



Annual General Assembly Report

2022



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Audited Financials

Audit 2022 Report

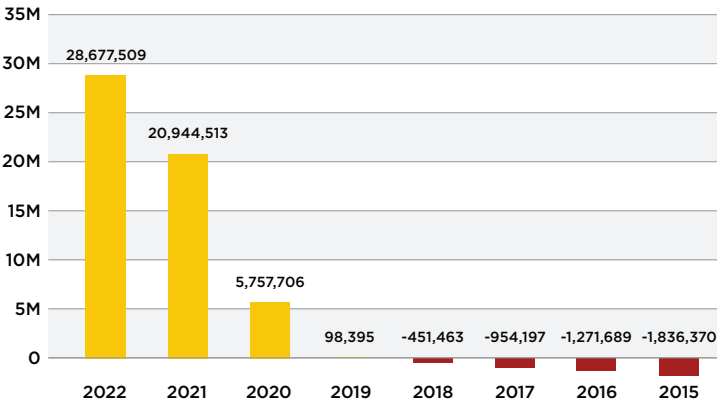
Our auditor for 2022 was KPMG.

We received a clean audit for the third year in a row. Significant growth continues 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 November 8, 2022.

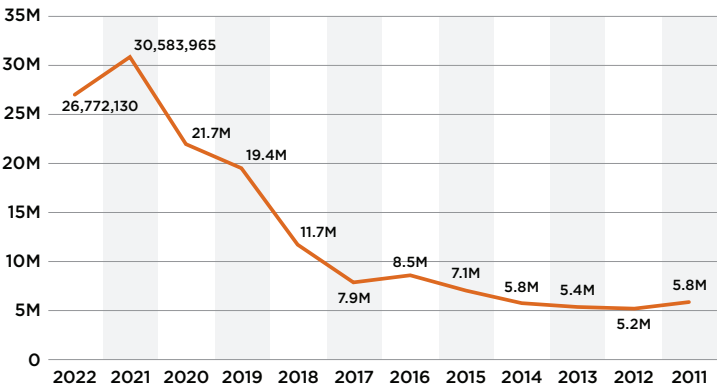
Net Debt

- » Net debt is being reduced each year.
- » As of March 31, 2022, the net debt has improved dramatically to \$28,677,509 (from -\$2,892,862 in 2014)



Revenue

- » In 2022, our total revenue is \$26.7M.
- » Approximately 66% of our revenue relates to Funding Agreements (contains specific terms and conditions on how the funds can be spent).
- » The remaining 34% is our own-source revenue and other sources (Takla has discretion on how to spend it).



Expenditures

- » Our total expenses for 2022 were \$16.5M.
- » Overall increase of 5% compared to the prior year.

Financial Assets

- » Our 2022 financial assets are \$38.1M.
- » \$4.1M has already been received to date.
- » \$3.2M is invested into TLLP.
- » Balance is in Pathways 2.0 Funds.

Liabilities

- » Total liabilities are \$9.4M.
- » Accounts payable includes \$3.1M in lieu of dividend payable to minors and other obligations.



FINANCIALS

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

Lee Melnyk, *Director of Finance*
250-564-9321 EXT. 4010
financedirector@taklafn.ca

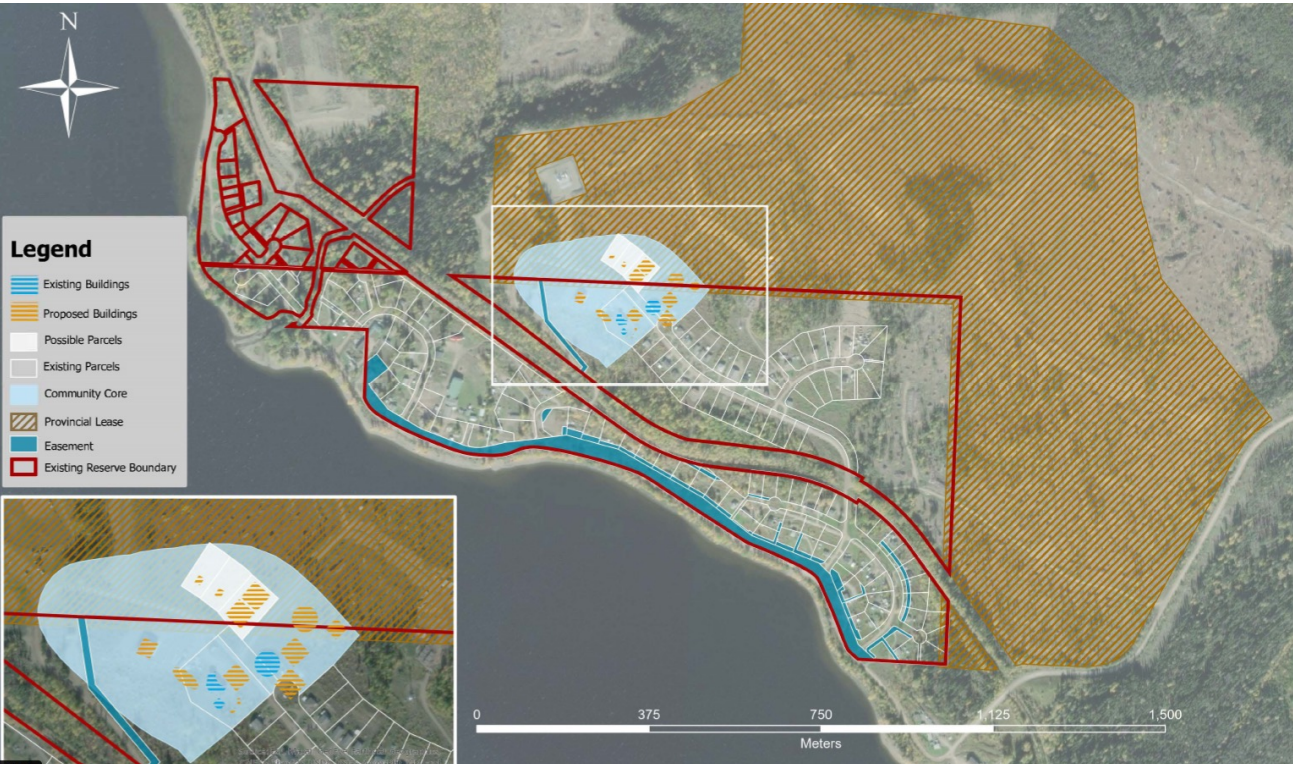
General Manager of Operations

Addition to Reserve

An ATR is a parcel of land added to an existing reserve or that creates a new reserve. The land can follow the boundary of an existing reserve or be completely separate from existing reserve land. The purpose of Takla’s ATR is for a community addition to accommodate community growth.

The Addition to Reserve initiative started in 2019. We’re currently leasing the expansion area from the Province, who have worked in collaboration with ourselves and David Nairne and Associates (the DNA group). Concept designs are being developed for future community input and design.

