



HAISLA NATION COUNCIL

December 2023

cu'énx'id

"to become winter"

dútił

ya'uć / hello.

DECEMBER 2023



HAISLA NATION

COMMUNITY
SUPPORT FUNDING

Haisla Nation Council recognizes the importance of supporting our local community groups and charitable organizations through sponsorships and donations. HNC is committed to making a positive impact by contributing to initiatives that align with our values and mission to build a proud community, healthy in mind, body and spirit.

At a duly convened Council meeting on November 15, 2023 a Community Support

Fund Policy was approved. The Community Support Fund has been available for numerous years, and the new Policy provides more structure to the use of the Fund.

The policy now outlines community sponsorship, donation requests eligibility, support types, evaluation, review and approval process, including but not limited to an appeal process and moving forward creates a structured and transparent process for all who apply.



Haisla Nation Council News

Community Support Fund - Continued

Volunteer Opportunities

As an eligibility requirement for community groups and sports teams to access the fund, they are required to demonstrate three (3) community givebacks. HNC will be starting a volunteer list for community groups and sports teams who wish to volunteer for HNC's programs, services, and events.

Kierra Stevens, Executive Assistant to the CAO and DCAOs will be creating the volunteer list. If your group/team is interested in being added to this list, please contact her by email at kstevens@haisla.ca

To view the full policy and view/print the application please visit haisla.ca. The policy and application can be found under OPPORTUNITIES/COMMUNITY SUPPORT

The Haisla Nation Community Support Funding Policy and application can be viewed in full at haisla.ca/Opportunities/Community Support.


VOLUNTEER

NAME _____ EMAIL _____ PHONE _____

1. _____

2. _____



Haisla Nation Council

2024 Committee/Duly Convened Council Meeting Schedule

Haisla Nation Council is the elected decision-making body that sets the overall direction of the Haisla Nation in economic, organizational and community planning. Two committees are branches of Council:

The Executive Committee (EC)

- The EC acts as an intermediary body to ensure the operational side of the organization is performing in a satisfactory way through monitoring. The role of the EC is to set the expectations and monitor the performance of the Administration. The EC is accountable to elected Chief and Council, and primary responsibilities include developing and proposing recommendations to Council and tracking the performance of the Administration, ensuring expectations are being met.

The Stakeholders Relations Committee (SRC)

- The SRC's role is to develop recommendations and action plans to put forward to the Council for consideration. As the name suggests, they work with external groups and stakeholders with a mission to foster the creation of positive, sustainable economic opportunities to benefit Haisla members.

The Committees meet regularly. To streamline time and process the Committees hold their meetings together to reach their common goal of being efficient and timely. In this streamlined process, to continue with the goal of being efficient and timely, all Duly Convened Council meetings immediately follow the Committees meeting.

Monthly Committee/Duly Convened Council meetings are scheduled for the third (3rd) Wednesday of every month unless noted otherwise.

Haisla Nation Council is committed to keeping our membership informed of upcoming Committee/Duly Convened Council meetings with the following schedule of dates for 2024. These dates are also posted on haisla.ca and can be found in our calendar of events. Please note dates are subject to change and an update will be made on the haisla.ca calendar if such changes are required.

Haisla Nation Council Monthly Committee / Duly Convened Council Meetings for 2024			
January 17	April 17	July 17	October 16
February 21	May 15	August 21	November 20
March 20	June 19	September 18	December 18

A Committee/Duly Convened meeting summary will be released electronically for Haisla membership in the week that follows the meeting.

Letter/email submissions received from community members follow the process noted below:

- Letter/email submissions are received by the Clerk to Council.
- The Clerk to Council will acknowledge receipt of the submission and provide dates of upcoming Committee/Duly Convened Council meetings.
- Senior management will review the submission and following the applicable policy will make recommendations to the Committees and/or elected Council, if required.
- Once the item has been addressed a follow up will occur with the community member.

Questions regarding the schedule of meeting dates or the process followed regarding submissions made by community members can be directed to Haisla Nation Council's Clerk to Council, Duane Grant:

Email: dugrant@haisla.ca

Phone: 250-639-9361, Ext. 205 (Toll Free: 1-888-842-4752)



Writing to Council - The process

Steps Haisla Nation Council takes when letter/email submissions are received from community members:

- 1** Letter/email submissions are received by the Clerk to Council in-person, by email (dugrant@haisla.ca) or by fax (250-632-2840)
- 2** The Clerk to Council will acknowledge receipt of the submission and provide dates of upcoming Committee/Duly Convened Council meetings.
- 3** Senior management will review the submission and following the applicable policy will make recommendations to the Committees and/or elected Council, if required.
- 4** Once the item has been addressed a follow up will occur with the community member.



