt Event Management.

## New Hires



### **Reanna Bastien**

#### *UX/UI Designer*

Located in the Comox Valley, Reanna's professional background covers graphic design for websites, branding, social media & print as well as photography. Reanna has over ten years of experience as both a freelancer and contractor and her strengths are organization, project management and creativity. In her spare time, Reanna teaches roller skating, plays Roller Derby, enjoys backpacking, hiking and being outdoors.

### **Benjamin Bastillo**

#### *Event Assistant*

Benny joins NEM from the unceded territories of the x̣ẉməθkwəỵəm/Musqueam, Skwxwú7mesh/Squamish, and Səl̓ílwətał/tsleil-waututh Nations. As an Event Assistant, Benny brings enthusiasm, organization, and a proactive approach to supporting the team in executing successful events. With a focus on intersectional and critical thinking, Benny plays a key role in ensuring every detail is handled with care. Drawing on six years of experience as an event producer in the local queer scene, Benny is skilled in creating inclusive experiences while navigating the complexities of diverse communities and audiences. In his spare time, Benny loves to play a variety of board or video games with friends, watching movies & cooking.



# Member Services Highlights

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## Elders and Youth Council

### NmTC Elders Advisory Council Meeting

#### *Detecting the Teachings: Insights from the NmTC Elders Council Virtual Circle*

On December 13, 2024, five respected NmTC Elders Council members gathered in the virtual circle of supportive camaraderie, to share knowledge, and enjoy moments of laughter and reflection. The teachings that emerge from these meetings continue to be invaluable.

#### *Support and Wellness: A Space for Connecting*

During this opening, one Elder shared that he was recovering from a flu. In response, another Elder suggested using of zàxvən (spelling may be incorrect) oil, another Elder agreed.

Many of us had not hear this word and learned that zàxvən is the Ayajuthem word for Eulachon, also known as oolichan, ulichan, ooligan, oilfish, salvation fish, and candlefish. Eulachon are small, oily fish so rich in fat they can burn like a candle when dried. For centuries, this oil has remained a valuable source of food, medicine, and trade goods item for the Coast Salish people.

Although it was not the chosen remedy for this Elder's recovering stomach, it emphasised the relationship between wellness and traditional medicine, it underlined that this knowledge must be passed down to future generations.

#### *A Reminder on Health: Medication Awareness and Natural Supplements*

Other teachings followed after an Elder shared that recent changes in eyesight were being addressed. The Elder also shared an important reminder, to always review the interactions and warnings of medications before taking them. A newly introduced medication was noted to potentially affect vision. This reminder to understand all effects of prescribed medications could be life saving.

After a lighthearted confession that most of the Elders eyesight is certainly not what it used to be, they discussed the potential benefits of taking a lutein supplement. Lutein is an antioxidant known as the "eye vitamin", present in many fruits and vegetables. This practical advice added blending traditional care with modern health awareness.



### *Honoring Elders: Listening and Learning*

One of the most important teachings from this gathering was a reminder of the respect owed to Elders and their wisdom. As we have all learned, when an Elder is speaking, it is essential to listen, hear and learn. Elders are an infinite source of knowledge, and their teachings are a true gift.

### **NmTC Youth Council Meeting**

#### *Small but Mighty: Meaningful Connections*

On December 10, 2024, the NmTC Youth Council gathered for a one-hour evening meeting. While attendance was small, with just two youth present, the space created was meaningful and impactful. It provided a platform for them to share their aspirations, and their thoughtful contributions proved invaluable.

#### *Rest and Milestones: A Needed Break*

The past few weeks had been bustling for both youth as communities prepared for holiday events. Our youth were eagerly anticipating a well-deserved break from the demands of university and employment. We were pleased to hear the exciting news that the Stz'uminus longhouse has reopened following its renovations, a meaningful milestone for the community!

#### *Cultural Activities 2025: What is on your Wish List?*

As we look ahead for 2025, our youth were asked to share their thoughts on traditional activities they would like to engage in. Their enthusiasm to connect with culture and learn the traditional ways of the land with our Elders shone through with excitement. Ideas shared were the following:

- Embark on a Medicine Walk to recognize Traditional Medicines
- Develop Traditional Food Preparation skills paired with Elder storytelling
- Master the art of Cedar Weaving and learn Wool Weaving
- Craft their own Drums and create bracelets with Loom Beading
- Preserve traditions (and food!) with Food Canning
- Learn the skill of Smoking Fish and Baking Yeast Bread
- Share meaningful moments and learn wisdom with Elders in a Tea Circle

#### *Writing Your Own Bio: Share Your Story*

We're inviting youth to share a brief bio and photo for our newsletter and website! This is a great opportunity to introduce themselves, celebrate their journey and inspire others. Tips on what to include and where to find examples were shared to make this process easy and enjoyable.