We’re also working with Canada and the Province to move the expansion forward within the next 24-36 months and align with our 10 for 10 program of houses and future growth to build ten houses per year over the next ten years. This expansion is also an amazing opportunity for generations to come!



Human Resources Department

The Human Resources Department consists of three people:

- » **Krystal Devauld**, *Human Resources Manager*
- » **Shannon West**, *Onboarding and Benefits Coordinator*
- » **Tanus Patrick**, *Recruiting Assistant*

As an internal entity for Takla Nation, this is an unbiased party that equally represents the organisation, the manager and the staff.

Hiring Process

Hiring initiation

Takla has been experiencing a higher volume of recruitment and hiring when programs and services are being expanded. These are exciting times for Takla and the growth it’s been showing.

New hire employment checklist

The first step of preparing for a hire is determining the needs of the new hire. The new hire checklist will determine what items are needed for the employee, such as where they will sit, what furniture, technology and orientation they will need, and who is the contact person to schedule or purchase these items.

Hiring interviews

Interviews are one of the ways new individuals experience Takla Nation, and we must always put our best selves forward. The Takla Nation interview etiquette and expectations protocols are a great way to understand the roles and responsibilities for an interview. These are brought into every interview.

Reference checks

After the successful candidate has been chosen, HR calls the potential employee and requests two references. This normally takes a couple days to reach the references and do the checks. References are asked a series of questions regarding the potential hire.

Sending out the offer letter and hiring package

Once the interview has taken place, the individual has been selected, and the employment agreement has been agreed upon (between the hiring manager and the Human Resources Department), HR will send the agreement, the job description, the new hire payroll package and the benefits information to the new hire.

Recruitment Initiatives and Current Nation Postings

We’re so happy to be growing and developing our employees at Takla. When positions are needed and the managers direct us on where these postings should be placed, there are sent out to the public to the following online job boards:

- » **Takla’s main website**
- » **Indeed**
- » **Leaders International**
- » **Work BC**
- » **UNBC**

When these jobs are posted, the job description is very clear on the needs and the qualifications that are required for the position. HR and the managers work closely together to create the specifics.



TAKLA NATION STATS



98

Employees

3

Part-time

78

Full-time

4

Council

7

Term

7

Casual

1

Secondment

15

Special Contracts



Justice Department

The Justice Department is an own-source revenue department. Our vision is to have 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

Additionally, our goal is to have a halfway house located in the community to provide rehabilitation, residential services, and programming that is tailored to the needs of the residents and the broader community.

As the department grows, so will the need for additional positions at the Justice Centre, such as clerks, dispute process clerks, mediation staff, enforcement officers, probation officers, parole officers, and restorative justice-trained staff.

Community-Based Resources and Support

The Justice Department works closely with the Takla RCMP Detachment through collaboration and mutual goals for the safety and protection of the community, through monthly meetings, and daily communications when needed.

The Justice Department assists Takla members through a variety of community-based resources and services:

- » Assisting members with document filing and filling out different court documentation.
- » Assisting with court matters (family and criminal) and legal aid.
- » Attending the Prince George Regional Correctional Centre and talking to members that are in custody about their needs and any concerns they may have with regard to their cases.
- » Discussing options with the Crown and defence counsel with regard to offender conditions for their bail hearings.
- » Facilitating telephone and video court for the Provincial Courts locations in Fort St. James, Vanderhoof, Prince George and Kelowna.
- » Liaising between defence counsel and members.

- » Making inquiries on behalf of our members with regard to their personal rights and freedoms.
- » Offering offender-specific programs in the community.
- » Providing victim support and assistance, including court attendance and referral to resources
- » Working with the Correctional Service of Canada (CSC) with regard to Section 84 releases.
- » Working with probation officers to bring offender-specific training and programs to the community so members do not have to leave to access them.
- » Working with the Takla Health Centre for programming.

Justice Committee

Are you interested in improving legal outcomes and contributing to community safety? Takla Nation is seeking Takla members and Takla Nation residents to join the Justice Committee and form a diverse committee that represents Takla Nation, from youth and young adults to adults and elders.

Bylaws

Aside from traffic regulation, the Justice Department also supports the education and enforcement of the following bylaws:

- » **Dog Control Bylaw**, regarding aggressive dogs, dogs at large, pet licences, registration tags, and registration tag machines.
- » **Nuisance Bylaw**, regarding abandonment of household appliances, furniture, vehicle parts, vehicles, the dumping of tires, garbage or other municipal solid waste, noise, etc.
- » **Disorderly Conduct Bylaw**, regarding the safety and protection of the community and staff.

Band Council Resolutions (BCRs) and Warning Letters

Bylaw enforcement action will be initiated upon direction from the Chief and Council's BCRs. A warning letter will outline the next steps for each file, depending on the severity of the actions.

Members are allowed to seek out, get help and work with the Justice Department to prevent further actions such as banishment. Removing individuals from the community is the last step; something that our Chief and Council do not want to resort to.

Justice, Health Centre and RCMP collaboration

The Justice Department, Health Centre and RCMP work together to create a reintegration plan for return for those that have been banished for certain types of files. All members that have been banished and wish to return must follow the process as follows:

- » **1 Contact the Justice Manager stating they want to return.**
- » **2 The Justice Manager will work with the member and the Health Centre (in case with certain types of files) to create a return plan.**
- » **3 Once the return/re-entry plan has been created, the Justice Manager will present that plan to the Chief and Council for approval.**
- » **4 The Justice Manager will liaison between Chief and Council and the member upon approval or rejection of the plan.**



Nuwh K'un'agh Department (Language & Culture)

Writing and Sound System by Bill Poser

- We have been working on three things:
- » 1 Developing a writing system.
 - » 2 Constructing a database to hold the language material as it is recorded.
 - » 3 Making sense of people's names in old records.

A high priority is choosing a writing system. We've collected roughly 500 words in order to identify the distinct sounds of the Takla language. 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 helpful for comparison of the sound systems. We now have a description of the sound system, which we believe to be closest to that of the Lake Babine dialect but to differ from it in two small ways.

Dictionary

Creating a good dictionary of an Athabascan language such as Takla language is not simply a matter of listing Carrier words and corresponding English words, for two main reasons.

- » 1 A single Carrier word may have thousands of different forms rather than five, like the English "sing, sang, sung, singing".
- » 1 English and Carrier words do not correspond in a straightforward way. For example, Carrier has no counterpart to the English verb "to give". Carrier has about twenty words with this meaning, the choice of which depends on what kind of thing is given. "I gave him a rifle" requires a different verb from "I gave him a shirt". On the other hand, most dialects of Carrier use the same word for "tree", "wood", and "stick".

This means that a dictionary cannot simply pair Carrier words with English words. Complicated correspondences need to be indicated and explanations need to be given of what exactly a word means.

Language and Culture Advisory Committee

Language and Culture Department Advisory Committee members are Ann Abraham, Jasmine Getson, Cecilia Williams, Susie Charlie, Marvin French, Niky Tevely and Paige French.