Haisla Nation Council News

VISIT haisla.ca

Announcing Our New Website Design!



We're excited to reveal our new website! Our Communications Coordinator, in partnership with Spruce Tree Media, has worked hard for months to create a visually appealing and user-friendly site. The focus of our new website is on the organization's programs and services, presented in an easily accessible format.

Our previous website had undergone some changes over time and, as a result, featured a mix of themes. In order to better serve our members and provide the information they regularly request – such as contact details, programs, services and office location information, as well as commonly used forms – we decided to curate a more cohesive design.



Haisla Nation Council News

The redesign of our website provides easy access to relevant organizational information. Here are some of the new features:

- The homepage has been completely restructured to provide quick access to our organization's details, programs, and services.
- The website is now fully responsive, making it easy to navigate from any device.
- Stay informed of upcoming Haisla Nation Council events with our CALENDAR feature.
- The STAFF DIRECTORY now features a search function, allowing you to find any HNC employee by name or department.
- You can now view and download important documents such as Gúkwelut Trust, Comprehensive Community Plan, Haisla Membership Law, and Custom Election Code.
- Receive our monthly newsletter, dútił, by signing up, and it will be delivered to you via email.
- NEWS items can be found under the HOME tab at the top of page. Individuals can subscribe to receive email updates when NEWS items are uploaded to the website.
- Submit your concerns electronically using the online form provided on the CONTACT US page.
- The Youth Sports Fund, an HNC initiative, can now be found under the Employment & Training Department.

The new website roll out will be in two phases:

- Phase 1 involved developing and launching the new website.
- Phase 2 will see the addition of a Haisla Membership Portal, which will allow registered members to log in using designated access information.

We are continuously trying to improve communication with our members. Currently, we use the following channels:

- new website: haisla.ca
- Facebook
- Voyent Alert!
- dútił newsletter
- On-reserve, door-to-door delivery
- Haisla Membership email distribution list



If you have a communication idea you'd like to share, please email it to mgrant@haisla.ca. Ensure you add *Communication Idea* in your email subject line.



Haisla Community Development Department

Voyent Alert! notification system - Register today!

Haisla Nation Council previously launched a community alert system for Kitamaat Village: Voyent Alert!

Voyent Alert! is a multi-purpose communication service provided by the Haisla Nation to keep you, and family members who may live in another area, informed of critical events like fires or floods as well as day-to-day communications such as road maintenance, closures, water advisories, alarm testing, garbage pick up delays, water shut off notices, etc.

There is no fee to register and you can select what type of information you wish to receive and how you wish to receive it.

Example: If you live in another city but your parents live in Kitamaat, you may want to be kept in the information loop should a critical event occur. You can simply select that option when you register. Or, you may live in Kitamaat and want to receive all Voyent Alert! notices so you can select all the options. You will then receive critical and non-critical notices for the Kitamaat area.



REGISTER
NOW!



Users also have the option to receive messages via text, email, phone land line or via the Voyent Alert! App.

Interested in registering? Visit register.voyent-alert.com and choose how you'd like to receive notifications.

When selecting your community, you can type either "Haisla" or "Kitamaat Village" and it will find us.

Moving forward, Voyent Alert! will be the communication tool used by Community Development to share information with community members. Kitamaat Village residents are encouraged to sign up to ensure messages are received.



Haisla Economic Development Department



Call for Artists – Logo for new Economic Development Corporation

The Haisla Nation is seeking a Haisla artist to design a logo to help brand the Nation's new Economic Development Corporation (EDC), that is soon to be launched.

Background:

The Haisla Nation's economic development interests have grown tremendously in the past several years, creating significant opportunities for the Haisla; opportunities that will continue to grow and benefit the Nation well into the future.

The execution of a new Economic Development Corporation (EDC) has been approved by Council, with the intent it play a major role in the economic self-sufficiency of the Nation, by developing opportunities as they continue to become increasingly available. Through its success, the Nation will be empowered with the monetary resources required to attain its cultural, social, spiritual and environmental goals.

