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February – March, 2025

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Update from CEO, Edith Moore

As we close out the final quarter of 2025, I am excited to reflect on the remarkable progress and achievements made by the Naut'sa mawt Tribal Council. By working together and staying focused on our shared goals, we've overcome challenges, capitalized on opportunities, and reached significant milestones. Our team's collective efforts and unified vision have played a key role in ensuring a strong and successful year. I want to express our sincere gratitude to everyone for their exceptional dedication and pursuit of excellence.

The first NmTC Board of Directors meeting of 2025 took place on January 28, 2025. At this meeting we welcomed Chief Nicole Rempel of K'ómoks First Nation to the Board and held elections for the 2025/2026 Executive Council. The NmTC Board elected Chief Nicole Rempel as Chair, and re-elected Chief Gordon Harry as Vice-Chair, and Councillor Cheryl Jones as Secretary/Treasurer. I would like to express my heartfelt appreciation to our outgoing Chair, Chief Steven Brown, for his outstanding contributions and dedication.

I am also happy to share an important update regarding my role within the Tribal Council. After careful consideration and recommendation from our Board of Directors at the January 28, 2025, meeting, my title has now changed from Chief Administrative Officer (CAO) to Chief Executive Officer (CEO). The Board felt that this change more accurately reflects the responsibilities and duties I undertake in leading the Tribal Council. It is an honour to be recognized with this new title and I am recommitting myself to our strategic vision and mission to serve our Nations/Communities.

During this reporting period, I have also been supporting the Xyntax Board of Directors with the onboarding of the new Xyntax Group Inc. CEO, Keith Busch, as well as supporting the Technical Services Unit team with the FNHIC Pilot Project for Condition Assessments.

I was grateful to be invited to Tsleil-Waututh on February 20, 2025, to join the Indigenous Marketing Solutions (IMS) team, siʔámθət School, and Tsleil-Waututh Nation at the Pink Shirt Day celebration in honour of Kadence Lánahmats George. Kadence is our first Member Nation youth to be the selected design for the IMS Pink Shirts, and her Nəčəmat (One Heart, One Mind) design for this year's pink shirt is magnificent.

From February 24-28, 2025, I was fortunate to travel into the heart of Mi'kma'ki territory for the AFOA 2025 National Conference in Halifax, Nova Scotia. I learned a great deal from participating in the thought-provoking discussions and workshops, as well as from networking and building meaningful connections.

On March 5, 2025, Respected Stz'uminus Elder Wholwolet'za George Harris joined us at the new NmTC offices in Duncan to perform a Cedar blessing. It is such a great honour to have Elder George brush our new offices as well as provide brushings for the large number of our staff present for the ceremony. I raise my hands to Elder George for his wisdom, respect, and teachings he continues to share with the Tribal Council.

That same day, I also attended the IMS strategic planning session for 2025/2026 with the team. These opportunities to collaborate, contribute, and create plans for our shared visions and purpose for the future are both insightful and heartwarming. It is always inspiring to see everyone's unique perspectives come together in such a constructive and supportive environment.

Looking forward, the NmTC Board of Directors will be meeting on March 18, 2025, to approve the 2025/2026 fiscal budget and I will also be attending the Indigenous Procurement Event hosted by CCIB Conference in Toronto on March 27, 2025.

Lastly, on behalf of the Tribal Council, I would like to congratulate K'ómoks First Nation on the successful ratification vote of the K'ómoks Constitution and modern Treaty. This historical moment marks a new chapter in the Nation's journey toward self-governance and sovereignty. Transitioning beyond the Indian Act is a profound accomplishment, opening doors to new opportunities and greater self-determination. We commend the K'ómoks leadership and the collective effort of the community in shaping its future. We look forward to continuing our relationship and supporting K'ómoks First Nation as they build a future rooted in your vision, values, and aspirations.



