

# Special Assembly of the Nisga'a Nation

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Gitwinksihlkw / May 5 - 9 / 2014

*The Nisga'a Nation will prosper as a self-reliant society  
with a sustainable economy.*

*Wannihl dim wilaa dildilshl K'alii-Aksim Nisga'a dim  
wilaa adigwil sgihl amaa wil.*

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# Declaration of the Nisga'a Nation

## Nisga'a nuum, hli gadihl K'alii-Aksim Lisims –

Gi'namis K'am Ligii Hahlhaahl ts'eets'iks wil jogarm hli daa la'oo'y.

Adaawakdihl Simgigat ganhl Sigidim Haanak' hli Ayuugahl Ango'osgurh.

Hlo'otdirhhl hli al'algaxhl ganiye'etgurh ahl dim sayt-k'ilhl ts'ak'.

## Yay nit, Nisga'a nuum –

Hlaa luu-wit'ax gigathl hlagats'uurm ahl ts'im-hahlals ii hlaa jaga-sakswahl hlagats'uurm andoosda'a, hli t an haldim-dibaxhl wiit'isim hahlals tgun-sa.

Ga'adiithl gookdiit iit sit'aadiithl gagedim hahlalshl hlaa jagam-akhlgwit guun.

Hlaa wil huxw hak'sim sigyootkwahl maal guun, ii nuurm an diyeet.

## Hlaa dildalt'inhl Nisga'a ahl haniijok-

Liksgigat nuurm, ii hlaa wil tkal-haxhuksgurm ahl Canada, li luu-am'aamhl gagoodim wil hlaa aluut'aahl genxhl dim yoxgurh.

Sa tgun ii lip maksgurm, ii sayt k'il wilaa maksgurm ganhl hli gadihl Canada ii ts'im gaks dim wil hlo'om.

Nit'inhl K'alii-Aksim Nisga'ahl lip Ayuugam ii dip huxw nit'inhl hugaxh nda wilaa dip wilaa'yit.

Guudimhl Hli Algaxhl K'alii-Aksim Lisims, ii hlaa hliskw dip japt ii dip sidaxgathl Ayuugarm ahl dim wilaa sayt dildilsihl Nisga'a ganhl gabiihl dim huxw haldim-yeet, ahl dim dip luu-yoxkwat, dim ii dip hugaxam diyeet, dim ganii wilaa aam dim wilaa jaxjogarm.

Wannihl dim wilaa dildilsihl ahl ts'im Lip Ayuugarm ganhl Lip Wilaa Loom, ii dim dip diheek'alt ga'agwihl dim dildilsihl ganhl naahl dim dagalaanit loom, dim wilaa sgihl Amaa Wil ahl Nisga'a.

Wilaa t diyeehl Simgigat ganhl Sigidim Haanak' ganhl t'ist'isithl Ayuugarm hli daa la'oo'y, nihl dim hlo'otdirhhl ii nidiit dim an t de'entkwahl Nisga'a Lisims Government dim t wilaa diyeediithl Ayuuk.

Hlaa nihl Gansimutkws tgunhl sigit ahl Nisga'a, ahl wil t K'am Ligii Hahlhaahl gan wilhl galksi-lagim ahl lax-ts'eets'ikshl ginamit loom, ii nit dim t an de'etgurh dim wilaa Lip Gigadim.

## Yay nit, hli gadihl K'alii-Aksim Lisims nuum –

Gwinayimhl hli k'e'em-goots K'am Ligii Hahlhaahl an t ginamhl ts'eets'iks loomhl dim adigwil luu-sbayt hitkwat sk'apdirh.

# Welcome to the Special Assembly

May 5 -9 / 2014  
Gitwinksihlkw

## I welcome you all to the 2014 Special Assembly!

Our theme for this Special Assembly is *The Nisga'a Nation will prosper as a self-reliant society with a sustainable economy.*

Prosperity, self-reliance, sustainability – these are critical subjects to our future so, in addition to our regular reporting, we've devoted two days of our agenda to these important topics. I encourage you to actively inquire, participate, observe the assembly rules, and keep in mind our number one rule: respect for one another.

I'd like to thank the host community of Gitwinksihlkw for all their work in hosting what promises to be an exciting and important Special Assembly.

Respectfully,

**Sim'oogit K'aw'een /**  
**H. Mitchell Stevens**  
PRESIDENT



# Welcome to Gitwinksihlkw

May 5 -9 / 2014  
Gitwinksihlkw

## **Nisga'a Village of Gitwinksihlkw Chief's Welcome Message / 7th Biennial Nisga'a Nation Special Assembly**

On behalf of the Village and People of Gitwinksihlkw, Welcome to the 7th Biennial Nisga'a Nation Special Assembly.

We are very proud to host this Assembly, and we look forward to sharing our community with you.

Like our other Villages, Gitwinksihlkw has a long and special history, and we'll be sharing part of our story with you.

We are very thankful for the many donations and our sponsors to this year's celebrations.

Congratulations to the presenters, and special guests for their contributions, and we're very pleased to meet the many visitors, especially our Nisga'a brothers and sisters that live outside the Nass Valley.

Thank you to all volunteers and to the People of Gitwinksihlkw for preparing for the Assembly.

Welcome to Gitwinksihlkw.

**Sim'oogit Gilse'en  
Chief Ron Nyce**



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### Monday / May 5, 2014

**9:00am Registration**

**11:45am Lunch**

**1:00pm Opening Ceremonies**

- Presentation of Ganim Siwilyeenskw – Council of Elders
- Declaration of the Nisga'a Nation – Shirley Morven, Chair, Council of Elders
- Call to Order – Chairperson Kevin McKay
- Invocation by Damian Azak, Pastor
- Gitwinksihlkw Elementary School choir sings O Canada

**Introduction of Co-Chairs**

Co-Chairs Cliff Morgan, Edna Nyce

Reading of the Special Assembly Rules of Procedure

**1:30pm Welcome Address**

- Ron Nyce, Chief Councillor – Gitwinksihlkw
- H. Mitchell Stevens, President of the Nisga'a Nation

**2:00pm NLG Executive Reports**

- President H. Mitchell Stevens
- Executive Chairperson Kevin McKay
- Secretary-Treasurer Corinne McKay
- Chair, Council of Elders Shirley Morven
- Chief Executive Officer Collier Azak
- Executive Director Cheryl Stephens
- In-House Legal Counsel Stephanie Lysyk

**4:00pm Executive Question Period**

**5:00pm Adjournment for the Day**

**Gitwinksihlkw Welcome Banquet**

## Agenda / Tuesday, May 6

### Tuesday / May 6, 2014

<b>8:00am</b>	<b>Registration</b>	<b>3:00pm</b>	<b>Coffee break</b>
<b>9:00am</b>	<b>Call to Order by Co-Chairs</b> 2 Co-Chairs Ron Nyce, Franklin Alexcee Daily Reading of Rules of Procedure Invocation by Rev. Cannon Gary Davis	<b>3:15pm</b>	<b>Reporting Session 3 (cont)</b> <ul style="list-style-type: none"><li>• Question Period</li></ul>
<b>9:15am</b>	<b>Reporting Session 1</b> <ul style="list-style-type: none"><li>• Finance by Henry Roy</li></ul>	<b>4:00pm</b>	<b>Reporting Session 4</b> <ul style="list-style-type: none"><li>• Communications &amp; Intergovernmental Relations by Edward Allen</li></ul>
<b>10:00am</b>	<b>Morning Break</b>	<b>4:30pm</b>	<b>Question Period (cont)</b>
<b>10:15am</b>	<b>Question Period</b>	<b>5:00pm</b>	<b>Adjournment for the Day</b>
<b>11:00am</b>	<b>Reporting Session 2</b> <ul style="list-style-type: none"><li>• Lands &amp; Resources, Warren Fekete</li></ul>	<i>Evening Cultural and Entertainment activities will be posted and announced by the host community.</i>	
<b>12:00pm</b>	<b>Lunch</b>		
	<b>Afternoon Co-Chairs</b> 2 Co-Chairs Gerald Robinson, Henry Moore		
<b>1:15pm</b>	<b>Reporting Sessions (cont)</b> <ul style="list-style-type: none"><li>• Question Period</li></ul>		
<b>2:15pm</b>	<b>Reporting Session 3</b> <ul style="list-style-type: none"><li>• Fisheries &amp; Wildlife by Harry Nyce Sr.</li></ul>		



### Wednesday / May 7, 2014

**8:00am Registration**

**9:00am Call to Order by Co-Chairs**

2 Co-Chairs Phyllis Adams, Edna Nyce  
Daily Reading of Rules of Procedure  
Invocation by Rev. James Moore

**9:15am Reporting Session 5**

- Program & Services by Roberta Stewart

**10:00am Morning Break**

**10:15am Question Period**

**11:15am Reporting Session 6**

- Update on HR Initiatives by Cheryl Pelletier

**12:00pm Lunch**

**Afternoon Co-Chairs**

2 Co-Chairs Franklin Alexcee, Cliff Morgan

**How the Nisga'a Nation will prosper as a self-reliant society with a sustainable economy**

**1:15pm Guest Speaker**

- Dr. Joseph Gosnell

**2:15pm Guest Speaker**

- Edmond Wright

**3:15pm Afternoon Break**

**3:30pm Supporting Prosperity for the Nisga'a Nation**

A joint report by Nisga'a Economic Development Manager Bert Mercer  
& Nisga'a Employment, Skills & Training (NEST) Gary Patsey.

**4:30pm Question Period**

**5:00pm Adjournment for the Day**

## Agenda / Thursday, May 8



### Thursday / May 8, 2014

**8:00am Registration**

**9:00am Call to Order by Co-Chairs**  
2 Co-Chairs Henry Moore, Ron Nyce  
Daily Reading of Rules of Procedure  
Invocation by Rev. Harry Moore

**9:15am Presentation by Proponent**  
• TransCanada

**10:15am Morning Break**

**10:30am Question period**

**12:00pm Lunch**

**Afternoon Co-Chairs**  
2 Co-Chairs Gerald Robinson, Phyllis Adams

**1:15pm Presentation by Proponent**  
• Spectra Energy

**2:15pm Afternoon Break**

**2:30pm Question Period**

**4:00pm Adjournment for the Day**

*Evening Cultural and Entertainment activities will be posted and announced by the host community.*

### Friday / May 9, 2014

**8:00am Registration**

**9:00am Call to Order by Co-Chairs**

2 Co-Chairs Edna Nyce, Ron Nyce  
Daily Reading of Rules of Procedure  
Invocation by Damian Azak, Pastor

**9:15am Reflections from Executive Officers and NLG Senior Management Going Forward**

**10:00am Question Period**

**11:00am Closing Ceremonies**

- Chief Councillor Closing Remarks
- President's Closing Remarks

**12:00pm Retirement of Ganim Siwilyeenskwa & Closing Prayer**

**Closing Lunch**



# Rules of Procedure



Political rights: Every Nisga'a Citizen has the right to make political choices, to participate in political activities, and to express a view on any public issue<sup>1</sup>

1. The Chairpersons shall be members of the Nisga'a Lisims Government (NLG) Executive and Executive Committees who are not Officers of the NLG Executive.
2. All sessions will start on time.
3. Any person under the influence of alcohol or illicit drugs will not be allowed in the assembly hall.
4. Cellular phones and other transmitting devices must be turned off (wifi) while the Assembly is in session, however this does not preclude the use of the photo feature on phones.
5. VHF mobile radiophones must be turned off before they can be brought into the assembly hall and must remain off inside the assembly hall.
6. Nisga'a citizens may register as delegates of the special assembly ("Delegates").
7. Non-Nisga'a citizens may register as observers of the special assembly ("Observers"). Only persons who have registered at the Special Assembly are entitled to be present in the assembly hall.
8. Delegates, who are not members of Wilp Si'ayuukhl Nisga'a ("WSN"), may ask questions about the presentation given and must keep the question to no more than 2 minutes.

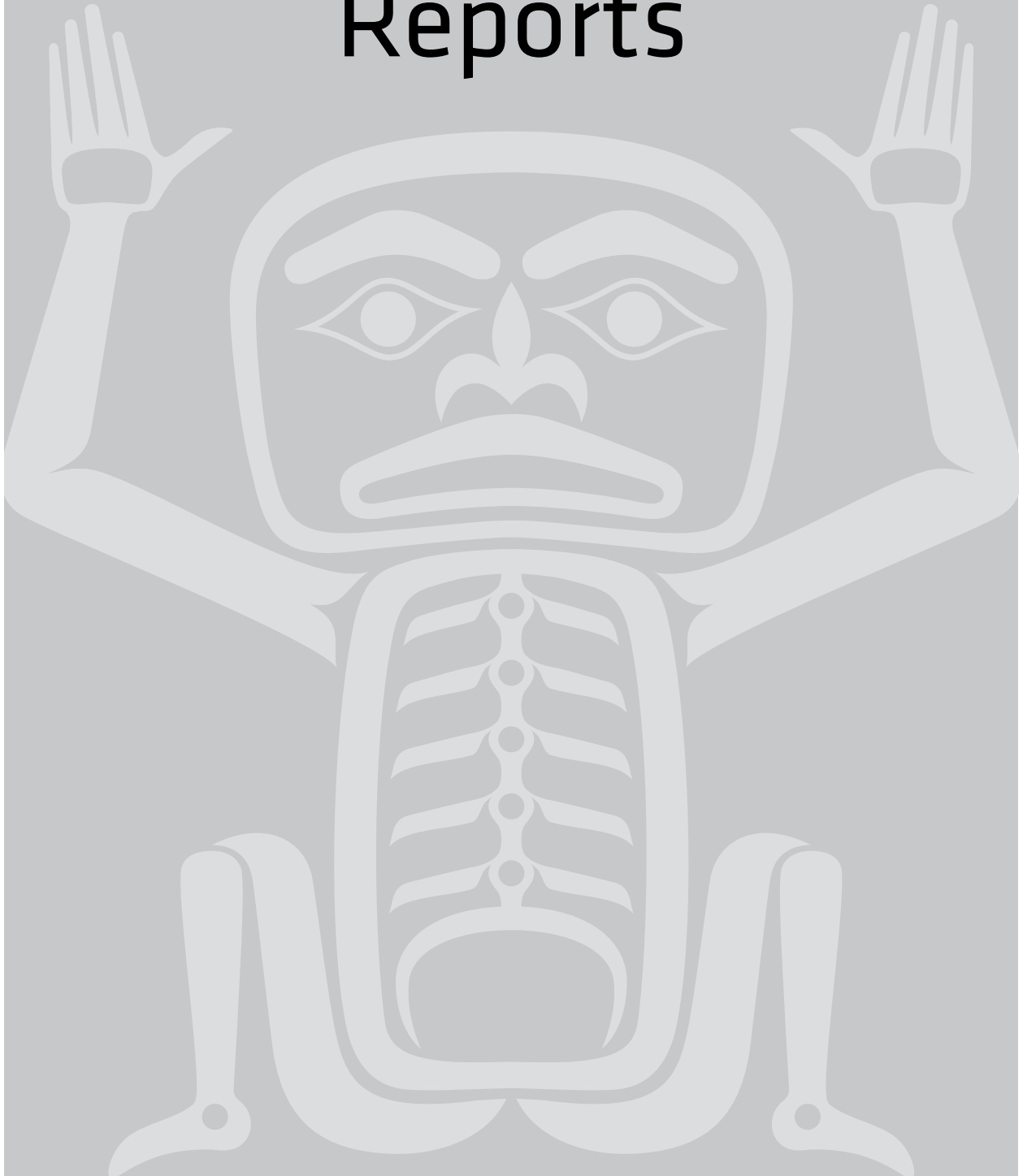
Each Delegate must identify themselves by first and last name and community that they reside in when questions are posed on the special assembly floor.

