



# **A Compilation of Haisla Nation Members Voices Regarding the Haisla People's Trust (Own Source Revenue/ Gúkwelut People's Trust)**

**Final Community Consultation Report**  
September 2022

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## Community Consultation Round # 1: Our Findings:



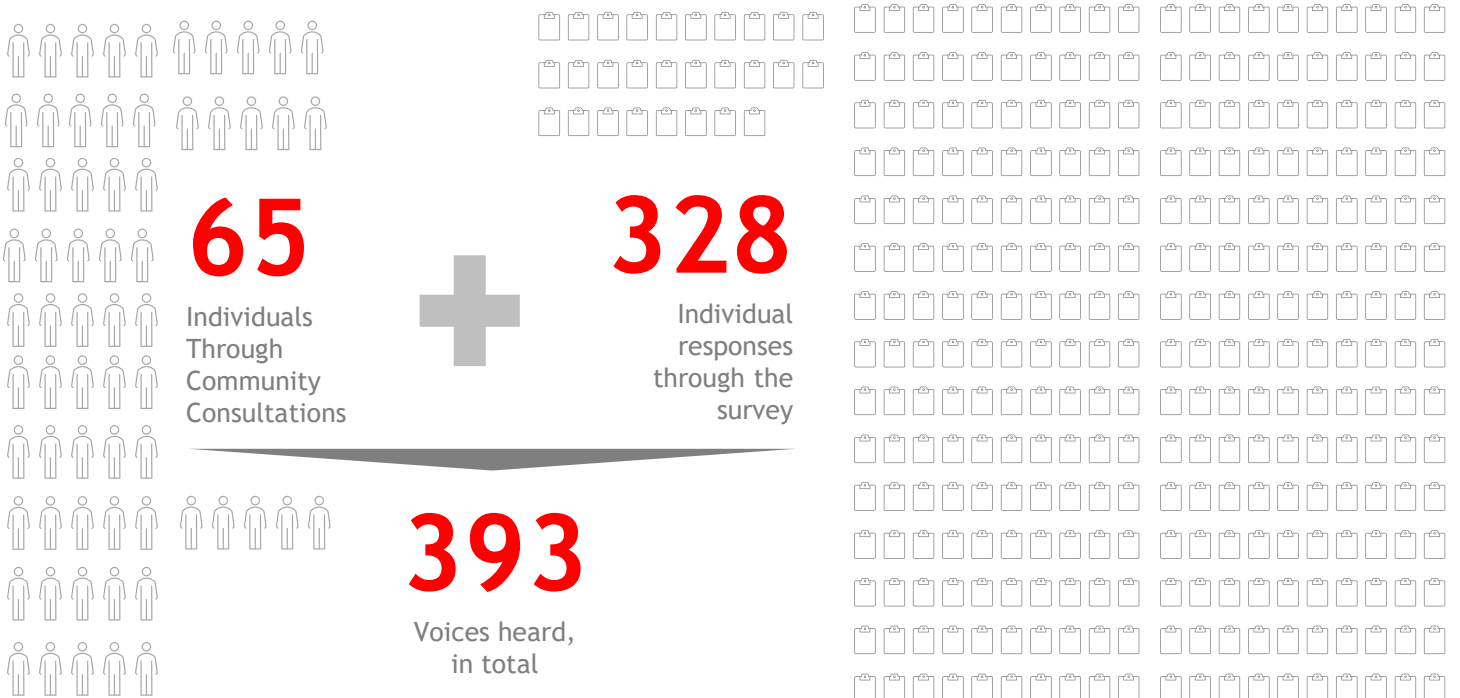
# PROJECT APPROACH

In September of 2021, BDO was engaged by Haisla Nation to review the Haisla’s People Trust Framework and to continue the work that Deloitte (2020) had begun in creating a trust governance framework for Haisla’s Own Source Revenue. Initially, the scope of work included: (1) a review of the existing draft trust framework, (2) a review of various options for trust governance models, (3) trust governance recommendations, and (4) a revision to the draft trust agreement. In order to complete this scope of work, community consultation was identified as pivotal to the projects’ success. The project approach to community consultation was divided into three key phases of development, each phase was designed to build on the previous, as illustrated below and inclusive of community consultation (round 1), survey launch and execution, and validating and reporting.



# NUMBER OF INDIVIDUALS ENGAGED

As part of the consultations, in-person and virtual sessions were conducted, in addition to issuing a survey to seek feedback from 393 Haisla.



# PROJECT APPROACH

## Phase 1: Community Consultations

Eight consultation opportunities across a wide variety of demographics and geographies were conducted to inform the consultation process and served to create the foundation for the survey that was launched through Haisla Nation's member facebook page. The direct delivery community consultation phase was pivotal to informing the survey question and launch of phase 2. Illustrated below is the Haisla member consultation schedule:



# PROJECT APPROACH

## Phase 1: Community Consultation Guide

The community consultation guide was introduced to all members that participated in the direct delivery consultations. The below sharing circle guide highlights the process that was followed along with the four questions that were asked at each consultation session:

### Introduction:

We have invited you here today to hear your ideas and opinions on Haisla Peoples Monies.

BDO will use the compiled results and themes generated through discussion to develop a report that will be titled 'A Compilation of Haisla Nation Member Voices Regarding the Future of the Haisla Monies'.

This sharing circle will take approximately 120 minutes of your time and conversations will be confidential. Your names will not appear in any reporting. You decide what information you wish to share, so if there is a question you do not want to answer, you don't have to. You will be asked for your names and contact information solely for the purpose of allowing us to share the minutes and key themes of your session to ensure information was recorded accurately. The final report will be shared with community at the next round of consultations.

We hope to record this session with your permission only so we can transcribe the conversations and ensure that voices are heard accurately. Once the transcriptions are finished, the recordings will be deleted. Your names will not appear in the transcription, instead, you will be assigned a participant code number.

Are there any questions?

The best sharing circles always are informal and follow rules of respect and participation and we look forward to the conversation. If at any time, specific questions are raised that time does not permit us to answer, we will be creating a 'parking lot' for future follow up.

To guide our conversation, the below summarizes key agenda items and questions:

#### 1) **Setting the Context: Your voice**

What do you want to do with the Haisla's Peoples money?

- 1) **Demystifying the Trust: Options and Scenarios**
- 2) **What are the Haisla priorities for spending? (What would you like to see, what ways can we find to elevate your culture?)**
- 3) **What could the Trust governance structure look like?**
- 4) **What does a successful conclusion to this story look like for you?**

# PROJECT APPROACH

## Phase 2: Community Survey

As part of the consultation process raw data was collected from both the community consultations and from the community survey. The community consultation process informed the direction of the survey for phase 2 of the project.

### Community Consultations

**Participant 7:** I know another idea that has kinda been passed around, just so you can increase access to lands, just be able to go out and fish for yourself, fish for your family, eat fish. I know there's boats through fisheries but just having a boat in the community that people can utilize to get out, because again even getting a boat isn't as accessible. This is food sustainability for our people.

**Participant 25:** At camp we have a program where we can get 3d printers and everything else and its all just available for you to go in and play with, all the technology and there are things like welders and precision cutters and everything else. This is good for youth.

**Participant 35:** There was mentor programs for language, you could have that for art project too, that way again it goes back to ensuring people that have those skills and payed for there time and can pass that on to youth that are interested.