### *Welcoming New Members: Expanding the Youth and Elders Councils*

The exciting news of expanding both the Elders Council and the Youth Council were shared. Recruitment is in progress to bring additional voices and perspectives to foster greater opportunities for intergenerational knowledge-sharing and growth.

### *Professional Development Goals: Building Skills for the Future*

In keeping with our mission to empower youth, a discussion on professional development goals commenced. Based on feedback, the following skill-building sessions will be offered to support growth and career readiness:

- Excel Level I
- Outlook Level II
- PowerPoint and Canva Basics
- Zoom Mastery
- Effective Minute-Taking

### *NmTC Youth Council Recruitment*

Do you know a young leader who is dedicated to community involvement and personal growth? We are looking for additional Youth Council Members who embodies these values and are excited for what their future holds.

Naut'sa mawt Tribal Council offer Member Nation youth a supportive platform to acquire knowledge and cultivate communication skills. Building confidence and effective communication are vital components in expressing thoughts and ideas, fostering leadership qualities. NmTC is committed to providing the necessary tools for youth to refine these skills to ensure they are equipped to navigate challenges and recognize the opportunities that life presents.

This is an excellent opportunity for any young person who wants to build skills, relationships, practice Indigenous culture and language. If you know a youth that you would like to nominate, please contact Debbie Minton at [debbiem@nautsamawt.com](mailto:debbiem@nautsamawt.com) for an NmTC Youth Council Terms of Reference and application form.

Hay čx<sup>w</sup> q̄a O'siem

Please reach out to Debbie Minton - *Ohshpaapineese* at [DebbieM@nautsamawt.com](mailto:DebbieM@nautsamawt.com) if you have any questions.



## Cultural Inclusion Program

Happy New Year to all! I hope time with friends, family, and yourself was restful and rejuvenating.

We wrapped up 2024 with a presentation to the CAO Working Group on the process for developing the Cultural Safety and Inclusion program, where we shared major timelines and answered questions. The meeting and presentation were recorded, so please reach out to Meaghan Smith if you would like a link to view it.

We are kicking off 2025 with a renewed call to Member Nations to participate in the Cultural Safety and Inclusion Working Group. This group will provide the guidance and leadership to develop the Cultural Safety and Inclusion program. This workplace-based program (intended for the Administration offices) will provide the space for those working in their communities to aid in establishing safe workplaces, honour the Nation's culture, and respect and honour principles of inclusivity.

We would like to host a gathering in your community to discuss this program's development so if you or someone you know would be a great fit to participate in this important initiative, please let us know.

Please reach out to Meaghan Smith at [inclusion@nautsamawt.com](mailto:inclusion@nautsamawt.com) if you have any questions.



## Emergency Preparedness

As we reflect on the mild start to our winter this December and January, it's important to acknowledge the wild weather events we've experienced including strong windstorms and significant rainfall. While the weather has been a spectacle, the potential for power outages and other disruptions reminds us of the importance of being prepared. Having the right resources on hand can greatly ease the stress of such events, ensuring that your household remains safe and comfortable no matter the conditions. With colder weather approaching, now is a great time to review and update our emergency plans.

### **BC Clean Energy – First Nations Energy Summit (Dec 2-3, 2024):**

This annual event, themed “Powering Economic Reconciliation through First Nations-led and Partnered Clean Energy Projects,” was an exciting opportunity to witness how clean energy initiatives are benefiting First Nations communities.

B.C. recently awarded ten Energy Purchase Agreements for future projects, many of which demonstrate meaningful participation from the First Nations whose lands these projects will impact. It's inspiring to see such forward-thinking and inclusive development in action.

### **Snaw-naw-as – Emergency Management Training:**

We are thrilled to see Snaw-naw-as working with Holistic Emergency Preparedness & Response to develop and deliver critical emergency management training within their community. Additionally, they have graciously opened up seats for members of our NMTC nations to participate in this valuable training. It's a great example of collaboration that strengthens us all.