The committee members will serve a 3-year term starting from the date of our first meeting, which is to be decided upon. The Culture and Language Advisory Committee does not deal with specific member, family or political issues.

We'll also have guest elders and youth join in the Advisory Committee meetings to learn and get involved. So if this is something you would like to sit in and learn about, please let Sylvia Jackknow by email: lands@taklafn.ca.

History of Takla Nation People & Curriculum Development

Jesse Morin is an archaeologist, ethnohistorian and heritage consultant who has been tasked to collect, organize, and assess the evidence that supports Takla's rights and title.

The information is being organized so that it can be readily accessed and mobilized in response to referrals and Takla Nation's history curriculum development.

Takla Cultural Area Infrastructure Development

This project consists of two parts. The first part involves building a community-accessible food preparation site, featuring a log cabin with a kitchen, two smokehouses, and sheltered gazebos for gatherings. The second part of the project involves opening up the Red Rock Trail for community members to utilize for medicine gatherings and other cultural activities.

NO SIMPLE MATTER

A single Carrier word may have thousands of different forms. This means that a dictionary cannot simply pair Carrier words with English words.





Lands & Stewardship

Family Engagement Process

We’ve had successful meetings with plenty of information sharing and venues for sharing the direction of leadership. In return, families have shared information that is helpful for stewardship and Rights and Title Interface (RTI).

The meetings work to showcase the work that has been accomplished, and the work that is ongoing and planned. These meetings also provide an opportunity for proponents to hear what families have to say as well as showing unity from leadership and members—as Takla Nation as a whole.

Families are starting to recognise the steps that are being taken to address many of their concerns and a level of trust is being established

Similar topics from each meeting are:

- » **Stewardship** – lowering the cut and adjusting logging practices
- » **Getting back to the land** – boots on the ground and members’ healing
- » **Employment** in their areas
- » **RTI** – heritage trail reconstruction and preservation, cabins and place names

Mining

Early Stage Mineral Exploration Agreement (ESME)

We’re currently using a mixture of older agreements that do not promote the level of stewardship required to facilitate proper monitoring and regulation. The revised new template serves to strongly reflect Takla stewardship values, as well as robust monitoring and regulation.

The ESME Agreement needs to be reviewed by the Legal Department and approved by the Chief and Council for use. We’re following leadership’s vision of stewardship and engagement.

This requires engagement from members through Traditional Knowledge collection (site visits with family members), archaeological studies based on the new Archaeological Policy, wildlife and fish management plans, monitoring by Takla Nation, involvement of Takla members and staff paid by the mining company, up-front research tools and instruments and yearly fees. It also has to be inclusive of employment opportunities through Sasuchan Development Corporation (SDC).

Stewardship and engagement with members is well underway. We’re keeping pressure on mining companies by promoting stewardship through agreements and continuing our conversations with companies and the B.C. Government. Troublesome companies are falling into line by spring, 2022.

Mining companies and projects

There are some notable concerns with some of the mining companies. There is an Economic and Community Development Agreement (ECDA) and Impact Benefit Agreement (IBA) with Mount Milligan, but there are environmental concerns. A report on non-compliance has been released together with the Legal Department. Kemess is planning for reclamation and moving to a complete shutdown of the mine. Meanwhile, we’re looking to work with other Nations, but the path is still not clear.

With Benchmark’s Lawyers gold-silver project, we’re moving toward mine development with expanded permit adaptations. There is alignment with Kwadacha Nation, but not with Tsay Keh Dene Nation. The mining properties close to Lawyers are ramping up and we have met with the CEO and others.

NorthWest Copper is a divide-and-conquer model whereby they approach members directly. Members are alerting our Lands Department about this process. We’ve been gaining traction with their team.

» Next Steps

We’re reaching out to leaders of other Nations, and will be revisiting the Tse Keh Nay (TKN) model to promote stewardship. We’ll keep collaborating with other Nations for future agreements.

Meanwhile, we continue to put pressure on the government to follow our model to recognize RTI and continue with member meetings. Mineral exploration through agreements may set precedent or expectation when moving to mine. Together with our Legal Department, we’re looking at a consent model.



Fisheries & Wildlife

Hatchery

About 36,000 Early Stuart sockeye salmon are growing and will be ready for release in late June during the Annual General Assembly.

Hudson Bay Creek, Sitlika and Porter

We expect 105,000 sockeye this summer. The eggs will be collected from Porter Creek in the Driftwood this year together with partners. There is uncertainty with passage at the Big Bar landslide for 2022. The late spring melt may result in high water during migration and the new fishway is not complete. We expect the 2023-2024 sockeye quantity to be very poor as a result of the slide in 2019.

Habitat fish passage

The habitat in Sitlika Creek is home to sockeye salmon, trout and char, among other species. In 2021, Takla Nation partnered with the Canadian National Railway Company (CN Rail) on a \$710,000-budgeted restoration project that developed a new, open channel through the rail line right-of-way and eliminated the culvert from the stream. This created access to three kilometres of pristine spawning and rearing habitat.

We’re expecting to do further re-vegetation in the spring of 2022, and there are plans to release hatchery fry in Sitlika and other streams.

Forestry

Takla Nation is committed to a stewardship-based forestry approach that focuses on ecosystem management and sustainable resource practices.

We’re making significant strides in our stewardship-based forestry approach. By collaborating with various stakeholders, engaging in negotiation activities, and focusing on sustainable resource practices, Takla is working towards long-term environmental preservation and economic prosperity.

» 1 Government and other Nation level

- Collaborating with other Nations to reduce the Annual Allowable Cut (AAC).
- Implementing immediate measures to decrease the harvesting area.
- Participating in the Timber Supply Area (TSA) review in the McKenzie District.
- Applying the Forest Tenure Opportunity Agreement (Takla Renewable Forest).

» 2 Territory level

- Determining a reasonable harvest level for the territory and enforcing it with licensees.
- Advocating against permits that threaten the territory.
- Utilizing Forestry Relationship Agreements to ensure stewardship.

» 3 Landscape or watershed level

- Designing harvest areas that align with the stewardship approach.
- Incorporating knowledge of forestry, environment, and biology to protect the land.
- Engaging members to identify resource activity areas.
- Creating retention areas for resource activities.

» 4 Block level

- Reviewing and involving members in block layout and design.
- Promoting better logging practices with enhanced retention and reduced damage.
- Collaborating with the government to address block-level requirements, including restrictions.
- Integrating wildlife and stream management into the review process.
- Constant monitoring.

Current local projects

- » Old Hogem: road upgrade project
- » Park Authorization: application in development, seeking funding through the Forest Renewal Agreement (FRA)
- » Uslika Lake: forest management project awaiting federal approval
- » Spruce Beetle: harvest management criteria being met
- » West Arm Road and Bridge: engineering review completed for a 100’ bridge, awaiting government approval

Other tasks underway

Takla Nation is currently improving the Forest Stewardship Framework by updating the ecosystem forest management method.

