



Annual General Assembly Report

2021

A VISION FOR OUR COMMUNITY

Hadieh Takla Nation and Season’s Greetings,

In keeping everyone safe during the ongoing pandemic, we are offering our AGA virtually for the second year in a row. These are challenging times for us all and we do the very best we can to share the events of this past year in a way that can tell the story of Takla. All of our staff have worked hard over the past year and we are excited to share the news of the Nation with you at this AGA.

Last year, I asked each of you to begin thinking about what the future looks like for Takla Nation. I encourage you to continue thinking how Takla Nation will continue on its path of becoming a stronger, safer and healthier community into the future. I will continue to say that being one Nation, with one voice, is not about disrespecting, it’s about strengthening.

I ask you—if we’re not a Nation and we’re not powerful, will we be able to stand up to other claims on our territory? When we are old will we have a chance to look back and know we are a powerful Nation? This means getting our youth involved in leadership and in administration and giving back to the Nation.

Over the past year, my health took a turn for the worse, and I found myself reflecting inward to replenish my strength while focusing my vision to focus on the Nation’s needs. What remains to go forward is to remember and return to our traditions and keep our land close to your heart. After two years of living under the dark shadow of COVID, we must continue working on staying strong, safe and healthy as a community.

We need to think about healing. The agreements we are negotiating with Canada, British Columbia and with industry are all towards giving us back our rights to decide what happens in the Nation. Money is beginning to flow into our Nation. But if we aren’t careful, that money will only poison us. We need to use that money to help us heal our lands and ourselves.

I am always humbled by the strength and resilience of the Takla people. And I know that we are only becoming stronger. Enjoy the stories and reports from our departments and staff, think about how this work will help generations to come and for our future. We will be a safe, strong and healthy community, together.

Mesi
Chief John Allen French



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Audited Financials

Audit 2021 Report

Our auditor for 2021 was KPMG.

We received a clean audit for the second year in a row.

Significant growth is to be celebrated.

The Chief and Council received the recommendation from the Audit Committee to accept the Audited Financial Statements from KPMG and passed the motion to accept on December 9, 2021.

Key financial stats:

- » Net debt is being reduced each year.
- » As of March 31, 2021 the net debt has improved dramatically to \$20,944,513 (from -\$2,892,862 in 2014).
- » Revenue has more than tripled in 10 years from \$5.8M in 2011, to \$30.5M in 2021.

Revenue

- » In 2021, our total revenue is \$30.5M.
- » Approximately 77% of our revenue relates to Funding Agreements (contains specific terms and conditions on how the funds can be spent).
- » The remaining 23% is our own-source revenue and other sources (Takla has discretion on how to spend it).

Expenditures

- » Our total expenses for 2021 were \$15.7M.
- » Overall increase of 10% compared to the prior year.

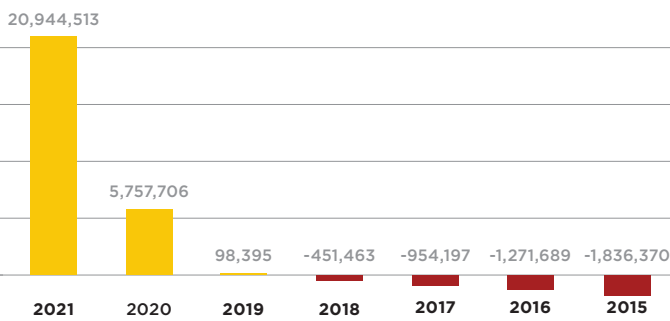
Financial Assets

- » Our 2021 financial assets are \$28.1M.
- » \$4.2M has already been received to date.
- » \$3.2M is invested into TLLP.
- » Balance is in Pathways 2.0 Funds.

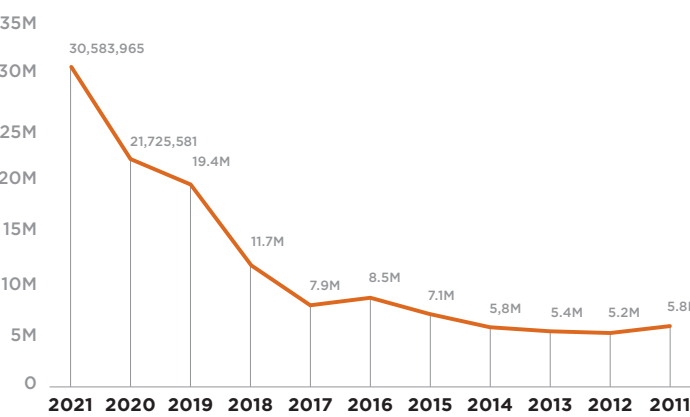
Liabilities

- » Total liabilities are \$7.2M.
- » Accounts payable includes \$1.2M in lieu of dividend payable to minors and other obligations.

Net Debt 2021



Revenue 2021



FINANCIALS

To arrange an appointment to view the audited financials, please contact:

Scott Hickling, *General Manager of Operations*
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gmoperations@taklafn.ca

General Manager of Operations

Election Code Update

- » As directed, we began a process to review and align the policies and procedures in Takla Nation with the prior custom election code.
- » We engaged the services of One Feather to review, develop and draft a revision to bring both documents to the same place.
- » A BCR was created for Chief and Council signature outlining a timeline to bring this to community and seek approval and input towards the final version. It was approved December 9, 2021.
- » This work is ongoing, based on our goal of continuing to improve the election processes.
- » A community referendum will be held in 2022.

Addition to Reserve

- » A lease is in the works for the addition to reserve land with the Province. We anticipate success by March 2022.
- » We should be able to envision surveying of the site, and other requirements in the ATR process as we move towards securing the Expansion, assessing its value, and negotiating how we proceed.
- » The Province is on board with helping us navigate with Canada at this time. We have made significant progress and continue to move forward.
- » The Comprehensive Community Plan was completed and circulated to Chief and Council.
- » These are exciting times for Takla Nation and its growth!