### **Sharing The Pen – BC Flood Strategy:**

The Ministry of Water, Land and Resource Stewardship working group meetings will resume in 2025 to continue the planning for the BC Flood Strategy. A spring in-person gathering is on the horizon, where stakeholders from across the province will come together to review and plan for future flood prevention and response measures.



### **Wildfire Resiliency & Training Summit (April 12-16, 2025 – Penticton):**

This year's summit, co-hosted by FireSmart, promises to be an event filled with insightful presentations and discussions. With many of B.C.'s fire personnel traveling south to assist with the California wildfires, there will undoubtedly be valuable lessons and experiences shared from the frontlines. For anyone involved in wildfire management or community preparedness, this summit is not to be missed.

### **Weather Coordination Calls:**

Weather coordination calls remain an essential part of our preparedness strategy. These calls take place whenever extreme weather is forecast for our region, and it's important for community representatives to participate, share information, and ensure that resources are aligned to support affected areas. Stay informed and connected to help protect your community.

As we move further into the year, we encourage everyone to stay safe, stay prepared, and remain informed. Here's to a safe and prosperous New Year for all!

Please reach out to Clint Williams [clintw@nautsamawt.com](mailto:clintw@nautsamawt.com) if you have any questions.

## Food Security & Community Food Network

Working on the land connects us closely with the seasons. For Tla'amin, Klahoose, and Homalco Nations who follow the 13 Moons lunar calendar, we are in So'tich (Winter Moon). This is a time when nature slows down and prepares for the season ahead. Our team has been reflecting on past learnings and looking ahead to 2025 and beyond.

Seanna will be returning full-time in March from academic leave, she is excited to be back, and we are excited to have her back!

### Sowing Food Sovereign Futures (SFSF) Youth Program:

In early January, we learned that we were successful in receiving funding from the Ministry of Agriculture to support the Sowing Food Sovereign Futures (SFSF) Youth Program. This funding will allow us to continue (and expand) youth internships and youth networking opportunities to uplift the next generation of Indigenous food sovereignty leaders within NmTC Member Nations.

Terrance Scott, Youth Food Sovereignty intern from T'Sou-ke Nation, is getting up to speed and has started a garden planning project in T'Sou-ke under the guidance of his auntie, Christine George. He recently researched and wrote his first NmTC Community Food Network newsletter. If there is a youth in your community who is interested in food security and food sovereignty, please get in touch!

Low-barrier, \$2500 microgrants are available for youth-led projects which connect Elders and food. Deadline to [apply](#) is February 14, 2025.

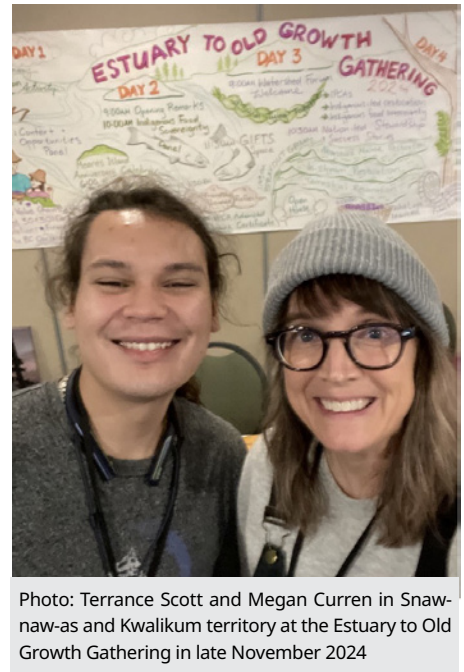


Photo: Terrance Scott and Megan Curren in Snaw-naw-as and Kwalikum territory at the Estuary to Old Growth Gathering in late November 2024

### From the Ground Up: Toolkit for Indigenous Food Sovereignty Planning:

In partnership with the Working Group on Indigenous Food Sovereignty (WGIFS), NmTC is offering toolkit training in Spring 2025. Please reach out to learn more about this transformative train-the-trainer opportunity.





### **Community Food Network:**

We welcome ideas and feedback on how to best engage and connect the Community Food Network in 2025!

Just before the winter break, we learned we were successful in receiving the FNPSS First Nations Wellbeing Fund in partnership with Malahat Nation and Homalco Nation to continue supporting workshops, training, and networking opportunities for NmTC Member Nations. This funding is flexible to respond to each Nation's priorities and capacity. We're connecting with NmTC Member Nations and coordinating spring workshops in preparation for the busy growing season.