We’re using the work that has been co-developed under our evolving Forest Stewardship Process with input from the Lands and Stewardship Department (including wildlife and stream management), family engagement, the Joint Stewardship Committee and Forestry Landscape management group of the current Canfor FRA and the stewardship process in developing the Dunkley FRA.



Geomatics & Referrals

The Takla Nation Stewardship Portal has undergone several improvements and enhancements to provide better tools and functionality.

Work planning and monitoring program

The Lands Department is creating a work plan for each department code (program), with each program broken down into projects with a Gantt chart.

Through the family meeting process, we are gathering an up-to-date list of members interested in monitoring and their qualifications. Interested members with the required training will be first on the call list for monitoring shifts in their family area on a casual contract basis, paid for by proponents.

It’s not always possible to get a family member from the area as there is a limited timeframe to coordinate these shifts. However, it is the goal of the Lands team to engage as many family members as possible and we’re actively working on making connections and getting qualifications on file to make this process more successful.

Interested members without the required training will be referred to the Takla Nation Employment & Training Department. Interested members with or without the required training will still be able to participate in Forestry’s JMP as it’s not about monitoring but rather about getting out on the land and having open discussions.

Stewardship & RTI

Stewardship and RTI are closely connected as we build our strength by combining western data with Traditional Knowledge. Our actions are driven by stewardship, and we’re developing our own standards for wildlife, forestry, mining, and archaeology that include and enforce RTI.

We’re ramping up our participation in fisheries and wildlife planning, with ongoing studies and projects for caribou, moose, and fish. In collaboration with Nak’azdli, we have a caribou presentation and ongoing data requests and analysis. Collaborative research is being conducted for collaring moose and wolves.

Baseline data is being obtained through equipment purchase and installation of fish fences and smolt fence equipment.

RTI processes involve ethnohistorical work, compilation of documentation from various sources, mapping of information, genealogy research, and the alignment of Takla Specific Knowledge with western sources. We’re challenging the government processes forced upon First Nations and preparing for possible actions on the landscape by considering legal counsel and promoting due diligence in our responses to RTI infringement.





Education Department

Nus Wadeezulh Community School

Progress
With the lifting of COVID-19 restrictions and an improved attendance level across all grades, we’ve doubled our efforts to cover some of the lost instructional hours. The school has also partnered with the Youth and Elders department to enable Ms. Hailey to take charge of our P.E. programs.

To deal with social-emotional issues among our students, the school also partnered with Ms. Newman to ensure that every child gets the help they need.

Successes
We successfully completed standardized testing for the different grades in our school. We’ve expanded the attendance rewards program for our students. This is our effort to sustain the improved attendance record.

Our students also participated in a field trip to Prince George. We continue to implement technological integration in our classrooms through the acquisition of up-to-date educational tools. We’ve adjusted our school meal program based on students’ preferences and—at the same time—ensuring healthy eating among our students.

Room and Board

Thirty students are participating in the Room and Board program this year. Eleven of the thirty students are graduating this year!

- Room and Board eligibility**
- » Ordinarily resides on reserve, with a Takla address.
 - » Grades 10-12 (unless they have medical reasons with a diagnosis report from a psychologist and/or doctor)
 - » Deadline to apply is mid-August (late applications will not be considered).
 - » All applications are approved by the Chief and Council.

- Education programs and plans**
- » Peer tutoring nights for grades 10-12
 - » Post-secondary tutoring
 - » K-12 tutor
 - » Youth group night for grades 10-12
 - » Planning to have the previous graduates come and speak with our students
 - » Those not attending school can contact our Employment & Training team

Post-Secondary

This year we have 30 students in various fields and 13 students are graduating in 2022/2023 from the following programs:

- Bachelor of Social Work, UNBC
- Bachelor of Social Work, NVIT
- Loxx Academy Certificate
- Public Relations Diploma, UVic
- Aboriginal Studies Certificate, CNC

Local Education Agreement (LEA)

We are working closely with School District 57 & School District 91 and all of our Takla Nation students to support their needs and challenges they may face. The Education Manager has a seat at the School District 57 board meeting to represent Takla Nation.

We’re 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 their Dogwood).

Adult and Post-Secondary Education 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.

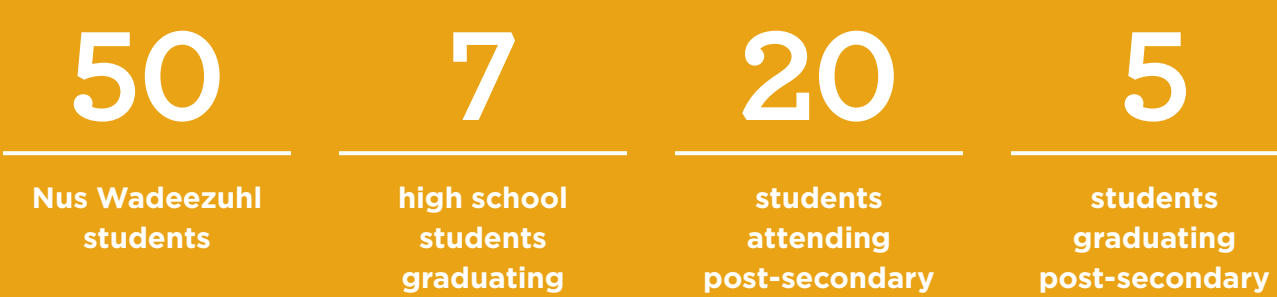
This is put in place to help guide members in their adult and post-secondary programs, process and thoroughly outlining the requirements.

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

- Eligible students:**
- Registered band member
 - Accepted by an eligible post-secondary institution (Certificate, Diploma, Degree)
 - Completed a Further Education Plan
 - Maintain satisfactory academic standings
 - Full time course load (3 courses or 9 credits per term)

These requirements are guided by Takla Nation’s Partnership Agreement and ISC guidelines for post-secondary.

» CONGRATULATIONS, TAKLA STUDENTS





Employment & Training Department

Who We Serve and What We Do

- » We support 650+ Takla members in and outside of the community.
- » We provide services and support for those employed, unemployed (SA, EI) and those looking to change their careers.
- » We provide work gear, short-term training, and ticket renewal.
- » We share online employment opportunities.
- » We're continuously building employer relations and opportunities.
- » We have offices located in Takla Landing and Prince George.

The Employment & Training Department assists with funds for:

- » Post-secondary tutoring.
- » Wages for Summer Work Experience Program (SWEP) students & SWEP coordinator.
- » Internal Takla Nation Departments to assist with specific training needs for current employees.