TTP

- » Fuel pumps to operate 24/7, 365 days a year.
- » There is new flooring in the main floor, stairwells and suite bathrooms, and the stucco and concrete work is done.
- » There was a 24-man camp building added to the site, approved by C and C BCR.
- » SIPP Homes are now ready and one is occupied, the other will be RCMP in early 2022.
- » LandSea has taken over the hotel and restaurant management and is working well.
- » This has been a place of refuge for the Nation during the COVID-19 pandemic. Thank you to TTP staff!

Education Centre

- » As our needs in community continue to rise and a gathering place for youth and elders is needed, we looked into the Education Centre as a potential area for this expansion.
- » Conversations have occurred to see what the best fit for programs would be, and there is a huge need for a facility for youth in community.
- » The building has aged and is in need of repair and upgrades.
- » A revised estimate of costs is being reviewed by council.
- » Once the building is brought back to shape, it can be more accessible to membership for use as well.



Human Resources Department

The Human Resources Department has continued to develop and work on new objectives. As of November 2021, we have 92 employees.

To enhance our services to our employees we are working on more accessible orientation materials, an employee handbook, cultural-centred interviews, and streamlining OHS incident reports throughout the Nation.

We have also focused on job posting posters and video clip job postings (such as the Recreation Coordinator) to diversify our posting platforms.

Career Opportunities

As we continue to grow, keep an eye out for new career postings on the Takla Nation Facebook page, the Takla website, and indeed.ca.

We remind all those interested in positions to apply or reach out to us with questions at hr@taklafn.ca.

» TAKLA NATION
STATS

92

Employees

74%

Takla members



WORKING TOGETHER

As the department grows, so will the need for additional positions.

Justice Department

Our vision is a stand-alone Justice Centre that will house:

- » Courts (both family and criminal)
- » Bylaw office, and enforcement officers
- » Probation office
- » Mediation room
- » Restorative Justice Centre that will house:
 - Healing Circles,
 - Sentencing Circles,
 - Peace circles,
 - Take most of the minor offenses out of the court system and keep them in the community to be dealt with at the community level.

As the Justice Department grows, so will the need for additional positions like clerks, officers, and other trained justice staff. Currently, we are an own-source revenue department, but our goal is to drive revenue and growth from enforcing bylaw tickets.

Tripartite Agreement

Our tripartite agreement requires an update and is currently being revised by the Province of British Columbia. The Justice Department is ensuring Takla Nation is part of the revisioning process.

Proposals

The Justice Department has had two proposals approved. Please note COVID-19 has limited the execution of these programs:

- » Civil Forfeiture (\$30,000)
- » Family Violence Prevention Program (FVPP) Prevention Project Proposal (\$5,000)

Enforcement Officers

There is a need for enforcement officers in the community to help uphold our bylaws.

To apply please contact justice@taklafn.ca or hr@taklafn.ca.

MoU with BC Corrections

We are initiating talks for a Memorandum of Understanding with BC Corrections to help fund and get access to key programs and training that our members require.

RCMP Unity

We are working together with the RCMP to support the education and enforcement of the COVID-19 Curfew Bylaw, including a ride-a-long with RCMP Cpl. Engel. We will continue to work together with the RCMP on shifts during curfew hours to observe and support bylaw enforcement.

RCMP Letters of Expectation

Discussions have started with the RCMP for the new 2021/2022 Letter of Expectation (LOE). Current expectations include enhanced public safety related to violent crimes, domestic violence, drugs, and prolific offender management. This is in addition to visibility, youth, community engagement, a consultative committee and SpekTakla group discussions with the RCMP.



CONTACT

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RCMP Report Stats Sept 2020-Oct 2021

450

Police Files

117

Alcohol a factor

56

Drugs a factor

37

Assault or
Domestic Assault



Language & Culture Committee

Our Language & Culture Advisory Committee consists of seven members who provide recommendations, ideas, guidance and support surrounding engagement, development, curriculum, celebrations, school activities, preservation, programs and Nation communications related to the Takla culture and language.

Current Initiatives:

- » Writing system
- » Genealogy
- » Sekani language place name map
- » Categorizing and geographical referencing of audio/video and written material
- » Stewardship Group committee
- » Toward Land Use Planning committee
- » Residential School Curriculum

Writing System

Our immediate goal is to develop a standard writing system for Takla Nation under the guidance of linguist, Bill Poser.

A standard writing system will make it possible to write the language down accurately, for different people to interpret what others have written, and provide an accurate representation of the sounds of the language.

There are three writing systems for closely related languages:

- » **1 Carrier Linguistic Committee** writing system used by Nak'azdli, Tl'azt'en, and most other Carrier communities.
- » **2 Hildebrandt system** used by Lake Babine Nation.
- » **3 Revised Hildebrandt** system used by Moricetown for Witsuwit'en.

Using the Carrier Linguistic Committee system for the Takla language is problematic because of the significant differences between the sound systems of the two dialects, especially the vowels.

Something like the Hildebrandt or Revised Hildebrandt system may work better since the sound system of the Takla language appears to be closer to those of Lake Babine and Moricetown.

Alphabet

The first step is to find out what distinct sounds the language has. In order to do this, we have recorded about 500 different basic words.

These include the words used to illustrate the alphabets of Lake Babine Nation and Moricetown since these are likely to contain the different sounds and are useful for comparison of the sound systems.

By working through these recordings, we are making a list of the sounds.

Preliminary analysis indicates that the sound system is similar to those of Lake Babine and Witsuwit'en but not quite the same as either.

We also take note of the context in which the sounds occur. The reason for looking at context is that we are only interested in sounds that can distinguish one word from another.

If two sounds cannot occur in the same context and the choice between the two is governed by a rule, they should be written the same way since fluent speakers will know how to pronounce them and will find it difficult to distinguish them when writing.

Here is an example of this from English. The t-sound in "top" and the t-sound in "stop" are not the same. If you listen carefully, you can hear that the t-sound in "top" is followed by a little puff of air, which is not there in "stop".

A good writing system has one symbol for each sound and one way to pronounce each symbol. This is the objective, technical part of writing system design.

Each sound can, however, be written in various ways, among which the community will need to choose.

We are about 95% complete the alphabet recommendations and will call a meeting with both Takla Nation leadership and Takla Nation Language and Culture Committee. Once we have engaged with both parties we can bring to membership.