A meaningful day as we came together for our office blessing, honouring tradition, connection, and new beginnings. NmTC CEO Edith Moore & NRG CEO Kelly Landry stand together in leadership and shared vision for the future.



Staff Announcements

New Hires

Terrance Scott

Land, Water and Food Systems Intern

Terrance will be supporting Megan and Seanna with the Land, Water and Food Systems, and creating a workshop with T'Sou-ke. From Terrance: "I've worked for years learning under my Auntie Christine George who is our nation's gardener. I've also done Climate Justice work. I've spent a long time exploring my land, hiking, fishing on the water and learning about some of our traditions and hope to continue learning about my culture."

Tools & Resources

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

Contact: info@hawksolutions.net



Member Services Highlights

NmTC Emergency Preparedness Network Meeting

NmTC held its first initial Emergency Preparedness Network meeting on February 25, 2025. The purpose of this Network is to bring the EPC staff of each Member Nation together to discuss priorities in their communities, and serves as a space where resource, knowledge, and information sharing can happen between our Member Nations around Emergency Preparedness. The topics discussed during the session were emergency plans, food security, logistics challenges, mutual aid agreements, equipment and training for the future. These meetings will be held bi-monthly, and the next meeting date and agenda will be emailed out to each Member Nation's EPC.

Please feel free to connect anytime with Clint Williams at clintw@nautsamawt.com

Land, Water and Food Systems (formerly Food Sovereignty & Community Food Network)

As winter eases into spring, just like the roots, we've been doing some growing under the surface, and just as the spring shoots are popping up, we'd like to share our new vision of our team: Land, Water and Food Systems. We feel this better captures the interconnectedness of our work. We are looking forward to the busy growing and harvesting season ahead.

Capacity Building Workshops & Training

We are offering each NmTC Member Nation \$5,000 for food-related workshops, training, or other capacity building activities. The funds could go towards hands-on in-community workshops, support with courses and certifications (i.e. food safe, PAL, food preservation, etc.), support with members or staff in traveling to training opportunities, support in documenting knowledge (films, illustrations, etc.), food events/feasts, or be used creatively to purchase equipment/tools/plants/etc.

A couple of Nations have already come up with creative ways to use the funds, such as partnering with a local farm to provide paid training to their garden worker, as well as hosting instructional work bees to revitalize the community garden and teach people about gardening techniques.

Please feel free to connect anytime with Seanna Johnston seannaj@nautsamawt.com or Megan Curren at meganc@nautsamawt.com



Wills and Estates Community Engagement Session

Naut'sa mawt Tribal Council has heard many times the struggles that communities face after a loved one has passed. As a direct ask from our Elders Council, Naut'sa mawt Tribal Council received funding to start Phase I of our Wills and Estates project, which is to conduct a needs assessment.

As part of this needs assessment, NmTC has been engaging with different groups: Board of Directors, CAO Network, CFO Network, and Youth and Elders Council. On February 26 we held a Community Engagement session, where five community members attended and were able to ask the lawyer specific questions about their experiences to get information about this complex topic. Participants were supplied with a handbook to reference materials once they returned to their community.

Phase I of this project ends March 31, 2025, and plans on the next phases of this project will be determined on what is found in the needs assessment.

Please feel free to connect anytime with Ethan Whitelaw at ethanw@nautsamawt.com

Elders and Youth Council

NmTC Elders Advisory Council Meeting: A Gathering of Sharing and Connection

On January 31, 2025, five members of the NmTC Elders Advisory Council came together in a virtual circle to share updates from their communities including that culture nights and language lessons continue in nearly every community.

The Elders had the honor of meeting NmTC illustrator Bayja Morgan-Banke, who shared insights into her Toquaht, Nuuchahnulth, and Secwepemc (Shuswap) ancestry and how growing up in the ocean-side community of Tofino has influenced her artistic journey.