Department Activity

April 2021 to March 2022

- » 102 job opportunities posted to the Nation's website and social media accounts
- » 57 training opportunities posted to the Nation's Facebook page

Prince George Nechako Aboriginal Employment and Training Association (PGNAETA) 2021 / 2022 year-end activity

- » Clients served - 66 approximately (this number is based on PIF forms submitted. Many more members were assisted verbally without PIF forms).
- » Interventions completed - 99% complete
- » Employed - 90%

Employment and Training Successes

Life Skills in Time (LIT) Program

- » Created the LIT Program with content specific to Takla members' needs
- » Funded by the Pre-Employment Supports Program (PESP)
- » 4-week program
12 members (11 completed)

Topics discussed:

- » Personal finances, including budget for daily living, bills, groceries
- » Anger management
- » Loss and grief
- » Problem-solving
- » Self-confidence & self-esteem building

Other Initiatives in 2022

- » **Work Connect Program:**
Phase 2 to the LIT Program: 3-4 weeks of employability and essential skills training with an industry ticket training component.
- » **Short-Term Industry Ticket Training:**
food safety, firearm safety, class 2 and 4 drivers licences and more to be confirmed.



CONTACT

Lisa Teegee
Employment Coordinator
employment@taklafn.ca
250-996-7877



Youth Programs

Takla Youth Programs

Programs currently running

- » 1 After-school programs
 - After School Club – Tuesdays
 - Little Kids Club – Thursdays
- » 2 Baking Club – Wednesdays

Programs to come

- » 1 Trapping Club – Takla Youth Workers will visit the trapline with students in grade 6-9 in January. Jaden French, Michael Schneider, Knowledge Holders and/or elders to assist.
- » 2 Sewing Club – Diane Trenamen and Mona French to instruct students and adults in June.

Takla Recreation Program

- » Recreation Coordinator hired – Hailey Balatti
- » Open gym nights
- » Group fitness classes (2 times per week)
- » Salad jar parties

- » iSparc Equipment Grant received for baseball equipment, basketball & pickleball equipment and nets.
- » 3-day swimming trip – June 17 to 19, 2022 – “Swim to Survive” 3 day lessons at the Prince George Aquatic Centre.
- » Partnership with Engage Sport North to help Takla develop a recreation council and build a recreation program.
- » National Coaching Certification Program (NCCP) for sports such as basketball, hockey, run, jump and throw.

Recreation goals

- » Equine therapy – collaboration with CSFS horse program for Takla
- » Pump Park – pending funding

Recreation challenges

- » Funding
- » Location for horses in Takla
- » Lack of engagement from students

Chil’keh Youth Program - Prince George

Programs currently running

- » Gym night: one day per week on Tuesdays.
- » Tutoring/homework night: two days per week on Mondays and Thursdays.
- » Fun nights: billiards, exit, bowling, mini golf.
- » Weekend trips to Takla for grade 10-12 students to visit their family (once every 4-6 weeks).

Activities in 2022

- » Ski trip: we made a trip to a ski hill in early 2022.
- » Travel club: we fundraised for students to travel somewhere in late summer 2022.

Summer Work Experience Program (SWEP)

The students were working on:

- » Public works
- » Clinic
- » Takla Trading Post
- » Meals on Wheels
- » Emergency preparedness
- » Community services, including: yard work, Residential School Coming Home Ceremony, Annual General Assembly (AGA), Summer Cultural Days, kayak trip and fish release

Community Events

2021

- » National Indigenous Peoples Day in Takla and virtual.
- » National Truth & Reconciliation Day in Takla.
- » Halloween with a haunted house in Takla and an online costume contest.
- » Christmas with “12 Partners of Christmas” online giveaway.

2022

- » Family Day celebration in Takla with bouncy house, nail driving, wood chopping, and campfire tea competitions.
- » Easter celebration in Takla with bouncy houses and the first Family Poker Relay Race.





Elder Programs

Residential School Healing Initiative

Takla Nation received a five-year funding of \$407,493 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 and document their stories of resilience.

As part of this project, we had an animated explainer video created by Fuselight Creative where a donation option was added to the end of the video for residential school survivors and their families. Stance Media filmed Elder Henry Alexander for a short film that will be used to apply for funding for a full documentary for all Takla members and their homelands.

We gave a two-day residential school presentation to community and staff members in Prince George, and organized a very successful Family Healing Camp in partnership and with funding from the Health Clinic that showed us how much needs to be done for healing. The five-day Coming Home Ceremony held in Takla Nation during the summer was also captured on video.

Meals on Wheels

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

Things to Come in 2023

- » Residential school curriculum development for which we need to hire a Curriculum Developer.
- » Monument for residential school survivors to be placed at Potlatch Gazebo Family Healing Camp.
- » Family Healing Camp in fall 2022 with requests for West Arm Park and Wolverine Lake (pending funding).
- » Monthly support sessions for residential school survivors and their families in Prince George and Takla.
- » Monthly support groups in Prince George and Takla.
- » Family Healing Camps with requests for Aiken Lake (possibly two camps).
- » Inter-community reconciliation.
- » Lejac school reunion.

Na Beh Sta Internship Program

The Nah Beh Sta Internship Program offered a unique work experience opportunity to four interns ages 18-22 to gain insight into various aspects of First Nations governance and prepare them for a wide range of careers through professional and leadership training. From January 4, 2022 - November 30, 2022, the four young men and women were at placements both virtually and in-person across Prince George and Takla Landing.

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

Together with their peers, they learned how to communicate, finish work (even when tired or busy), take breaks when stressed, work in uncertain situations, be there for one another when things are tough and stay positive.

Program Structure

MONTH	PLACEMENT
January, 2021	Orientation
February, 2021	Communications
March, 2021	Sasuchan Development Corporation, Public Works, Fire & Emergency Services
April, 2021	Sasuchan Development Corporation, Justice, Employment and Training
May, 2021	Sasuchan Development Corporation (Communications), Health, Education, Youth and Elder (Meals on Wheels)
June - July, 2021	Youth and Elder (Residential School Community Healing Initiative)
August, 2021	Driftwood Outdoor Guide Business Apprenticeship, Youth and Elder
September, 2021	Driftwood Outdoor Guide Business Apprenticeship, Uze Deh'ya Program
October, 2021	Uze Deh'ya Program, Takla Outfitters
November, 2021	Lands, Takla Outfitters
March - April, 2022	Europe trip



Program Successes

- » Professional skill development
- » Personal growth
- » Mentorship
- » Family connectivity
- » A better understanding of the Nation
- » Travel
- » Building relationships
- » Community and cultural connections
- » Finding professional interests
- » Local and international exposure
- » Long-term employment

Program Learnings

- » Pandemic and virtual delivery
- » Participation
- » Engagement
- » Finding areas of interest
- » Personal and family challenges
- » Transportation
- » Hands-on learning

Milestones

- » CBC Daybreak North interview with Jaden French, Tourism Manager
- » Year-end trip to Europe



Uze De'yah

The Uze De'yah program is designed to engage Takla students living in Prince George and to support their educational, personal, and cultural development.

The project aims to reduce peer pressures that can lead to crime, violence, bullying, substance misuse, and gang involvement for Takla youth. Program activities promote school attachment, literacy, academic skills and achievement by incorporating traditional ways of knowing and education training in the program through a partnership with School District No. 57 (SD 57).