As we seek to launch the new EDC in 2024, we have been engaging with the community to share our plans, and to seek their input to help develop the EDC, including selecting a name that reflects our history and where we are going as a Nation.

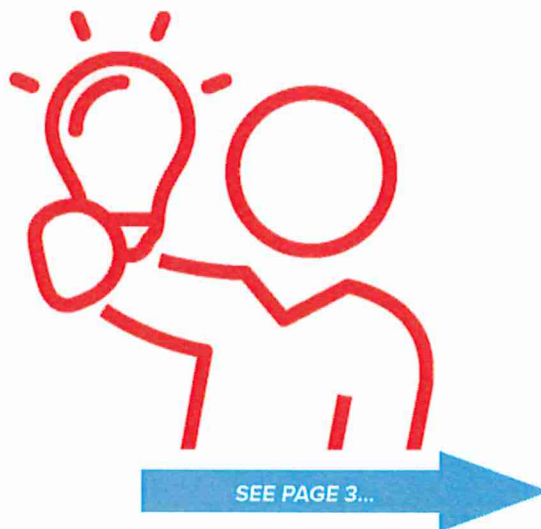
yáq^wa: *The name that was selected by the majority of members who voted is yáq^wa, a Haisla word that means 'to share'. yáq^wa can mean to share or give away, as in food or other gifts. As noted by the member who submitted this name, the meaning is two-fold; to partake in economic development opportunities also means for the Haisla to share our resources within our Nation and with others.*

Call for Submissions:

The Haisla Nation is welcoming Haisla artists to submit a design for a logo for the EDC. If selected, the artists will work further with the Haisla Nation's Economic Development Team to finalize the designs.

Artists should consider the proposed uses for the logo when developing their design. For example, the logo will be used to further design and launch a brand for the EDC, which will feature prominently on a new website, in promoting the EDC to encourage business growth, among other uses. Please be aware that details of the original concept design may require modifications depending on how it will be used.

The selected artist will be compensated for their design, and the EDC will have exclusive use of the artwork as part of its business.





Haisla Economic Development Department



November 2023

Haisla Nation launches Economic Development Corporation - Update

With the Haisla Nation's economic development interests growing tremendously in the past several years, the launch of a new Economic Development Corporation (EDC) has been approved by Council.

As we implement the new EDC as per Council's approval, we are committed to ensuring our membership receives updates and have an opportunity to ask questions.

Update:

We have been busy since our last update in October working through the legal and commercial requirements for the startup of our EDC in early 2024, all steps that are important to ensuring the corporation has a strong foundation for success.

We have also been meeting with the community over the past few months through a Sip & Chat on October 10 and the Haisla AGM to share information and address questions. We thank all those who took the time to participate and for their feedback.

We are excited to introduce yáq'a Development Corporation. In September we received several suggestions for names which we took out to the community for a vote. yáq'a, which means to share or give away, as in food or other gifts, was selected

by the majority of voters as their number one choice.

Next, we will seek a Haisla artist to create a logo for yáq'a Development Corporation. Details about our call for artists can be found in this month's update.

We continue to seek expressions of interest for individuals who may wish to be part of the EDC. We have 3 open positions on our 5-person Board:

- One Haisla member-at-large
- Two independent individuals with financial and legal expertise

If you or someone you know might be a good fit, you can access the application form by scanning the QR code. Application will be received until December 31, 2023.



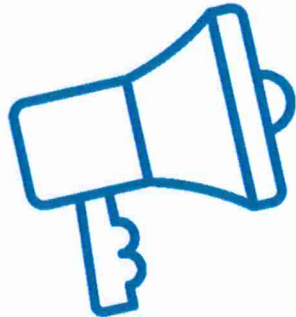
For more information:

Web: www.haisla.ca/edc-update/

Email: lgrant@haisla.ca



Haisla Economic Development Department



yáq^wa



Submission Process

Interested Haisla artists are asked to submit the following:

- A bio with artist's name, email, phone number, mailing address, social media information (if applicable)
- Qualifications as an artist
- A design that can be used as a logo and tells a story that reflects the name of the EDC – yáq^wa
- Title of the art along with a narrative on the design
- Any additional information relevant to the project

Please note that artists may also submit multiple designs.



Submissions should be provided by December 31, 2023 via email to Lisa Grant (lgrant@haisla.ca).