9. Delegates may make recommendations to Nisga'a Government regarding a matter on the agenda.
10. Presenters must allow at least one third of their time allocation for question period.
11. Each presentation and question period must be completed within the time allotted on the agenda.
12. In recognition of Nisga'a laws enacted by Wilp Si'ayuukhl Nisga'a, recommendations must not obligate Nisga'a Government to appropriate or expend funds, and must not be contrary to Nisga'a enactments.
13. In addition to the above rules, the Chairpersons of the Special Assembly have the authority and discretion necessary to preserve order and decorum.

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<sup>1</sup> Constitution of the Nisga'a Nation, Chapter 2, Rights, par 11

# Special Assembly Reports



# Office of the President

Sim'oogit K'aw'een / H. Mitchell Stevens

PRESIDENT



From the summary of highlights below, you will see we have been extremely busy since the 2012 Special Assembly.

In accordance with the Nisga'a Constitution and our Vision Statement, we continued to seek sustainable prosperity and self-reliance for the Nation. We have complied with our obligations to understand the potential impacts and benefits of any proposed projects in the Nass Area which may affect our interests under Nisga'a Treaty. We have continually shared information with Nisga'a citizens and elected representatives about the status of proposals. Where necessary, we took steps to protect the Nass Area through dispute resolution under the treaty and litigation.

You will also see that we successfully defended our Treaty against challenges to its constitutional validity, and secured our financial interest as in the case of Terrace Nisga'a Society (TNS).

Finally, you will also see that we celebrated some important milestones in 2013: the 40th Anniversary of the Calder Decision; the 100th anniversary of our 1913 Petition to the Privy Council in England; and the 250th Anniversary of the Royal Proclamation of 1763.

As your President, I will continue to ensure our government continues to serve the needs of our people in accordance with our Treaty and Nisga'a Constitution.

## Special Assembly 2012

After the 2012 Special Assembly, we collected and compiled your feedback into the report, *Summary of Key Issues, Responses & Action Items from Assembly Record of Proceedings* which we published on our website in July 2012, we have also made the same report available in your Assembly kits this week.

## June / July 2012

In June we continued to provide the public with information in respect of preparation for the implementation of taxation. We worked with each Nisga'a Village Government to coordinate information sessions and workshops on personal income tax on how individuals will be affected and how employers will have to adjust their payroll systems.

## July / August 2012

In October 2011, the British Columbia Supreme Court dismissed the challenge by James Robinson and Mercy Thomas to the constitutional validity of the Nisga'a Final Agreement. The BC Supreme Court then later ruled in July 2012 that the plaintiffs (and their funders, Calgary-based

Canadian Constitution Foundation) must pay two-thirds of the Nisga'a Nations costs of the proceedings to date in the 12 year Robinson Case.

## September 2012

We celebrated the return to school for everyone in the Nass Valley, from the youngest children in our head start and daycare programs, to the kindergarten – grade 12 students in School District #92 (Nisga'a) schools, to our adult learners enrolled in Wilp Wilxo'oskwhl Nisga'a (WWN) and other post-secondary institutions around the country. Lifelong learning is important, especially if we as a Nation want to see economic growth transpire in the Nass Valley.

## October / November 2012

On November 19, 2012 – I, along with my colleagues in Wilp Si'ayuuqhl Nisga'a (WSN), took our Oath of Office following the 2012 Nisga'a Nation Regular Election. In my inaugural address to WSN I reiterated our key priorities going forward in our four year term of office – sustainable prosperity and improving the quality of life of Nisga'a citizens.

## December 2012

In December 2012, we received a report from the Director of Operations for Nass Area Enterprises that 60 Nisga'a citizens were employed and working on the



Northwest Transmission Line (the “NTL”), either directly with NAE as the primary contractor, or with other sub-contractors working on the NTL. Indeed that is a small, yet significant success story in the realization of sustainable prosperity and the improvement in quality of life. Many Nisga’a citizens are still gainfully employed today as work on the NTL nears completion.

## January 2013

On February 5, 2013 the BC Court of Appeal dismissed the appeal by James Robinson and Mercy Thomas who once again challenged the constitutional validity of the Nisga’a Treaty. The Court ruled that, “The Treaty has been carefully crafted to respect constitutional principle and to fit into the wider constitutional fabric of Canada.”

On January 28, our Nisga’a Elections Office diligently carried out the by-election to fill 6 vacancies within the Village Governments of Gitlaxt’aamiks and Gitwinksihlkw. Gitlaxt’aamiks Village Councillors Eva Clayton, Brian Tait and Keith Tait and Gitwinksihlkw Village Councillors Clyde Azak, Bruce J. Haldane and Charles Morven took their oaths of office as Nisga’a Representatives for their respective communities.

## February 2013

As Co-Chairs on the Land Claims Agreement Coalition (LCAC), a delegation of Nisga’a elected representatives participated in the Coalition’s Ottawa conference, ‘Keeping the Promise – The Path Ahead to Full Modern Treaty Implementation’. The Nisga’a Nation was also honoured at the conference in

a ceremony commemorating the 40th anniversary of the Calder Decision where we honoured retired Justice Thomas Berger with the presentation of a carved hayatskw pendant in recognition of his immeasurable contributions toward resolving the land question in the Calder Case.

## March 2013

NLG appointed Collier Azak first as our Interim Chief Executive Officer, and later as our full-time CEO. Collier brings a wealth of experience to the position of CEO in implementing the Nisga’a Treaty.

Nisga’a Nation was compelled to commence dispute resolution under the Nisga’a Treaty against BC and Canada after the BC Environmental Assessment Office prematurely referred a decision to issue an environmental assessment certificate for the proposed Kitsault Mine. NLG will not agree to the project until the human health and fish habitat concerns have been properly addressed, and BC and Canada fully comply with the requirements of our Treaty.

As well, Nisga’a Lisims Government took steps to ensure financial accountability to Nisga’a citizens by terminating its funding agreement with the Terrace Nisga’a Society (TNS) and TNS’ occupancy at the Nisga’a Building owned by Nisga’a Nation.

## April / May 2013

On May 11, 2013, the 13th Anniversary of our Nisga’a Treaty, Nisga’a Nation celebrated with the launch of our new website at an Open House of NLG to the Nation.

I was very pleased to participate in our very first podcast at NLG to welcome visitors to NLG and to our website which has over 300 web pages.

## June / July 2013

To keep our elected members informed, WSN received a presentation from our legal counsel Marg Rosling on the potential developments in the Nass in the area of mining, liquefied natural gas (LNG) and shipping projects that are being considered for the Nass Area.

I was also pleased to see that the council of Elders (COE) participated at NLG in an NWCC three day course called ‘Welcome to computers’.

At the 34th AGM of the Assembly of First Nations (AFN) in Whitehorse, LCAC Co-Chairs, Executive Chairperson Kevin McKay and Cathy Towtongie, President of the Inuit Tapirisat, addressed the AFN – the first time ever for a member of the Inuit.

On July 31, 2013, Nisga’a Nation commenced legal proceedings against BC alleging that BC breached its obligations under the Nisga’a Treaty by issuing an environmental assessment certificate for the proposed Kitsault Mine project before the assessment was complete.

The Executive of NLG presented to Sgt. Donovan Tait of the Lisims Detachment of the RCMP a Hyatskw pendant to acknowledge his years of excellent service to the Nisga’a Nation.

# Office of the President

## August / September 2013

The Supreme Court of Canada refused to hear the challenge to the constitutional validity of the Nisga'a Treaty brought by James Robinson and Mercy Thomas. The Nisga'a Nation has never doubted that our Treaty is consistent with the Canadian constitution. This decision brings this challenge to our Treaty to an end.

I was also pleased to announce that Nisga'a Nation and Seabridge Gold Inc. (Seabridge) reached an agreement in principle on material components of a Benefits Agreement in connection with Seabridge's proposed KSM Project located in northwestern British Columbia.

As I have for many months, I also encouraged many of you to attend as many info sessions about development projects that are being proposed in the Nass.

I was pleased to speak on behalf of the Nisga'a Nation in honouring Edmond Wright, Sim'oogit K'amluugidis for a lifetime of service to his community and to the Nisga'a Nation.

The Executive authorized a Memorandum of Agreement for the First Nations Health Authority to administer our Medical Services Plan premiums which agreement was extended by resolution of the Executive on March 31, 2014 for a further 6 months.

Since August 1, 2013, Nisga'a Lisims Government has, through the NLG-Terrace Office, been providing programs and services to Nisga'a citizens living in Terrace, and will continue to do so.

## October 2013

At the October 2013 sitting of WSN, Thomas Berger spoke about his work as a commissioner of the McKenzie Pipeline inquiry in the 1970's when those northern aboriginal peoples had no Treaty, no mechanism to protect the environment, and had little capacity to ensure they shared in the benefits of the development.

By comparison, Berger observed Nisga'a Nation has had a Treaty for over a decade; we have the environmental protection chapter in our Treaty setting out mechanisms to protect our interests; we have the capacity to successfully negotiate Impact Benefit Agreements, like the Hydro IBA. With these tools, if we ourselves so decide, we have an unprecedented opportunity to secure our interests and achieve lasting benefits for ourselves that aboriginal peoples did not have in the 1970s.

Dr. Gosnell then spoke shared that we are still on our journey which began many years ago. Edmond Wright reminded all members of Nisga'a Government that May 11, 2014 will be the last day we receive the capital transfers of \$22 million which we will have to replace.

Chairperson Kevin McKay's spoke at an LCAC Symposium on the 250th Anniversary of the 1763 Royal Proclamation, which laid down fundamental principles which continue to guide Crown-aboriginal relations today.

Again, we issued a lengthy communiqué to our Nation reminding everyone that under our

Treaty, Nisga'a Lisims Government has the obligation to consider and act on behalf of the Nisga'a Nation in respect of all potential developments on Nisga'a Lands and within or adjacent to the Nass Area, whenever our people, our interests, or our treaty rights may be affected or we may stand to benefit.

## November / December 2013

The Executive held a session on the roles and responsibilities of the elected members as presented by our long time legal counsel, Jim Aldridge, QC (Queens Counsel). In his presentation he noted key principles which have influenced our current system of governance. When our elders united and organized themselves as the Nisga'a Land Committee, the newcomers were told that the land question must be settled **with the Nisga'a Nation as a whole**. Eventually, our leaders envisioned our governance in accordance with our common bowl philosophy where all the parts of government would come together as one to make decisions together. There is no us, no them – there is just we, the Nisga'a Nation. Our unity is reflected in the provisions of the Nisga'a Treaty and the Nisga'a Constitution each time we meet as the Executive and the WSN.

I have spoken with the Premier's Chief of Staff regarding our Property Tax issues which we are hoping to have resolved soon.

On November 1, 2013, I was very pleased when we exercised our rights under the Nisga'a Treaty to ensure that skills, employment and training services became more

accessible for Nisga'a citizens in the northwest as Nisga'a Lisims Government entered into an agreement with Employment & Social Development Canada (ESDC) for the delivery of the Aboriginal Skills, Employment and Training program (ASETS).

I was also extremely proud when the Laxgalts'ap Village Government hosted a Nisga'a relief effort for the survivors of Typhoon Haiyan in the Philippines which raised over \$15,000.

We welcomed Henry Roy as our new Chief Financial Officer who has considerable experience in his field and worked with other Tribal Groups in the USA.

Nisga'a Nation filed an application for an injunction to prevent the Terrace Nisga'a Society (TNS) from further dissipating funds originally provided by the Nisga'a Nation for the provision of program and services to Nisga'a citizens in Terrace. On December 12, 2013, the Supreme Court of British Columbia

issued an injunction against the Terrace Nisga'a Society (TNS).

## **January / February / March 2014**

We have distributed widely and posted to our website a package that is a preliminary description of four available LNG sites on the Portland Inlet waterway. I also reminded everyone of the importance of the following: unless we are in negotiations, the meetings with proponents we are attending are just that – meetings, and nothing more. As we have said before, a meeting should not by itself be construed as a negotiation.

On Tuesday February 11, we also experienced electricity failure in all four Nisga'a Villages. I personally contacted the head of Hydro to ensure that power was restored as quickly as possible.

The Canadian Human Rights Commission dismissed a complaint made by Sylvia Stephens in 2012 against the Nisga'a Nation alleging that Nisga'a Lisims Government

had discriminated against her on the basis of age, sex, and family status, and further alleging that NLG pursues discriminatory hiring practices. The Commission dismissed the complaint because "having regard to all the circumstances of the complaint, further inquiry into the complaint by the Canadian Human Rights Tribunal is not warranted."

If you were resident on Nisga'a Lands, or a Nisga'a citizen resident on Nisga'a Land, we hope you remembered to **TICK YES ON YOUR T1 TAX FORM** to ensure the taxes you pay benefit the Nisga'a Nation and because any taxes paid to Canada Revenue Agency (CRA) are returned to the Nisga'a Nation. If you didn't this year, remember to **Tick the Box** next year.

*Respectfully submitted,*

**Sim'oogit K'aw'een /  
H. Mitchell Stevens**

**PRESIDENT**





# Office of the Secretary-Treasurer

**Bilaam Neeḱhl / Pearly Fin / Corinne McKay**  
SECRETARY-TREASURER



In November of 2012, I stepped into the historical timeline of the Nisga'a Nation with the swearing of the Oath of Office and to become oriented to the obligations of the Secretary-Treasurer. I extend appreciation of the work that was carried out by my predecessor and those in our historical journey that were entrusted to care for the nation's resources.

## **Wilp Si'Ayuukhl Nisga'a (WSN) Orientation**

On January 29th, 2013, members of WSN were presented with an overview of the Treaty, Roles and Responsibilities, with our former President, Sim'oogit Hleek – Dr. Joseph Gosnell, providing insight on the guiding principles captured in the Oath of Office. Jim Aldridge provided the structure of the Nisga'a Government within the historical context from his early years of service to our nation with the Calder Case.