Trusted teachers, support staff, counsellors, traditional knowledge holders, community leaders, and elders are in place to integrate individualized, gender-based interventions. The program is an alternative opportunity to learn traditional culturally-based practices that support healthy lifestyle choices and decision-making.

Objectives

- » 1 Develop comprehensive and culturally appropriate case management plans for 32 individual youth.
- » 2 Provide holistic family interventions, support services and planning.
- » 3 Land-based cultural and knowledge transfer activities that include youth, families, elders and traditional leaders, and lead youth through rites of passage.
- » 4 Develop hands-on learning and deliver culturally-based lessons in collaboration with SD 57.

Accomplishments

- » Two of our kids have returned to school and are attending regularly. They're now doing all of their weekly studies and added school work.
- » Social, emotional and academic growth has increased by about 50% with two youths who have decided to get sober and make changes.
- » Those children who have parent involvement are showing to have the most growth spiritually, emotionally, and mentally.
- » Improved relationships with SD 57 as result of Brian Toll's consistent efforts.
- » Significant growth with the male/female cohorts doing extra curricular activity, such as guitar lessons and one-on-one tutoring and peer mentorship. About half of the youth reach out personally whereas prior summers they did not.
- » Flexible schedules and making changes as needed helps us to develop and improve the program.
- » We have a working team and it's showing to be a successful and respectful team.
- » Elder knowledge holder involvement has been a huge positive impact and the kids are extremely receptive and want this.
- » Kids are more likely to share and practice culture and language when their parents are not in attendance or in a separate space.

Statistics and Fun Facts

- » Met with Public Safety safety and they want to use Takla as a best practices model for all of Takla.
- » Teacher-student relationship is reinforced with messaging of its importance from manager, program coordinators, staff and parents.
- » With Uze De'yah interventions, the students are much more involved in the classroom.
- » Positive feedback from staff at SD 57.
- » Attitude adjustments (as per school staff) and there is likelihood that they'll see improved grades if we continue on the trajectory we are on.
- » Increased support and schools and administration.
- » Parents who work with us have children who are growing more spiritually, emotionally and mentally.
- » Those who came back to our program and said they would like extra curricula are improving the most (but we need parent and child involvement and we can help remove any barriers).
- » Kids have all said that they like when elders come and when they learn about plants and medicines.
- » All of the kids want to learn about culture and how other kids practise and do ceremonies.
- » All of the kids want to learn about regalia, songs and half have said they want to learn prayers.

» Priorities and Upcoming Activities

We're looking to recruit for administrative support through parent information sessions. We're reviewing and revamping case management, our cultural educational assessment/questionnaire, and our language and culture curriculum to decide what will be shared and what not (i.e. traditional knowledge, ecological knowledge, etc.)

Further, we're planning to write a communications plan for the Uze De'yah program and develop a process for uploading and filing media files. For 2022, we're planning summer and fall camps and getting ready for the new cohort that will start in fall, 2023.



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.

Who pays the \$9 million to construct the 27 new homes?

FUNDING SOURCE	AMOUNT	%
Takla Nation	\$1,674,000	19%
Indigenous Services Canada (ISC)	\$1,883,000	20%
Canada Mortgage & Housing Corp (CMHC)	\$3,759,000	42%
Lenders (paid off with rents & CMHC subsidy to Takla Nation)	\$1,684,000	19%
TOTAL COST	\$9,000,000	100%

Homes by the Numbers

- » 35 more homes for Takla families over the last five years (a 50% increase)
- » 80 families are on our waiting list (which is growing)

Priorities for 2022-2023

- » Review the Capital & Housing Department’s internal structure to build capacity.
- » Review and evaluate policies and procedures.
- » Review the housing application and tenant selection process to establish a clear process.
- » Increase the number of community housing information meetings.
- » Host education sessions for membership on basic home maintenance and care.
- » Establish a 10 for 10 Housing Funding Plan to meet housing demands.
- » Develop trade skills and certifications within the housing construction and renovation crew.
- » Manage housing renovations by Community Power Report on all pre-2000 homes.
- » Focus on routine and preventative maintenance for smoke/CO2 detectors.
- » Ask for BC Hydro assistance with the replacement of fridges and freezers that are over 20 years old.
- » Continue construction of wood sheds and storage sheds.

Housing Applications

As of September 2021, Takla Nation had 832 members with 226 members living in the community. Over the last 20 years, the total Takla membership has been growing steadily while the population in the community has been fluctuating.

Many of the members are young adults who are approaching marriage and will be starting families over the next ten years. The Housing Department has 85 – 90 current housing applications and the number continues to grow.



TAKLA HOUSES BY THE NUMBERS

105

Homes in Takla Landing in 2021

\$340K

User fee revenue potential

\$9M

Total cost for 27 new homes

\$5M

Total renovation funding

Public Works

Department Objectives

- » Provide public work services in a safe and efficient manner.
- » Promote programs and services that enhance the quality of the environment, people's lives, and encourage continuous improvement in services.
- » Provide current information on programs and services.
- » Review and respond to incoming work order requests from community members and Takla Nation departments.

Solid Waste Collection

We want to ensure that each resident participates in the collection programs so that waste is diverted from landfill, and drop-off program items are diverted from polluting the environment in Takla's Territory local to Takla Landing.

Three residential collection streams

- » 1 Recycling on Mondays
- » 2 Compost on Tuesdays
- » 3 Garbage on Wednesdays

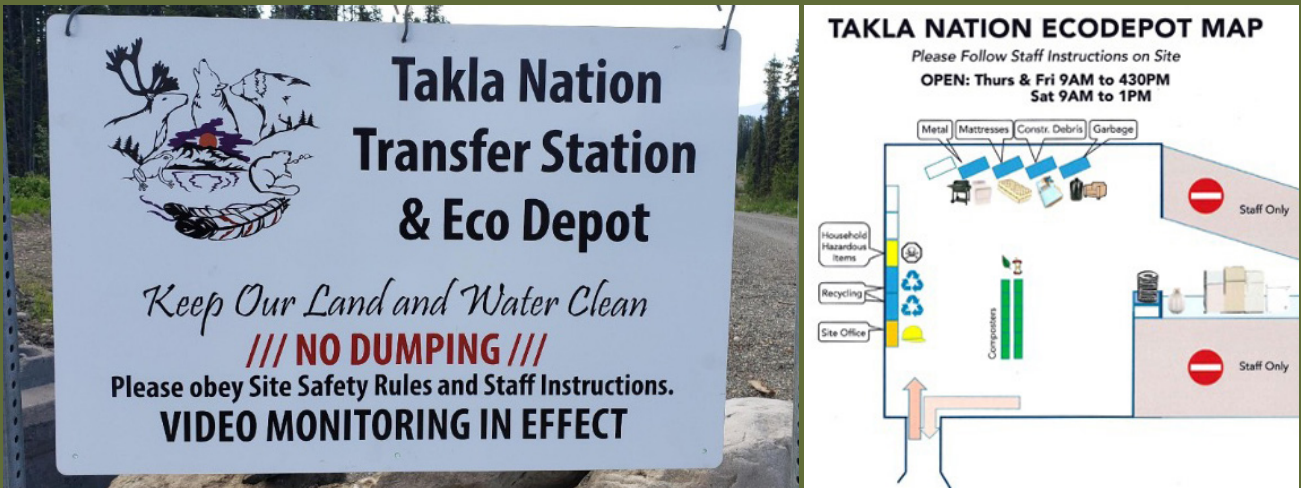
We will move to bi-weekly garbage collection in 2023.