**Participant 52:** I don't know if it would relate to this board specifically people with high names like chief the sub chief even if you get them to select people from their clan that would be a good fit to represent that clan to come together to ensure that not only are all the peoples voices heard but each clan. It gives them an opportunity to come together regularly to discuss things to ensure that not only are you meeting the goals of the HRC the governing body but also where we are at and what we should do.

### Survey Results

Ranking	Average	Median	Standard Deviat	# of Responses
Additional Elder Financial Support	3.2	2	2.8	144
Additional Housing Supports	4.0	3	2.6	139
Elder programming and Services	4.5	4	2.4	134
Health Programming and Support	4.6	4	2.3	139
K-12 Education Support	5.2	5	2.5	133
Additional Post Secondary Support	5.7	6	2.4	131
Additional Cultural Connection Opportunities	5.9	6	2.4	138
Food Security and Sustainability for Members (i.e.. community gardens and greenhouses)	6.1	6	3.0	145
Member Capacity Building Initiatives	6.8	8	3.1	169
Community Research and Development (i.e. better understanding potential health gaps in services for our members)	7.0	8	2.4	130

Row Labels	Count of In which age group do you identify?	Average of Additional Elder Financial Support	Average of Elder programming and Services	Average of Additional Housing Supports	Average of Health Programming and Support	Average of K-12 Education Support	Average of Additional Post Secondary Support	Average of Additional Cultural Connection Opportunities	Average of Comm Research and Dev (i.e. better understanding potential health g services for our m
= Adult	230.0	3.7	4.7	4.0	4.3	5.1	5.5	5.9	
= Elder	93.0	1.4	3.8	4.0	5.4	5.7	6.5	6.1	
= Youth	2	9.0	5.0	1.0	6.0	3.0	2.0	4.0	
= (blank)									
= Did not answer	3	#DIV/0!	#DIV/0!						
Grand Total	328	3.159722222	4.52238806	3.978417266	4.589928058	5.240601504	5.740458015	5.905797101	7.0

Completion	
Submitted	154 47.0%
In Progress	174 53.0%
<b>TOTAL</b>	<b>328 100%</b>

Demographics	
Adult	230 70.1%
Elder	93 28.4%
Youth	2 0.6%
Did not answer	3 0.9%
<b>TOTAL</b>	<b>328 100%</b>

Governance Structure	
Elected trustees	111 33.8%
Corporate Trustees	44 13.4%
Did not answer	173 52.7%
<b>TOTAL</b>	<b>328 100%</b>

# PROJECT APPROACH

## Phase 2: Community Survey

The community survey was launched on June 10<sup>th</sup>, 2022 and was available to all members via direct link through Haisla member's facebook page and/or through direct telephone interview with a BDO representative. The survey closed on June 22<sup>nd</sup>, 2022. The below illustrates the survey questions analyzed in phase 2 of the consultation process.

1. In which age group do you identify: Elder, Adult, Youth
2. What are your priorities as it relates to the money being generated from your territory (Own Source Revenue, Haisla Peoples Trust)
3. Please rank the following items by preference (Rank 1 is your largest Priority, rank 10 is your smallest priority):
  - a) Additional Elder Financial Support
  - b) Elder Programming and Services
  - c) Additional Housing Supports
  - d) Health Programming and Supports
  - e) K-12 Educational Supports
  - f) Additional Cultural Connections Support
  - g) Community Research and Development (i.e., better understanding the health gaps in services for our members)
  - h) Food Security and Sustainability for Members (i.e., community gardens and greenhouses)
  - i) Member capacity building initiatives
4. Are there other areas not included in the above ranking that you would add to the priority list?
5. What governance model would you prefer for the Trust?
  - a) Elected Trustees
  - b) Corporate Trustees
6. How would you like the Trust to be managed (ie. Community elected board, quarterly financial statements, annual general meetings and reporting, etc.)
7. What does a successful conclusion to this story look like for you in one year?
8. How do we ensure the protection of our trust investments for the next 7 generations?
9. Do you have any other additional comments or recommendations you would like to make regarding this subject matter?



# PROJECT APPROACH

## Phase 3: Next Steps

The table below highlights actions that have been completed and/or scheduled to be complete since the commencement of the community consultation process with Haisla Nation:

Recommendations:	Action:
A second round of community consultation be scheduled to address areas of concern inclusive of financial trust projections, trust governance systems and a question-and-answer session.	Community Consultation Round 2 is scheduled for the last week September
A community programs map be made available to Haisla members to promote a better understanding of current programs and services available to all members.	In progress
Additional financial support be disbursed to Haisla members to address the increase in cost of living.	Aug-02, 2022 regular pcd - for all members (with minor's trust contribution); Aug-19, 2022 inflation relief - members 18+, no minor's contribution Oct-19, 2022 inflation relief - same as above Jan-19, 2022 inflation relief - same as above Apr-19, 2022 inflation relief - same as above
Additional Focus group for Elders to be able to provide the support required	

# Phase 1: Summary Community Consultation Findings

# PROJECT APPROACH

## Phase 1: Community Consultations by Geography

In our eight community consultations, it was quickly identified that each session had its own qualitative data specific to the individuals collected in the room.

**Vancouver Session**  
May 29<sup>th</sup>, 2022

**Top Four Priority Areas**

- Elder Payouts
- Elder Programs and Services
- Healthcare and Navigational Care Supports
- Housing Assistance

*“I am really concerned about our Elders, many of them are struggling, especially down here (Vancouver). What can we do to help our Elders now?”*

**On Reserve (virtual)**  
May 30<sup>th</sup>, 2022

**Top Four Priority Areas**

- Elder Program and Supports
- Training and Education
- Food Sustainability
- Cultural Connections

*“I would like to see everything be as equitable as possible, be in education or health treatment.”*

**On Reserve (in person)**  
May 30<sup>th</sup>, 2022

**Top Four Priority Areas**

- Elder Supports
- Financial Transparency
- Equitable Distribution
- Health Supports

*“I think it important that all the financial information be made clear for all our members”*

**Prince Rupert**  
June 1<sup>st</sup>, 2022

**Top Four Priority Areas**

- Training and Education
- Cultural Connections
- Equality of Program and Services
- Health Supports

*“It would be great if we could have access to on the job training like driving school”*

**Terrace**  
June 2<sup>nd</sup>, 2022

**Top Four Priority Areas**

- Financial Modeling
- Sustainability

*“More education is needed for our people around the trust”.*

**LEGEND:** ■ Elder ■ Financial ■ Healthcare ■ Housing/Community ■ Education ■ Cultural Connection

# PROJECT APPROACH

## Phase 1: Community Consultations by Demographics

In our eight community consultations, a number of prevalent topics and priority areas were identified, and categorized based on elder, financial, healthcare and community priorities.

**Youth**  
May 31<sup>st</sup>, 2022

**Top Four Priority Areas**

- Mental Health Service and Support
- Access to Haisla Culture (Language and Learning)
- Housing Supports
- Food Sustainability

*“I think what’s really important to me is, mental health services, not only for youth but to all ages. Particularly targeting intergenerational trauma.”*

**Hereditary Chiefs**  
May 31<sup>st</sup>, 2022

**Top Four Priority Areas**

- Financial Projections
- Elder Support and Services
- Housing
- Health Support

*“[The] base need is physiological, that is shelter, housing, food, big health concerns, chronic illness, its one of the indicators of community health, kind of your survival.”*

**Elders**  
June 2<sup>nd</sup>, 2022

Prevalent Topic: Elders

**Top Four Priority Areas**

- Elder Financial Payment
- Housing and Cost of Living Support
- Elder Programs
- Cultural Connections

*“We have to do this right and we have to support those living now”*

**LEGEND:** ■ Elder ■ Financial ■ Healthcare ■ Housing/Community ■ Education ■ Cultural Connection

# Phase 2: Summary Survey Findings

# PROJECT LEARNING

## Survey Learnings and Key Findings

### Phase 1: Problem Identification

Phase 1 of the project involved issuing a survey to gain a better understanding of the sentiment amongst the Haisla community regarding the Haisla Peoples Monies.