NmTC Youth Council Meeting: Welcoming New Youth and Expanding Knowledge

On February 21, 2025, four members of the Naut'sa mawt Youth Council gathered to warmly welcome new members. The meeting was centered around professional and cultural skill-building, with members sharing their unique talents.

It was agreed upon that Youth Council meetings will now be held monthly instead of every other month, ensuring more opportunities for growth, connection, and collaboration.

Cedar Blessing by Stz'uminus Elder Wholwolet'za George Harris: Continuing Sacred Traditions

On March 4, 2025, Naut'sa mawt Tribal Council had the great honour of welcoming Respected Stz'uminus Elder Wholwolet'za George Harris to perform a sacred Cedar Blessing for our new Duncan office.

NmTC staff were invited to witness and take part in Elder George Harris sharing his wisdom, while guiding us through the blessing and offering a cedar brushing to those present. Elder George concluded the ceremony by drumming one of his beautiful songs and this powerful ceremony was a profound moment of connection, renewal, and respect for the land and space we now occupy.

NmTC Elder & Youth Gathering: A Gathering of Knowledge and Tradition

On March 8, 2025, ten members of the NmTC Elders Council and four Youth Council members came together in Parksville for a meaningful day of learning and cultural connection. The gathering began with a Wills and Estates Session, led by Ethan Whitelaw, Procurement Specialist, and Meaghan Berlin of Mack Law Corporation, who provided valuable knowledge and answered questions.

Following this session, the group transitioned into an afternoon of cultural celebration, with renowned cedar weaver Leonard "Tiger" Williams from Quatsino. Tiger graciously led the cedar weaving workshop which fostered an atmosphere of creativity, learning, and intergenerational connection.

Please feel free to connect anytime with Debbie Minton at debbiem@nautsamawt.com or Ethan Whitelaw at ethanw@nautsamawt.com



Stz'minus Elder George Harris Performing Opening Song



Malahat Youth Council Member
Jessica Harry



Elder Dee & Elder Elsie Paul

Notice to Member Nations Regarding Funding Applications

Please see the following wording including in all funding applications submitted by Naut'sa mawt:

"As per our commitment to walking alongside our Member Nations, if it comes to your attention that a Member Nation has applied for the same funding stream as the Naut'sa Mawt Tribal Council, and this application could potentially impede, hinder, or prevent them from receiving the funding, we will respectfully withdraw our own application. Our dedication to supporting the goals of all Member Nations remains steadfast as we nurture an environment that reflects teamwork and collaboration."