On March 26th, 2013, members of WSN were provided with an orientation of the Nisga'a Nation Budget process by former Chief Financial Officer, Jason Chan. The opportunities for orientation will be scheduled as the nation's governance evolves.

## **Budget**

The Management and control of financial affairs of the Nisga'a Nation are defined in the *Nisga'a*

*Financial Administration Act*. On March 20th, 2014 WSN passed the Nisga'a Nation Provisional Budget that provides for funding appropriations to Nisga'a Government, Nisga'a Village Governments, Nisga'a Urban Locals, Nisga'a Valley Health Authority (NVHA), School District (SD) #92, and Wilp Wilxo'oskwhl Nisga'a Institute (WWNI).

The change in the Provincial Governments Social Services Taxation regime presented a challenge with the change over from the Harmonized Sales Taxes to the current Social Services Tax. This represented a lower flow through of funds from the Provincial Government.

The budget included an allocation of \$750,000 as targeted funds to support a \$9 million credit facility to inject much needed capital to address housing needs.

Based upon revenue sharing agreements between the Nisga'a Nation, Canada and BC, taxes paid to Canada Revenue Agency (CRA) are returned to the Nisga'a Nation – therefore the NLG Communications Department has been advertising for Nisga'a citizens earning income on Nisga'a Lands:

- TICK YES ON YOUR T1 TAX FORM.

The funds allocated to address housing needs will be derived from Income Taxes paid by Nisga'a citizens.

An additional \$60,000 was provided to SD #92 specifically for Nisga'a Language and Culture instruction.

## **Audit**

The Finance Committee has reviewed the Deloitte & Touche LLP, Annual Audit Plan for this fiscal year and Financial Statements must be audited and approved by Wilp Si'ayuukhl Nisga'a by September 15th; however the Audited Statements are approved in the July sitting of WSN. Audited Statements are posted on the Nisga'a Nation website: [www.nisgaanation.ca](http://www.nisgaanation.ca).

## **Capital Finance Commission**

The Capital Finance Commission (CFC) was established to enable the financing of major maintenance or replacement of FFA listed assets. In addition, The Commission is responsible for management and control of the Capital Finance Commission fund in accordance with the *Nisga'a Capital Finance Commission Act*. The CFC meets to consider submissions under Schedule C of the FFA, and to consider submissions under the *New Assets Act*.

The Capital Projects Administrator, Eric Nyce, has carried out extensive work to update the CFC database; this assists with decision making for submissions. The database provides information on available Annual Replacement and Major Maintenance Costs. He has also carried out the work to assemble Orientation Binders for all Commission members.

## **Fiscal Financing Agreement**

The Fiscal Financing Agreement (FFA) provides funding to the Nisga'a Nation for agreed upon services. The current term of the FFA is April 1, 2009 to March 31, 2015. The work is in progress to prepare for the new FFA negotiation, with the assignment of a Working Group, the development of a framework and additional programs and services to include in FFA negotiations, as listed: Health, Social Programs, Education, Government and Local Services, Housing and Fisheries.

## **Treaty Debt Final Payment**

This year marks the final installment to the Treaty Loan of \$9.8 million that will be drawn from the \$22.6 million Capital Transfer (*Schedule A, Nisga'a Final Agreement*). This Final Payment will be celebrated in a ceremony at this Special Assembly.

## **Settlement Trust**

The Settlement Trust balance is reported on a regular basis through the NLG Newsletter. There has been significant gains in the fund balance, and the resolution to further diversify the investments has been executed by fund managers, with positive results.

- Market Value – end of month \$226,867,451

## **Museum Advisory Committee**

The Museum Advisory Committee was initially comprised for Shirley Morven, Harry Nyce Sr., Brian Fitzpatrick and Corinne McKay. Harry had been involved with the repatriation of cultural artifacts for over 10 years, so we were appreciative of his established networks with museums and knowledge of the repatriation process followed for the Museum collection currently on display. He has advised our committee of the Museums that are prepared to provide Custodial Arrangements of objects that originate from Nisga'a Nation villages.

By June of 2013, we welcomed Darrin Martens as the new Museum Director. Darrin has taken the Museum to a place of prominence with workshops to promote local artisans, development of a communications strategy, tourism strategy, and the drafting of Board of Directors terms of reference. Responding to a call for directors, Zora McMillan, Janice Stephens, and Roberta Stewart joined the Museum Advisory Committee.

The Museum Director has also been successful in several funding proposals. The Museum Advisory committee congratulates Darrin with the recent announcement of the International Aboriginal Tourism Conference that Nisga'a Museum received an award for outstanding cultural centre and attraction.

## **Encouragement**

The 2014 North American Indigenous Games will take place Regina on July 20-27, 2014. To our youth who are members of Team BC, I congratulate you.

To our citizens who have achieved graduation status in educational achievements, I also congratulate you and wish you the best in your endeavours.

To those who have had losses, our forefathers and past leaders had a practice of starting each meeting with prayer and in honouring our loved ones who have gone to the spirit world. Our government continues this practice of giving thanks for the day and prayers of comfort.

*Si aamhl wilin,*

*Respectfully submitted,*

**Bilaam Nee'hl / Pearly Fin**

**Corinne McKay, MBA, BComm**

SECRETARY-TREASURER

# Office of the Executive Chairperson

**W'ii Ajiksim Gibaygum Xsgaak / Kevin McKay**  
EXECUTIVE CHAIRPERSON



Greetings to all Nisga'a citizens, and our non-Nisga'a guests. Welcome to the 7th Special Assembly of the Nisga'a Nation since May 11, 2000. The Nisga'a Village of Gitwinksihlkw is the host community for the 2014 Special Assembly of the Nisga'a Nation. We look forward to experiencing the hospitality that Gitwinksihlkw has extended in the past.

As always, we pause for a moment to remember our Loved Ones who have gone before us back to the Spirit World. We are grateful for their contributions to the Vision that continues to guide Nisga'a Nation in implementing the Nisga'a Treaty.

On May 11, 2014, we celebrate the 14th anniversary of the effective date of the Nisga'a Treaty.

My main responsibility is to chair all meetings of the Nisga'a Lisims Government (NLG) Executive which are held every four weeks. Since the 2012 Special Assembly, there have been 22 regular meetings of the NLG Executive. The NLG Executive reports to Wilp Si'ayuuḡhl Nisga'a (WSN) every 3-4 months. As per the Constitution of the Nisga'a Nation, I am also one of the four Officers of NLG. Along with the President, Secretary-Treasurer and the Chairperson of the Council of Elders, the Officers carry out responsibilities assigned by the

Nisga'a Constitution and NLG. The Officers make regular reports to NLG Executive and WSN.

I continue to represent NLG on the Tripartite Implementation Committee and the Land Claims Agreement Coalition (LCAC).

Nisga'a Nation, Canada, and British Columbia sit on the Tripartite Implementation Committee which meets three times a year. As the main signatories to the Nisga'a Final Agreement, they provide recommendations on effective ways of meeting the challenges in implementing the Nisga'a Treaty.

The LCAC is comprised of all 24 Aboriginal groups across Canada that have negotiated, and are now implementing their respective modern Treaties. The two main Aboriginal groups that are in the LCAC are First Nations and Inuit. The Nisga'a Nation has been a member of LCAC since it was formed in 2003. In February 2013, the LCAC held its most recent conference on implementing modern Treaties in Gatineau, Quebec. At that conference LCAC recognized significant milestone anniversaries reached in 2013 by LCAC members. In 2013 Nisga'a Nation was joined by all LCAC members in celebrating the 40th Anniversary of the Calder Decision. Nisga'a Nation honored Tom Berger for his contribution as our

Legal Counsel on the Calder case. On October 7, 2013, LCAC hosted a very successful Symposium in Ottawa which commemorated the 250th Anniversary of the Royal Proclamation of 1763. On February 25, 2014, the LCAC held its annual meeting of LCAC Leaders in Ottawa. Since 2003, LCAC co-chairs have been Nisga'a Nation (First Nation Co-Chair), and Nunavut Tungivik Inc. (NTI) (Innu Co-Chair). The LCAC, by consensus, decided that the co-chairs would remain NLG and NTI.

NLG continues to review existing legislation and regulations. Where appropriate, amendments are considered and brought into effect through due process.

As per NLG's mission statement, NLG continues to evolve to meet the needs of Nisga'a citizens. Pursuant to the Nisga'a Constitution, the Special Assemblies of the Nisga'a Nation provide an opportunity for NLG to report to Nisga'a citizens every 2 years. It is equally important for NLG to hear directly from Nisga'a citizens what your priorities are. In addition, you are reminded that the majority of NLG agenda items are open to the public. You are encouraged to observe your local community meetings, as well as the NLG Executive and WSN meetings.



## Office of the Executive Chairperson

In carrying out our shared responsibility of Nisga'a Government, as per our mission statement tagline, we do so with "One Heart, One Path, One Nation".

In closing, I sincerely hope the 2014 Special Assembly of the Nisga'a Nation meets your expectations.

*Respectfully submitted,*

**W'ii Ajiksim Gibaygum X̱sgaak /  
Kevin McKay**

EXECUTIVE CHAIRPERSON



# Office of the Chairperson of the Council of Elders

**Sigidimnaḱ' Angaye'e / Shirley Morven**  
CHAIRPERSON, COUNCIL OF ELDERS



## Gilmu'unskws Angaye'e

Simgigat, Sigidimhaanaḱ,  
K'ubawilksihlkw, K'ubatk'ihlkw,  
gans dip ḱisiriḱhl baagwit  
andaayiriḱ, t'an ḱiiwayiriḱ,  
aama ganuutkw as ḱisiriḱ.

First, I would like to acknowledge all of you who showed, by your vote, that you had faith and trust in my ability to participate as one of your leaders in our Nisga'a Lisims Government. Your support, a year ago last November, has given me the inspiration to get up each morning. T'ooyakṣiiy ḱisiriḱ.

There are four areas I wish to address in this report: a) our Council of Elders mandate, b) our identity as Nisga'a, c) a summary of the work I do as Chairperson of the Council of Elders and d) an acknowledgement of the services of 5 of our council members.

**First**, in accordance with the Founding Provisions in our CONSTITUTION (1998)<sup>1</sup>, the Simgigat, Sigidim haanaḱ, and respected Nisga'a Elders of the Council of Elders have four ways we can legally support all our people:

- Nurture the spirit of the Nisga'a Nation
- Provide guidance to interpretation of the Ayuuk
- Advise Nisga'a Government

on matters relating to the traditional values, and

- Contribute to the unity of the Nisga'a Nation, and the harmony of individuals and families within the Nisga'a Nations during times of personal and national dispute.

In summary, we do what is within our power to ensure that we tie our people together. And we assist our Lisims Government to ensure that all legislation drafted include the protection of our most treasured traditional values, beliefs, standards, and practices.

**Second**, I mentioned above our treasured traditional practices. One I would like to discuss briefly is that of our actual identities as members of a very intricate social structure. What re-triggered my concern about this issue was the invitation to the WSN members of Lisims Government to attend the celebration, in Ottawa, of the 40th Anniversary of the Calder Case hosted by the Land Claims Coalition in February 2013. During a break in the sessions a number of us visited the Canadian Museum of Civilization's Grand Hall where there was a "permanent" exhibition of indigenous material culture. We were surprised to discover that Laxgalts'ap was a "Tsimshian" village and that the pts'aan which was collected from there was a "Tsimshian" totem

pole. In addition there, on their Grand Hall text data sheet, p. 183, was included a photograph of a wide bracelet created by Norman Tait, "Tshimsian." After discussions with some colleagues I decided I would do a little search to see how it was that many articles in anthropological journals, and exhibitions at such institutions as the mentioned above identified us as other than who we are. I thank School District No. 92 (Nisga'a) for so readily allowing me to use resources from their collection as I began my search. It would have been next to impossible to continue because of the difficulty I've had to access more relevant materials. Suffice it to say, I plan to have the final draft of this paper ready for May 11th, next. It is our hope that it will help us to begin to carry out the task of enlightening those who continue to mislabel our ancestors' sacred creations so that they, too, will begin to use the accurate information we provide them with. In part, to ensure we follow due process, I have become a member of our Museum's Advisory Board. I am charged with overseeing Exhibitions and Collections.

**Third**, here is a summary of the work I do in the various Nisga'a communities, in the Nisga'a Urban Local Societies, and with other entities in our valley. It ranges from attending very sad events,

<sup>1</sup> Chapter 1, No. 3, p. 6.

## Office of the Chairperson of the Council of Elders

to celebrations, to most inspiring functions, and to computer communications. Here I wish to say how uplifting it is to witness the unity among our people during heavy times such as when our loved ones go. At other times I've attended festivities such as Hoobiye where we gather by the hundreds to dance and sing our power songs. While I missed Gitmaxmak'ay's First Annual Salmon Festival, I've ridden in Ksim Lax Siilda at the Seafest Parade in rainy Rupert. I was also one of the Elders who tolerated the heat while riding on NLG's prize-winning float at the Riverboat Days parade in Terrace. Additionally I was honored to be one of two Nisga'a Elder resource people who guided the Gitmaxmak'ay Ksim Lax Siilda crew while they planned their thanksgiving following their ocean accident on their way to Alaska with the fleet last August. Their traditional feast held in October was a major achievement by the Gitmaxmak'ay for it included individuals from other indigenous nations who live in Rupert. Several of the requests are made by email, as are my communications with other NLG personnel and colleagues. Here, once I discover someone can speak, read, and write our language, I write to them in our language. To model more of our use of our Sim'alga, during the Oath of Office for elected representatives, adults and youth, I recognize each by their Nisga'a names, which they, then, use as they take their oath of office(s). There are several meetings at Lisims which I attend. In January and on alternate months from then on, committee meetings are scheduled. I attend the P & S

Committee, its sub-committee, POPS, and on occasion the Finance Committee, the E & E. I have sat in on the L & R committee as well. I witnessed the beginnings of the NEST Program and the growth of the Quality of Life Program. When Lisims hosted the tripartite meeting, I attended. Moreover I have participated on committees such as the NVHA's Annual Youth Conference. In addition there have been the rounds of Officers' meetings with members of K'alii-Aksim Lisims ts'ipts'ap and the three Urban Local Societies. These have been especially rewarding as was the Sept. 19th luncheon meeting with two staff reps from the Children's Hospital and the NCFC Director. I have enjoyed participating in the transactions and interactions of The Executive and WSN which **are** comprised of mostly young and very brilliant men and women.