The survey was issued on Simple Survey on June 10<sup>th</sup>, 2022, and closed on July 8<sup>th</sup>, 2022 at 4pm PDT.

The following pages report on information generated by this initial survey. For ease of analysis, the information is represented below in bullet and or graphic format that concludes with a summary of findings.

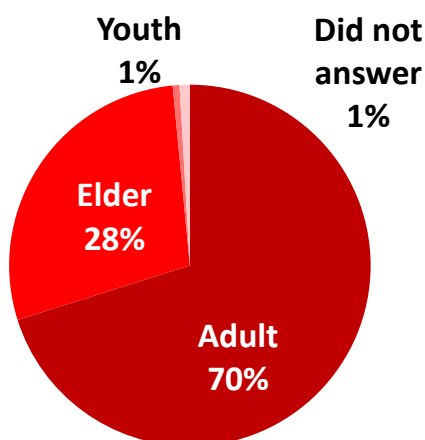
### Survey Respondents

- The survey had a total of 328 respondents, with 154 (47%) submitted responses and 174 (53%) in progress responses.
- The majority of respondents were adults (230 responses, 70%), followed by elders (93 responses, 28%) and youth (2 responses, 0.6%).

### Survey Limitations

- The survey was collected data anonymously - no tracking of individual names, email links or IP addresses was completed. Individuals may have completed the survey more than once, skewing the data and responses.
- Survey data from both submitted and in progress status' were used in the analysis to provide a more holistic view regarding the issue.

## Demographics of Respondents



# PROJECT LEARNING

## Survey Learnings and Key Findings

### Important Priorities to Consider in Directing Funds

- Respondents were asked “What are your priorities as it relates to money being generated from your territory (Own Source Revenue/Haisla’s People’s Trust)?” to understand what the areas of concern.
- Responses were received from 183 respondents for this question. Quality of life improvements, and investment in the long term to become self-sufficient were mentioned by respondents as core areas of focus for respondents. Activities, initiatives, and priorities relating to these areas are highlighted in the table below.
- Financial support for members has been cited as a priority given the rising cost of living, with 38 (~12%) respondents responding with interest of increasing the frequency and value of per capita deposits (PCD). However, only ten (~3%) of respondents cited the desire for direct payouts of the funds in a one-time, lump sum manner.
- Regardless of priority differences, the need for full transparency as to how the money is allocated and a clear governance structure as to how decisions regarding the allocation are of key concern for all respondents.

The following responses...	...informed the following priorities
Elder financial and care support	Additional Elder Financial Support Elder programming and Services
Affordable housing options for rental and / or ownership Home maintenance support (i.e. education, preventive maintenance)	Additional Housing Supports
Mental health support Preventive and alternative health support Financial support for patients and / or caregivers	Health Programming and Support
Youth support to invest in the next generation Family resource support	K-12 Education Support
Financial support for education	Additional Post Secondary Support
Broad community development, infrastructure investments, and support for community benefit (i.e. Haisla cultural building and / or hall)	Additional Cultural Connection Opportunities
Financial support for cost of living, education, patient support	Food Security and Sustainability for Members (i.e.. community gardens and greenhouses)
Entrepreneurship Job opportunities for youth and adults	Member Capacity Building Initiatives

# PROJECT LEARNING

## Survey Learnings and Key Findings

### Priority Areas to Direct Funds

- Respondents were asked to prioritize areas to direct funds towards amongst a variety of areas listed below on a scale of 1 (lowest priority) to 10 (highest priority).
- Additional elder financial support (7.8 average), additional housing support (7.0 average), and elder programming & services (6.5 average) were the highest priority areas to direct funds towards. These three priority areas were consistent across the adult and elder respondents.
- Priorities among youth differ slightly from adult and elder respondents, with additional housing (10.0 average), post-secondary support (9.0 average), and K-12 education support (8.0 average) as key priorities. Although only two (2) youths responded in this survey only, this deviation from the adult and elder respondent priorities may represent the difference in concerns amongst this subset.
- An additional visual depiction of the below chart can be found in Appendix 1.

### Priority Areas to Direct Funds





# PROJECT LEARNING

## Survey Learnings and Key Findings

### Identifying additional priorities

- Following the prioritization, respondents were asked what “Are there any other areas not included in the above ranking that you would add?”
- Mentions off reserve support was mentioned by 12 (~4%) of respondents, with the majority listing off reserve housing support as important.



#### Health Care Support

- Mental health support, including early prevention and interventions (i.e. counselling for (intergenerational) trauma, grief, substance use, suicide prevention)
- Patient travel support
- Disability and special education support



#### Community Infrastructure

- Day care facility services
- Long term care facility for elders who are unable to care for themselves
- Burial site for cremation
- Improved night time security



#### Community Development

- Community workshops and events to re-establish and / or strengthen connection amongst community members
- Additional support for youth initiatives (beyond sports)
- Rediscovery camp for adults and youth regarding the Haisla culture and community



#### Skill Building

- Economic development assistance for entrepreneurship opportunities
- Financial literacy education for adults and youth
- Training for improved job opportunities (i.e. lawyers, teachers, etc.)



#### Climate Change

- Protection and restoration of natural resources (land and water stewardship)