UNDERSTANDING EACH OTHER

A standard writing system helps people interpret what others have written.



Cultural Camps at NWCS

Takla's first Beaver camp was a success!

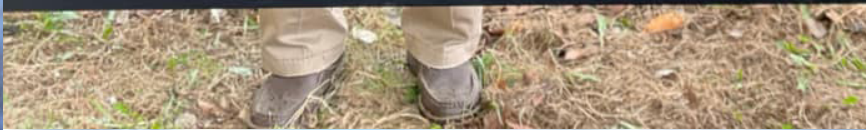
We held a beaver camp at the Takla school showcasing both traditional and western learning of the beaver life cycle.

The children loved learning and listening to stories of our traditional harvesting. Corey Williamson and Keith West did a great job preparing the learning material for this event.

Henry Alexander and Cecilia Williams did a great job teaching and telling stories.

This event was recorded and will be edited and posted on the Language website once it is functioning.

Our soapberry/ huckleberry/ saskatoon berry camp saw traditional knowledge holders, Cecilia Williams & Robert Abraham, teach the summer work experience students how to smoke berries and share stories of how and why this was done historically by our people.



Upcoming

We are planning an annual fish camp to teach the kids how to gut and preserve fish.

Along with learning both traditional and western aspects of preserving and gutting fish, Keith and Cory will be creating learning material for this event.



Lands & Stewardship Department

Mining

Exploration agreements

The Early Stage Mineral Exploration Agreement (ESME) has been designed in effort to secure Takla inclusion and opportunity. Reaching an agreement is currently a part of our referrals process.

Agreements strive to create and strengthen opportunity for engagement and dialogue between Takla members and company representatives.

The agreement allows us to implement conditions and mitigation strategies around environmental, cultural and archaeological values.

It also helps secure environmental monitoring opportunities, contracting and employment for Takla members, as well as collaboration on water quality and wildlife research.

We are able to establish commitments around reclamation, beyond what the Province of BC asks for (e.g., Bralorne), and, Takla sets the stage for deeper involvement and understanding as projects advance.

Due to COVID-19, we experienced some challenges with environmental monitoring at mineral exploration sites in 2020/21. We are currently creating sampling methodologies and strategies for the 2022 field season, specifically as it relates to water quality monitoring.

Negotiating agreements are in review, and we are revising templates with Scott E and Terry, including the prioritization of family engagement.

Improvements for 2021/22

- » Increasing opportunities and certainty for contracting and employment (e.g. Direct Award clause in ESME, continued collaboration with SDC).
- » More staff resourcing towards coordinating environmental monitoring projects at exploration sites.
- » Further improve our understanding of Traditional Use and member values through Engagement Framework and Processes.
- » Identify and implement a strong Stewardship Advice with focus on family engagement and opportunities.

Geomatics & Referrals

Portal Improvements

A number of improvements have been made to the Takla Nation Stewardship Portal to include the Base Overlay Spatial Statistics (BOSS) Tool, Portal Schema Matcher, Interactive Webmaps and the Takla Addition to Reserve (ATR) and Three-for-One Lands.

UAV/Drone Solutions

We started to fly and collect detailed imagery on important Takla Nation sites/reserves with (2) UAVs. We are processing the imagery in-house and use it in decision-making on the land. We could potentially offer services to external clients as a future business.

Data Collection Applications

We are testing many different Data Collection Apps for Forestry, Mining, Fish and Wildlife Monitors. We are also developing a robust and simple process for Monitors/Technicians to collect information in the field and seamlessly upload it to Takla Nation's Servers when connected with the internet.

Referral Updates

Forestry

Current projects include information packages for families, and including families in forest referrals. The Canfor Harvest Notifications is an ongoing project.

Mining

We are currently focused on placer mining regulation changes, and mineral agreements are ongoing.

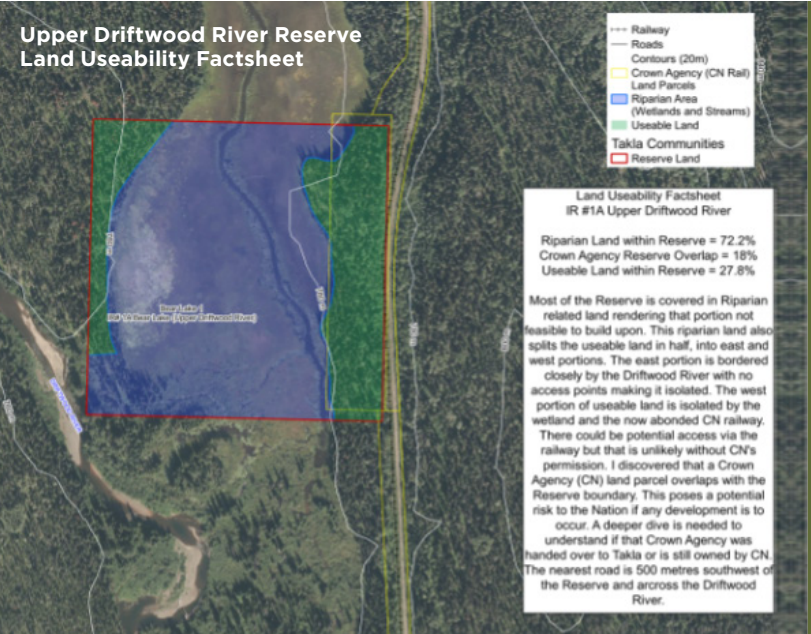
Other referrals

- Responses have been sent out for:
- » Wildlife and habitat changes/ amendments/regulations
 - » Archaeology
 - » Fish/Water regulation changes/ amendments/regulations
 - » Guide Outfitters – Tenure extensions and changes, new activities, amendments
 - » Roads – Transfers, deactivations, realignments



GIS Analysis and Mapmaking

We have developed many map products to visualize the real world and future land use for various departments, not just Lands and Stewardship. We also perform GIS Analysis to better predict and inform decision-making.





Forestry

Current projects

Our Canfor agreement is up for renewal June 30, 2022. Our current support includes projects and forestry expertise. Our current challenges include pressure for value collection, stewardship advice and agreement timelines.