**Fourth**, it has been a privilege to work with my colleagues on the C o E, the first of whom was Sim'oogit Ksim Xsaan, who, once I assumed the chair which he had vacated, helped me to begin to learn my way. Then there were the other veterans who assisted without alienating me. I thank you. Now I need **to mention** some by name. Since last September there have been two very steady influences on our planning committee for our Youth and Elders' Forum. While Beverly Sayt Dakhli coordinated the activities suggested by our YOY-Elders Committee, Sigidimnak' Ksim Lax'anmiigunt, Lorene Plante, and Sigidimnak' Ksi Bilaa, Elsie Campbell shared their traditional knowledge and

did their homework where federal legislation and environmental issues are concerned. I thank you both for your stabilizing influence on the promising, young members of this committee. Another individual who has been a major help to the C o E is Sim'oogit Hleek, Dr. Joseph Gosnell, who was the guide for our trade mission delegation when they went to South Korea. Also, during our brief exchange with one of the entities which visited the C o E, this veteran of negotiations guided us. Not only that, Sim'oogit Hleek has been our instructor who shares his immense Nisga'a knowledge with all of us. I thank you. One of our members has chosen to step down. It was out of respect that we accepted the resignation of Sim'ogit Kw'axsuu, Stuart Doolan. Thank you, Stuart, for your total commitment over the years to the advancement of our people.

I wish all of you every success.

Si aam ji wilsirh / Maintain  
traditionally high standards  
Haagwil huwilsirh / Remain focused  
Sim git wilsirh / Be deliberate

*Respectfully submitted,*  
**Sigidimnak' Angaye'e /**  
**Shirley Morven**

CHAIRPERSON, COUNCIL OF ELDERS



### **Members of Wilp Si'ayuulhl Nisga'a (WSN) & Members of the Council of Elders / March 20, 2014**

L-R First Row: Council of Elders: Alan Moore, Rev. Harry Moore, Chair – Council of Elders Shirley Morven, Rev. Canon Gary Davis Sr., Jacob Nyce.

L-R Second Row: Secretary-Treasurer Corinne McKay, President H. Mitchell Stevens, Chairperson Kevin McKay, Clyde Azak, Brian Tait.

L-R Third Row: Phyllis Adams, Juanita Parnell, Denise Eli, Gwen Nelson, Tina Bolton, Racheal Stanley, Melanie Doolan, Marcia Guno, Gerald Robinson.

L-R Fourth Row: Matthew Bright Jr., Charles Leeson, Willard Martin, Franklin Alexcee, Speaker of the House Craig McKay, Martin Adams, Keith Tait, Claude Barton.

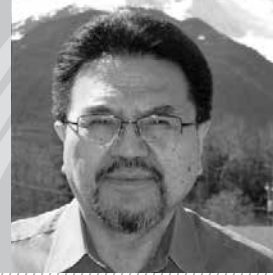
L-R Fifth Row: John Stewart, Henry Moore, Clifford Morgan, William Moore, Claude Morven, Charles Morven.

WSN Members not present in the photo: Eva Clayton, Keith Clayton, Chief Ron Nyce, Bruce J. Haldane, Wallace Clark, Edna Nyce.



# Office of the Chief Executive Officer

**Sim'oogit Akshl Hlyoon / Collier Azak**  
CHIEF EXECUTIVE OFFICER



I am happy to report to the Special Assembly of 2014 in Gitwinksihlkw as CEO #3 for Nisga'a Lisims Government. I was appointed Interim CEO on March 20, 2013 and I accepted the full time position on May 20, 2013 after a posting process. I appreciate the opportunity and the support and confidence that I receive from the NLG Officers and the Executive, without which the transition would be very difficult. The work is very demanding but I believe that I am up for the challenge and grateful indeed for the tremendous assistance that I have received, and hope to continue to receive, from staff. This report reflects, for the most part, the one year that I have been in this position.

I would like to express my appreciation to my predecessors, Edward Allen and Fred Tolmie, who have made significant contributions to the growth in our governance at NLG and I would like to thank Fred for his assistance in my transition into the position. Unlike Fred however, I do not sit as a board member on the Board of Directors for Nass Area Enterprises and the Nisga'a Commercial Group. This was a condition I requested in accepting the position.

There are some changes in our senior management team that are worthy of note. Warren Fekete was our Forest Resources Manager

prior to me accepting the CEO role. With my move to the other end of the building Warren accepted the interim Director of Lands and Resources position. He was later appointed the full time position after a posting process. Warren, as a Registered Professional Forester, brings many years of valuable experience in the resource sector. Warren is also proving to be a valuable addition to our LNG technical team with his knowledge of the Nass Area.

Earlier in 2013 Ms. Roberta Stewart accepted the position as our new Director of Programs and Services. Roberta has a Bachelor of Arts Degree from Trinity Western University and a Masters Degree in Business Administration from City University of Seattle, Washington. Roberta was most recently with Nisga'a Valley Health Authority as the Mental Health and Wellness Manager. Roberta comes to us with a wealth of directly related experience and we feel she is well placed to be an effective Director. We will be filling the new position of Deputy Director of Programs and Services shortly to assist the Director with her workload.

Henry Roy, our new Chief Financial Officer, started with NLG in January 2014. Henry comes to us with a very impressive resume. Henry brings many years of senior executive level financial experience

to the position, most recently from the Yakima Nation in Washington State where he was the CFO for over four years. Henry has a Bachelor of Commerce Degree from McGill University and also holds the CGA, CMA and CFA designations. As a Canadian citizen, Henry is very happy to be back home in Canada. Jason Chan, our previous CFO, continues to work with us as a consultant, both to assist Henry in his transition and to assist us in our upcoming FFA negotiations.

Our Human Resources (HR) Department has also been very busy in the past two years since Cheryl Pelletier, CHRP, joined NLG as the HR Manager in July 2012. Recently, Cheryl was named as one of three finalists for the prestigious *"HR Professional Of The Year In BC"*. This is a testament of Cheryl's dedication, professionalism and strategic outlook as the HR Manager. Congratulations Cheryl for an outstanding achievement! At a recent NLG Executive meeting the Executive passed a resolution to establish the Directorate of Human Resources and to create the position of Director of Human Resources. The HR department will no longer be a subset of the Office of the CEO but a stand-alone directorate as it should be.

Mr. Darrin Martens accepted the position of Museum Director for the Nisga'a Museum – Hli Ɔoohl

# Office of the Chief Executive Officer

Wilp-Adokshl Nisga'a – in June 2013. Darrin comes highly qualified with over 20 years of professional museum experience and most recently worked for 10 years at the Burnaby Art Gallery. Darrin brings a Post Graduate Certificate in Museum Studies and an MA in Art History from UBC. Darrin also brings an energy and excitement to the position and we look forward to what is in store for the museum public this tourist season. Our museum has recently won a prestigious award from Aboriginal Tourism BC for *"Outstanding Cultural Centre and Attraction"*. Congratulations to our museum staff and the Museum Advisory Board on their outstanding achievement! And finally, we hope to see you all at the Nisga'a Museum Art Festival on May 11, 2014, Nisga'a Day.

## **Fiscal Financing Agreement (FFA)**

The FFA as a side agreement to the Nisga'a Final Agreement between the Nisga'a Nation, BC and Canada, and currently provides funding for agreed upon programs and services for the Nisga'a Nation. The FFA is negotiated every five years and the term of the current agreement ends one year from now on March 31, 2015. The work by our FFA team has already begun at the tripartite FFA working group level with the tabling of our initial proposal for FFA negotiations which is scheduled to commence this month.

## **Nass Area Strategy (NAS)**

The Nisga'a Lisims Government Executive convened a two-day Nass Area Strategy orientation session in April 2013 that was intended to benefit our recently elected mem-

bers. Staff and advisors presented in detail the principles and the application of the Nass Area Strategy on the various projects currently underway and in various stages of development and completion in the Nass Area. The Nass Area Strategy was adopted by the Executive on December 15, 2008.

## **LONG LAKE HYDRO INC. / LONG LAKE HYDROELECTRIC PROJECT**

A Benefits Agreement was entered into with Long Lake Hydro Inc. (LLHI), on May 9, 2012 in relation to the Long Lake Hydroelectric Project on Cascade Creek near the town of Stewart. Pursuant to the Agreement, LLHI will make payments to the Nisga'a Nation based on the occurrence of the following "milestones": (a) execution of the Agreement, and (b) achievement of the Commercial Operation Date (COD). In addition to the "milestone" payments, LLHI previously paid the Nisga'a Nation to assist in offsetting the costs it has incurred in connection with the Nisga'a Nation's participation in the Environmental Assessment of the project and negotiation of the Agreement. Pursuant to the Agreement, LLHI has agreed to make additional payments for any additional, reasonable documented out-of-pocket costs incurred by the Nisga'a Nation.

Pursuant to the Agreement, LLHI has also agreed to annual revenue sharing payments with the Nisga'a Nation in relation to the project with the payments to be calculated as a percentage of revenue.

The Agreement also provides for a right of first refusal to purchase the project and employment and

business opportunities for Nisga'a citizens and businesses. Pursuant to the Agreement, a roster of Nisga'a citizens who are available to work and are interested in employment in connection with the project will be provided to LLHI and its contractors. LLHI will also provide apprentice training for up to two Nisga'a citizens so that they have the opportunity to become qualified as hydro station operators.

## **SEABRIDGE GOLD INC. / KSM PROJECT**

A draft Benefits Agreement with Seabridge Gold Inc. has been prepared in respect of the gold, copper, silver and molybdenum mine development proposed by Seabridge (the "KSM Project"). Pursuant to the Draft Agreement, Seabridge will make lump sum payments to NLG and issue common shares in the capital of Seabridge on the occurrence of the following events: (a) the effective date of the Agreement, (b) Seabridge's receipt of the Environmental Assessment Certificate and Course of Action Decision, (c) Seabridge's receipt of all major permits, (d) commencement of construction, (e) the 20th anniversary of the commercial operation date, and (f) the 40th anniversary of the commercial operation date.

Seabridge will also make annual payments to NLG that are calculated as a percentage of the amount of tax payable in respect of the KSM Project under the *Mineral Tax Act*. Seabridge will also provide capacity funding to contribute towards NLG's costs of participating in a Joint Implementation Committee.

The Draft Agreement also provides for:

- employment opportunities
- contracting opportunities for Nisga'a businesses
- training and education of Nisga'a citizens and Nisga'a's businesses and
- commitments in respect of mitigation and monitoring of environmental impacts.

## **WINDRIVER KINSKUCH LAKE PROJECT**

A proposal regarding payment terms in relation to the Windriver Kinskuch Lake Project has been prepared. The proposal includes terms which provide that NLG will be granted an interest in the equity of the project with voting rights and appropriate board representation. The proposal also includes terms providing for additional payments to NLG on the occurrence of the following events: (a) the signing of the impact benefits agreement, (b) signing of an option agreement with BC Hydro to develop the project, (c) signing of an electricity purchase agreement with BC Hydro, and (d) project commissioning. The proposal also includes terms which provide for compensation to NLG for the costs of negotiations and review of permitting for the project and for participating in an implementation committee. The proposal also includes terms relating to compensation for flooding in relation to the project.

The proposal provides for employment and service opportunities in connection with the project, training and employment plans, as well as contracting opportunities.

## **PRETIUM RESOURCES INC. / BRUCEJACK**

NLG has prepared a draft Confidentiality Agreement and draft Funding Agreement with Pretium Resources Inc. with respect to the potential underground gold and silver mine near Brucejack Lake.

The purpose of the draft Funding Agreement is to offset the costs incurred by the Nisga'a Nation in connection with its participation in the permitting processes for the Brucejack Project and provides for cash payments to NLG on the occurrence of the following events: (a) execution of the Funding Agreement, (b) the submission of the environmental assessment application, and (c) the acceptance of the environmental assessment application.

Benefits Agreement negotiations are anticipated to commence later in April 2014.

## **KITSALT MINE PROJECT**

Dispute Resolution (DR) against BC and Canada pursuant to Chapter 19 of the Treaty was commenced on the Kitsalt Mine Project in March 2013. This action was taken after the BC Environmental Assessment Office issued an environmental certificate for the mine project before the assessment on human health and fish habitat concerns were properly completed. The dispute resolution process is now at "Stage 2 – Facilitated Processes" through mediation and which has recently been extended to June 2014. There are confidentiality provisions with this process as well.

On July 31st the Nisga'a Nation commenced, in conjunction with

the DR process, legal proceedings against BC alleging that BC breached its obligations under Chapter 10 of the treaty by issuing the environmental assessment certificate for the proposed Kitsalt mine project before the environmental assessment was completed. BC failed to properly assess, among other things, the effects of the proposed project on the freshwater aquatic receiving environment, on the marine water aquatic receiving environment and on human health. Further, the lawsuit alleges that BC failed to assess the impacts of the proposed project on residents of Nisga'a Lands, Nisga'a Lands or interests under the Nisga'a Final Agreement, and on the economic, social and cultural well-being of Nisga'a citizens. These are all assessments required under Chapter 10 of the treaty.

At this time we would like to thank our contractors and workers who continue to comply with our request not to respond to tender requests from Avanti for any construction work while the DR and judicial process is ongoing. Avanti has recently undergone some significant upper management changes which leave us cautiously optimistic that our relationship with the company will improve.

## **STEWART WORLD PORT (SWP)**

At this time we are in very early stages in our discussions with Stewart World Port who are proposing to construct a port facility in the Stewart area.

## **NORTHWEST TRANSMISSION LINE (NTL)**

As you know, the construction of the NTL is rapidly approaching

# Office of the Chief Executive Officer

completion with the stringing of the transmission line that is well underway. One of the benefits components to our agreement with BC Hydro on the NTL includes the installation of the fiber optic line from Terrace to Gitlaxt'aamiks in conjunction with the stringing of the hydro transmission line. We expect the work to begin on the fiber optic project this summer that will connect our communities with state of the art Internet connection.

## **LIQUEFIED NATURAL GAS (LNG) PROJECTS**

The TransCanada PRGT and Spectra Energy WCGT LNG pipeline projects are at early stages of development with the recent filing of their Environmental Assessment Applications. Both proponents, as you may know, are continuing to undertake studies and conduct investigations in the Nass Area and on Nisga'a Lands. Route options by both proponents have been identified.

The Nisga'a Lisims Government Executive provided a mandate for negotiations for these two projects in November 2013. Earlier in the year on July 30, 2013, WSN received presentations from both TransCanada and Spectra on their projects. This session was important in that it was also attended by the full membership of the Council of Elders where they expressed their views on the proposed projects after the presentations. The session was viewed as a very productive session. We are well underway with negotiations with TransCanada and Spectra. TransCanada and Petronas has

identified its FID (Final Investment Decision) date for December 31, 2014 and Spectra Energy and BG Group have recently announced that their FID date will slide from 2016 to 2017. While there are confidentiality provisions in place with these discussions, complete and full reports are made, on a regular basis, to the Executive.