Instructions for submitting by email:

- Submit high quality common digital files (e.g. jpg or tiff file formats);
- For computer generated art, please provide the original application file along with a PDF for viewing;
- For hand drawn original art, please submit scans at a minimum 1,200 dpi; and
- Save your submissions as separate files, with your last name, lastname_Art_1, lastname_Art_2, etc.



Judging Criteria

Submission packages received will be judged based on the following criteria:

- Completeness of submission (bio and properly labeled art)
- Proportion, dimension, ability to scale to the finished size
- Reflection of the EDC name, yakwa
- Creativity and originality
- Ability to meet timelines for final artwork by January 15, 2024
- Quality of artistic composition and design
- Consideration of artist's narrative

Representatives from the EcDev and Communications Teams will collaboratively determine the successful artist.

Only the successful applicant will be notified from the contact information supplied in their bio. We reserve the right to not choose a logo from the artwork submitted.





Haisla Environment Department

Exciting News: Curbside Recycling is Coming to Kitamaat Village!

The Haisla Nation Council Environment department has been working with the District of Kitimat to collaborate on a **Curbside Recycling Program**, which has been in the works for the past few years. This program will help protect the environment that the Haisla Nation depends on for its natural resources. By diverting waste from the landfill and minimizing emissions, the program will reduce the impact of climate change.

The Municipal Services Agreement between the two parties was finalized on November 14, 2023, and the transition period is now underway, with the program **scheduled to begin on March 1, 2024**. The HNC Environment department is committed to ensuring a smooth transition and will be on hand to assist.

If you have any general **questions about the recycling program**, please email recycle@haisla.ca.

For further **inquiries about this notice**, kindly reach out to the Environment Manager, Candice Wilson, at cawilson@haisla.ca or call 250-639-9361, Ext 121.

We are excited to roll out this curbside recycling program and appreciate your support. Thank you.



KITAMAAT
CURBSIDE
RECYCLING
PROGRAM
Start Date:
March 1, 2024



H AISLA NATION COUNCIL



Haisla Fisheries & Harbour Operations Year-End Update

2023 proved to be just as busy as previous years, the only difference was staff shortages in our department. With that being said, if you are interested in working for Haisla Fisheries and Harbour Operations we are always looking for on-call, part-time and full-time staff. Keep an eye out for postings on Haisla.ca

The oolichan were basically a no-show in 2023 with less than five ton in the Kemano water system. After a couple days in the river members that were out there did get enough for a bit of smoking and for a fresh feed.

Many thanks to Spencer Robinson who worked with Haisla Fisheries during the oolichan monitoring season which begins in February every year. We also had Byron Grant and Everett Smith working with EcoFish doing oolichan stream assessments for eDNA and larval sampling. Our summer student, Madisyn Robinson was fortunate to participate with the oolichan trawl which was a first for our program this year.

Speaking of Madisyn, she was asked to submit a short write up of her working experience with Haisla Fisheries:

“Hi! My name is Madi Robinson and I was the 2023 post-secondary summer student for HFC. I applied for this job because it's very fitting for my future goals. I'm currently majoring in marine biology at Dalhousie University in Halifax. Not only did I apply here for the experience but also for the amazing team we have. Working with Everett Smith, Madeline Kelson, Ty Smith, Brenda Bouzane, and Mike Jacobs has been a pleasure. Working as a team feels more like an adventure than work. Some things that we've been able to check off our list this summer includes everything from walking creeks to getting salmon counts, to working with EcoFish to collect eDNA and trawl for oolichan larvae. If you don't know what an eDNA sample is (because I also had no clue before this summer) it's just a water sample that we collect that will be brought to a lab and they can tell us what kind of different organisms live in the surrounding area. I know, pretty cool right? This summer we got some training done out in Terrace for when we are out on the rivers. Ty, Madeline, Mike and I got our swift water course done and out of the way! In this course we learned how to recognize and work around hazards out on the river. I'm very grateful to be able to work with such an amazing team. If anyone is looking to get into this kind of field, HFC is definitely a great starter place to get experience!”

We also had on our on-call list Madeline Kelson and Ty Smith for 2023, both were a great asset to have on our team.

Safety on the job is definitely a priority for our program. The year started with Ty, Madisyn, Everett and Brenda all receiving a short hands-on training on how and when to properly use bear spray with Kim Vroon as our certified bear aware trainer. Ty Smith, Madeline Kelson and Madisyn Robinson also completed their Swift Water Safety training.