#### Housing Support

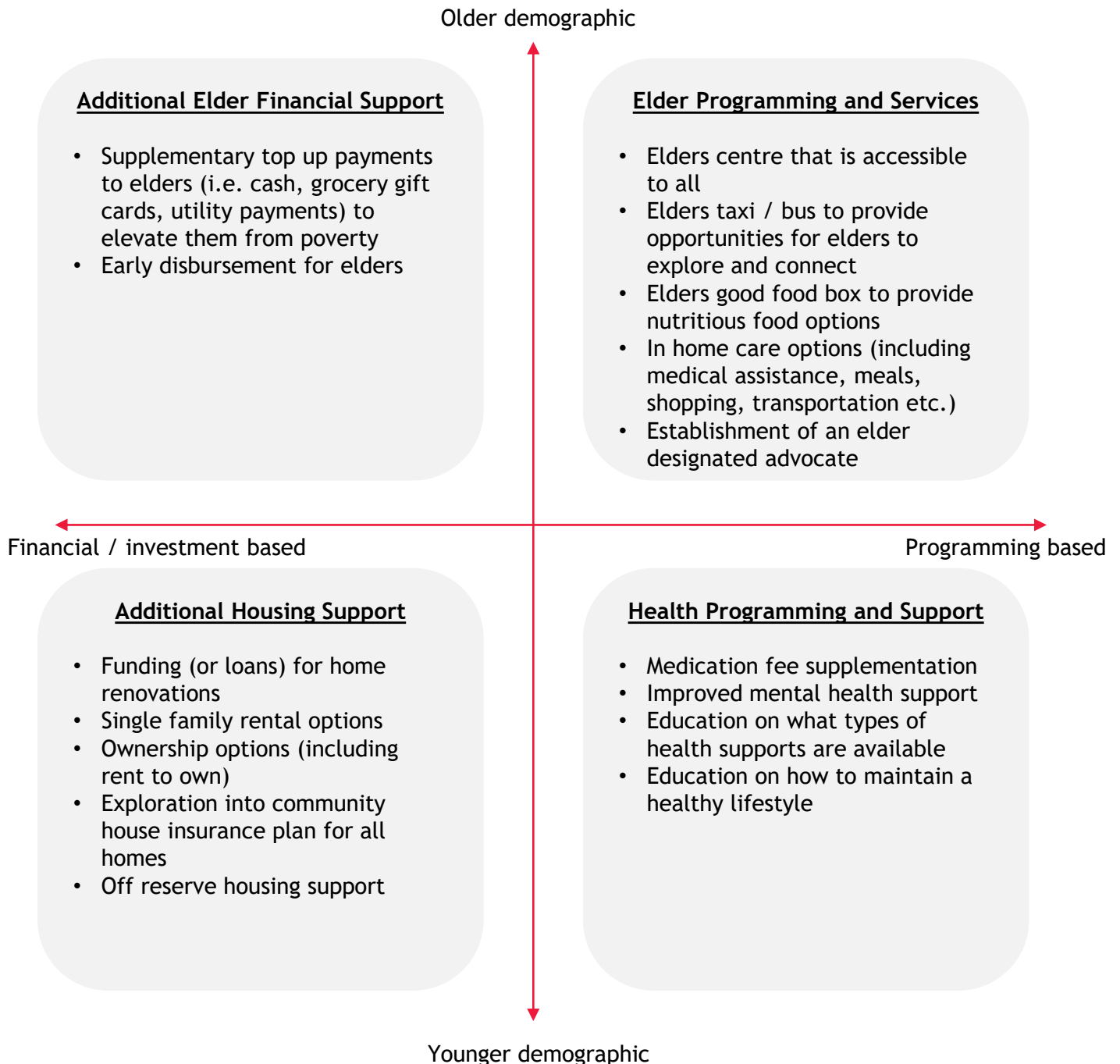
- Sustainable housing initiatives (including ownership opportunities)

# PROJECT LEARNING

## Survey Learnings and Key Findings

### Mobilizing on priorities

- Following the prioritization, respondents were asked what “What actions could be immediately taken” based on their highest ranked priority.
- The top four priorities are highlighted below, in addition to ideas from respondents as to what next steps can be taken to address some the respective issue in the interim.



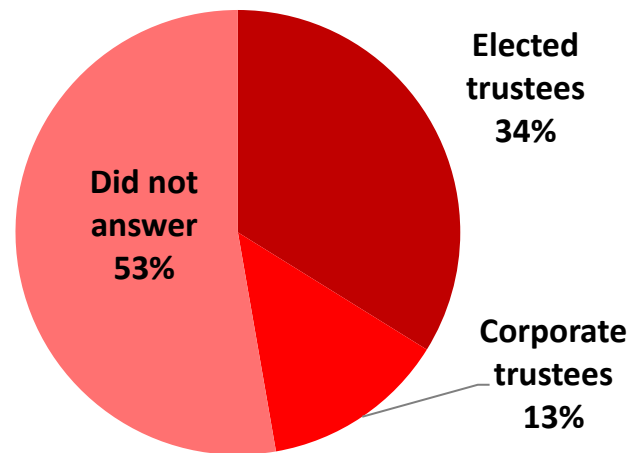
# PROJECT LEARNING

## Survey Learnings and Key Findings

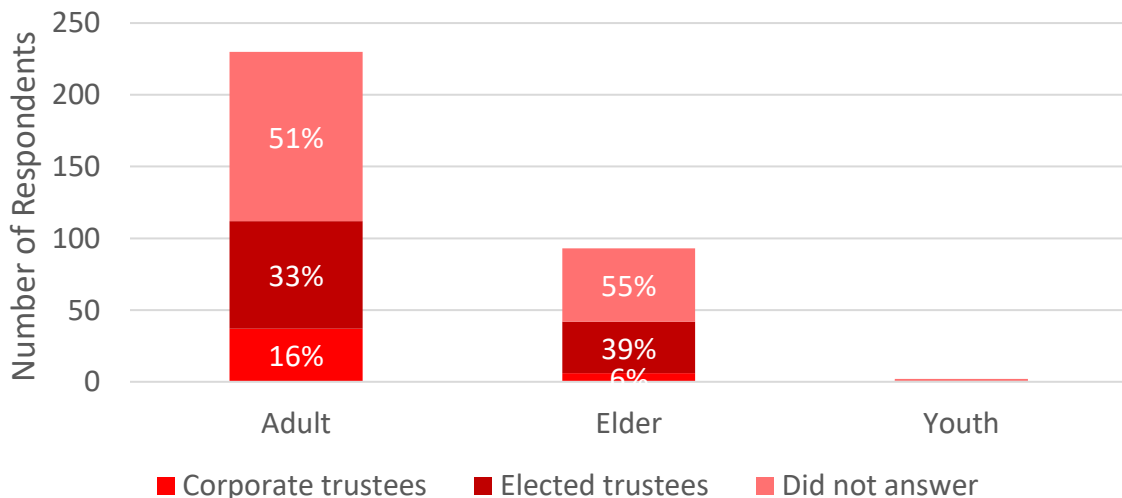
### Governance Structure

- Respondents preferred a governance structure set up with elected trustees (34%, 111 responses) over corporate trustees (13%, 44 responses).
- However, a large proportion of the survey respondents did not answer the governance question (53%, 173 responses). Additional education and understanding of the different structures and its' respective implications may be required.
- The preferred governance structure was similar across the adult / elder / youth demographic.
- More education regarding the respective governance structures will be required.

**Preferred Governance Structure**



**Preferred Governance Structure Across Age Demographics**



# PROJECT LEARNING

## Survey Learnings and Key Findings

### Managing the trust

- Additional, qualitatively responses were requested from respondents as to how the trust should be managed (corporate or elected trustees), and the expectations around the respective choice.
- 132 responses were collected, and the following themes were identified.

#### Overarching themes

“Extremely transparent trustees with an abundance of reports, quarterly financial statements and annual general meetings are provided to all Haisla members with adequate notice (two weeks) at a time where members can attend.”

“Plain language translation for all things financial. It’s heartbreaking when our Elders go to meetings and have no idea what we’re talking about financially because it is like a foreign language.”

“Investing funds in a way to preserve funds for future generations of Haisla members”

#### Corporate trustees

“Professional, non-judgemental, knowledgeable and unbiased management.”

“HNC has not had a good track record with accountability and transparency.”

“I don’t trust all elected members have the **qualification or integrity to make a decision for the good of the nation**, rather than just the good of their family or other needs at the time.”

“[The fund] needs to be managed by **people who understand how trusts work**, who know the financial side of things, and not someone who is elected in and does not have a financial background.”

#### Elected trustees

“[An] elected board with criteria to ensure **credibility, fairness, and financial knowledge**”

“Everything in the trust funds are **shared evenly**”

“All Haisla members should **have a say**”

“Members can only serve for 2 consecutive, 4 year terms”

“[The] board will be our **peoples voice**”

#### Did not answer

“There are **benefits and drawbacks of both models**, the main thing is transparency and accountability”

“I disagree to both. Adding another layer of costs.”