As you may also be aware, we have posted on our web site information on four sites located in the marine portion of the Nass Area that are considered potential sites for LNG facilities, either floating or land based. We have also retained the services of two key advisors who are expert in the LNG business who are assisting the NLG in its selection of potential partners. With the contacts that have been made at the recent LNG GASTECH Conference in Seoul, Korea, we are encouraged that we are on the right track in identifying a shortlist of potential partners. The optimal and most economic location for any gas pipeline is through Nisga'a Lands and as the President has stated publicly, there is no LNG pipeline on Nisga'a Lands without an LNG facility for the Nisga'a Nation on or near Nisga'a Lands.

## **Terrace Nisga'a Society (TNS) Update**

Between November, 2012 and July, 2013, the Terrace Nisga'a Society commenced two separate lawsuits against the Nisga'a Nation. In one lawsuit, TNS claimed it was entitled to insurance proceeds relating to the misappropriation of funds by its former directors. In the other, TNS was asking the court to interpret the Nisga'a Final Agreement and Nisga'a

Constitution in a way to include the society, incorporated under provincial law, as part of Nisga'a Lisims Government. In all, TNS spent in excess of 15% of its total budget for the 2013 fiscal year pursuing litigation against the Nisga'a Nation. TNS had also failed to pay stipends for the Terrace Urban Local representatives, and as a result of the foregoing, and due to other concerns, the Executive resolved to terminate the funding agreement between the Nisga'a Nation and TNS effective July 31, 2013. NLG elected to provide funding to the NLG – Terrace Office, rather than TNS, for the provision of programs and services within the Terrace Urban Local Area.

Under the funding agreement between TNS and the Nisga'a Nation, TNS was required to return any unexpended funding it held on July 31, 2013 – the date the funding agreement was terminated. TNS held approximately \$315,000 of Nisga'a Nation funding on this date. NLG made multiple demands for the return of these funds, so the money could be utilized for the benefit of Nisga'a citizens through the NLG – Terrace Office. However, TNS refused to return any of the funds they held, so the Nisga'a Nation had no choice but to commence a lawsuit seeking, among other things, a return of this funding. TNS, however, continued to spend the money it was required to return to the Nisga'a Nation, so the Nisga'a Nation obtained a court order in December, 2013, prohibiting TNS from using any funds they held. Despite this order, the Nisga'a Nation learned that TNS was

selling its assets for as little as 50% of their fair market value and using the monies made from these sales, all without notice to the members of the society. As a result, the Nisga'a Nation was required to obtain a second court order prohibiting TNS from disposing of any asset or money of the society. This is where the matter sits now, and the lawsuit is set to go to trial in April, 2015. In the meantime, the Nisga'a Nation is taking steps to attempt to bring the litigation to an end as quickly and economically as possible.

## **Nisga'a Individual Landholding Project**

The Nisga'a Individual Landholding Project is a comprehensive program that includes legislative, administrative and educational

elements in support of giving Nisga'a citizens the ability to own residential lands in fee simple. The project began in 2006 and is now complete with title being transferred regularly in the Nisga'a Land Title Office. The last challenging piece of the work was the communications with the financial institutions but we are happy to report at this time that our fee simple holders can now register a mortgage with RBC, thanks to the intervention of our Executive Officers at a recent meeting with senior management from RBC. We expect to have the same good news coming from Northern Saving Credit Union soon.

## **Conclusion**

As can be seen it has been very busy at Nisga'a Lisims Government. You will also hear the reports from

the other directorates that will complement this report and it is our hope that the information that is presented to you will assist you in providing your thoughtful and constructive input to NLG. We look forward to hearing from you.

*Si'aamhl wilsim'*

*Respectfully submitted,*  
**Sim'oogit Akshl Hlyoon /**  
**Collier Azak**

CHIEF EXECUTIVE OFFICER





# Office of the Executive Director

**Luu-ts'ipgum Gaak / Cheryl Stephens**  
EXECUTIVE DIRECTOR



Greetings and welcome to the Nisga'a Nation Special Assembly! Below you will find a report of activities that were of focus for the Executive Director since the last Special Assembly.

The Executive Director works with a number of Directors and Managers throughout NLG to achieve the priorities set in the respective areas.

## **Programs and Services**

Work continues for the attainment of C6 delegation (full Child Protection) for Nisga'a Child and Family Services. The Executive Director became involved in this work in 2011 and as changes occurred in the leadership of the Directorate was led for a period of 5 months by the Executive Director. A Service Delivery Plan and Transition Plan have been completed as well as all changes required through a regular auditing process. Current NCFS Social Workers had been identified and are undergoing training to achieve the C6 delegation for social workers. The 2 Social Workers are nearing completion of that training will be able to practice as C6 Social workers once NCFS has received its delegation.

## **Fish and Wildlife**

NLG was successful in having COSEWIC reassess Nass River eulachon. COSEWIC had done an initial assessment and were going to recommend that Nass River eulachon should be designated

as "Threatened" under the Species At Risk Act. After the reassessment, COSEWIC changed their initial determination to "Special Concern". The designation under the Act has not yet occurred.

## **Nisga'a Employment, Skills & Training (NEST)**

Negotiation to obtain an agreement with HRSDC to deliver the ASETS program was completed during the time since the last Special Assembly and NEST opened its doors in November 2013. NEST provides employment advisory services. The NEST mandate is to help Nisga'a people to continue to sustain, thrive and succeed in our rapidly developing economy and to help Nisga'a citizens in our service area find meaningful, demand driven employment. NEST has offices in Gitlaxt'aamiks, Terrace and Prince Rupert to serve the communities of Gitlaxt'aamiks, Gitwinksihlkw, Laxgalts'ap, Gingolx, Terrace, Kitimat, Prince Rupert and Port Edward.

## **Fibre Optics**

As a benefit from the Northwest Transmission Line, a plan has been implemented to bring fibre optics into Nisga'a Lands to improve Internet communications.

## **Quality of Life Strategy**

The Quality of Life Strategy was conceived to improve the quality of life of our citizens beyond physical

well-being, looking at all aspects of life (physical, social and spiritual). A framework has been developed to allow for measurement based on a collection of all existing data that will form a baseline. In order for us to change where we are going we must know where we are now. NLG is committed to working towards an alignment of our governance, administration and programs and services with a quality of life approach. A summit has been held with stakeholder institutions and an on-line tool was created to receive citizen input. A summit will be planned for leadership in the near future.

## **Nass Area Strategy**

As part of the team, the Executive Director reviews correspondence and attends meetings with prospective proponents looking to implement projects in the area. This strategy has linkages to the Quality of Life Strategy and NEST.

The Executive Director also works closely with the managers of Human Resource and Economic Development.

In conclusion, I would like to wish you all well and look forward to a productive week at this Special Assembly!

*Respectfully submitted,*  
**Luu-ts'ipgum Gaak / Cheryl Stephens, B.Sc.**  
EXECUTIVE DIRECTOR

## Office of the In-House Legal Counsel / Law Clerk



The In-House Legal group provides a wide range of legal services to Nisga'a Lisims Government. We are three members at present:

**Stephanie Lysyk**, In-House Legal Counsel and Law Clerk since July 2011.

**Myrle Morven**, Legislative Assistant since March 2013 and Reporting Officer since November 2013.

**Kristy White**, Legal Assistant since October 2010.

### **In-House Legal Counsel / Law Clerk**

As In-House Legal Counsel, I am responsible for advising Nisga'a Lisims Government Officers and senior management on legal matters. I also serve as the legal resource person to Executive and Wilp Si'ayuukhl Nisga'a committees. Where appropriate and within my mandate, I also work with the administration and elected members of Nisga'a Village governments and Nisga'a Urban Locals to clarify Nisga'a Nation laws and to cooperate on shared projects and concerns. In-House Legal Counsel also works closely with general counsel, Aldridge Rosling, who have been advising the Nisga'a Nation for many years, and with other external counsel who provide special legal advice to Nisga'a Lisims Government on discrete subjects. It is my task to present

the budget for the In-House Legal group, and to review legal invoices alongside the Legal Assistant.

As Law Clerk, I work with the CEO, Executive Director, and Executive Assistant to review the matters brought forward by the Officers or senior management at Nisga'a Lisims Government and to coordinate the agenda for the monthly Executive meetings. The Law Clerk reviews any materials giving rise to legal issues prior to Executive and drafts the wording of motions for Executive's consideration during the meeting. I work with the Chairperson of Nisga'a Lisims Government to resolve any legal and procedural matters arising during Executive meetings. Together with the Executive Assistant, the Law Clerk ensures that resolutions of Executive are accurately recorded and safely stored.

The Law Clerk also works with the Speaker, the CEO, and the Legislative Assistant to coordinate the sittings for Wilp Si'ayuukhl Nisga'a. I advise the Speaker and Nisga'a representatives on legal and procedural matters in the House, and I answer questions with respect to Nisga'a laws or matters involving the In-House Legal Counsel office during question period. Together with the Legislative Assistant, I ensure that records of Wilp Si'ayuukhl Nisga'a business and resolutions are accurately kept.

Under the *Nisga'a Government Act*, it is the responsibility of the Law Clerk to maintain the Nisga'a Registry of Laws, which I do alongside the Legislative Assistant. The Nisga'a Registry of Laws is housed in the Nisga'a Lisims Government offices and the public may access any Nisga'a enactment by contacting the Legislative Assistant.

The most important or frequently used Nisga'a acts and regulations are accessible electronically on the Nisga'a Lisims Government website. A central project for 2014 is to create a new website page to report on legal developments from Executive or Wilp Si'ayuukhl Nisga'a. We hope to use such a site to provide an overview of the new acts or regulations passed by either level of government, together with a plain language description of how these enactments may affect Nisga'a citizens.

The Office of In-House Legal Counsel / Law Clerk reports directly to the Chief Executive Officer, and provides monthly briefings to the Executive.

# Office of the In-House Legal Counsel / Law Clerk

## **Legislative Assistant / Reporting Officer / Myrle Morven**

As Legislative Assistant, I work closely with In-House Legal Counsel / Law Clerk on most matters involving the governance and laws of Nisga'a Lisims Government.

Together with the Law Clerk, I maintain the database that houses the Nisga'a Registry of Laws. The Nisga'a Registry of Laws contains each original enactment passed by Executive or Wilp Si'ayuukhl Nisga'a since 2000. To date, the Nisga'a Registry consists of more than 200 enactments.

The Nisga'a Registry of Laws is updated each time a new act is passed by Wilp Si'ayuukhl Nisga'a or a new regulation is passed by the Executive. The Legislative Assistant assists the Law Clerk by taking on the responsibility for sending the Notice of Enactment to the provincial and federal government and to all Nisga'a Village Governments and Nisga'a Urban Local offices. Nisga'a Lisims Government employees, other government entities and Nisga'a citizens contact me in order to obtain a copy of a given Nisga'a law or regulation.

The Legislative Assistant works with the Speaker, Law Clerk and others to ensure that the business of Wilp Si'ayuukhl Nisga'a is carried out smoothly. I issue the Notice of Wilp Si'ayuukhl Nisga'a sittings on behalf of the Speaker and prepare any materials for distribution in the House.

On November 18, 2013, the Chief Executive Officer of Nisga'a Lisims Government appointed me Reporting Officer under the Members' Code of Conduct (the "Code"). As Reporting Officer, I respond to Nisga'a citizens who have questions concerning the Code or processes under the Code. I am responsible for reviewing complaints submitted under the Code to ensure they meet the formal requirements with respect to dates and follow the prescribed form. The Reporting Officer also ensures that new members of Wilp Si'ayuukhl Nisga'a are sworn in, and file the required disclosure forms. My office also houses the disclosure and other forms related to Nisga'a representatives.

My job is challenging and rewarding, and one that I truly enjoy.

## **Legal Assistant / Kristy White**

As Legal Assistant, I am the point of first contact for most people requesting information from the In-House Legal Counsel office. I trained in 2007 at Sprott-Shaw Community College to become a legal assistant and have been working in this position since October 18, 2010. I carry much of the corporate knowledge of the In-House Legal Counsel group, and maintain the files of the office. I work closely both with the In-House Legal Counsel / Law Clerk and with the Legislative Assistant / Reporting Officer. I also work directly with many of the directorates at Nisga'a Lisims Government to provide access to legal information and documents.

I assist the In-House Legal Counsel office by taking on responsibility for the processing of invoices for professional legal services. I work with the administration of General Counsel and external counsel to ensure we receive appropriate invoicing for legal services. I then work with In-House Legal Counsel, Finance and senior management to ensure we code and process invoices promptly.

As Legal Assistant, I maintain a records system for all requests for Legal Services, and help ensure that such requests are answered in a timely fashion. I also maintain records of most contracts and agreements entered into by Nisga'a Lisims Government on behalf of the Nisga'a Nation.

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## **An important note concerning personal legal issues**

The Office of In-House Legal Counsel frequently receives calls from individuals requiring advice on personal legal matter. Unfortunately, the role of In-House Legal Counsel is limited to providing legal advice to government, and cannot assist individual Nisga'a citizens or Nisga'a Government employees with personal legal matters.

There are some free, publicly available materials or services that may assist individuals with some frequently encountered legal issues. If you would like more information, please feel free to contact Legal Assistant Kristy White for further information.

