



A note from your Chief Councillor

Please join us in acknowledging and commemorating the highlights of 2022.

As a Nation, we have made significant progress and achievements, both as an administration and as a people. Our independence has never been stronger, with financial stability and decision-making power over the majority of our funds.

This allows us to prioritize improving member programs and services to better meet their needs.

Our members are thriving in ways we have never seen before, with increased access to training and completion of education programs, as well as opportunities for career growth through partnerships with industry.

As our organization and Nation continue to grow and transform, we remain deeply connected to our culture and history every day. While transformations bring their own challenges, we have worked tirelessly to reach this point and will continue to do so in order to overcome any obstacles that may arise.

Our unwavering commitment remains focused on the social well-being and overall health of our members and Nation.

We would not be where we are today without the dedication of our Council, HNC staff, our teachers, our first responders, our volunteers, our Elders, and all our members. I thank you all for your devotion to our Nation and for working together to build a better future for Haisla members everywhere.

2024 is shaping up for a monumental year for our Nation. But don't let me get ahead of myself; let us come together to celebrate and acknowledge these remarkable achievements of 2022.

Wa!

Chief Councillor, Crystal Smith



Highlights of 2022...

Council

- **Building our team:** Council retained and hired for important positions, including a Chief Administration Officer (CAO) and two deputy CAOs.
- **New Strategic Plan:** Council approved a new Strategic Plan that will support Haisla Departments and the Nation through economic prosperity, transparent governance, and community development.
- **Launch of new Economic Development Corporation (EDC):** Council approved the execution of a new EDC, which will play a major role in the economic self-sufficiency of the Nation.

Administration

- **Voyent Alert System:** The Voyent Alert system, launched in November 2021, has been successful, with more than 245 members registered to receive alerts as of the end of 2022. We encourage our members to start utilizing the Voyent Alert system as part of our communication service.
- **Ratification vote:** The ratification vote for the Per Capita Distribution (PCD) payments for a three-year term went ahead via third party in March 2023 via mail-in and electronic voting. Of the 701 ballots cast, 685 were in favour, with 14 against.
- **Community clean up:** Recognizing the importance of having a healthy and clean community for residents and visitors, the Administration Department led a staff community clean up initiative in 2022.

Human Resources

- **Recruitment services and software:** We have introduced the innovative concept of “scout talent” to greatly enhance our recruitment process. By leveraging the power of digitization, we are able to identify and attract the most promising candidates with greater efficiency and accuracy.
- **Internal Initiatives:** Successfully launched several impactful initiatives, including the “return to work” program, which aims to support employees in transitioning back to the workplace after a leave of absence. Additionally, the “employee assistance program” provides valuable resources and support to help employees overcome personal and professional challenges.
- **Training:** Conducted six training sessions, including HR policy training, employment law, lateral violence, incident investigation, cultivating safe spaces, and true colors, while revamping the HR Policy effective November 2023.

Henry Robinson returns home for the first time at 78, since being taken to residential school at the age of 4. His birthday wish was a visit to Butedale, and the Haisla Health Department happily granted the wish.

Social Development

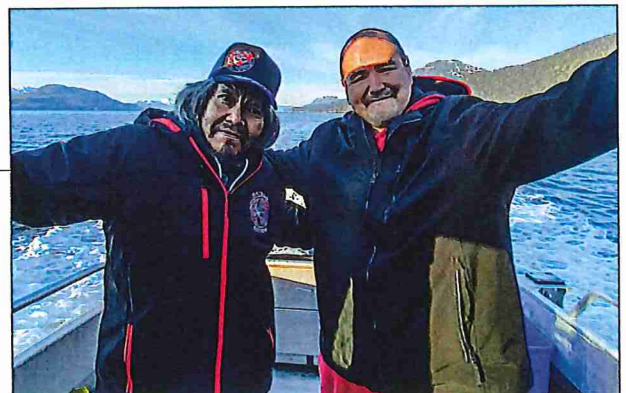
- **Home Maker Program:** Successfully executed highly acclaimed and impactful “Home Maker Program”. This program revolutionized the concept of homemaking by providing comprehensive solutions and personalized support to enhance the quality of life for our clients.
- **Wills & Estates:** Secured funds for the “Wills & Estate Funds” and organized an awareness program for individuals aged 80+ on estate planning.
- **Tri-Corp Agreement:** Introducing the “tri-corp” agreement, a groundbreaking program providing tailored income assistance and support for individuals on reserve, ensuring equitable access to vital resources and opportunities.

Lands

- **Welcome back Tracey:** Tracey Ross returned to the Lands Department at the beginning of the new fiscal year, after a year off. Thanks to Brent and Candice for taking on the files.
- **Legacy Project:** IR#2 was re-surveyed to identify lot lines and establish lot lines where there weren’t any prior; allowing the merging of HNC Properties.
- **Cedar Link scope amendment:** Negotiations to relocate the Cedar Link metering station to the LNG Canada site were successful. Our team advocated to protect the Kitimat River from another crossing, and eliminated the need to disrupt Strawberry Meadows. A BIG Win for Cedar LNG and our community.