“Regardless of the persons handling our trust, they should be **trustworthy and honest.**”

“I also feel that in the interest of establishing long-term community awareness of this process, it would be best to install a system where each **trustee would mentor a student** to instill awareness of the process .”

# PROJECT LEARNING

## Survey Learnings and Key Findings

### Long term thinking, and long term views for the community and trust

- Respondents were asked “What does a successful conclusion to this story look like for you?”
- Perspectives around how the community and the trust would look like in the future were gathered, highlighting aspirations and work to be done to continue the path forward.

### FOR OUR COMMUNITY

“I see a successful community. With community members growing and living on reserve with no plans of relocation.

Everyone is living through trauma. **Support all Haisla members.**”

“That our community becomes **self sufficient**, with funds for **future generations.**”



“That every Haisla benefits.”

“I believe that life for Haisla’s in this valley has always been a struggle, and that we must continue to **prepare for a good future.**”

“That our **elders and lands** are being taken care of.”

### FOR THE TRUST

“That our community members are always **informed of how are their funds are spent** for their benefit.”

“**Full transparency** with [the] entire membership.”

“**Laid out plan and the plan in actions.**”



“Our people are **more educated** on what is going on.”

“A commitment and plan to **better communicate** the activities and performance of the trust.”

“Members need to be able to have a share. But we must **make it available for future generations.**”

# PROJECT LEARNING

## Survey Learnings and Key Findings

### Long term planning of the trust investments

- Respondents were asked “How do we ensure protection of our trust investments for the next seven (7) generations?”
- Responses were gathered and grouped into three areas, establishing the importance for governance, controls, and ongoing community involvement.



#### **Establish a Governance, Accountability and Decision-Making Structure**

- Define the role of the governance structure, the goal and purpose of this (and associated committees, if relevant), its’ membership structure, and the obligations it has to the broader Haisla community in a Terms of Reference document.
- Establish a governance framework to outline the decision-making authority in relation to trust expenditures, including criteria for qualification, duration of position, conflict of interest etc.
- Outline the series of activities that may need to occur on an annual / ad hoc basis to keep the Haisla community informed regarding the status of the trust (i.e., annual general meetings, quarterly updates etc.).



#### **Establish Checks and Balances of the Governance Structure**

- Determine internal controls for the proposed governance structure to curb misuse opportunities.
- Define the acceptance criteria for all expenditures (i.e., alignment to values, financial value, approval process etc.), and the respective community involvement required may be.
- Outline scenarios that might elicit the need to review and update the governance, accountability, and decision-making structure to reflect the changing social and economic needs of the community going forward.



#### **Continued Community Involvement and Updates on the Trust Investments**

- Establish an ongoing community engagement plan and strategy as it relates to the trust investments (including communication, education, and forums to solicit input).
- Determine the resources required to mobilize on the community engagement plan going forward.

## Phase 3: Validating and Next Steps

## Validation

Information included in this report is scheduled to be shared with Haisla members during the second round of community consultation scheduled for the last week of October.

## Next Steps

The table below highlights actions that have been completed and/or scheduled to be complete since the commencement of the community consultation process with Haisla Nation:

Recommendations:	Action:
A second round of community consultation be scheduled to address areas of concern inclusive of financial trust projections, trust governance systems and a question-and-answer session.	Community Consultation Round 2 is scheduled for the last week September
A community programs map be made available to Haisla members to promote a better understanding of current programs and services available to all members.	In progress
Additional financial support be disbursed to Haisla members to address the increase in cost of living.	Aug-02, 2022 regular pcd - for all members (with minor's trust contribution); \$\$\$ Aug-19, 2022 inflation relief - members 18+, no minor's contribution \$\$\$ Oct-19, 2022 inflation relief - same as above Jan-19, 2022 inflation relief - same as above Apr-19, 2022 inflation relief - same as above  How much?
WE NEED something for elders	Lots of options for this one !!



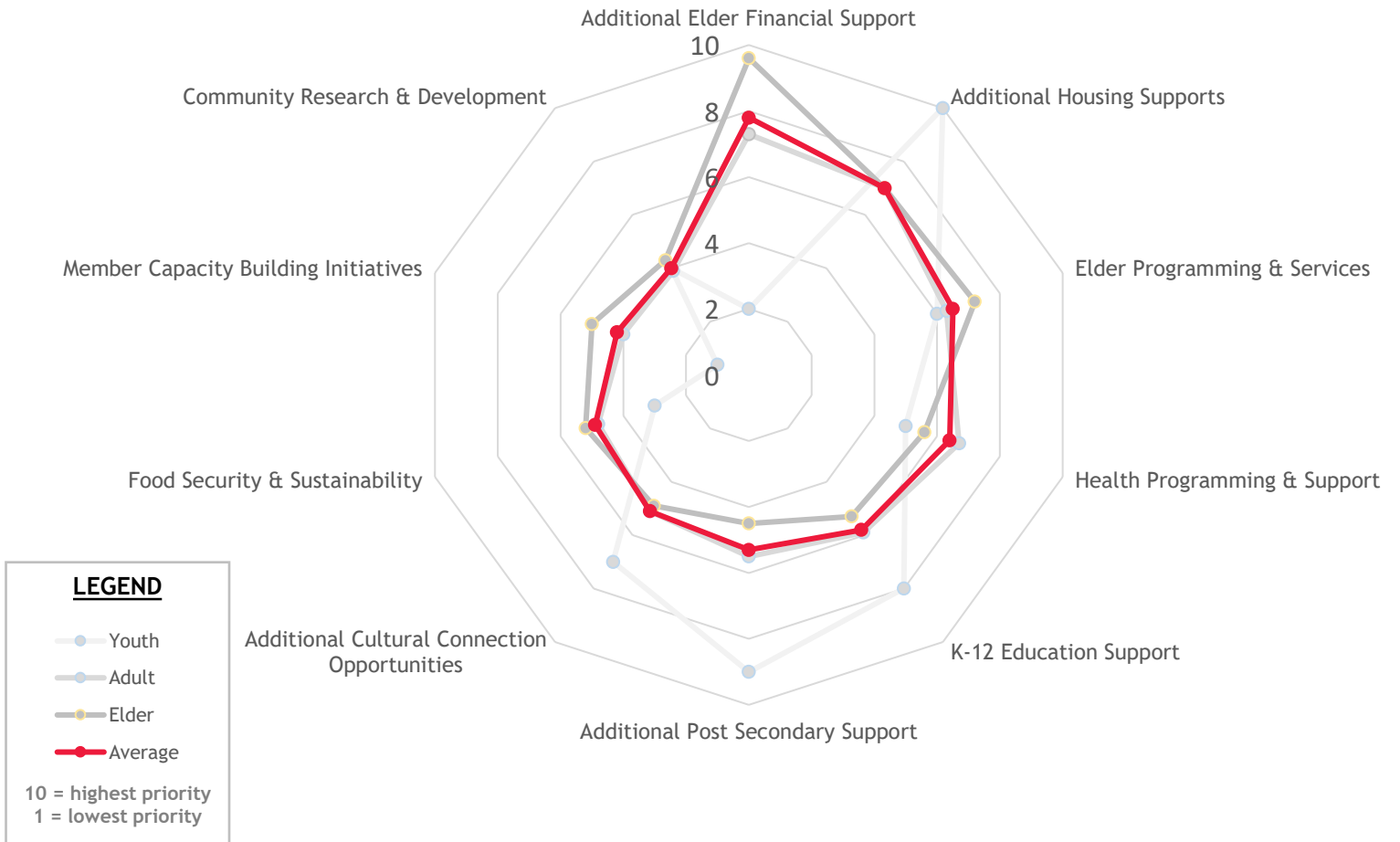
# Appendixes

# Appendix 1: Priority Areas to Direct Funds (Alternate Depiction)

## Priority Areas to Direct Funds

- Below is an alternate depiction of the average rating regarding priority areas to direct funds.