Calendar of Events

NmTC Elders Advisory Council Meetings

March 21, 2025

April 25, 2025

May 23, 2025

Meetings are from 9:30am – 11:00am

Contact: DebbieM@nautsamawt.com

CAO Network Meeting

April 14, 2025

May 12, 2025

Meetings are held from 1:30pm – 3:30pm on Zoom

Contact: MikaelaC@nautsamawt.com

NmTC Youth Council Meetings

April 24, 2025

June 19, 2025

Meetings are from 6:00pm – 7:00pm

Contact: DebbieM@nautsamawt.com

NmTC Board of Directors Meeting

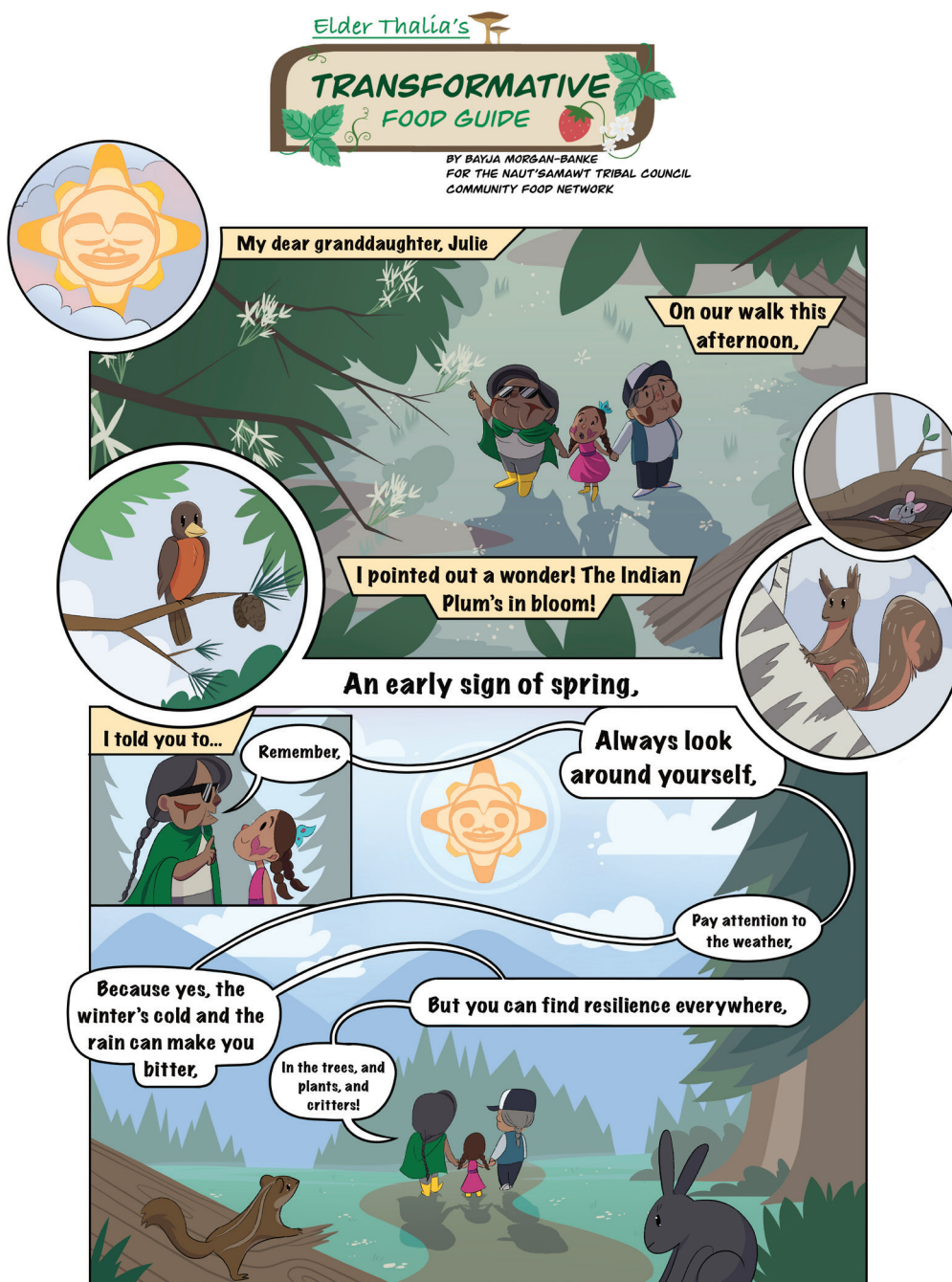
May 27, 2025

Contact: EdithM@nautsamawt.com

Please note, all dates are subject to change

Elder Thalia's Transformative Food Guide Vol. 12

Elder Thalia reminds Julie to observe seasonal changes on the land. Resilience is everywhere! ʔimot Hay čxʷ ǰə to Bayja Morgan-Banke for another amazing Elder Thalia comic.





Technical Services Unit

Housing Policy

The TSU Team has begun Step 3 of the Housing Policy Toolkit Update Project: Engagement and Facilitation! This step includes canvassing toolkit end-users with an online survey, conducting one-on-one interviews, and a toolkit review by Housing Policy Professionals.