## Directorate of Finance

**Henry Roy**

CHIEF FINANCIAL OFFICER

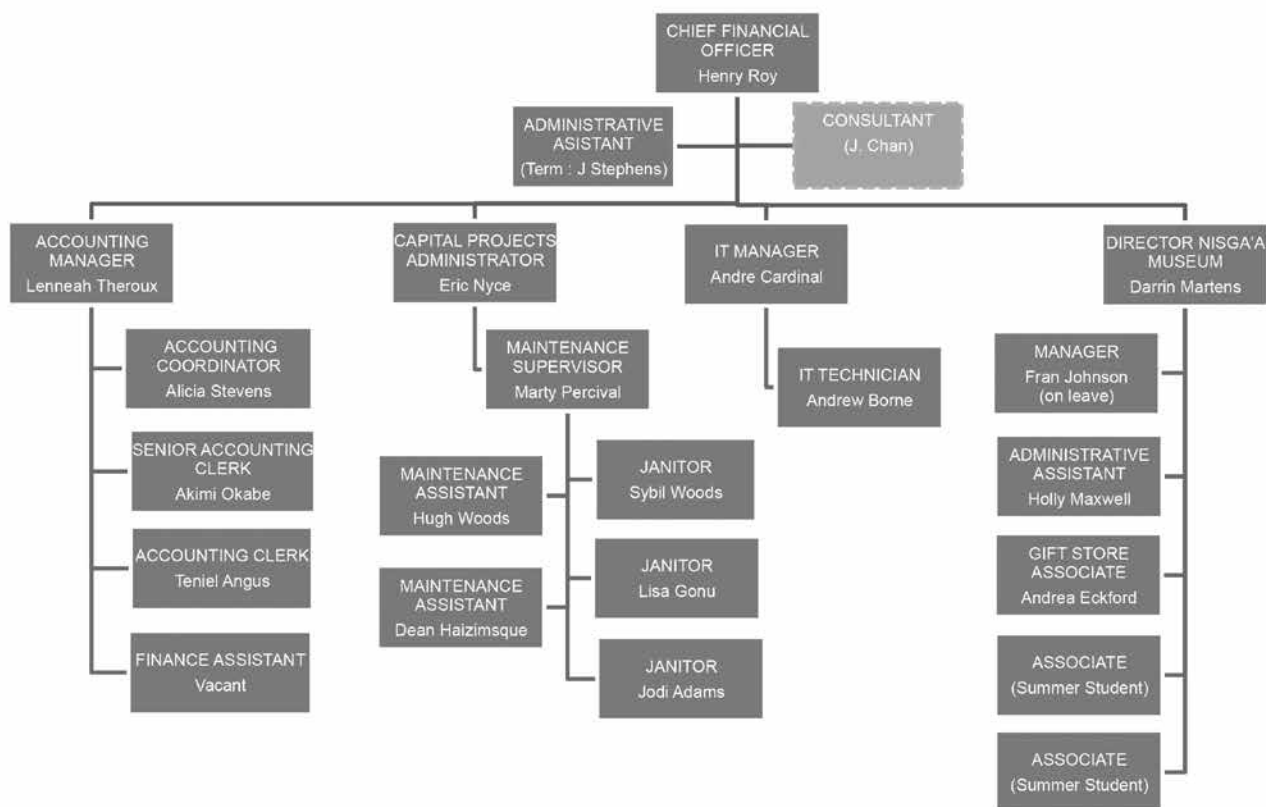


The Directorate of Finance is the responsibility of the Chief Financial Officer (the “CFO”) who oversees the Accounting, Capital Projects

and Maintenance, Information Technology, and Nisga’a Museum departments at Nisga’a Lisims Government (“NLG”).

The Directorate of Finance consists of 22 employees of which 14 are Nisga’a.

### Nisga’a Lisims Government / Finance Directorate



## Directorate of Finance

The office of the CFO is created by the *Nisga'a Financial Administration Act* and has responsibilities and authorities under various pieces of Nisga'a Legislation including the *Nisga'a Financial Administration Act*, the *Nisga'a Capital Finance Commission Act*, and the *Nisga'a Programs and Services Delivery Act*. The CFO is responsible for the administration and maintenance of all accounts as well as functional control over all financial transactions of the Nisga'a Nation. The CFO is also responsible for the evaluation of financial management of the Nisga'a Nation, Nisga'a Villages, and Nisga'a Institutions. In carrying out these duties, the CFO is assisted by an Administrative Assistant, a Consultant for advice on specified matters, and, as required, by external legal counsel. The CFO is also an ex-officio member of the Nisga'a Museum Advisory Committee.

The Accounting department is managed by the Accounting Manager and includes four staff members. The Accounting department maintains all the financial records of NLG and compiles financial reports from

all Nisga'a entities. To that end, it processes all financial transactions, prepares financial reports, and develops and maintains all internal controls for NLG. The Accounting department also compiles and develops the Nisga'a Nation's budgets and forecasted cash flows. The Capital Projects and Maintenance department is managed by the Capital Projects Administrator and includes six staff members. The Capital Projects and Maintenance department, working alongside the Capital Finance Commission, oversees the replacement and major maintenance of all capital assets of the Nisga'a Nation including the Nisga'a Villages and the Nisga'a Valley Health Authority. The department is also responsible for the day-to-day maintenance of Nation assets like the NLG administrative building, the Nisga'a Museum, etc. and responds to emergency situations on an as needed basis. The Capital Projects Administrator is also responsible for organizing and coordinating meetings of the Nisga'a Capital Finance Commission under the direction of the CFO.

The Information Technology department is managed by the IT Manager and includes one additional staff member. The Information Technology department maintains all the electronic information systems of NLG and ensures all systems are secure including necessary backups and redundancies. The Information Technology department supports every employee at NLG and ensures they have the necessary resources to deliver their program or service. Finally, the Information Technology department also ensures that there is coordination on Information Technology matters with the Nisga'a Villages and various Nisga'a entities.

The Nisga'a Museum department is managed by the Director of the Nisga'a Museum and includes two full time staff members and three seasonal staff members. The Nisga'a Museum operates in conjunction with a Nisga'a Museum Advisory Committee which has five members. The Nisga'a Museum is tasked with the safe care, management, and conservation of the Ancestors' Collection to ensure their preservation for generations to come.





## Financial Statements (Fiscal 2012 and 2013)

Fiscal 2012 and 2013 were both excellent years financially for NLG with each fiscal year resulting in record setting surpluses one after the other. The fiscal 2011 consolidated financial statements presented at the 2012 Special Assembly reported a \$6.1 million surplus. By contrast, the fiscal 2012's consolidated financial statements' surplus increased to \$14.3 million surplus while the fiscal 2013's consolidated financial statements' surplus increased further to \$23.9 million. These surpluses were the result of significant one-time events and careful management of NLG's financial resources.

Revenues rose dramatically in fiscal 2012 to \$90.1 million (2011 – \$73.2 million) as a result of the Interim Nisga'a Settlement Trust (the "Trust") realizing large amounts of investment income as well as benefit payments from the Northwest Transmission Line Impact Benefit Agreement. NLG also received significant targeted revenues from Aboriginal Affairs in relation to the construction of Nisga'a Village of Gitwinksihlkw's new water system.

In fiscal 2013, revenues rose further to \$99.8 million. The largest component of this was further realization of investment income in the Trust. As per the Nation's Own Source Revenue Agreement with Canada, realized investment income of the Trust remained free from Own Source Revenue ("OSR") until January 1, 2013. To reduce future OSR liabilities, the Trust liquidated its holdings in various

assets to realize capital gains before January 1, 2013 and then re-purchased the assets afterwards. This resulted in approximately \$19.9 million of capital gains being excluded from OSR.

Tax revenues also increased in fiscal 2013. This was partially as a result of receiving personal income tax revenues from Canada and BC as part of the Nisga'a Nation's revenue sharing agreements. The Nisga'a Nation was also finally able to complete Harmonized Sales Tax revenue sharing agreements with BC which resulted in significantly more monies transferred to the Nisga'a Nation as opposed to the former Social Services Tax.

As NLG's revenues have increased, so too have the expenses to further develop and implement programs and services for Nisga'a citizens as well as enacting and protecting various elements of the Nisga'a Final Agreement. A lot of activity was focused on the Taxation chapter and the negotiation of revenue sharing agreements. Nass Area Strategy work continued to be a priority to both ensure that the impacts of proponents working on Nisga'a Lands are minimized and that benefits flow to the Nisga'a Nation. Much of the costs associated with the Nass Area Strategy were reimbursed by the proponents.

On the program and service side, NLG has worked on transitioning Nisga'a Child and Family Services to a C-6 level of delegation as well as negotiating with Human Skills and Resources Development Canada for skills and training money. While C-6 transitioning

is still an ongoing project, NLG was successful in obtaining funding for skills and training and have recently implemented the NEST department. NLG has also been allocating monies to initiate the Resource Enforcement department which works with the Department of Fisheries and Oceans, the RCMP, and conservation officers on Nisga'a Lands.

NLG also continues to transfer more money to Nisga'a entities each year to meet their local priorities. Excluding the one-time transfer to the Nisga'a Village of Gitwinksihlkw for the construction of their new water & sewer system, transfers have increased year over year to each Nisga'a entity. NLG has also transferred monies for targeted purposes, particularly the development and preservation of music, culture, and language programs.

The NLG consolidated financial statements also include the financial statements of NLG's commercial entities. The combined surplus of the Nisga'a Commercial Group, Nass Area Enterprises, and Nass Area Properties is consolidated into NLG's statements.

The final capital transfer on the Nisga'a Final Agreement proceeds receivable and payment on the treaty debt on May 11, 2014 marks a significant financial milestone for the Nisga'a Nation. The final capital transfer marks the last deposits of capital into the Trust. The final payment on the treaty debt also eliminates a significant liability leaving only a loan for the construction of the Nisga'a Museum as NLG's only external debt.

# Directorate of Finance

## Nisga'a Lisims Government / Summary Financial Information

All amounts are included in the March 31, 2013 audited consolidated financial statements of Nisga'a Lisims Government or have been calculated from those financial statements. The financial statements are available to all Nisga'a citizens by appointment at the Nisga'a Lisims Government office or can be downloaded from the Nisga'a Nation website.

<b>REVENUES</b>	<b>2013</b>	<b>2012</b>
Fiscal Financing Agreement and related funding	\$ 58,015,007	\$ 56,058,157
Investment Income	26,015,426	7,810,413
Other revenues	9,023,338	21,215,574
Tax revenue	4,417,714	1,744,337
Interest income on Final Agreement	2,316,494	3,332,481
	99,787,979	90,160,962
Operating expenses	24,621,236	22,944,193
Transfers and operating grants		
Nisga'a Village Governments	24,220,500	27,319,040
Nisga'a Valley Health Authority	16,034,796	15,122,928
Nisga'a School Board #92	7,235,707	7,085,514
Nisga'a Urban Locals	2,930,283	2,445,287
Wilp Wilxo'oskwahl Nisga'a	845,673	918,685
	51,266,959	52,891,454
	75,888,195	75,835,647
<b>EXCESS OF REVENUES OVER EXPENSES</b>	23,899,784	14,325,315
Accumulated surplus, beginning of year	201,169,894	186,844,579
<b>ACCUMULATED SURPLUS, END OF YEAR</b>	225,069,678	201,169,894
<b>FINANCIAL ASSETS</b>		
Cash and other current assets	472,361	281,693
Other long-term receivables	3,681,650	4,735,687
Nisga'a Final Agreement receivable	43,898,550	64,219,885
Capital Finance Commission receivable	7,229,268	10,843,902
Designated cash	20,703,509	18,981,739
Designated trust funds	184,361,776	148,579,306
Investments in other entities	3,004,564	2,578,772
	263,351,678	250,220,984
<b>LIABILITIES</b>		
Bank indebtedness and other current liabilities	9,668,126	9,405,401
Due to other entities	2,468,202	2,559,017
Capital Finance Commission deferred revenue	27,511,889	29,562,209
Treaty debt payable	19,327,438	28,515,225
Long-term debt	6,711,461	5,105,139
	65,687,116	75,146,991
<b>NET FINANCIAL ASSETS</b>	197,664,562	175,073,993
<b>NON-FINANCIAL ASSETS</b>		
Tangible capital assets	26,942,400	26,022,797
Other non-financial assets	462,716	73,104
	27,405,116	26,095,901
<b>ACCUMULATED SURPLUS</b>	225,069,678	201,169,894

## Interim Nisga'a Settlement Trust

The Interim Nisga'a Settlement Trust was established 14 years ago to provide benefit to the Nisga'a Nation and its citizens. Since the inception of the Trust the Royal Trust Corporation of Canada, a member company of the Royal Bank Financial Group, has been appointed as Trustee and is responsible for the administration of the Trust. Over the years the Trust has accumulated value through the receipt of capital transfers from Canada or British Columbia and through investment returns provided by the Trust Funds.

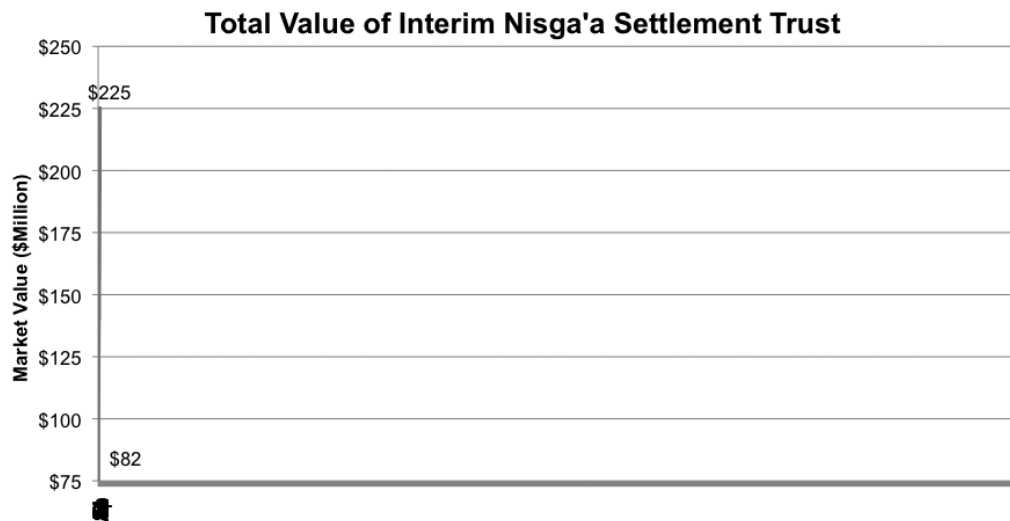
Gordon Larin is a Regional Vice President of the Aboriginal Trust Services Group at Royal Trust and the Relationship Manager for the Interim Nisga'a Settlement Trust. Gordon's designation as

a Senior Trust Officer within the Trust Company positions him as the primary contact for the ongoing administration of the Interim Nisga'a Settlement Trust. In addition, Gordon is a Member of the First Peoples' Cultural Foundation and serves on the Board of Directors as their Treasurer. The First Peoples' Cultural Foundation is a non-political, non-profit Society dedicated to the revitalization of Indigenous Languages, Arts & Cultures in British Columbia.

George McDonald is Investment Counsellor at the Aboriginal Trust Services Group at Royal Trust and the Portfolio Manager for the Interim Nisga'a Settlement Trust. George's designation as a Chartered Financial Analyst within the Trust Company requires that he focus upon the Investment Management and Investment

Policy oversight for the Interim Nisga'a Settlement Trust.

NLG has continued to carefully manage and monitor the Trust which has resulted in remarkable growth since December 2008. In a five year period, the market value of the Trust's investments has increased from \$82 million to \$225 million. It should be noted that, of the \$143 million increase, approximately \$73.6 million of that increase is due to NLG depositing capital transfers from the Nisga'a Final Agreement during that same period with the remaining \$69.4 million due to increases in the value of the Trust's investments. Regardless, at that pace, the Trust is within striking distance of eclipsing \$300 million – an optimistic goal at the execution of the Nisga'a Final Agreement and desired by 2030.



Includes value of Nisga'a Promissory Notes.