### Average Ranking of Identified Priorities



# Appendix 2:

## Community Consultation Transcripts

### Vancouver

Haisla Nation Community Sharing Circles

Follow up: Vancouver Session, May 29, 2022

Members in attendance: (12)

Key Data Extracts:

Most commonly used word: Elder

Top four priority areas as generated by group: Elder payouts, Elder programs and services, Health care and navigational care supports and housing assistance

To guide the sharing circle consultations participants were asked the following questions:

- 1) What do you want to do with the Haisla's People's money?
- 2) What are your priorities for spending?
- 3) What could the trust governance structure look like?
- 4) What does a successful conclusion to this story look like for you?

Introduction to sharing circle and questions:

Participant 1 - One question, a few years ago, what happened to that, why are we bringing this up again? What happened to the process in 2018?

Response - it just paused and didn't move forward, why we as a council are doing this again is because we want to bring options to our people, there has been much discussion on council spending, there has been concerns around payments and statements of our revenues coming in. We feel at this time it is really important to have a vehicle to manage our wealth and we want to hear your voices. My goal is to speak less during these sessions and listen more. We want to revitalize this project and move it forward.

Response - when we looked at the original draft it didn't provide forecasts. In 2018 we were looking at a \$50M investment account, now we are looking at \$300M. We want to define our plan, what about other revenues coming into the community, do we want to pool all revenues and live off the fruit of the tree without ever cutting it down. What is it do we want to do to protect our wealth for the next seven generations? Let's get ready for what we want to do with additional moneys coming into the community.

Participant 2 - It sounded good though, lets all move to Norway, but then nothing came of that discussion.

Response - It is an important message that is remembered comparing and contrasting Norway and Alberta. We want to be like Norway so that our great great grandchildren don't have to worry about their future.

# Appendix 2 Continued:

## Community Consultation Transcripts

### Vancouver

Participant 3 - You talk about our great great grandchildren but what about people today, are they going to get anything?

Response - That is a valid point, that is why we want to talk to everyone today about what they are doing.

Response - The idea behind where we are at, we are doing distributions, we are doing a number of things and those things are great but what we are trying to do is create feasibility in terms of living off the revenue today versus banking the revenue and living off the interest. We want to balance expectations and needs, and we want to make sure people are taken care of. We want everyone to make decisions on.

Response - Let's go to the first question - what do you want to do with the money we have created? What is the goal?

Participant 6 - We got that one payment for elders and I would like to see elders get a one-time payment to help them get by.

Participant 7 - And I am an Elder and agree completely, just remember 50 and over.

Participant 8 - We did that one-time payment and we are losing many of our Elders and we need to take care of them.

Participant 9 - We need to define what an elder is in this process because we have the ability to do that.

Participant 10 - We have defined age category in the past of 50 for a number of reasons. An Elder should be 50. I just made it....

Participant 11 - I think that one of the things that we have talked is when does a distribution become demotivational and work against motivation. How can we incentivize the right behaviors? It all comes down to your own systems and wants. Is handing someone \$10,000 a year going to motivate them the way we want? Are those kinds of payments sustainable? Per capita is a big one and the most emotional for sure. What about other things? Programs and Services and houses.

Participant 12 - What we need to consider is that there are impacts to everything, some are good, and some are bad. Think about mental health and addictions. The reason why I bring this up is because we have seen that money distributed can demotivate people to work. We don't want our people to not have all the opportunities we have and education we can assist with... and not take advantage of that.

Participant 13- I am really concerned about our Elders, many of them are struggling, especially down here (Vancouver). What can we do to help our Elders now?

## Appendix 2 Continued:

### Community Consultation Transcripts

#### Vancouver

Participant 14 - You guys can give your ideas to what we want to do to help our Elders? What are the things they need the most? Kevin Stewart is working on this with on reserve members and this will include on reserve members.

Participant 15 - We are trying to figure out through the Elders coordinator what is most needed and trying to advance.

Participant 16 - I really think we need to be checking in on and taking better care of our Elders. During the pandemic, many of our Elders, just needed an ear and someone to talk to. I called the Band last year because I wanted to check in with Elders during the pandemic and I was told it would be a liability to the band. I don't understand that? In a community like ours, how can we not be checking in on Elders. We have so many Elders that are alone in our community, we need to bring our community back together.

Participant 17 - A cultural connections program or checking in program would be so important.

Participant 18 - When you think about the one-time Elder payment that was proposed earlier... Is there a number you had in mind?

Participant 19 - I told you.... \$ 1 million dollars (laughter)

Participant 20 - And then I was told that payment would be \$1 Million dollars

Participant 21 - I can't remember what the payment was last time

Participant 22 - I think that number was about \$4,000 and it was in 2017 or maybe 2018. I just made it, so I remember.

Participant 23 - I think off reserve is really difficult especially if you are aging with chronic illness. That is my biggest challenge. I don't want anyone to have to take care of me. I want my independence. I want to take care of myself.

Participant 24 - I don't think a big payment is helpful for anyone, smaller payouts or top ups are probably better than one lump sum. Maybe monthly. The cost of living right now is a big weight on shoulders. A little top up goes a long way for things like groceries.

Participant 25 - What other ways can we provide benefits to members? that doesn't necessarily show up in your bank account.

Participant 16 - A mentorship program, checking in on Elders, would really help to build a better sense of community.

Participant 17 - I am hoping that everyone here is aware that medication and braces that First Nations Health doesn't cover can be covered by the band.

Participant 29 - How hard is it for people off reserve to assess that?

## Appendix 2 Continued:

### Community Consultation Transcripts

#### Vancouver

Participant 31 - My daughter is in a wheelchair and we have been trying to get it covered.

Participant 32 - Contact Roseanna, I don't want to make promises, but we really try to find a way.

Participant 33 - Tell her that I sent you.

Participant 34 - That is really good to know

Participant 35 - What about going south or a vacation for my health... I need sunshine (laughter)

Participant 36 - I need sunshine

Participant 37 - Aside from the Elder trust, we have a trust so that our Elders and our Youth programs are solely funded from the nation. The youth center - the Elder center, those are provided by the Nation. What we have been able to do over the last few years is starting to look at programs and services that we can provide to off reserve members. What we have existing right now is our housing program - we need to expand capacity - so we can provide similar programming to off reserve members. We want to ensure that we have the monies to continue those programs forever so we can grow programs and services to off reserve and we continue to build and go forward. And I am only saying this so we can generate ideas and thoughts.

Participant 38 - It would be wonderful for us to have housing or a place to come together. We are spread out all over the place.

Participant 39 - I think a lot of people I talk to, when they hear trust, they think it is locked in and that nobody is going to benefit from it now. I think you need to make people understand that this is not locked in forever.

Participant 40 - The reality is you can change things, it doesn't need to be locked in, it can be whatever you want it to be. The duration of the trust could be 10 years or 20 years based on needs. The purpose of the trust can evolve. Things can be fluid to ensure members have a voice.