FNHIC Pilot Project for Condition Assessments

Five member Nations have confirmed interest in participating in the First Nations Housing and Infrastructure Council's (FNHIC) pilot project and to-date, approximately 250 building condition assessments have been conducted in Stz'uminus First Nation and Malahat Nation. Next steps include completing condition assessments in three NmTC Nations, data analysis, and asset management planning.

Building Inspections

The TSU Team completed building inspection reports for homes in Homalco and Stz'uminus and is in the process of HSP applications for Homalco, Snaw-naw-as, and Klahoose.

Infrastructure

The TSU Team has been providing technical engineering support to Malahat Nation including: the Oliphant Dam upgrade works, creating a draft RFSO seeking Planners, and support for development of permit processes.

The TSU Team is also working with students from the University of Victoria to develop a potable water maintenance plan for Stz'uminus First Nation.



Workshops

The TSU hosted a Housing and Infrastructure workshop for NmTC Member Nations on March 5, 2025, in Nanaimo BC. There was strong turnout with the Homalco, K'ómoks, Malahat, Snaw-naw-as, Stz'uminus, Tla'amin, Tsawwassen and T'Sou-ke Nations coming together to discuss:

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

If you have any questions on any TSU projects or upcoming meetings, please contact Eric Blueschke at ericb@nautsamawt.com

Funding & Training Opportunities

We are now updating our website on a continuous basis with all grant opportunities, please visit our website here: <https://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



Naut'sa mawt Resource Group CEO Update, Kelly Landry

The past year has been filled with incredible achievements for our team and Board. As we approach a new fiscal year, I'm excited about the future of Naut'sa mawt Resources Group and the opportunities ahead.

Over the past two months, much of my focus has been on finalizing the 2024/25 operational plan and developing strategic priorities for the year ahead. At the same time, I've taken the opportunity to celebrate our team's successes, strengthen connections at the AFOA conference, and even take a little time off for my birthday.

Our Board of Directors has been instrumental in guiding and supporting NRG, and I'm deeply grateful for their leadership and dedication. As we transition into the new fiscal year, I want to extend my heartfelt thanks to outgoing Board members Ken Price and Steven Brown for their service. This quarter, we welcomed new Board Members Chief Gordon Harry of Malahat, Chief Nicole Rempel of K'ómoks, and Legislator Tanner Timothy of Tla'amin. They join Councillor Cheryl Jones of Snaw-naw-as and Councillor Louise Ahlm of Tsawwassen in continuing the important work of governance and oversight. At the February 3, 2025, Board meeting, Councillor Cheryl Jones was elected as Chair, Chief Nicole Rempel as Vice-Chair, and Councillor Louise Ahlm as Secretary/Treasurer. I look forward to working alongside them in the year ahead.

Indigenous Marketing Solutions recently wrapped up our Pink Shirt program and the WITS national pink shirt broadcast. A highlight of this work was being invited to Tsleil-Waututh to celebrate our Pink Shirt design artist, Kadence Lánahmats George, who was honored by her Nation in a blanketing ceremony. It was a powerful reminder of the impact we can have in uplifting young artists from our Member Nations. During our recent strategic planning session, the team shared ideas on how we can continue supporting Indigenous youth in the future—I look forward to seeing this vision take shape.

Naut'sa mawt Event Management also completed the first phase of our engagement with CIRNAC on the renewal of the federal Duty to Consult guidelines. By ensuring Indigenous voices are heard, the event team is helping shape a process that respects rights, fosters meaningful dialogue, and supports the future of Indigenous governance. The insights they gathered and the quality of their reporting will have a lasting impact on how consultation is conducted in the years ahead.

These successes reflect what defines Naut'sa mawt Resources Group—creating positive change while generating ethical revenue to support the Naut'sa mawt Tribal Council. This work not only strengthens our organization but reinforces our purpose in serving our communities. As we enter the first quarter of 2025/26, I'm inspired to build on the momentum we've created and continue driving our work forward.