Please feel free to connect anytime with us via email at [seannaj@nautsawmawt.com](mailto:seannaj@nautsawmawt.com), [meganc@nautsamawt.com](mailto:meganc@nautsamawt.com), or [tscott@nautsamawt.com](mailto:tscott@nautsamawt.com)

# Calendar of Events

## NmTC Elders Advisory Council Meetings

**January 31, 2025**

**February 21, 2025**

**March 21, 2025**

*Meetings are from 9:30am – 11:00am*

Contact: [DebbieM@nautsamawt.com](mailto:DebbieM@nautsamawt.com)

*All dates are subject to change*

## Wills & Estates: Community Circle Discussion

**February 26, 2025 (Tentative)**

*Location: Comox, exact location to be announced. Invitation Open to All Member Nation Community Members*

Contact: [EthanW@nautsamawt.com](mailto:EthanW@nautsamawt.com)

## NmTC Youth Council Meetings

**February 20, 2025**

**April 24, 2025**

*Meetings are from 6:00pm – 7:00pm*

Contact: [DebbieM@nautsamawt.com](mailto:DebbieM@nautsamawt.com)

*All dates are subject to change*

## NmTC Board of Directors Meeting

**March 18, 2025 (Tentative)**

Contact: [EdithM@nautsamawt.com](mailto:EdithM@nautsamawt.com)

## Wills & Estates: Snaw-naw-as Elders Circle Discussion

**Date: TBD**

Contact: [EthanW@nautsamawt.com](mailto:EthanW@nautsamawt.com)

## CAO Network Meeting

**February 17, 2025**

Contact: [MikaelaC@nautsamawt.com](mailto:MikaelaC@nautsamawt.com)

# Elder Thalia's Transformative Food Guide Holiday Edition

In the last issue of 2024, Elder Thalia reminds us that gifts come in many forms. Thank you to Bayja Morgan-Banke for another amazing Elder Thalia comic!





# Technical Services Unit

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**Eric Blueschke**, *RPP, Program Administrator/Housing Policy Advisor*

**Darryl Tunnicliffe**, *P.Eng, Infrastructure Advisor*

**Tim Byron**, *RBO, Building Inspections Advisor*

## Housing - Policy

The TSU Team has kicked-off Phase 1 of the Housing Policy Toolkit Update Project. The working group includes members from NmTC, The First Nations Market Housing Fund (FNMHF), and MNP (Consultant). Funding provided by FNMHF and Canada Mortgage and Housing Corporation (CMHC).

This national scope project focuses on reviewing Version 3.0 of the toolkit including engagement and surveys with end users.

## Housing – FNHIC Building Condition Assessments

The TSU Team have been busy confirming Member Nation interest to conduct Building Condition Assessments in partnership with NmTC and the First Nations Housing and Infrastructure Council (FNHIC). The next community scheduled for inspections is Malahat Nation and anticipated to start by February 2025.

## Building Inspections

The TSU Team completed inspection reports for homes in Klahoose and Homalco First Nations.

## Procurement

The TSU Team is developing procurement templates to support member Nations in acquiring goods and services. The templates will focus on Request for Proposals (RFP), Request for Standing Offers (RFSO), Request for Pre-Qualification of Contractors (RFPQ).



## Infrastructure – Malahat Nation

The TSU Team is providing technical engineering support to Malahat Nation for three projects; The Oliphant Dam upgrade works, Integrated Project Delivery (IPD) selection of preferred team for major water and wastewater upgrades, and the development of permit processes.

## Infrastructure – Klahoose First Nation

The TSU Team is providing engineering support to Klahoose First Nation during a transition in infrastructure staff. Next planned project is a Request for Qualifications to identify preferred Civil Engineering Consultants.

## Contract Administration

Provided contract administration services for ISC professional engineering Annual Performance Inspections of Water and Wastewater systems for all BC FN communities.

## Workshops

The TSU will be hosting a workshop for NmTC member Nations on March 5, 2025, in Nanaimo BC. Workshop topics will include:

- Insurance Claims Process
- First Nation Market Housing Fund
- Building Inspections
- Procurement
- Housing Policy Toolkit Update Project

## Conferences

Attended workshop on Procurement Strategies, Roles and Responsibilities for Engineers.