Participant 50 - We can make this, and we want to make this a Haisla trust. We want youth and seniors to be protected and we are really looking forward to the youth consultation.

Participant 51 - If the trust goes through are the per capita going to stop?

Participant 52 - We can set this up any way you want. We need to be mindful that we also have an existing trust that has been operating for 12 years. Rio Tinto, it at about \$10 M - that is essentially working for what we need, and it is working. We see the benefit.

## Appendix 2 Continued:

### Community Consultation Transcripts

#### Vancouver

Participant 53 - I think one of the things on the idea of per capita, I work with many communities, and I don't think we ever want to be in a position where we can't make payments anymore. What we don't want is distributions to become political footballs i.e. - vote for me and I will raise the amount of distributions. We want, or what I think the Haisla want, is for per capita to be sustainable. The goal is to build a trust that is clear and determined. We want sustainability that removes political will from the proposed trust. We want to remove the trust administrative responsibility from the council.

Participant 54 - So who is the group that will take care of the trust? I don't understand that? Will that be you? Who will it be?

Participant 55 - Good question, the previous trust proposal had an administrative trustee. The external professional watches the rules. That function cost a lot of money in addition to financial trustees. The reality is there is no requirement for an administrative trustee. You don't need someone to do much of that work. It can look different. We don't necessarily need that overhead.

Participant 56 - So right now our administrative trustee for Rio Tinto is RBC

Participant 57 - I was going to move on to the next question and I am conscious that I haven't heard from about 4 voices. I don't point, but my friend on the other side of the circle might help me with the pointing. We have heard three summary themes to date, Elder payment, Elder programs and services and health services. Is there anything else you would like to add to that first question?

Participant 58 - Housing, housing for sure. I am chronically ill and I can't find adequate housing that I can afford and right now I am dealing with Aboriginal Health, and they are the only program that I know of that supports chronic illness but they have huge waiting lists to get into that program. So that would be a huge help for chronically ill seniors to have help with housing. I know everyone I know has housing issues.

Participant 59 - Wow, she doesn't point but she has a glare.

Participant 60 - My job is to hear everyone voice so I am looking at my buddy over there.

Participant 61 - Purchasing building where we can gather people together would be very important. Relieving some of that pressure would be really important. I think it is a really good idea. Doing little things like the salmon feast is great. Bringing people together is important.

Participant 62 - I would like to see something like that for Haisla's - I know we talked about it before but a meeting place is something we talked about before, it was brought up so many times... getting us a place to meet. This is where the off -reserve councillors came in. Nothing ever came from that. We never hear from the off-reserve councillors. I think having a place like this that James could run would be important.

# Appendix 2 Continued:

## Community Consultation Transcripts

### Vancouver

Participant 63 - That was so slick.

Participant 64 - James position is a position that we fund fully, we can focus in more on those kinds of positions, for off reserve members. We can build that into this trust. Whatever we build we can do.

Participant 65- A space for us would be good. People don't have family around all the time. Having a space would be awesome.

Participant 66 - Ok, so we are 3:30, right, where is my pointer, ok there are two people over that way that I haven't heard from yet. Can you help me?

Participant 67 - Is there anything from other Nations that you have seen from other Nations that we could potentially start implementing? Just trying to generate ideas from what you guys have seen.

Participant 68- An idea from off reserve would be... none of us would ever be able to have homes down here. Rent is going up everywhere but having some help to be able to do that would be amazing.

Participant 69 - I just looked at a three-bedroom apartment and it has gone up about \$1000.00

Participant 70 - I know the boxes of food handed out for Elders can very helpful or even the gift certificates were helpful.

Participant 71 - They even have bologna night. Can we implement bologna night for us?

Participant 71 - So one subject that I am interested in, actually two of them would be ecology, what are we going to do in terms of ecology - or drilling into the earth or fracking program, in terms of natural gas. How do we preserve the natural ecosystem that is there? Also, culture, I am wondering about a cultural center. Some kind of funding for culture, I know that my uncle is an Elder that has memories of things that are about to go and a lot of other cultures don't have those memories that we still have with our Elders, how can we get the funding to preserve that. The truth is ecology is economy - those are the two things that I would want us to focus on: an ecology center and a cultural center put together.

Participant 72 - Bella Bella calls their center the Long house, what is the name for ours?

Participant 73 - It is a feast house.

Participant 74 - How wonderful would that be?

Participant 75 - It was a beaver house, there is a story associated with that one.

Participant 76 - With this money, is there any way we could get a health liaison worker in all the communities? Because a lot of us go to the hospital and we aren't treated well. I would like to see that for all Haisla, so that we have someone to go to, to come help us.



## Appendix 2 Continued:

### Community Consultation Transcripts

#### Vancouver

Participant 77 - My husband helped a lot of people that came from communities to set them up with services, something like that eh, would be good.

Participant 78 - Ok, final question what does success look like?

Participant 79- Elder payment is my one and only comment

Participant 80 - I think for the trust to be successful; everyone has to benefit from it. Everyone should benefit from it and everyone should have a say into what is going on. Some people didn't want to come out, and those are the ones that complain the most in the end, everyone should have input. I think everyone has to benefit not just poor people.

Participant 81 - A baseline for all people and programs on top of that for youth and Elders. We need to keep the administration of that money low.

Participant 82 - To have a nest egg that is huge will allow us to do so many things is huge.

Participant 83 - You hear from a lot of people that this trust won't benefit us. So, we want it to benefit everyone. Now that I hear this tonight, it makes a lot more sense.

Participant 84 - We really should have a lobster bologna feast

Participant 85- I would like to see our Nation not worried about housing and health care and that being the top priority and not something that is just on the side, that is what I would like to see. Also, culture being something that is being brought to the forefront. I know this is a heavy subject, but suicides are less likely to happen in Nations that have strong culture sense, culture is a source of strength. Culture is so important. People are so worried about housing and medical care is what I am hearing that it is more of a survival mode, so I would like to see our Nation not be just surviving.

# Appendix 3:

## Community Consultation Transcripts

### Youth

Youth Connect

Participant 1: Nothing is wrong, nothing is out of the question we want your guy's ideas. I'm looking around the table, I was at the gym last night working out, I went down when I heard the drums, the majority of you are in that ?? group. So is, culturally that's an important view. What else to you guys do?

Participant 2: A swimming dock

Participant 3: Swimming dock with a swing and a slide

Participant 4: I love that, gets them away from swimming in the ??

Participant 5: I think what's really important to me is, mental health services, not only for youth but to all ages. Particularly targeting intergenerationally ?????????? and support for not only the residential school survivors but day school survivors, I know funding can be very specific and we can't reach all the people that need that support. So, ensuring that not only residential survivor but day schools' survivors are included in that mental health. I also agree with everyone when it comes to the culture being really important. I remember I was speaking with Shelly and Cassidy before that there are grants out for youths that participate in sports maybe there could be grants available for artist and cultural opportunities. So, people can buy things like bidalia? it can be very expensive to acquire all the pieces you need for bidalia? and language, language learning opportunities, immersion, support to fluent speakers to help them to break that barrier to be willing to teach but also getting all these kids out on the land to learn how to speak Haisla. That's just some of the immediate things that pop up.