Dunkley Lumber

We are currently creating a model for member engagement and collaboration in the Dunkley Lumber project. The agreement is in principal with a definitive agreement to come. Our support includes projects and forestry expertise. Our challenges are around permitted plans and block size in volume-based tenure.

SDC Mackenzie NRFL

We have 53 blocks planned by Canfor provided to SDC. Takla Lands approved 20 in the Phillips/Nation area, and 33 are in the Manson/Germansen area. Cumulative effects in Manson have made Stewardship collaboration a challenge. The NRFL expires May 30, 2024.

GOOD NEWS

Negotiations are starting to pick up pace after being delayed by the fall provincial election.

Current Member Projects

- » Old Hogen Road Update
- » Uslika Lake Forest Management
- » Akus Lake
- » West Arm Road & Bridge

Future projects

- » Safety for field work to include training, on-boarding and orientation.
- » Bringing back the Joint Monitoring Program to ensure accountability and responsibility. The whole team is involved in this project.
- » Completing version 2 of the Forestry Stewardship Framework, as well as incorporating new fish and wildlife expertise.

Forestry Negotiations Update

Forestry Tenure Negotiation Update

The CSFNs and FLNRORD have been engaged in intensive tenure negotiations since 2018.

The Pathway Forward 2.0 Agreement commits the parties to taking a step-wise approach to making recommendations on how the Province can address the CSFN forest tenure interests (50% of replaceable volume in each CSFN territory being held by the Nation), starting in the Prince George TSA.

Through collaborative discussions, the parties have outlined their respective interests in relation to the CSFN tenure volume.

Those interests are captured in the term sheet prepared by a neutral facilitator to facilitate discussion on whether an agreement can be developed on a high-level agreement-in-principle that, subject to working out the specifics necessary to implement it, results in the CSFNs holding the CSFN tenure volume.

Targets

The CSFN Chiefs set the following targets for the Forestry Table to achieve:

- » 1 1.529 million m3 CFSN tenure ask for the PG TSA (Takla portion is 408,00 m3);
- » 2 50% revenue sharing of stumpage fees collected in CSFN territories;
- » 3 Joint decision-making for strategic forestry decisions in CSFN territories;
- » 4 The work being done should form the basis for forestry and stewardship chapters of a CRA;
- » 5 Resolution of how forest tenures would be addressed in a way to facilitate recognition and implementation of CSFN Aboriginal title by agreement.

Achievements to Date

Minister Conroy’s Historic Prince George TSA Apportionment Decision on May 20, 2021:

- » 1,240,233 m3 of new replaceable volume allocated to all First Nations in the Prince George TSA (877,406 m3 of this volume to be allocated to CSFN’s)
- » October 18, 2021 Takla received a letter from government confirming Takla Nation to receive a volume disposition (offer) of 214,872 m3
- » CSFN’s working on final drafting of Forest Tenure Opportunities Agreement (FTOA). This document sets out terms/conditions of license award to the Nation. Agreement requires approval/ execution by Takla Council.

We anticipate Takla’s licence offer (FTOA) from government in early January 2022.

There are CSFN stewardship interests also a part of the on-going forestry technical work, including a mandate for the Forest-Stewardship Team to engage BC on IM implementation/RMP ToR.

Next Steps

- » Confirm directional alignment on version 3 of the term sheet
- » Work out the specifics/details necessary to move to an agreement in principle
- » Complete work on Lakes TSA Apportionment/Disposition Decision
- » Complete work on Mackenzie TSR
- » Pursue similar Apportionment/Disposition decision for Mackenzie TSA as Prince TSA





Education

Nus Wadeezulh Community School

Enrollment

There are 42 students registered for the school year, which is an increase from the number of students we had last year. We have five Teachers, four Education Assistants (EAs), and three other support staff (Janitor, Cook, and Maintenance).

Successes

Remarkable improvements were recorded in the core subjects and student attendance levels this school year. We introduced a new program to sustain improved attendance, and increased our coordination with SD 57 on a range of Takla Nation needs, including a curriculum piece for the apprenticeship program. We also installed SMART technologies in every classroom, and re-organized our meal programs to ensure children are eating healthier.

Challenges

Our greatest setback this year was shutdowns due to COVID-19 exposures. We lost four weeks of instruction. Due to province-wide shortages, we also are having difficulty hiring a P.E. teacher.

Room and Board

Twenty-nine students are participating in the room and board program this year in grades 10 - 12. Fifteen students are graduating this year—the largest number yet!

Room and Board Eligibility

- » Ordinarily reside on reserve, with a Takla address.
- » Grades 10-12 (unless for medical reasons with a diagnosis report from a psychologist and/or doctor).
- » Deadline to apply is at the end of May (late applications will not be considered).

Education Programs & Plans

- » Peer Tutoring nights for grades 10-12: Tia French (In-person)
- » Post-Secondary Tutor: Chelsea Mehrassa (In-person)
- » K-12 Tutor: Tessa Erickson (Virtually)
- » Planning to have the previous graduates come and speak with our students. We want to encourage them to further their post-secondary education.

Post-Secondary

This year we have 24 students in various fields of post-secondary.

We have 16 students graduating this year from the following programs:

- Bachelor of Social Work, TRU
- Bachelor of General Studies, TRU
- Bachelor of Criminology, TRU
- Automotive Service Technician Diploma, CNC
- Addictions and Community Services Worker Diploma, CDI
- Business Management Diploma, Career City College
- Social Work Diploma, NVIT
- Executive Assistant Diploma, NVIT
- Social Work Diploma, CNC
- Education Assistant Diploma, Reeves College
- Human Service Diploma, TRU
- Professional Cook Certificate, CNC
- Heavy Mechanical Apprenticeship Certificate, TRU
- Automotive Service Technician Certificate, Okanagan College
- Bookkeeping Certificate, CNC
- Applied Business Technology Medical Office Assistance Certificate, CNC

New Student Handbook

Takla Nation developed an Adult and Post-Secondary Education Policy and Handbook to assist members in accessing education support through the Nation.

The Handbook is to inform members of the education support that is available through the Employment and Training Department, and Education Department.