If you have any questions on any TSU projects or upcoming meetings, please contact Eric at [EricB@nautsamawt.com](mailto:EricB@nautsamawt.com)





# Tools & Resources

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## **Housing Financial Viability Guide and the Section 95 Operating Agreement Expiry Guide:**

<https://www.nautsamawt.org/housing-sustainability-project>

## **Infrastructure Maintenance Management Toolkit:**

<https://www.nautsamawt.org/infrastructure-maintenance-management-toolkit>

## **Communications App**

The Communications App is a mobile app that allows communities to send out urgent alerts, updates, events, resources, polls, and surveys directly to their members through their phones and mobile devices. Emergency communications features will be launched in the App this March. The Communications App is and will continue to be free for all NmTC Member Nations through NmTC's partnership with Hawk Solutions.

To learn more, please visit [www.hawksolutions.net](http://www.hawksolutions.net)

Contact: [info@hawksolutions.net](mailto:info@hawksolutions.net)



# Naut'sa mawt Resource Group CEO Update, Kelly Landry

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Happy New Year! As we move into 2025, I find myself reflecting on the incredible accomplishments of the past year while looking ahead with optimism and determination. The year ahead presents fresh opportunities to build on the strong foundation laid by our team and Board of Directors, as we continue to generate ethical and sustainable revenues to support the Tribal Council's important work.

We closed out the year on a high note, gathering in Tsawwassen for the Naut'sa mawt Tribal Council (NmTC) and Naut'sa mawt Resources Group (NRG) Annual General Meetings. These gatherings allowed us to celebrate the remarkable efforts of Naut'sa mawt, our dedicated team, and our Board of Directors.

It is with great happiness that I welcome Keith Busch, the new CEO of Xyntax Group Inc. to the Naut'sa mawt Team.

I would like to extend my heartfelt thanks to our outgoing NRG Board members: Chair Ken Price, Vice Chair Steven Brown, Councillor Cheryl Jones, and Councillor Louise Ahlm. Your leadership and dedication have been instrumental in shaping our organization's success. This past year, the Board's hard work resulted in the approval of new governance policies and a comprehensive financial policy—important milestones that will strengthen and guide us moving forward. Strong governance and policies are critical to achieving our mission, and we deeply appreciate the thoughtful stewardship of the Board. The new executive board will be elected at our next Board of Directors Meeting.

After a refreshing two-week break, we have returned to the new year with renewed energy and focus. As we work through the fourth quarter, our priorities include completing the remaining deliverables of NRG's operational plan and setting the stage for the next fiscal year. This means refining business plans, fostering new and existing relationships, and positioning NRG to meet the opportunities and challenges ahead.

Looking forward, the Naut'sa mawt Event Management team is entering a busy season of engagements, while the Indigenous Marketing team is gearing up for the Pink Shirt Program. I am incredibly proud of the team's dedication and the exceptional work they do to support Naut'sa mawt's mission.

Thank you all for your hard work and contributions. I'm excited for everything we will achieve together in the months to come.

# Indigenous Marketing Solutions Highlights:

## Project Highlights

### Inlailawatash

We were honoured to work with the Inlailawatash team to create custom-branded caps and jackets as holiday gifts for their employees. Despite a tight timeline, we successfully delivered the order on time, and the client was thrilled with the outcome. Building on this success, we are now working on a second order for them, which includes an extensive range of custom-branded apparel.



### Tsleil-Waututh Nation

We were privileged to collaborate with Tsleil-Waututh Nation to source and deliver custom-branded knitted gloves for their 2024 Annual Christmas Craft Fair. This project was a wonderful opportunity to support their event while showcasing the unique and thoughtful promotional items we can provide.



## Annual Report for Naut'sa mawt AGM

The 2023/24 annual report was a celebration of the hard work and successes of the Tribal Council and our team wanted to use this channel of communication to showcase the new branding for NmTC. The gorgeous report featured a deep blue cover with silver foil and interior pages were on a textured uncoated stock, and featured the artwork and illustrations of the new brand.

We extend a big thank you to all contributors who supported the creation of this showstopping piece.



## 2025 Pink Shirt Campaign Launch

Our 2025 Pink Shirt campaign, featuring the design "One Heart, One Mind" by Kadence George of Tseil-Waututh Nation, launched in early January. The excitement around this powerful design is growing, and we've seen a great response so far. We're thrilled to continue spreading this message of unity and understanding.