Eco depot drop-off

Our eco depot offers a number of options to recycle goods and divert waste from landfills and our environment, including the following items:

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

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



Maintenance Management Program (MMP)

Takla Nation has procured funding from Indigenous Services Canada to develop a Maintenance Management Plan for Takla Nation's assets in the community. The plan is task-oriented and designed to maintain assets through the work performed by public works employees, data compilation, and tracking and updating Takla Nation's Asset Maintenance Planner.

Asset planner implementation

Takla Nation has procured a digital maintenance software program provided by Ameresco. The Asset Maintenance Planner is a relational database that seamlessly integrates information from three key work areas that aids in decision development:

- » **Capital Planning**, including data development, needs assessment, capital plan and budgeting, project scheduling and implementation.
- » **Maintenance Management**, including workflow process, preventive maintenance, demand maintenance service request, and execution of work.
- » **Energy Management**, including data development, analysis and benchmarking, energy management plan, project scheduling and implementation.

Water Quality Report

Takla Nation water quality in Takla Landing is monitored on a weekly basis. All bacteriological samples have tested negative for E. coli and total coliforms in the Takla Nation water distribution system. Only raw water (untreated water) has tested positive for coliform bacteria. These tests are conducted as these organisms are most detrimental to human health and easy to culture in lab testing by Takla Nation operators.

Road Maintenance

Our general services include:

- » Resurface roadways as required and install signs.
- » Remove snow from public roadways according to protocol.
- » Repair and maintain ditches and remove trees and shrubs.
- » Perform hazard assessment and remediation.
- » Ensure stabilization and grade of public roadways.

Building Maintenance

Our general services include:

- » Perform maintenance tasks as outlined in the Maintenance Management Plan developed in 2020-2021.
- » Have employees coordinate and participate in site visits with general contractors.
- » Ensure public buildings are operating as designed.

As new infrastructure is built, our future goal is to develop a training and education program component into the commissioning of new buildings.

FUN FACT

Residents of Takla Landing consumed 4,292,000 litres of water in 2021.



Health Department

Child and Family Services

We are seeing positive transitions with the prevention strategies provided from Carrier Sekani Family Services (CSFS) and Takla Nation as our case files are decreasing when it comes to child protection.

Prevention and support programming is to ensure that all children are supported to ensure their safety, wellness and health while living at home and in the community. This is to ensure children are supported prior to any child protection removals. We thank the community for feeling safe to come forward and to join us in ensuring the safety and wellness of all our children.

Adoptions	1
Continuing Custody Order (CCO)	3
Temporary Custody Order (TCO)	8
Family Custody Order 54.1	1
Youth Care Agreement: Independent Living	1
Child protection call-outs	17
Community Wellness Committee call-outs	7
Prevention and support to families	32

Headstart and Daycare

- » We continue to provide daycare opportunities for our working parents, as well as Headstart for children to prepare them for kindergarten.
- » We launched our Family Connections program in December which has been a success.
- » We're seeking more cultural opportunities for the children and are looking forward to our new Play Park for the little ones.
- » Our programs are funded by Carrier Sekani Family Services, First Nations Health Authority, and BC Aboriginal Child Care Society.

Health Services

Support is provided by CSFS doctors, CSFS nurses, CSFS mental health clinicians, Brazzoni counsellors, Takla Nation support workers, Takla Nation wellness workers, and Takla Nation traditional healers. We do our best to ensure wrap-around support services for all.

Health support (doctor/nurse/emergency)	7117
Mental health support	419
Harm reduction support (56 tobacco, 7 alcohol, 1 drugs)	64
Holistic wellness support	648
Traditional wellness support	192



Capital Plans

The expansion planning for the daycare and Headstart building is well underway. Keep an eye out for a new play park installation for the little ones!

We hope to break ground in the summer of 2022 for our Prevention and Support Service Office. The location will be next to the Health House.

The Safe House Initiative and Health Centre are both in progress. The Health Centre provides the following services and support:

- » Emergency services
- » Paramedical services
- » Support services
- » Addictions recovery detox day beds
- » Long-term care
- » Prevention medical services
- » Administrative support
- » Self-care services
- » Afterlife support

Other Accomplishments

Together with the Carrier Sekani Family Services, we established a Community Wellness Committee as a wrap-around support program for community members. The outdoor Healing Gazebo and Firepit provide space for lunchtime gatherings, holistic community support and sacred fires.

COVID-19 pandemic supports were continually developed and implemented in the Health Centre for a two-year period. We created space in the Health Centre for therapy groups to meet and 100+ community members have accessed the services from Traditional Healers.

We created a Community Liaison Support position which provided support to members for a three-month period, and our program grant funding exceeded \$1 million since 2020, representing over 20 different health and support programs.

We are building towards strategic relationships with key stakeholders, including 911 dispatch operations and the BC Ambulance Service (BCAS).

» Programs and Services

Below are a few examples of our ongoing programs. We look forward to all support programs being launched.

- » **Support group** – every Monday at 4:30pm
- » **Men's group** – every Thursday at 7:00pm
- » **Grief and Loss Support/Letting Go Ceremony** – every Saturday at 11:00am and every Tuesday at 4:30pm
- » **Wellbriety** – every Monday and Friday at 7:00pm
- » **Girls group** – every Monday at 3:30pm
- » **Cultural days** – every second Friday (opposite of paydays)

- » **Traditional healing ceremonies** as a one-on-one basis as requested by members
- » **Holistic wellness support** as a one-on-one basis by appointment
- » **Land-based Healing Camps** starting May, 2022
- » **Family feasts**
- » **Addictions Recovery/Overdose Prevention Program/detox outreach**
- » **Food and shelter** security and support
- » **Family Connections/Healthy Families program** – ongoing

Social Development & IRA

The Social Development and Indian Register Administrator (IRA) is responsible for monthly visitation with the Ministry of Children and Family Development (MCFD), and home visits to the clients, keeping client files up to date, picking up SA cheques, organizing training for the Community Wellness Committee, attending various meetings, assisting clients with their resume, staying connected with the Employment Training Coordinator.



Indian Register Administration (IRA) Duties

Registration

In order to get registered and get a status number, fill out the application and provide two pieces of identification. Make sure to include the original long-form birth certificate that has your parents' name on it.

Two types of status card

- » **A-CIS** (Certificate of Indian Status) is a laminated card that is issued at the office.
- » **B-SCIS** (Secure Certificate of Indian Status) is a new card.