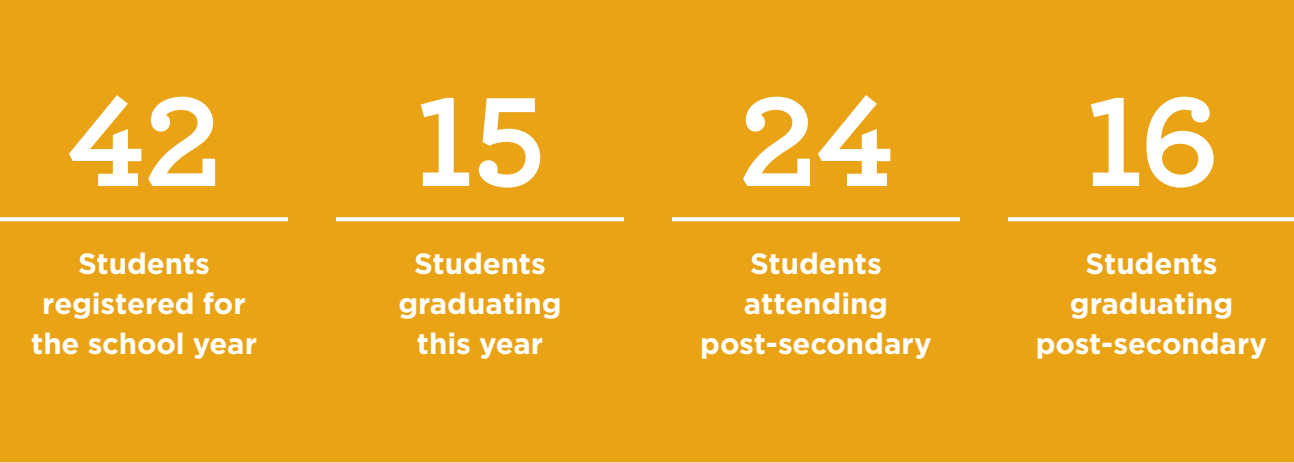
This is put in place to help guide members in their adult and post-secondary programs, process and thoroughly outlines the requirements.

Takla Nation Education Department receives limited funding from ISC (Indigenous Services Canada) and additional own-source revenue to top up the ISC funding.

Local Education Agreement Update

We are working closely with SD 57 & SD 91 on the LEA and all of our Takla Nation students to support their needs and challenges they may face.

We are focused on tutoring and after-school programs for elementary and high school students, in addition to keeping students on track to graduate in the regular stream (with Dogwood).





Employment & Training Department

How We Support Our Community

- » We support 650+ Takla Members on and off of reserve, across Canada.
- » We provide services and support for those employed, unemployed (SA, EI) and those looking to change careers.
- » We provide work gear, short term training, and ticket renewal.
- » We share online employment opportunities.
- » We are continuously building employer relations and opportunities.

Department Activity

- » 91 job opportunities posted to the Nation’s Facebook page.
- » 42 training opportunities posted to the Nation’s Facebook page.
- » 13 pieces of work gear provided to start employment.
- » 15 employment opportunities secured.
- » 35 approved course funding requests.
- » We also field hundreds of inquiries via phone and email every month.

Future Employment Opportunities in Community & Prince George

Rapid housing initiative 2022/ 2023:

- » Continue on lot prep—heavy-duty equipment operators, gravel trucks, fallers, buckers, and labourers
- » 10 new homes - carpenters, plumbers, roofers, framers, painters, labourers, and heavy-duty equipment operators

Sec 95 housing:

- » 4 new homes—carpenters, plumbers, roofers, framers, painters, labourers, and heavy duty equipment operators

Water and Sewer Services:

- » Equipment operators, gravel truck, and mechanical personal such as plumber and labourers.

Renovation Crew:

- » Carpenters, roofers, painters, and labourers.

Ditching Crew Proposal:

- » Excavator operator, gravel trucks

Remote Cabin builds, Ed Centre renovations, Teacherage expansion, and Teacherage office building:

- » Carpenters, plumbers, roofers, framers, painters, labourers

Holistic Health Department:

- » Custodian O & M, Community Wellness Worker, Cultural Wellness Worker, Cultural Language Literacy Coordinator, Early Childhood Educator, Early Childhood Educator Assistant

Justice Department:

- » Bylaw Enforcement Officers x2

TTP:

- » Anyone with hospitality skills or interested in updating their skills to become employed

Transportation:

- » Spare driver needed for truck to and from community for deliveries.

Coming in Early 2022

- » **Job Fair:** In-community or virtually depending on COVID mandates
- » **Hiring Fairs:** Specific companies looking to do a large hire of Takla members. More details to be announced once known.

Remember: We collaborate with the Lands Department, Social Department, Youth Department, Sasuchan, and the Education Department to assist with funding opportunities for training, employment, and any other employment-related needs.

What is needed from YOU!

1 Submit your resume.

The priority is to create and maintain an accurate list of skilled individuals in our work skills database..

2 Reach out as soon as you need help.

All requests take time and a bit of paperwork. Don’t miss out on an opportunity because you didn’t provide enough time to process the request.

3 Watch the Takla Nation Facebook page.

That’s where all job and training opportunities are posted.

» CONTACT

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Takla Office

Lisa Teegee
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Youth Programs

Takla Youth Programs

Takla was successful in receiving two years of funding from the SSDIC Sport Support Program to hire a Recreation Director in Takla to develop a proper PE program for Nus Wadeezulh Community School, along with after-school sports and specialized sports.

We've not yet found a proper candidate to run this program, and in the interim our youth team are running PE classes.

Current youth programs in Takla include two PE days a week with our youth team at the community school, the Little Kids Club and Kids Club after-school programs, Baking Club, Family Sliding & Hot Chocolate Days and Cookie Kits sent home for special holidays.

Upcoming 2022 programs include a Trapping Club for grades 6 - 9, Gym Nights, and a Basketball Coaching Clinic & Camp.

Takla Chil'keh Programs (Prince George)

Two PE days a week are also offered to youth in Prince George in partnership with SD 57 and Takla's LEA.