Finance

- **Per Capita Distribution Plan:** Worked with the Trust Working Group and Administration Department to develop a 3-year PCD plan which included a ratification vote.
- **Eagle View Housing:** Final agreement with BC Housing for Eagle View apartments reached, allowing the Nation to recover costs for construction of the apartment complex, as well as receive subsidy from BC Housing,
- **Financial Administration Law:** Successful approval of a Financial Administration Law and a compliance-certificate with First Nation Financial Management Board.





Cultural Program Support

Community Development

- **Planning advances for several important capital projects:** The completion of Eagle View Apartments and ongoing planning for several significant capital projects, including Phase 1 of the Wathl Creek Subdivision, are aimed at addressing critical infrastructure needs and expanding housing options for our Nation.
- **Emergency Response:** Our emergency response capabilities are being strengthened through the procurement and assembly of a new ladder truck for the Fire Department, which was ordered earlier this year.
- **Water Services:** The successful completion of the Haisla Water Upgrade has further enhanced our Water Services.

Fisheries

- **Conservation:** Maintaining and upholding research and development commitments for the conservation and protection of oolichan, salmon and shellfish, while expanding staff capacity.
- **Sustainability:** Expanding the Haisla community food-fish program (including staffing) for enhanced food-security, while fostering new business relationships for sustainable seafoods.
- **Protection:** Promoting stewardship & conservation through development of protected areas, a guardian-watchmen program, and co-governance agreements with Canada, BC and fellow First Nation communities.

Health

- **Community Health Survey:** The Health Department undertook a comprehensive health and wellness survey to obtain valuable insights into the health status and wellness needs of our community.
- **Funding and Grant Applications:** We have successfully secured funding and grants for a number of important initiatives, including a women's wellness program, monument for Indian Residential School Survivors and for crisis response workers who supported out community during Covid-19.
- **Water testing:** Water testing undertaken in community revealed healthy water quality and that our community never had an issue with water quality.

Education

- **Haisla Youth Centre:** In July 2022, The Haisla Youth Centre officially opened, providing critical community infrastructure for our youth. Haisla culture and teachings are a focus of programming, as well as counselling, tutoring, and mental health services for youth.
- **New Childcare Services:** The new Haisla Daycare and Infant Toddler program opened fully in September 2022 . These 27 provincially funded spaces will help Haisla parents to work or pursue other options, while their children are safely cared for.
- **Community School Assessment:** The Haisla Community School will undergo an assessment to develop a new growth plan for our community educational facilities.



Howard Vroon,
Environmental Liaison,
receiving commendation for
5-years involvement (as of
June 2021) with the Aboriginal
Liaison Program from
Michelle Carr, Commissioner,
BC. Energy Regulator.



Employment and Training

- **Summer 2022:** We had 7 *Active Measures* graduates, 1 career fair, 13 summer students, 2 interns at Rio Tinto, and 3 culture camps with 20 youth in each camp.
- **Employment Supports:** We updated 53 resumes and successfully secured bridge funds for 45 Haisla members. Additionally, we provided 163 job referrals to help individuals in their employment journey.
- **Mentor Apprentice Program:** We started hosting a Mentor Apprentice Program which includes 1 fluent speaker, 2 silent speakers, and beginner learners.

Environment

- **COP27 Delegation:** Our Environmental Manager Candice Wilson was part of the Indigenous delegation to attend the COP27 in Egypt, presenting the work our Nation is involved in to combat climate change.
- **Apple Maps Collaboration:** The Environmental Steward/ Geographic Information System (GIS) at HNC was approached by Apple Maps to collaborate on a project that showcases Haisla on their platform.
- **Food Security Initiative:** Through the Community Economic Development Initiative (CEDI), HNC has been actively working with the District of Kitimat to establish a food security council and organize joint events for our communities.



Environmental Manager Candice Wilson represented the Haisla Nation at COP27 in Egypt, and presented on the Climate Change Initiative.



James Harry received the BC Achievement Community Award on May 10th in Victoria.

Economic Development:

- **Cedar LNG achieves significant progress:** Project receives major environmental approvals (provincial and federal) in March 2023, secured engineering contractors (FEED), Memorandums of Understanding signed with customers to purchase roughly 200% of capacity.
- **Kitamaat Wetleasing LLP:** Haisla wholly-owned and operated wetleasing and fueling business established, creating opportunity for the Nation to provide off rack pricing discount for industry and partners, with potential to be third largest source of revenue.
- **Operations Based Contracts with LNGC:** We have secured long term sustainable revenue and employment opportunities for LNG Canada operations, a strategic plan as construction opportunities will decrease.

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