To purchase your own pink shirts, hoodies, or pins, visit: [shop.indigenoussmarketing.ca/pink](https://shop.indigenoussmarketing.ca/pink)

In appreciation of your continued support and dedication, we are pleased to offer you **20% off Pink Shirt Day T-shirts and Hoodies**. This is our way of expressing gratitude for your invaluable contributions and strengthening the bond that unites us. Use code **NAUTSAMAWTMEMBERS** to receive this discount.



# Naut'sa mawt Event Management

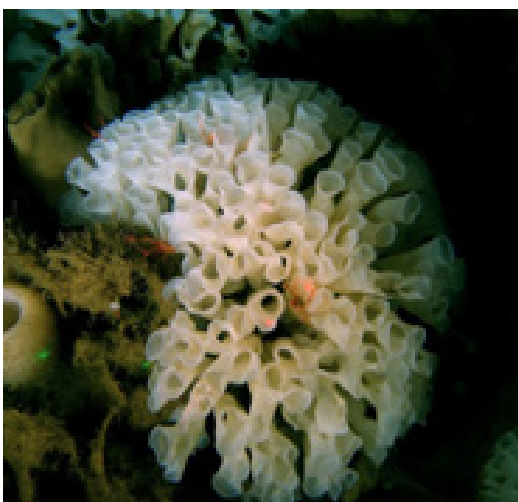
## Go-Kart Team Building Day

The NEM team recently celebrated a successful year with a team-building day at the Go-Kart track, organized by Event Coordinator, Kayla Suhner. This event was a wonderful opportunity for us to step away from our desks, connect as a team, enjoy some friendly competition, and reflect on the hard work and accomplishments of the past year. It was a fun and exciting way to kick off the holiday season, and we're excited to carry this momentum into the year ahead!



## Trauma-Informed Conflict Resolution Training

Naut'sa mawt Event Management along with Indigenous Marketing and NMTC Member Services, recently participated in another round of Trauma-Informed Conflict Resolution Training. Delivered virtually by the Trauma-Informed Practice Institute, these sessions were facilitated by Alyson Quinn and tailored to address the specific challenges that can arise in our field of work. This important training ensured that all new staff members gained valuable skills to navigate conflicts with sensitivity and understanding.



## Glass Sponge Reef-Rockfish Conservation Area Workshops

Senior Event Manager Annette Lee recently planned two successful virtual workshops in collaboration with our client the Department of Fisheries and Oceans on the topic of Glass Sponge Reef-Rockfish Conservation Areas. These workshops focused on updated science advice, strategies to strengthen conservation efforts, and increasing protection for key habitats such as corals, sponges, eelgrass, and kelp. These sessions provided valuable insights and a collaborative platform for enhancing conservation outcomes in the Howe Sound, Jervis Inlet, Salmon Inlet, Sechelt Inlet and Indian Arm.





# Employment Opportunities

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## Naut'sa mawt Event Management

### **Event Manager (Full Time, 1 Year Contract)**

The Event Manager will be assigned large virtual, in-person and hybrid events in collaboration with government, non-profit or corporate clients all centred around a diverse array of Indigenous-focused engagements or celebrations.

This role will require strategically delegating tasks to fellow team members and ensuring that service quality standards and company values are maintained and consistently delivered in all areas of responsibility.

#### *Education and Professional Experience*

- Completed bachelor's degree and/or Certificate or diploma in event management is required.
- 5 years experience organizing events

Visit our website for further details and how to apply:

<https://www.nautsamawt.org/employment-opportunities>



# Funding & Training Opportunities

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## Current Opportunities Highlights

### **New Relationship Trust: The Indigenous Food Security and Sovereignty (IFS) Grant**

<https://newrelationshiptrust.ca/apply-for-funding/sustainability-development-goals-sdg-initiatives/food-security-grants/>

Intake 3 opening May 1, 2025 until December 1, 2025 (or when funding is exhausted)

This grant provides non-repayable funding contributions to First Nation communities, Indigenous organizations, businesses, and entrepreneurs in British Columbia that want to participate in and receive financial supports to develop, expand, or strengthen their Indigenous food systems and innovation to enhance sustainability and growth of the Indigenous agriculture and food sovereignty.

#### *Stream 01*

Funding caps: \$150,000 for Community businesses including Indigenous Farms: \$100,000 for Entrepreneurs: provides funding for activities and costs associated with the business development, planning and design phase of a food security project.