Youth also have access to two tutoring and homework nights a week supported by CSFS, a Meet & Greet student gathering for grades 10 - 12 and transportation through the purchase of a 12-passenger Youth Van.

Upcoming 2022 programs include weekend transportation to Takla via the Youth Van, a ski trip in January or February and the start of a travel club to support fundraising for a student summer trip.

New Community School Playground

Funds have been received from the Community Economic Recovery Infrastructure Program (CERIP), developed by the Government of British Columbia to help communities recover from the economic impacts experienced from COVID-19.

These funds will be used to purchase and install a new playground for the Nus Wadeezulh Community School and clear bike trails within the community of Takla.

We will be holding an online community consultation in January 2022 to get community input on the design of new playground structures. Thanks to Scott Hickling and Strategies North for making this funding possible!

Elder Programs

Residential School Healing Initiative

Takla Nation successfully received first-time multi-year funding from the National Indian Brotherhood (NIB) Trust for Residential School Healing and Reconciliation in 2021.

The project goal is to provide opportunities for Residential School Survivors from Takla Nation to heal from the trauma of Residential Schools. This includes interviews with Residential School Survivors to document their stories of resilience.

The project funding is \$407,493 over five years.

Residential School Presentation

On August 5, 2021, we hosted a Residential School Presentation with a SWEP cooked lunch and TTP dinner.

We presented findings from 27 interviews, and had three Lejac Survivors share their experience.

We also established the planning committees and suggested healing events for the upcoming years.

Next Steps / Important Dates

- » Residential School Findings – to be held in Prince George **February 24 & 25, 2022**
- » Coming Home Ceremony – **June 2022**
- » Animated Video – RE: Intergenerational Trauma – To be premiered at **February 24th** presentation in PG
- » Family Healing Camps – to be held using a land-based healing approach – **Spring 2022**

STAYING CONNECTED WITH THE PAST

Our Elders are the Knowledge Holders and link to our history



Meals on Wheels

We are currently running Meals on Wheels for the second year, funded by a grant from Canadian Roots Exchange. Elders received two meals a week, including dessert.

iPad Connectivity Program

We gave out 41 iPads in 2021, and provided training to elders through our Connectivity Program. Takla Nation provided 20, Carrier Sekani Family Services provided six and 15 were funded through the New Horizons Grant. Training will continue in 2022.

Also upcoming in 2022 is the Elder's Conference in July at the Vancouver Convention Centre, and the Residential School Coming Home Ceremony in June.



Na beh sta Internship Program

The Na beh sta Internship Program offered a unique work experience opportunity to four interns ages 18-22 this year. This pilot project used OSR (Own Source Revenue).

From January 4 - November 20, 2021 the four young men and women were at placements both virtually and in-person across Prince George and Takla Landing.

The goals of the interns through this process were to build self-confidence, leadership, discipline, communication, public speaking, and work skills. Also to network and seek out future career opportunities.

A number of recommendations were presented to enhance the operations of the program for next year.

The next steps in the growth of this program include building media awareness, creating marketing materials, researching funding opportunities, and building government and partner support.

"The Na Beh Sta internship gave me the chance to explore not only all of the background work of our offices but also the hands-on experience of caring for our community. I was in the office creating posters and spreadsheets on Monday, in Takla bringing wood to our elders on Tuesday and helping our youth department on Wednesday.

We were involved with our community through every chance we got and did our best to create opportunities as well. It didn't always feel like a job and a lot of the time I almost forgot it was because it was fun doing the things we got to do.

I felt like I was making a difference in our community and it felt great. I highly recommend any of our youth to join the upcoming internships the Nation offers, it is nothing you could expect from a job."

- Kirstie Abraham, 2021 Intern

Placements

- Communications
- SDC/Public Works/Fire and Emergency Services
- SDC/Justice/Employment and Training
- SDC (Communications / Health / Education / Youth and Elder (Meals on Wheels)
- Youth and Elder (RSHI)
- DOGBA/ Youth and Elder
- DOGBA/ Chief/ Uze Deh'ya
- Uze Deh'ya/ TWA/ Europe Trip
- Lands/ TWA/ Europe Trip

Program Successes

- Professional Skill Development
- Personal Growth
- Mentorship
- Family Connectivity
- Better understanding of the Nation and its work
- Creative ideas
- Travel
- Relationship Building
- Community and Cultural Connection
- Professional Interests
- Some local/international exposure
- Employment
- Visibility

Future Recommendations

- » Increase age group to 21-22
- » Required post-secondary certificate/diploma
- » Continued cultural training
- » Recognizing that there is a strong element of leadership training involved
- » Designing and developing entrepreneurship coaching as part of the program
- » More hands-on learning/job shadowing opportunities built into the program
- » Fewer placements (no more than 5) but longer in length; more organized, structured, fully immersed, task-oriented and have set expectations
- » Designing a dedicated office space
- » Stricter employee parameters
- » More direct involvement in community programs/events
- » More local, regional, and international exposure with Indigenous and Non-Indigenous Organizations



CONTACT
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Capital & Housing

The pathway to having First Nation housing run by members, for members, includes good governance, constructions, home maintenance and care, revenue, and strategic planning.

Our vision is to grow the Housing Administration team to three or four roles and one maintenance staff.

A full team will allow the Housing Manager to focus on the above priorities.

Homes by the Numbers

- » **27** new homes (12 completed + 14 approved + 1 proposed)
- » **8** old homes brought back into use (10 brought back to use, minus 2 became uninhabitable)
- » **35** more homes for Takla families over the 5 years 2018 to 2022 (a 50% increase!)
- » **75** families on our waiting list and growing



CAPITAL & HOUSING

Planning Recommendations for April 2022 - 2023

- » Focus on routine and preventative maintenance, smoke/CO2 detectors, and BC Hydro energy efficiency measures including the replacement of fridges and freezers
- » Construction of more woodsheds and storage sheds
- » Continuous renovations on exsisting homes

Possibility of New Homes

Following the build of seven duplexes, we are running out of vacant lots but we continue to explore multiple solutions to accommodate the need for homes.