Haisla Fisheries Department

For numerous years Stan Hutchings has worked in Haisla Territory doing salmon stream assessments, the Haisla Fisheries team join Stan on many stream walks and ariel counts. Coho DNA sampling is also on their annual to do list. You will most likely meet up with Stan, his wife Karen and their dog Foch at Haisla Harbour during the Summer and Fall every year.

Paralytic Shellfish Poisoning (PSP) monitoring began in September. Mussel samples are sent weekly to the biotoxin lab in Burnaby to be tested. Once a month, target samples are sent; target samples are clams, cockles and mussels. The biotoxin results are then sent back to us letting us know if the numbers are clear and safe for consumption. Mussel testing for Haisla Fisheries ends in December.

As time and weather permits, Haisla Fisheries makes rounds to the trappers' cabins to check for repairs that may need to be completed as well as stock with wood for the cabins that have wood stoves. If you are out and happen to stop at a cabin that needs repair, please leave us a message for Fisheries office at 250-639-9361 Ext. 207.

Many thanks to our fisherman, Eric Phillips and his crew for getting us halibut and rockfish this year as well as many thanks to the Gitanyow fishermen for the salmon that was distributed in 2023 to Haisla members. None of this would be possible without Haisla Nation Council as well as Northcoast Skeena for funding our 2023 Food Fish Program. We usually don't get more than a day's notice when the fish will be plentiful enough for community distributions. It takes many hands to be able to do a distribution. Much gratitude to all the helping hands who do not hesitate to help when we have a distribution. Thanks to Kim Vroon, Howard Vroon, Chris Wilson, Brent Robinson, Candice Wilson, Tracey Ross, and Colin Grant who all helped the Fisheries staff this year!

Haisla Fisheries and Harbour Authority offices will be closed for Christmas break, we would like to remind boat owners to check on their boats regularly, especially after rain and snow. We are looking for someone to do snow removal over the Christmas break, if you are interested, please call our office at 250-639-9361 Ext. 207.

Happy Holidays from Haisla Fisheries

Wishing each and everyone of you Happy Holidays and Best Fishes for 2024!





Haisla Fisheries Department





Haisla Youth Program

December

2023

Monday	Tuesday	Wednesday	Thursday	Friday
4 Hot Chocolate and salt dough ornaments 5:00pm	5 Hot Chocolate and salt dough ornament's part 2 (painting) 5:00pm	6 Cooking together: Grinch waffles and bacon 5:00pm	7 Making bath bombs 5:00pm	8 Making hot chocolate bombs and watching a Christmas movie 5:00pm
11 Making/sewing stockings 5:00pm	12 Christmas Bingo 5:00pm	13 Cooking together: Turkey dinner and the fixings 5:00pm	14 Holiday cookie decorating 5:00pm	15 PJ DAY ! while we watching the Polar Express 5:00pm
18	19	20	21	22
CLOSED FOR THE HOLIDAYS				
25	26	27	28	29
CLOSED FOR THE HOLIDAYS				

Haisla Youth Center drop-in hours are Monday-Friday 3:00pm-8:00pm

Homework/reading club 3:00pm-5:00pm daily.

Planned activity/ drop in 5:00pm-8:00pm

We will be closed December 18th, 2023, to January 2nd, 2024.

Youth Center phone numbers:
 Downstairs mainline 1-778-860-6362
 Coordinators office 1-778-735-2302

A healthy snack is provided daily at 4:00pm. We do not provide dinner and recommend your child goes home to eat dinner.

Liability forms are required to participate at the Youth Center, we have hard copies, or you can email tagrant@haisla.ca for an emailed copy.



Haisla Human Resources Department

Strengthening Our Human Resources Team in 2023

In 2023, our Human Resources department was significantly bolstered by the addition of a Director of HR and an HR Generalist-Special Projects. The team's capabilities span from ensuring compliance and creating employee development programs to crafting a robust performance management strategy. A Senior HR Coordinator and a Recruitment Coordinator round out our team. A lot of work has gone on behind the scenes to target specific areas of focus that have included:



- The new 2023 HR policy came into effect on November 1, 2023 (Excluding Vacation Pay).
- The Employee Assistance Program “EAP” was implemented on November 1, 2023.
- Conducted the HR Policy training successfully on October 18th, 25th, 30th and Nov 22nd.
- Secured a top-tier candidate for Director of IT who joined HNC on November 15, 2023.
- A De-Escalation Workshop (CPI Training) was conducted on November 27, 2023.
- Our benefits representative did a presentation to provide more information on the EAP and current benefit plan as well as to address concerns for all employees on November 30, 2023.