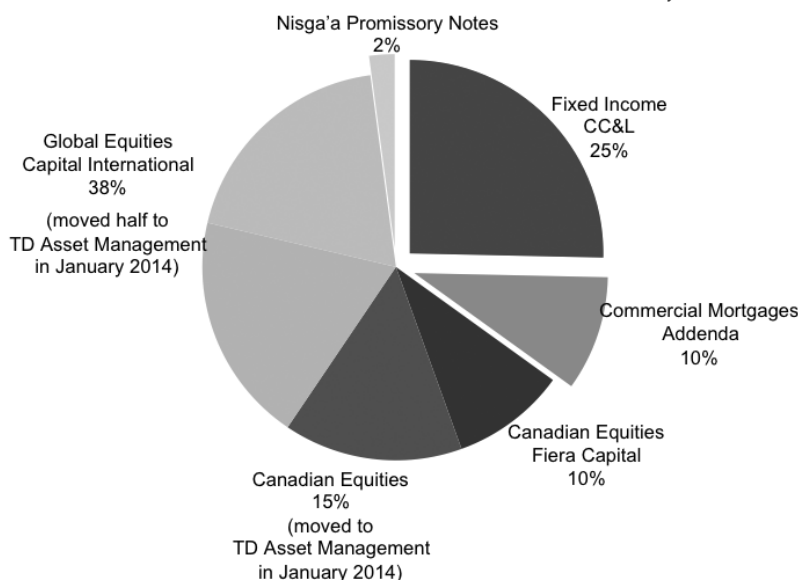
## Directorate of Finance

As was discussed at the 2012 Special Assembly, NLG reviewed the Trust's investment policy statement for adjustments to increase the Trust's real return. After review and analysis, it appeared clear that the Trust had outgrown a simple investment

mix of fixed income, Canadian equities, and Global equities. Additional investment classes for low volatility Canadian equities and low volatility Global equities were added which are expected to reduce the overall risk of the investment profile while

maintaining a similar return. Commercial Mortgages were also added to provide positive returns despite any fluctuations in equity markets. For similar reasons, Commercial Real Estate is a final investment class expected to be added this year.

### Total Trust Asset Allocation at December 31, 2013



In the 2013 calendar year, the market value of the Trust has increased from \$192 million to \$225 million. The increase was as a result of additional capital transfers from the Nisga'a Final

Agreement amounting to \$13 million and increases in the value of investments amounting to \$28 million. The increase was offset by \$8 million of disbursements consisting of expenditures of the

Trust and disbursements to the Nisga'a Nation which are used to fund various programs and services at NLG, the Nisga'a Villages, and other Nisga'a entities.

2013 Cash Flows	
Value on January 1, 2013	\$192 million
Transfers (in-flows)	\$13 million
Disbursements (out-flows)	(\$8 million)
Investment Gain	\$28 million
Value on December 31, 2013	\$225 million

Includes Nisga'a Promissory Notes in Settlement Trust values

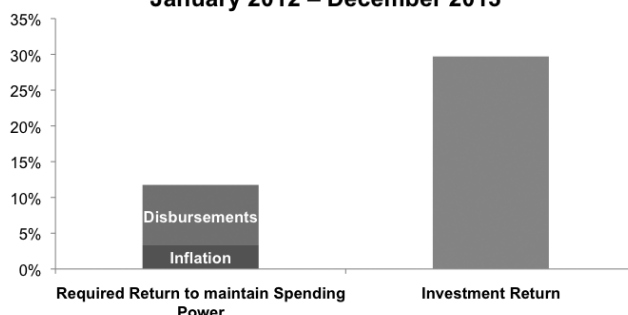
Considers Nisga'a Promissory Notes disbursements of \$6,845,000 for 2013

Since the 2012 Special Assembly report, the Trust's fair market value has increased by 30% over the two year period. By contrast, the required return to maintain the Trust's spending power during

the same period was only about 12%, consisting of inflation (2.5%) and disbursements which are similar to above (9.5%). With the Trust's investment return greatly exceeding the spending during the

two year period, the Trust has been able to both retain its spending power and grow additional resources that can be made available to fund programs and services for future generations.

**Sustainability of Trust's Spending Power  
January 2012 – December 2013**



- Trust earned a cumulative 30% Investment Return over 2012 and 2013
- Trust's Investment Return outpaced its Disbursements and Inflation
- Therefore, Trust strengthened its Spending Power over 2012 and 2013

Considers Nisga'a Promissory Notes disbursements of \$3,005,479 for 2012 and \$6,845,000 for 2013.

It should be noted that the Trust takes a long view on its investment policy. While fluctuations are expected in economic conditions and market results, the expectation is that the Trust will earn a positive return over the long term. During short term periods of market downturns such as in 2008, there can be periods when the Trust's spending is greater than the investment return. Those periods are expected to be offset in the long term by periods such as January 2012 to December 2013 when investment returns greatly exceed spending.

## Fiscal Financing Agreement Negotiations

The Nisga'a Final Agreement requires that Canada, BC, and Nisga'a negotiate five year fiscal financing agreements ("FFA").

FFAs consist of the majority of the funding provided by the federal and provincial governments to the governance and administration as well as the delivery of programs and services by the Nisga'a Nation. The current Nisga'a Nation FFA was executed in fiscal 2010 and is set to expire at the end of the current fiscal year, or March 31, 2015. As such, Canada, BC, and Nisga'a have commenced discussions to negotiate a new FFA; this will be the third FFA since the Nisga'a Final Agreement was executed.

The FFA provides funding not only to NLG but also to the Nisga'a Villages, the Nisga'a Urban Locals, the Nisga'a Valley Health Authority, School District No. 92 (Nisga'a), and the Wilp Wilxo'oskwhl Nisga'a Institute. As such, NLG has canvassed each entity and sought

input as to where current FFA funding is insufficient to meet their financial needs. NLG has also asked each entity to identify non-FFA funding that it has received from a governmental agency which could be rolled into the FFA. Rolling this type of funding into the FFA provides the Nisga'a Nation with certainty of funding and comfort that the associated program could be continued for a five year period. NLG has similarly reviewed its own budget and highlighted areas and programs that require additional funding.

NLG has consolidated this information into a summarized document and tabled that information to Canada and BC as required additional funding for the new FFA. NLG has requested additional funding for almost all



program areas where the Nisga'a Nation currently receives funding. Particular areas of focus were the following:

- Nisga'a Language & Culture – the Nisga'a emphasized that Canada is a bilingual and multi-cultural country and that both Canada and BC have placed priority on francophone preservation and locally developed courses. Nisga'a Language & Culture, an important part of the Canadian identity, is no different and is in much dire need of preservation.
- Skills & Trades Training – the Nisga'a highlighted the various economic activity occurring in the BC northwest and that this represents an opportunity to potentially finally resolve the high unemployment on Nisga'a Lands. Employment for Nisga'a citizens is a critical part of improving the quality of life for Nisga'a citizens.
- Municipal Services – the Nisga'a re-emphasized the underfunding of the Nisga'a Villages to engage in sanitation, water systems, fire safety, etc since the first FFA. This is a matter that needs to be addressed immediately.
- Housing – the Nisga'a identified that the funding provided for housing has remained unchanged since the first FFA and has thus lost purchasing power over 14 years. The Nation requires a significant influx of capital to address this.

NLG is continuing to meet and discuss with staff at NLG and the various Nisga'a entities to ensure the requests to Canada and BC are complete. NLG is also looking to compile detailed information necessary for a second presentation to Canada and BC that would provide a full and complete outline of the need.

Canada, BC, and Nisga'a are also continuing to meet in order to ensure all parties are aware of the necessary steps to complete the negotiation. This is particularly important to Nisga'a as, during the negotiations of the last FFA, the Nisga'a made significant presentations to Canada only to discover that they did not have a mandate to negotiate. As such, the Parties are developing a work plan that outlines the necessary steps and the tasks for each step.

Canada has preliminarily indicated that their mandating process is fairly long and complex involving various departments and requiring significant internal review. Canada expects their processes to take six months at a minimum. BC has indicated their mandating process is significantly shorter and will not require as much time.

Given Canada's mandating process and the preliminary stages to which negotiations are currently at, it is unrealistic to expect that an agreement will be reached by the March 31, 2015 deadline. However, the FFA does include a provision where the FFA would automatically extend for two years while negotiations continue. It is expected that this will be sufficient time to complete the negotiations.

## Property Tax

Since 2010, the Nisga'a Nation has been meeting with BC to execute a Real Property Tax Coordination Agreement to implement a property tax system on Nisga'a Lands. While BC had previously developed a First Nations property tax model, it had been applied to urban areas. Both parties agreed that the Nisga'a property tax system would need to be a rural system that would take into consideration the unique geographic aspects of Nisga'a Lands while adhering to the specific provisions of the Nisga'a Final Agreement.

At the 2012 Special Assembly, it was announced that major components of the Real Property Tax Coordination Agreement had been settled. Residential tax rates would be at ambient levels consistent with those set by BC for the Terrace Rural Area. The Nisga'a Nation would have discretion over home owner grants. Assessments will be conducted by BC Assessment. Various exemptions were also negotiated such as for social housing.

Unfortunately, negotiations have been extremely slow, and at sometimes even stopped completely, with little progress made on outstanding issues. BC has not responded as expeditiously as would be required to complete the negotiation agenda on a timely basis, refused to discuss various items, and months have gone by without responding to Nisga'a proposals. BC has also been slowly trying to re-introduce elements of their urban property tax model into the Nisga'a Real Property Tax Coordination Agreement.

NLG has expressed displeasure in the strongest possible terms both at the negotiation table and with various Ministries in BC and at the highest levels of the BC government. Most recently, the President has written letters to the Premier and various Ministers in order to demand that negotiators return to the table to resolve the remaining matters. In response, the Minister of Aboriginal Relations and Reconciliation has provided instruction and a mandate to an Assistant Deputy Minister to return to the table and to complete negotiations in short order.

The first step to implementing the Nisga'a property tax system is to complete the Real Property Tax Coordination Agreement. NLG believes this will occur in early summer 2014. The Nisga'a Nation can then introduce the necessary legislation to Wilp Si'ayuuḡhl Nisga'a to enact property tax in the summer. BC will be required to also draft and enact legislation. BC may be able to have this done for the province's fall 2014 sitting of the legislature. If not, this will have to wait until the spring 2015 sitting. Finally, BC Assessment will have to complete the assessment of all residences on Nisga'a Lands.

## Personal Income Tax

The income tax exemption for Nisga'a citizens, and all Status Indians, employed on Nisga'a Lands expired on January 1, 2013. Nisga'a citizens are also no longer

exempt from income tax if they are employed on any reserve land in Canada.

Prior to the conclusion of the exemption, the Nisga'a Nation negotiated and executed revenue sharing agreements with Canada and BC. Under these agreements, income taxes paid by Nisga'a citizens resident on Nisga'a Lands would flow to the Nisga'a Nation. In addition, some income taxes paid by non-Nisga'a citizens resident on Nisga'a Lands would also flow to the Nisga'a Nation. Residency is determined as the ordinary residence of the individual on the last calendar day of each tax year (December 31st).

In practical terms, that means that the income taxes paid by individuals who work on Nisga'a Lands and reside on Nisga'a Lands will flow to the Nisga'a Nation. In contrast, the income taxes paid by individuals who work on Nisga'a Lands but do not reside on Nisga'a Lands will not flow to the Nisga'a Nation.

On the other hand, the income taxes paid by individuals who do not work on Nisga'a Lands but who reside on Nisga'a Lands will flow to the Nisga'a Nation. Finally, the income taxes paid by individuals who neither work on Nisga'a Lands nor reside on Nisga'a Lands will not flow to the Nisga'a Nation.

It is therefore of critical importance that individuals who reside on

Nisga'a Lands properly identify themselves so that their taxes properly flow to the Nisga'a Nation. This can be accomplished by Nisga'a citizens and residents properly self-identifying themselves on the first page of their tax return. Individuals should tick "Yes" on their T1 to the questions. (*See graphic below.*)

Individuals who properly self-identify on their tax returns will be ensuring the Nisga'a Nation has the resources necessary to improve the quality of programs and services to Nisga'a citizens and the quality of life for Nisga'a citizens generally. By contrast, individuals who do not properly self-identify will simply be allowing their income taxes to flow to Canada and BC to be spent on federal and provincial initiatives.

Nisga'a citizens should also be aware that the Nisga'a Final Agreement provides for a special election to be made along with their 2013 tax return. The special election provides a Nisga'a citizen with the option of altering the future income tax that could be payable on the future sale of certain assets that are either on Nisga'a Lands or on any reserve lands.

For example, a Nisga'a citizen purchased a home in 1960 on reserve land just outside of Terrace for \$25,000 and has been renting it out. By January 1, 2013, the home could be now worth \$70,000.

## Residency information for tax administration agreements

For more information, see Information Sheet T1-BC10(E), *Residency information for tax administration agreements*, included in this package.

Did you reside within **Nisga'a Lands** on December 31, 2013? ..... Yes ☒ 1 No ☐ 2

If **yes**, are you a citizen of the **Nisga'a Nation**? ..... Yes ☒ 1 No ☐ 2

# Directorate of Finance

Finally, the Nisga'a citizen sells the home in the year 2020 for \$85,000. Without filing a special election, the Nisga'a citizen would pay income tax on the difference between the sale price (\$85,000) and the original purchase price (\$25,000) or \$60,000. If the Nisga'a citizen files the special election, the Nisga'a citizen would only pay income tax on the difference between the sale price (\$85,000) and the value at January 1, 2013 (\$70,000) or \$15,000. In this situation, the Nisga'a citizen could save income taxes on the difference of the two gains or \$45,000.

It should be noted that each Nisga'a citizen's situation will be slightly different so it would be recommended that each Nisga'a citizen seek tax advice. However Nisga'a citizens are required to file this special election with their 2013 tax return. More information, including the form that Nisga'a citizens can use to file their election, is available on the Nisga'a Nation website (<http://goo.gl/L8iVM1>).

## Provisional Budget (Fiscal 2015)

The provisional budget for fiscal 2015 was passed by Wilp Si'ayuukhl Nisga'a in March 2014. The budget was compiled after much discussion within NLG and at the Nisga'a Finance Committee, the NLG Executive and Wilp Si'ayuukhl Nisga'a. There still remains much work to be done to fully implement the Nisga'a Final Agreement. Wilp Si'ayuukhl Nisga'a is required to adopt a balance budget so projects needed to be prioritized based on need. While the provisional budget did include allocations for various new initiatives such as employ-

ment and skills training, language and culture, and the Nisga'a Museum, other initiatives like fundraising for the Lisims Fisheries Conservation Trust and work on fishery bay had to be deferred.