14 New Takla-Owned Rentals

Fourteen new homes have been approved. Seven two-bedroom units and seven three-bedroom “Passive Homes” with barrier-free features and wood stoves.

All homes will have two exterior entries - one is a two-door “Arctic Entry” + two bathrooms (one with shower and one with tub).

Members must submit a housing application to be eligible for a unit (if they have not done so already).

The tenant selection process will be finalized by March 2022 and selections will follow after that.

Family move-ins are expected to happen gradually from June to November 2022.

Rents are “to be determined”, but will likely be at least \$500 (the current rate of existing duplexes) but may be more.

Rents will be strictly enforced.

105

Homes in Takla
Landing in 2021

\$303k

User fee revenue
potential

\$9M

Total cost for
26 new homes

\$2.5M

Total renovation
funding (2017-2021)



OUR COMMUNITY GOAL

To divert waste from the landfill and from polluting the environment in Takla Landing and the province.



Public Works

How the Public Works Department Supports our Community:

- » We provide public work services in a safe and efficient manner.
- » We promote programs and services that enhance the quality of the environment, peoples lives, and encourage continuous improvement in services.
- » We provide current information on programs and services.
- » We review & respond to incoming work order requests from community members and Takla Nation departments.

What We Do:

- » Road Maintenance
- » Building Maintenance
- » Water Treatment
- » Wastewater Collection
- » Solid Waste Collection (garbage, recycling, compost)

Compost Program

Our compost collection occurs on Tuesdays in the spring and summer months. Our future goal is to expand collection into the winter months as well.

We are requiring feedback and input from community members to determine challenges they are facing with sorting their food items and diverting it from the garbage stream. Please send feedback to wtp@taklafn.ca or call (250) 996-7877 x 2004.

Eco-Depot Drop-Off

Our eco-depot offers a number of options to recycle goods and divert waste from landfills and our environment.

Goods we collect:

- | | |
|-------------------------------------------|-----------------------------------|
| » Electronics | » Recycling |
| » Metals | » Mattresses |
| » Construction Waste | » Garbage |
| » Tires | » Household Hazardous Waste |
| » Propane Bottles including 1lb cylinders | » Refrigerators and deep freezers |
| » Used Oil/Anti Freeze Collection: | |

Takla Nation is a collector for BC Used Oil and Management Association. We can collect products from businesses and residents, other programs are for residents only.



Project Updates

Street Lighting Updates

Upgrades to the existing street lighting were completed in 2021 and subdivision street light installation is planned for 2022. BC Hydro is working on an electrical design to ensure the subdivision streets are illuminated properly.

Wastewater Collection

Our wastewater services continue with quarterly wastewater samples, monitoring of pump and station operations and maintenance tasks. We maintain compliance with provincial permits issued by Ministry of Water, Land, and Air Protection.

Building Maintenance

We are continuing to perform maintenance tasks as outlined in the maintenance management plan developed in 2020-2021. As new infrastructure is built, our future goal is to develop a training and education program component into the commissioning of new builds.

Water Quality Reports

Water quality in Takla Landing is monitored on a weekly basis. All bacteriological samples from the Takla Nation water distribution system have tested negative for E. Coli and Total Coliforms.

Health Department

Child & Family Services

Carrier Sekani Family Services provides foster homes for our children when required. Their Social Workers provide protection services along with support for individuals and families involved in Child Protection investigations child welfare planning with the families we serve.

Takla Nation, with the support of CSFS have established the Community Wellness Committee which consists of 10 Nation members, along with the prevention and support staff, who will work together with the families to establish holistic, wrap-around support based on the family's needs.

Tobacco Cessation

The Health Centre in collaboration with the RCMP provided a workshop on tobacco use and the risks involved. In addition, they taught the sacredness of Tobacco when used in ceremony.

Healing Gazebo

The Healing Gazebo is almost ready! With the vision of our Nation members, leadership and health staff, the Healing Gazebo became a dream. We're thankful to FNHA, CSFS and Takla Nation for bringing our dream to life!

Commencing January 2022, there will be a sacred fire and support staff at the healing gazebo daily from 12-7pm. If you're passionate about healing our people, have traditional knowledge, an elder or youth, a drummer, a singer, and are great at storytelling, please sign up to be a support person to share campfire tea with our members.

Community Wellness Committee Training

Takla Nation along with CSFS has established a Community Wellness Committee. Some Nation members attended training last year, and others in November 2021. There will be another training session in Spring 2022.

If you're passionate about the health of our community, and the wellness of our children and families, being a committee member is right for you!

Wellbriety Coming Soon

Takla Nation will introduce Wellbriety to our community starting January 2022. The Red Road to Wellbriety is a journey of hope and healing for our members seeking recovery from addictions. The program draws on the philosophies and practices of Alcoholics Anonymous, Narcotics Anonymous and, the 12 step process, but in a traditional and holistic way. We hope to take our healing out on the land, connecting mother earth, our ancestors and ceremony.

Upcoming Programs & Services

- » Women's & Men's Groups
- » Letting Go and Purification Ceremonies
- » Healing Our Youth Groups
- » Land-Based Healing Camps
- » Cultural Days
- » Family Dinner
- » Sacred Fire

Member Services

Population & Transfer Requests

- » There are currently 855 active members registered in Takla Nation.
- » Five transfer requests were received in 2021.

Special Needs Requests

The Special Needs policy changed in July 2019. Home Maintenance & Repairs & Appliances are not eligible items in the Special Needs policy (fridge, stove, washer & dryer, hot water tank, furnace, wood stove, etc.). If the band owns the home, as per 5.1 in our policy; then the band takes care of these items.

Indian Day School Application Form

Does anyone in your family still need to fill out the Indian Day School application form? Please don't hesitate to reach out with questions or for support.

Deadline for submission is July 13, 2022.