Indigenous Marketing Solutions

Pink Shirt Day Celebration in Tsleil Waututh Nation

We were honoured to join siḡámθət School and Tsleil-Waututh Nation on February 20 to celebrate Kadence George's incredible achievement. Kadence designed the powerful artwork featured on this year's Pink Shirt Day apparel for our campaign. The celebration was filled with warmth and pride, including a heartfelt blanketing ceremony that recognized Kadence's meaningful contribution. Seeing the community come together to support and uplift her was truly inspiring. Kelly, Edith, Mikaela, Sean, and Niva were all in attendance to celebrate this special moment. Our hands are raised to Kadence, her family, her school, and the Nation for such a memorable day.



Pink Shirt Day Campaign

We are incredibly proud to share the success of this year's Pink Shirt Day campaign, which continues to demonstrate the power of community and meaningful design. Thanks to overwhelming support we sold approximately:

- **3,000 Hoodies**
- **7,800 Shirts**
- **150 Bags of Pins**

In total, these efforts resulted in an incredible **\$296,000** raised.

Funds raised from this campaign go directly toward supporting initiatives that promote kindness, inclusion, and anti-bullying efforts thanks to our partnership with WITS Programs Foundation. We are deeply grateful to everyone who purchased a shirt, hoodie, or pin and helped spread this important message.

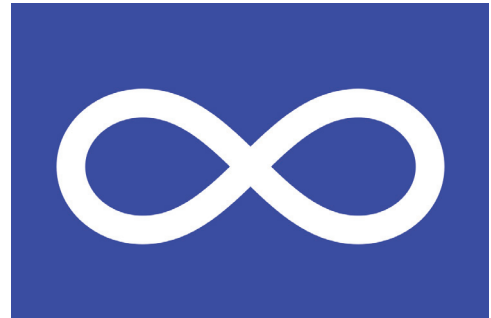




Naut'sa mawt Event Management

Metis Cultural Training

To strengthen Naut'sa mawt Event Management's cultural awareness and ability to offer distinctions-based approaches to engagement, the NEM team began a 6-week training course on the History and Culture of Metis in Canada. This training has been provided by Lorelei Lyons, and Indigenous Knowledge carrier from an organization called 2 Metis Women.



Line 3 IAMC Line Wide Gathering

NEM Senior Manager, Annette Lee, recently led the planning of the Line 3 IAMC Line Wide Gathering for NEM's fourth consecutive year, continuing our organization's role in advancing a national movement toward Indigenous Regulatory Participation. The Line 3 IAMC pioneered the first-ever Indigenous monitoring program, working alongside the Canada Energy Regulator to strengthen Indigenous participation in regulatory oversight of the pipeline.



Terrestrial Cumulative Effects Initiative Gathering

NEM Event Manager, Victoria Lepp, recently led the planning a collaborative event hosted by Musqueam Indian Band and Environment and Climate Change Canada (ECCC), which aimed to create a vital space for dialogue on cumulative effects. This gathering brought together TCEI-eligible Indigenous groups to network, share experiences, and discuss lessons learned in addressing cumulative effects.





Employment Opportunities

Naut'sa mawt Event Management

Décor Manager (Full Time, Permanent)

The Décor Manager will be responsible for building and managing Indigenous décor services including managing art inventory, sales and marketing of décor services to clients, and full scope project management, including logistics management, from beginning to end to support client events for the Events Department at Naut'sa mawt Resources Group.

Key Responsibilities:

- Lead and develop the décor department, with a goal to build a business and a team once the foundational groundwork has been created.
- Manage the full scope of décor projects, including logistics management, from beginning to end.
- Develop and implement sales strategies to increase client base and revenue.

Education and Professional Experience

- 7+ years of experience with project management, in small to large events, with logistical components.
- 2+ years of experience working with Indigenous art, communities, and multicultural, diverse populations.

Visit our website for further details and how to apply:

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