Eligible expenses include (not an all-inclusive list) feasibility studies and assessments, business planning, business coaching/mentorship, permaculture design, food production strategies, site analysis, community engagement, agriculture & food training etc.

#### *Stream 02*

Funding caps: \$250,000 for Community businesses including Indigenous Farms: \$150,000 for Entrepreneurs: provides funding for activities and costs associated with the implementation of a food security project.

Eligible expenses include (not an all-inclusive list) start-up costs, capital contribution for construction, retrofits, equipment, community greenhouses, processing technologies, food cold storage, smoker/dehydration, freeze drying technologies, water infrastructure solutions, marketing, composting solutions, and other acquisitions to support the project and skills, training and capacity development directly related to food security project launch etc.



## Local Food Infrastructure Fund - Large Scale Projects

<https://agriculture.canada.ca/en/programs/local-food-infrastructure-fund-large>

Applications accepted from January 13, 2025 to February 28, 2025

The Local Food Infrastructure Fund (LFIF) supports projects that strengthen community food security and increase availability of local, nutritious, and culturally appropriate food through food production-focused activities for equity-deserving groups, particularly Indigenous and Black communities.

- Provides non-repayable contribution funding between \$150,000 and \$500,000
- Projects must include a production element and partnerships (min of 2) to enhance community food security.

## Canada Housing Infrastructure Fund

<https://housing-infrastructure.canada.ca/housing-logement/chif-fcil/index-eng.html>

The Canada Housing Infrastructure Fund is currently accepting applications under the Direct delivery stream. Eligible applicants seeking support for pressing drinking water, wastewater, stormwater and solid-waste infrastructure needs can apply until March 31, 2025, 15:00 Eastern Daylight Time (EDT).

In recognition of the unique infrastructure and housing needs and realities in Indigenous communities, Indigenous Applicants will have until May 19th, 2025, 15:00 Eastern Daylight Time (EDT) to submit their applications.

Note: CHIF uses a continuous intake, whereby project applications may be submitted at anytime while the intake remains open. Project applications received before the final closing date may be reviewed and approved during the application intake period, so interested parties are encouraged to apply early.

Minimum funding amount: \$1 Million, max funding among \$100 Million. A minimum of 10% of the CHIF direct delivery funding is reserved for Indigenous projects. Indigenous recipients: 100%. Eligible costs are those incurred after project approval, and before Sept. 30, 2031.



### *Eligible Projects*

Eligible projects under CHIF are tied to enabling increased housing supply and must support increased capacity of municipal infrastructure.

Eligible projects include:

- Capital infrastructure projects (new construction, rehabilitation, or expansion)
  - Drinking water systems enabling community growth
  - Wastewater systems enabling community growth
  - Stormwater systems extending capacity to accommodate community growth
  - Solid waste management systems
- Planning projects (studies, plans, or design work to support a future capital project that meets the above eligibility criteria)

### **Active Transportation Fund**

<https://housing-infrastructure.canada.ca/trans/index-eng.html>

The ATF is accepting applications through the Applicant Portal until February 26th, 2025.

The current intake applies to Capital Projects. Future intakes under the Active Transportation Planning stream may be announced at a later date. Project construction must be completed by March 31, 2030.

- **Available Funding:** · Max funding amount: \$50 Million. Multiple projects can be submitted by a single organization and can be prioritized. Grant will fund up to 60% of eligible costs. Project funding can be stacked (applicants can seek funding through multiple streams) · Minimum 10% of total funds is allocated for indigenous recipients.

Applicable Projects Funding is available for active transportation capital projects including but not limited to: pathways, bike lanes, multi-use trails, widened sidewalks.

- **Capital Projects: OPEN**
  - Build new, or enhance existing, active transportation infrastructure.
  - Enhancements can include lighting, greenery, shade, benches, safety features etc.
- **Planning Projects: CLOSED** - Future intakes under this stream may be announced at a later date
  - Feasibility studies, business cases, policy development, data collection, AT
  - Education, cost estimates



## Habitat Conservation And Trust Foundation Grants

<https://hctf.ca/grants/>

HCTF fund a variety of conservation work. Application deadlines for the following grants: February 28h, 2025 @ 4pm PST

- **Action Grants (formerly Stewardship Grants).** Eligibility: Any individual, group or agency that has a good idea to help fish, wildlife or habitat in British Columbia. Projects that directly involve people and communities to change behaviours and or practices leading to positive and measurable conservation outcomes. Projects should work to create solutions or sustainable practices, or mitigate human-caused impacts to prevent or reduce impacts to a species or ecosystems.
- **Capacity Grants** Eligibility: Applications must be made by an individual with the lead organization. Type of Activities Funded: Projects that advance conservation or restoration planning, engage organizational and community capacity, develop skills and abilities to initiate actions to benefit of fish, wildlife, and habitat conservation.
- **Community Grants (formerly PCAF)** Eligibility: Individuals and organizations trying to implement on-the-ground, community-based conservation projects, and public awareness initiatives.