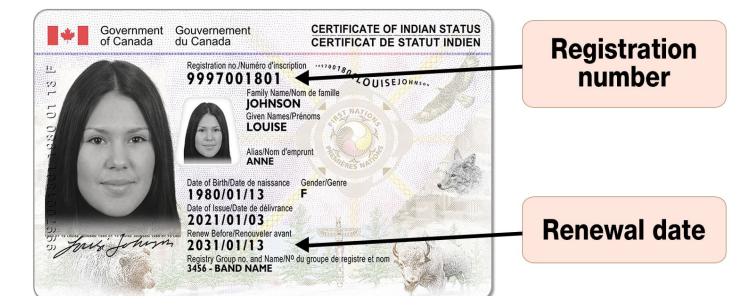
For more information on status cards and Indian Day School application forms:

Ann Abraham
social@taklafn.ca
250-996-7877 EXT. 2010

Status Cards

Status Cards Past Renewal

Expired Status Cards are still being accepted until May 1, 2022. You can also apply for the new Status Card (SCIS). This process takes approximately 90 days to receive the new card in the mail.



Baby Registration

Parents, please send us your child's original long-form birth certificate (where it has the parents' names on there) to complete their registration forms with ISC.

Temporary Confirmation of Registration Document (TCRD)

If you need proof of registration while waiting for your status card to be renewed, please request that directly from Indigenous Service Canada (ISC). We cannot write a verification letter on your behalf any longer.

To receive the letter by mail, contact:
1-800-567-9604
Monday to Friday, 9am to 6pm (Eastern Time)

To get the letter in person: contact the regional office nearest you.

Fire & Emergency Services

Firehall Update

The location of the Firehall has been chosen and work has begun to clear the site next to the water treatment plant. The old shop has been removed and the site is leveled. Site preparations will be part of the PAR, which Radloff has been asked to prepare.

Fire Truck Update

ISC has approved the PAR for the fire truck with the down payment submitted to Rocky Mountain Phoenix in October. The total truck cost is \$533,659.00. The truck is being built with the completion date set for July 2022.

Flood & Hazard Mapping

Upon Chief and Council approval, Takla Nation will work with Ebb Water Consulting to begin gathering data on floods in and around the reserves. The project is slated to begin in 2022. Takla Nation received the 2021 Flood Risk Assessment, Flood Mapping and Flood Mitigation grant from UBCM. This project will gather data to share with leadership and members on our hazards from flooding and prepare the assessments needed to apply for grants that focus on doing the mitigation work.

Firefighter Activities

- » Fire response during the Mount Porter Wildfire, providing sprinkler protection for six structures.
- » In partnership with EMB, we traveled to Vernon for 14 days to support the Okanagan Indian Band as part of the White Rock Lake wildfire.

FireSmart Community Funding

Takla Nation received the Community Resiliency Investment Program – FireSmart Community Funding stream. The amount of \$77,271.00 was used to hire Coldstream Nature Based solutions to perform the FireSmart assessments, compile the data, share public education, and write the Community Wildfire Resiliency Plan. We are currently half done this project with community presentations to begin in 2022.

In 2022, Takla Nation will begin the FireSmart Economic Recovery project. Resulting from the CRI funding, this project will be the work to improve our community resiliency to wildfire. Three to four community members will be hired for a five-month term to receive training in wildfire management, fuel mitigation and FireSmart assessments.

Coming up in 2022

- » With ISC funds, procurement of firefighting PPE and fire truck equipment will begin.
- » Flood risk assessments and FireSmart mitigation in the community will begin.
- » COVID-19 response continues.

COVID-19 Emergency Management

The first outbreaks of COVID-19 appeared in our Nation in September and October 2021. Operations were and still are modified with safety plans and procedures in place to limit the impacts of COVID-19 in services we deliver to membership.

The Takla Nation EOC is still active in either a level 1 or 2 capacity this year. We’ve been receiving support from ISC, CSFS, FNHA, and Northern Health in planning and case support.



TOURISM

Tourism

The Tourism Department’s mission is to create sustainable tourism opportunities for our Nation and community. We as Takla people have a lot to offer the world from cultural teachings, to our beautiful territory. We believe tourism for Takla Nation can play a role in reviving a Nation.

Tourism can be broken into four pillars: economical, environmental cultural, and social.

The fundamental objective of any sustainable community is the promotion of human well-being through enhancing Quality of Life and Quality of Place.

YEARS 1-3 Jan 1, 2022–2025	Talka Guide Outfitters (Hunting, Trapping, Fishing) Develop / Identify tourism opportunities Build capacity
YEARS 3-5 2026-2028	Establish Takla Wilderness Adventures Indigenous Tourism Eco Tourism Adventure Tourism
YEARS 5+ 2028 forward	Acquire additional tourism tenures for expansion as demand allows



Sasuchan Development Corporation

AGA Update

This year was an exciting one for Sasuchan Development Corporation. We saw growth across the board in our assets, profit and revenue.

Strategic Planning

Our goal is to develop a multi-year strategic plan and review process that sets measurable goals and objectives, and maintains alignment with the Takla Nation. We are beginning a four-step process that will see input gathered in the spring, strategies and plans developed and proposed into the summer, and a final plan approved by September.



Planning Considerations

- » 1 Takla membership is forecasted to grow by 50% in the next 20 years. The current financial need for the Nation is around \$15M annually, and expected to grow with the population. A return-on-investment model is needed from SDC to support Takla near term and into the future.
- » 2 Revenue streams are diversifying between companies but are still 85% based in the resource sector. Diversification of SDC revenue sources outside of the Territory and Prince George is needed to offset pressures put on the Takla Traditional Territory.
- » 3 We need to view diversification through the 7-seven generations concept, aligning acquisitions and growth with Indigenous values.
- » 4 We need a continued focus on supporting current community contractors' employees to sustain and create opportunities.

Board Changes

- » Thank you to Dean Daily who is stepping down as Board Chair.
- » Welcome to Sandra Carroll, joining as the new Chairperson.
- » Marilyne Teegee will take on the role of Deputy Chairperson.
- » Mogens Smed also joins the board as a new member.

Visit www.sasuchan.ca/our-story to learn more about the new board members and their extensive experience in business development.

Internships

We had three internships this year. All three students are back in high school, University and College, and our intent is to re-hire returning interns. We are looking at further developing intern programs into Wildland and SBS for next summer.

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Community-Owned
Businesses

\$4.4M

2021 Profit

\$15.3M

2021 Revenue

\$3.1M

2021 Assets





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