Participant 6: or my age lol

Participant 7: I know another idea that has kinda been passed around, just so you can increase access to lands, just be able to go out and fish for yourself, fish for your family, eat fish. I know there's boats through fisheries but just having a boat in the community that people can utilize to get out, because again even getting a boat isn't as accessible. So, I think that would be pretty cool to take classes out, take the culture camps out, take elders out it would definitely well ???.

Participant 8: that's a good point

Participant 9: that was brought up by our chiefs earlier, we meet with our hereditary chiefs too and they spook about the lack of young people following in the footsteps of parents, their uncles, their grandparents of fishing that's good that you brought that up.

# Appendix 3 Continued:

## Community Consultation Transcripts

### Youth

Participant 10: like having funds available to pay to pay those people to teach, for their time right, just like you would pay someone with degrees, certificates and all the letters by their name. acknowledging our people for their knowledge that they required over generations too.

Participant 11: good thoughts

Participant 12: we've taking youth out on the boat before, but it's always been hard because of the funding part of it, because of the degree part of it. They didn't see paper wise our culture being taught by elders as equal as some of the people with a degree, we have to fight a little bit on that.

If you look at, not to go off track but if you look at some of the results for k-12 land-based education, around self esteem, confidence, the programs that are connected, they're way way high, so better than, we learn better of the land from role modeling and story telling we learn better than in a classroom, its evidence based, I love that idea. What else is important? what else is priorities? Is there anything you have now that you think, I really want to protect this, I really want this to stay the same for my children, my children's children?

Participant 13: I think having a ? house would be pretty cool

Participant 14: a place just for culture nothing else a place to practice our culture in peace, to practice our culture, for having a place for dancers' groups to practice, having a big central fire pit a place for gathering.

Participant 15: You know what I use to love to do, go back out to leelaa for camp

Participant 16: just down the channel

What would camp look like, what kinda things would you do?

Participant 17: it was a culture camp where our kids did a retreat of ??? canoe ride down hot springs, sorry guys 10 days down the channel but because of covid we moved it to pretty much a bus ride where they get bussed there everyday like school in the summer, whereas before they went out 10 days no contact no nothing.

Participant 18: it was awesome

Participant 19: to get a permeant infrastructure at camp locations because right now we use these big cabins we send, its a lot of work to put up, its a lot of work to get volunteers to help put them up and when you're pulling it all back down you have to take weather into account because if its really rainy here you have to wait for it to dry out before you can take them down.

# Appendix 3 Continued:

## Community Consultation Transcripts

### Youth

Participant 20: making connections through ?? treatment centre and having so opportunities floating around too, if would definitely used by multiply different groups

Participant 21: not to put you on the hot seat but to put you on the hot seat lol

Participant 22: what do you do for fun today, what is the highlight of going to school then just kinda relaxing? School can be a priority as well right is there not do you have supports within your school right now that's that you want to see stay, I know your all not that you're at an age thinking about having kids but what do you want your kids that you have or that you wish you had today that you want your kids to have in school.

Participant 23: gaming

You like gaming, it would be cool to learn how to do that, like how to programs and games. I can't even talk the language she would be much better describing it then I would.

Participant 24: what's coding?

Participant 25: At camp we have a program that called make your space. We get 3d printers and everything else and its all just available for you to go in and play with, all the technology and there are things like welders and dyetech precision cutters and everything else

Participant 26: Did you say something about robotics

Participant 27: there is one in ???, one of the teachers in mess is the head of if and he has somebody form ???

Participant 28: battle bots

Participant 29: battle bots

Participant 30: oh yeah, they do it's a big sporting event

Participant 31: yeah, like they do

Participant 32: shoot flames they do all sorts of stuff, for whatever reason it times in perfect with lunch, Ill go in and all the 20 something accountants will be cheering for their favorite robots destroy each other.

Participant 33: so, carving was brought up, carving lessons and also a totem poll carved by our youth

Participant 34: that would be cool

# Appendix 3 Continued:

## Community Consultation Transcripts

### Youth

Participant 35: there was mentor programs for language, you could have that for art project too, that way again it goes back to ensuring people that have those skill and paying for there time and can pass that on to youth that are interested.

Participant 36: I think the idea for the youth pole would be they would learn to carve it then it would be outside the youth centre, so they have as a legacy of their generation to their community.

Participant 37: instead of grad 2022 we have a 2022 pole that would be neat, every grad class starts to raise their own pole.

Participant 38: Is music important?

Participant 39: yeah, music programming

Participant 41: I know when I was younger, I always wanted a outdoor basketball court, does that cross any of the kids minds today?

Participant 42: How to prepare traditional foods and food sustainability

Participant 43: so yeah, just like you where saying like training have people in the community teach you how to prepare the food in tradition ways

Participant 44: going a step further and having them teach you to connect with the land and grow your own foods and the work that goes into it and rewarding it can be.

Participant 45: seafood and orchards

Participant 46: hydrothermal energy

Participant 47: I also heard people say, I know that nations ?? they sit in a sweat lodge to cleanse, but we cleanse in cold water, so if we could set a space somewhere along our river or maybe have a gazebo with a fire pit it a place to gather after or meet before. A dedicated space just for that.

Participant 48: I also think that establish a Haisla mortgage company and down payments would really help us out, we are all going to have to buy houses

Participant 49: So, I went to Grayson's house last night to ensure that he was going to make it here. Of one person connecting to the land and living of the land everyday, he is one that always strives to do that and if he could just fish and hunt and not go to school that's what Grayson would do. He was talking to me last night, talking about just fishing, activities around fishing, a fishing derby. In order to have fish years from now we have to think about how we use fish stocks today, to encompass all of the discussions living of the land so preservation ensuring that it sustainable teaching our people, bring back our traditions of only taking what we need from the land so anything fishing related that's Grayson's idea

# Appendix 3 Continued:

## Community Consultation Transcripts

### Youth

Brain's investment discussion with youth

Participant 50: chief counsel in training (in response to youth representative on the trustee board)

Participant 51: for youth who sits on the board can that be for leadership tables as well ?

Participant 52: I don't know if it would relate to this board specifically people with high names like chief the sub chief even if you get them to select people in the clan that would be a good fit to represent that clan to come together to ensure that not only are all the peoples voices heard but each clan. It gives them an opportunity to come together regularly to discuss things to ensure that not only are you meeting the goals of the HRC the governing body but also where we are at and what we should do.

Participant 53: a zip line!

Participant 54: Mountain bike trails

Participant 55: Movie theatre

Participant 56: Upgrade the weight training room

Participant 57: Sidewalks, its dirt and boats on the side

Participant 58: (talks around a seawall to walk along water) it would also be really cool to explore eco tourism, I know there are a lot of charters in the community, but I don't think they would be able to offer what experiences that we would be able to offer with the knowledge that we have the stories that we have. The original placings that we know so I don't know if there would be a fund to help people kick start business like that but really encouraging growing our tourism that way. With the book coming out and tv shows and movies having someone so isn't that where is something is being shoot.

Participant 59: taking people out hiking and stuff and have our people empower them to share the knowledge that they know too

Participant 60: going back to sidewalks and stuff, what about the appearance of our community, lawns, lot of potholes, taking care landscaping our community, better roads for first responders

Participant 61: would this funding be able to cover a language teacher as well as long as they have the space. A few of the youth a have talked about it being taught up to grade 7 then forced to French right away. French is a good language to have especially going to college and university but also our first language is disappearing it just so happens that our second language being English is more dominate right now. It just that we don't have our first language in our dialect.

Success discussion and draw