Type of Activities Funded: Projects that maintain, conserve or restore indigenous fish and wildlife species and their habitat. Projects must have 50% volunteer component.

We are now updating our website on a continuous basis with all grant opportunities, please visit our website here: [www.nautsamawt.org/funding](http://www.nautsamawt.org/funding)

Looking for specific help searching for funding opportunities? or assistance with building proposals? Please reach out to Jenny Millar, Proposal Writer, via email at [JennyM@nautsawmawt.com](mailto:JennyM@nautsawmawt.com)



## Finance and Management Services (FMS)

### Supporting Member Nations with Customized Financial Solutions

As a member nation of the Naut'sa mawt Tribal Council, you have access to specialized Finance and Management Services (FMS) designed to meet your unique needs. We are proud to support you with comprehensive tools, expert guidance, and discounted rates exclusive to member nations, ensuring that your administration is well-prepared for financial success.

### Highlighted Services for your Q4 Financial Oversight

#### Year-End Preparation

Ensure your year-end processes are seamless and stress-free. From reporting to reconciliations, we'll help you stay ahead of audit season with:

- Accurate and timely financial reports.
- Assistance with preparing for external audits.
- Compliance guidance tailored to your funding agreements.

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- Reconcile bank accounts to ensure accuracy.
- Identify discrepancies and resolve issues promptly.
- Strengthen internal controls to prevent future errors.

#### Budgeting and Financial Planning

Set your nation up for long-term success with a clear financial roadmap. We can assist with:

- Developing detailed budgets aligned with your priorities.
- Reviewing and refining existing budgets.
- Offering tools and insights for effective financial planning.

**From Year-End to Year-Round Solutions, we offer a range of customized financial oversight to support your nation's long-term goals.**

Take control of your nation's finances with services that support:

- **Managing Funding Agreements:** Helping you meet the terms of your funding while maintaining compliance.
- **Interim Financial Leadership:** Providing seamless support during transitions to ensure continuity in financial operations and compliance.



Interest? Reach out to [fms@xyntax.com](mailto:fms@xyntax.com)



- **Strategic Financial Planning:** Assisting with short, medium, and long-term financial strategies that align with your organizational goals and community values.
- **Audit and Compliance Support:** Preparing financial systems and records for audits while ensuring adherence to legislative laws, agreements, and policies.
- **Capacity Building and Mentorship:** Training finance staff to ensure they are equipped to meet current and future challenges, fostering self-sufficiency within your team.
- **Operational Expertise:** Supporting day-to-day financial functions, from budgeting to reporting, while ensuring efficient use of resources.
- **Payroll Support and Management:** Assisting with bi-weekly payroll processing, remittances, records of employment, and year-end reporting such as T4s and Workers' Compensation reports.
- **Software Tools and Training:** Optimizing your Xyntax experience with hands-on support and customized training.

#### Why Choose Us?

- **Exclusive Member Nation Rates:** As part of the Naut'sa mawt Tribal Council, your nation receives special discounted pricing.
- **Tailored Solutions:** Services designed to meet the unique needs of Indigenous communities.
- **Expert Team:** Experienced professionals ready to assist with every aspect of financial management.

#### Stay Connected with Our Ever-Growing Division

Our Finance and Management Services (FMS) division is constantly evolving to meet the needs of nations. As we expand our offerings and enhance our tools, we're committed to keeping you informed and supported.

Be sure to stay in touch for updates on new services, tools, and resources designed to support your nation's financial success. Subscribe to our **NEW** FMS newsletter, visit our website, or reach out to our team at [fms@xyntax.com](mailto:fms@xyntax.com)

#### Contact Us Today!

Let's discuss how we can support your nation's financial success.

**Together, we'll build a strong financial foundation for your nation's future.**



Interest? Reach out to [fms@xyntax.com](mailto:fms@xyntax.com)