HAPPY HOLIDAYS



HAISLA NATION COUNCIL

HOLIDAY CLOSURE

Please be advised all Haisla Nation Council departments, including the Haisla Community School, Haisla Youth Centre and the Cimoca Daycare/Preschool will be closed for the Christmas Break from:

December 18-29, 2023

Offices will re-open on the following business day,
Tuesday, January 2, 2024.

The Haisla Post Office, Haisla Gas Bar and Haisla Recreation Centre will remain open and will post their hours of operation separate from this notice.

'uálazkwíł \thank you



HAPPY HOLIDAYS

Operating Hours of Haisla Post Office, Gas Bar and Recreation Centre for the Holiday Break

The Haisla Post Office, Gas Bar and Recreation Centre will remain open to serve you during the holiday break. Take note of the following operating hours:



HAISLA NATION COUNCIL HOLIDAY HOURS

Haisla Post Office

Phone: 250-639-9361, Ext. 201

DATE	HOUR OF OPERATION
Sat. Dec. 16	Closed
Sun. Dec. 17	Closed
Mon. Dec. 18	10:00 am to 3:00 pm
Tue. Dec. 19	10:00 am to 3:00 pm
Wed. Dec. 20	10:00 am to 3:00 pm
Thu. Dec. 21	10:00 am to 3:00 pm
Fri. Dec. 22	10:00 am to 3:00 pm
Sat. Dec. 23	Closed
Sun. Dec. 24	Closed
Mon. Dec. 25	CHRISTMAS DAY - STAT
Tue. Dec. 26	BOXING DAY - STAT
Wed. Dec. 27	10:00 am to 3:00 pm
Thu. Dec. 28	10:00 am to 3:00 pm
Fri. Dec. 29	10:00 am to 3:00 pm
Sat. Dec. 30	Closed
Sun. Dec. 31	Closed
Mon. Jan. 1	NEW YEARS DAY - STAT

Haisla Gas Bar

Phone: 250-632-3966

DATE	HOUR OF OPERATION
Sat. Dec. 16	8:30AM - 4:00PM
Sun. Dec. 17	CLOSED
Mon. Dec. 18	8:30AM - 4:00PM
Tue. Dec. 19	8:30AM - 4:00PM
Wed. Dec. 20	8:30AM - 4:00PM
Thu. Dec. 21	8:30AM - 4:00PM
Fri. Dec. 22	8:30AM - 4:00PM
Sat. Dec. 23	8:30AM - 4:00PM
Sun. Dec. 24	CLOSED
Mon. Dec. 25	CHRISTMAS DAY - STAT
Tue. Dec. 26	BOXING DAY - STAT
Wed. Dec. 27	8:30AM - 4:00PM
Thu. Dec. 28	8:30AM - 4:00PM
Fri. Dec. 29	8:30AM - 4:00PM
Sat. Dec. 30	8:30AM - 4:00PM
Sun. Dec. 31	CLOSED
Mon. Jan. 1	NEW YEARS DAY - STAT

Haisla Rec. Centre

Phone: 250-632-3301

DATE	HOUR OF OPERATION
Sat. Dec. 16	8:00AM - 10:00PM
Sun. Dec. 17	2:00PM - 9:00PM
Mon. Dec. 18	2:00PM - 9:00PM
Tue. Dec. 19	2:00PM - 9:00PM
Wed. Dec. 20	2:00PM - 9:00PM
Thu. Dec. 21	2:00PM - 9:00PM
Fri. Dec. 22	CLOSED
Sat. Dec. 23	CLOSED
Sun. Dec. 24	CLOSED
Mon. Dec. 25	CHRISTMAS DAY - STAT
Tue. Dec. 26	BOXING DAY - STAT
Wed. Dec. 27	2:00PM - 9:00PM
Thu. Dec. 28	2:00PM - 9:00PM
Fri. Dec. 29	2:00PM - 9:00PM
Sat. Dec. 30	HNC NYE DINNER PREP
Sun. Dec. 31	HNC NYE DINNER
Mon. Jan. 1	NEW YEARS DAY - STAT