Transfer request

Send in a letter of request to transfer and state why you are transferring. In order to be accepted, you must have family ties to the community through your parents, grandparents or great-grandparents and be able to provide a government-issued ID or status card ID.



Fire & Emergency Services

Fire Hall Update

The fire hall location is being explored in the area above French Crescent. The secondary access road to Takla Landing is now being explored. The original site is still an option but needs further work with Indigenous Service Canada (ISC).

Fire Truck Update

The fire truck has been assembled with final inspection in Sioux Falls being completed in April 2022. Decals will be applied from the supplier in Red Deer, Alberta. This demo unit will be shown at the BC Fire Chiefs Conference and used to promote modernization of First Nations Fire Services in BC.

Fire and Emergency Services Projects

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 Resilience Plan. We are now in the final stages of the project. Leadership presentations will begin soon and members' engagement will happen over the summer.

The FireSmart Economic Recovery Project began on May 16, 2022. This project will be the work to improve our community resilience to wildfire. Clarence Abraham, Drayton Thomas and Pierre Charlie were hired for a five-month term to receive training in wildfire management (S100 and S185 training), power saw operations and management skills building.



Total population

We currently have 891 members registered in our community.

891

Registered
Community
Members

226

On-reserve
Community
Members

665

Off-reserve
Community
Members

Outlook for 2023

- » Additional equipment for the fire truck and PPE is ordered and will be utilised for future training.
- » Ongoing response to COVID-19. Active cases in community and members out of community still require attention.
- » Focus on youth support for fire prevention and emergency management will take place near the end of the school year and beginning in September.
- » Support other departments with their fire protection and emergency services-related needs.

Tourism Department

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 the Nation.

YEARS 1-3 2022-2025	<ul style="list-style-type: none"> » Takla Guide Outfitters (hunting, trapping, fishing) » Develop and identify tourism opportunities » Build capacity
YEARS 3-5 2026-2028	<ul style="list-style-type: none"> » Acquire additional tourism tenures for expansion as demand allows
YEARS 5+ 2028 forward	<ul style="list-style-type: none"> » Acquire additional tourism tenures for expansion as demand allows

Sasuchan Development Corporation

Sasuchan Development Corporation (SDC) is the economic arm of the Takla Nation. Created by the Chief and Council, its purpose is to create economic wealth, inspiring careers, sustainable employment, and business opportunities for the Takla Nation. SDC has been in operation for six full years, providing opportunities for Takla members and member-owned businesses, and leading the way to a sustainable, diverse and healthy economy for Takla Nation.

sasuchan.ca



Four pillars of tourism



Economical



Environmental



Cultural



Social



- Takla Outfitters**
- » Established as Takla Outfitters Ltd.
 - » Updated website and social media platforms.
 - » Attended hunting and wildlife fair “Salon de la Chasse et de la Faune Sauvage” in France.
 - » Completed two black bear hunts.

Sasuchan Group Updates



SBS Forestry Inc.

SBS Forestry continued to focus on growing and developing its team in the past year. They added three new team members in 2022 and are looking to hire four additional field staff in the coming year.

- » 2022 \$1.6 million m³ of Timber Development
- » 2023 GOAL \$1.8 million m³ of Development

Wildland Development



Last year, Wildland Development started building 14 new homes in the community. The energy-efficient homes meet Step 4 of the BC Building Code. For the community members who live in them, this will mean warmer houses with lower energy bills. We would like to extend our gratitude to Ouellette Bros Construction who have been building homes with Wildland. This project could not have been done without their support.

Wildland began construction on six remote cabins that will be complete in the coming months. Wildland completed the Takla laydown yard. The new yard provides the community with space for C Cans and will meet future storage needs.

- » \$400,000 to \$14 million
- » projects underway: 50

Takla Blue Collar



2022 marked the biggest year in the four years that the Takla Blue Collar Limited Partnership has been operating. Last year, they started construction on four cabins in the Takla Territory, with expected completion for 2023.

- » 2022 **8 million trees planted** with Canfor
- » Past 4 years **20 million trees planted**
- » Silviculture surveys on **6000 ha** of ground in the territory
- » Brushing work **125 ha**
- » **23** participants completed Takla Blue Collar Training Programs



Admiral Roofing Ltd.

Admiral Roofing Ltd. is the largest commercial and industrial flat roofing contractor in central and Northern British Columbia. With a team of 25 employees, Admiral is finding ways to capitalize on and improve the aesthetic of Prince George and surrounding areas. They're a proud member of the Roofing Contractors Association of B.C., with General Manager Scott Goldie sitting on the 2023 Board of Directors.

- » CN Centre **Roof Replacement**
- » Malaspina **Child Care Facility**
- » Vanderhoof **Cultural Centre**
- » AHSPG **Child Care addition**
- » Canfor **Leisure Pool**
- » Pine Centre Mall **Save-On-Foods**



Virsa Group

Virsa Group was forged by a union between northern business leaders and the Takla Nation. They manage companies that provide leading services to the north and bring economic diversity to Indigenous communities. As of 2022/2023, these companies include Vanway Kitchens, CP Communications, and the recently acquired MicroAge Prince George.

- » 2022 **50% Growth** Vanway Retail Business
- » Vanway **Doubled** manufacturing capacity
- » CP Connect **150 Mbps** Internet speed (past speeds = 25 Mbps)
- » Recently acquired **MicroAge** Prince George



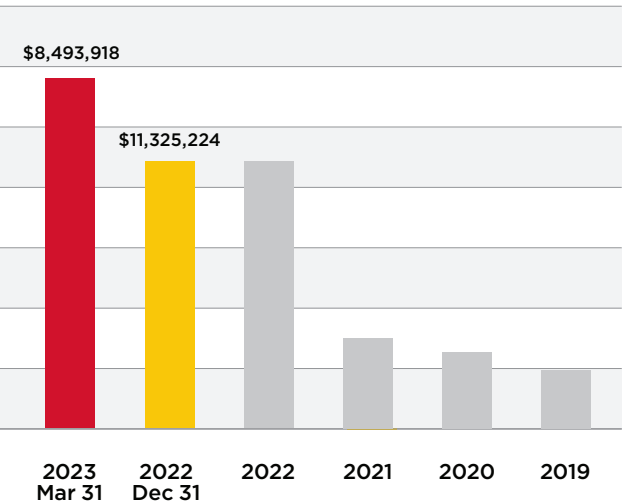
Sasuchan Environmental

Sasuchan Environmental LP has now completed its third year of operations and has been very active in the Takla Traditional Territory, collaborating with other environmental partners and Indigenous companies.

The following are some of the projects we have completed:

- » Environmental monitoring on several mine exploration projects. Monitoring has focused on wildlife, erosion and sediment control, and water quality and quantity.
- » Development of Wildlife Mitigation and Monitoring Plans, including caribou mitigation plans for mine exploration.
- » Reclamation work.
- » Environmental services supporting forestry road deactivation.

Support for Community Contractors





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