While the FFA remains the single largest revenue source, other revenue sources have started to increase in their prominence. Tax revenues now comprise of both federal and provincial consumption taxes and personal income tax revenue sharing monies. Other revenues includes benefit payments from Impact Benefit Agreements as well as reimbursement to NLG for the cost of negotiating Impact Benefit Agreements. With the final capital transfer on the Nisga'a Final Agreement proceeds receivable to be received in May 2014, interest income from that receivable will cease after May 2014 but is expected to be replaced by investment income from the Trust.

Administration expenses are expected to increase significantly, mostly as a result of additional allocations required to be made to offset OSR liabilities. With the amount of non-FFA revenue generated by the Nisga'a Nation increasing, more monies are going to be needed to offset this liability. Also, NLG continues to build more support and infrastructure to support the Nisga'a Museum and provide it the resources to flesh out arts and cultural programming.

The lands and resources expenses are also expected to continue to grow as a result of work on the Nass Area Strategy. The number of economic development opportunities and projects planned for

Nisga'a Lands continues to grow and NLG is continuing to review and analyze them. As mentioned previously, much of this work is expected to be reimbursed from proponents.

Programs and services has several new initiatives for fiscal 2015. The Nisga'a Employment and Skills Training program will enter its first full year of activity in fiscal 2015 as will the NLG Terrace Office. Nisga'a Child and Family Services continues to work on transitioning to a C-6 level of delegation and the Quality of Life Strategy has developed sufficiently to allow for the creation of a separate cost centre.

In fiscal 2014, NLG began to put focus on the Commercial Fisheries Fund by providing grants to fishermen and with the purchase of licenses and quota as part of a longer term strategy. NLG expects to continue this work in fiscal 2015.

NLG has also provided additional transfers to Nisga'a entities for language and culture. Particularly, NLG provided additional monies to Wilp Wilxo'oskwhl Nisga'a to assist them in their operations while seeking additional FFA monies for them in FFA negotiations. Nisga'a Villages had a one-time increase in funding in fiscal 2014 as a result of HST revenue sharing dollars which was removed in fiscal 2015 and replaced with additional general funding.

NLG also made various appropriations for capital projects. In conjunction with seeking monies from Canada and BC in the FFA for more housing dollars, NLG set aside monies to obtain a \$9 million

capital injection for housing on Nisga'a Lands through a credit facility. NLG hopes to complete the fibre optic project in fiscal 2015

and finally connect all of Nisga'a Lands to Terrace and the rest of the Internet. The fibre optic cables are expected to be lit by May 2014

with additional work to be done throughout the fiscal year to roll out service to Nisga'a entities and residents.

## Nisga'a Lisims Government / Summary Budget Information

All amounts are included in the fiscal 2015 provisional budget of the Nisga'a Nation or have been calculated from the provisional budget. The fiscal 2015 provisional budget is available to all Nisga'a citizens by appointment at the Nisga'a Lisims Government office.

	<b>2015 (UNAUDITED)</b>
<b>REVENUES</b>	
Fiscal Financing Agreement and related funding	\$ 60,115,968
Other revenues	10,283,584
Investment Income	8,420,000
Tax revenue	6,344,972
	<b>85,164,523</b>
<b>Operating expenses</b>	
Administration	10,474,727
Lands and resources	6,436,716
Programs and services	5,709,003
Governance	4,165,211
Fish, wildlife and migratory birds	2,489,038
Settlement Fund	1,300,000
Elders payment	1,200,000
Amortization	1,200,000
Commercial Fisheries Fund	360,000
Business Development Fund	225,000
Share of government business expenses	182,190
Interest expense	34,414
	<b>33,776,298</b>
<b>Transfers and operating grants</b>	
Nisga'a Village Governments	23,076,327
Nisga'a Valley Health Authority	15,927,312
Nisga'a School Board #92	7,677,617
Nisga'a Urban Locals	2,006,662
Wilp Wilxo'oskwhl Nisga'a	1,138,385
	<b>49,826,302</b>
	<b>83,602,600</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>1,561,923</b>
Accumulated surplus, beginning of year	234,164,439
<b>ACCUMULATED SURPLUS, END OF YEAR</b>	<b>235,726,362</b>
<b>CAPITAL APPROPRIATIONS</b>	
Housing	9,000,000
Fibre optic	1,300,000
Capital asset purchase and maintenance	750,000

# Directorate of Finance

## Nisga'a Museum

The Nisga'a Museum opened its doors to the public on May 11, 2011. Since that historic date the Museum has found its place within the local and larger museum community in which it operates and serves. The Museum has also undergone tremendous growth and development in its quest to be a relevant and contributing entity within the Nisga'a Nation – a hub for cultural resource development, dialogue, engagement and educational advancement.

At the International Aboriginal Tourism Conference on April 16, 2014, the Nisga'a Museum was awarded as an outstanding cultural centre and attraction. This prestigious award recognizes a cultural/interpretive centre or attraction that is committed to ensuring cultural authenticity in sharing knowledge, histories, exhibits and traditions. This award also creates excitement and raises awareness of the Nisga'a Museum both within the industry and the province.

In June of 2013 the Nisga'a Museum initiated a strategic initiative strategy. The primary goal of the strategy is to facilitate sustainability and prosperity for the Nisga'a Museum now and into the future. The three pillars of the strategy are: *enhancing accessibility, developing engagement opportunities and providing a framework for sustained*

*growth and development.* Each pillar represents a means in which to enhance the visitor experience – whether Nisga'a or from elsewhere. Developing tactics for each pillar continues to be a priority for Nisga'a Museum staff.

### NOTABLE NISGA'A MUSEUM MILESTONES AND ACHIEVEMENTS

#### ACCESSIBILITY

- Elimination of entrance fees for Nisga'a citizens
- Establishment of new didactic material in orientation gallery
- Open year-round by appointment and for special tours increased visitation, on average, by over 30% from previous years

#### ENGAGEMENT

- Button Blanket replica project and one-day Chilkat weaving demonstration
- Teacher's Guide to the Ancestors' Collection developed and distributed
- Nisga'a Museum and Laxgalts'ap Cultural Village Gateway Project – Calvin McNeil selected to develop a new sign for the Museum
- Establishment of first annual Nisga'a Museum Arts Festival – May 11

### SUSTAINABILITY

- Preservation of Halayt crown in Ancestors' Collection
- Establishment of Nisga'a Museum Advisory Committee
- BC Youth Engagement Pilot Project with Nisga'a artist Mike Dangeli
- BC Arts Council Project grant – 2014 curatorial projects – *Emily Carr Returns to Ank'idaa, Finding a Voice: the Art of Norman Tait and Truth, Reconciliation and Bullying*

### GRANT SUMMARY (TO DATE)

- British Columbia Arts Council Project Grant \$12,000
- British Columbia Arts Council Youth Engagement Pilot Project Grant \$27,000



### Future Focuses

The Directorate of Finance plans to be engaged in a number of areas in fiscal 2015:

- Revisit the mission statement with a view to maintaining and enhancing quality service to Nisga'a citizens and customers
- Cross training of staff and succession planning
- Document and develop a budget process communication package
- Closer monitoring of the Nisga'a Nation's financial picture, communication of the financial picture, and more uniformity of financial information between NLG, Village Governments, Institutions and Entities
- Work closely with other Directorates and In-house Legal Counsel to understand their initiatives and create alignment with financial resources
- Develop a comprehensive and streamlined Nation housing strategy with Village partners
- Partner with lead banking institutions to create a client vision and develop strategies that allows financial resources for economic development plans to be obtained and leveraged
- Continue working closely with the Trust's trustee and investment management partners to monitor the investments and ensure long term growth and liquidity

within a risk constrained framework

- Assess alternatives to First Nations Health Authority for Medical Services Plan administration
- Continue negotiations on the third FFA with Canada and BC, complete negotiations on a Real Property Tax Coordination Agreement with BC, and implement Nisga'a Nation Property Tax Authority

*Respectfully submitted,*

**Henry Roy**

CHIEF FINANCIAL OFFICER



# Directorate of Lands & Resources



2012-2014 have been transition years for the Directorate of Lands and Resources (the “Directorate”), most of our departments have seen changes in the way we operate and deliver services to the Nisga’a Nation, as well as, how we engage with the provincial and federal governments and proponents interested in development within the Nass Area.

The theme surrounding this years’ Special Assembly of the Nisga’a Nation prospering as a self-reliant society with a sustainable economy is evident in the day to day activities of the Directorate of Lands and Resources. Implementation of the exciting Nisga’a individual land holding project, revitalization in the economic viability of the forest industry, construction of the North-

west Transmission line, and significant economic opportunities within the Nass Area and Nisga’a Lands are a few examples of activities that are front and center.

We have new staff, staff in new positions, and are challenged to stay current on changing provincial and federal priorities that affect Nisga’a treaty interests and governance obligations of Nisga’a Lisims Government. Our staff are working hard to meet the challenges and the evolving needs of the Nisga’a Nation, as well as, individual Nisga’a Citizens; often a balancing act. We strive to always remember who owns the land, its importance to the Nisga’a Citizens, maintaining our obligations under the Treaty and the constitution of the Nisga’a Nation.

This report includes highlights from several significant areas, as well as, reports for each department within the Directorate. Specifically;

- Implementation of the Nisga’a individual land holding project
- Northwest Transmission Line
- Proposed TransCanada and Spectra pipelines through the Nass Area and Nisga’a Lands
- Forest Inventory and 2014 Forest Development Plan for Nisga’a Lands
- Development of Fishery Bay management plan

Departments within the Directorate include:

1. Director – Warren Fekete
2. Land Title Office
  - Diane Cragg, Registrar;
  - Dorothy Elliott, Deputy-Registrar,
  - Kirsty Barton, Registry Clerk
3. Lands Department
  - Mansell Griffin (N’agum Gibaykw), Lands Manager
  - Tracey McKay, Senior Lands Officer
  - Anthony Moore, Lands Officer
4. Forest Resources Department
  - Marek Waszkiewicz RPF
  - Rodney Moore, Nisga’a Resource Officer III
5. GIS Department – Arshad Akhtar, GIS Tech
6. Department of Resource Enforcement
  - Zane Testawich, Enforcement Manager
  - Alfred McKay, Enforcement Officer
  - Greg Moore, Enforcement Officer

### **Director / Pipelines and Liquefied Natural Gas**

As noted earlier, the theme of the 2014 Special Assembly has echoed heavily in the office of the Director of Lands and Resources. With the promotion of Collier Azak to Chief Executive Officer of Nisga'a Lisims Government, Warren Fekete was confirmed as the new Director in June of 2013. Immediately, the new Director and his staff, faced challenges with the Northwest Transmission Line, very aggressive pipeline development schedules, and staff shortages in the Forest Resources Department; however, the team remains positive that the economic self-sufficiency of the Nisga'a Nation is within reach and through a collaborative effort, the lands that generations of Nisga'a leaders have fought so hard to get, may be used appropriately, with the best possible balance of impacts and maximum economic benefits to Nisga'a Citizens.

Ultimately the elected leaders of the Nisga'a Nation will have to make decisions on the long term uses of the lands, our goal is to ensure they are provided with the best available information and that our staff are available to support the decision-making of the political leaders to ensure any decision they may have to make regarding the use of Nisga'a Lands is fully informed.

A collaborative team effort best describes the projects under the Nass Area Strategy, specifically the proposed pipelines through the center of Nisga'a Lands. With a parallel process of environmental assessment and benefit discussions, no less than 10 of our staff

work incredible hours to meet the ultimate goal of minimizing possible impacts and maximizing benefits from these mega-projects. We have learned from the Northwest Transmission Line that a much higher level of diligence is required to ensure large linear infrastructure projects are responsible and efficiently implemented on Nisga'a Lands, our staff need to be present, armed with appropriate resources and trained to meet the aggressive and complex schedules when large projects are implemented.

Absence from the office, from daily interactions with staff and activities on Nisga'a Lands are hopefully not the norm for the Director of Lands and Resources, but are a direct response to challenges we faced and the lessons we learned on the Northwest Transmission Line. Today, we are better coordinated, better informed and more experienced to proceed into the next two years, during which, once in a lifetime foundations for economic self-sufficiency may be established.

### **Nisga'a Individual Land Holding Project**

Nisga'a Individual Landholding Project is an initiative that is intended to support Nisga'a Citizens to benefit from the equity in their homes and support the development of a strong economy in the Nass. It is now possible for a Nisga'a Citizen to obtain fee simple ownership of a lot in a Nisga'a Village. There are no restrictions on this fee simple ownership, and if the owner wishes, they can sell, bequeath or mortgage the land in the same way that every

other property owner in British Columbia can.

Participation in fee simple ownership of land is voluntary. Eligible Nisga'a Citizens are able to retain their existing Nisga'a Village Entitlement or Nisga'a Nation Entitlement if they wish to, and Nisga'a village governments can continue to grant entitlements as well as fee simple title.

As well, jurisdiction over the lands will not change. Each Nisga'a Village will retain the ability to pass laws with respect to the lands within its Village boundary. Land transactions will continue to be recorded in the Nisga'a Land Title Office.

As of the end of March, 2014, there have been 10 grants of fee simple ownership completed, and we anticipate more in the near future.

The Nisga'a Individual Landholding Project was started in 2007 and is now drawing to a conclusion. All of the necessary legislation and regulations have been enacted by NLG, and three of the four Nisga'a Villages (Citlaxt'aamiks, Laxgalts'ap and Gingolx) have completed the zoning laws required before land can be granted.

There are a few outstanding work program elements that need to be completed in order to bring the project to an end:

New Land Title Database Architecture – the Land Title Registry that was developed in 2000 was designed on the understanding that all land in Nisga'a villages

belonged to the relevant Nisga'a village in fee simple and could not be transferred. This is no longer the case, so it has been necessary to build new database architecture to support the full range of transactions related to individual fee simple ownership. This has been very challenging. We have had one unsuccessful attempt to work with a large international software designer working under the Thomson Reuters corporate structure. After many months of frustration, we made the difficult decision to end our contractual relationship with Thomson Reuters last summer, and are now in a very productive relationship with a local (BC) consultant, Clover Point. Our new software system is on-time and on-budget for a July 2014 completion, and we are very happy with the product.

It is important to note that the issues that we have been having with developing our new database architecture have no effect on our ability to ensure the safe title to land registered in the Nisga'a Land Title Office. We are able to register all required fee simple titles, charges, order and other necessary information.

Mortgages in the Nisga'a Land Title Office – it has been more difficult than we anticipated to encourage financial institutions to grant mortgages based on fee simple title in our land title system. We have been working diligently for over a year to make sure that all of the major banks and financial institutions understood our legislation and that all of their concerns were answered.

Despite our best efforts, we have only had partial success, with one major bank and one credit union being willing to participate. Some financial institutions made a business case decision not to use our system because of what they perceived as low volumes of transactions, and others simply did not respond to us at all. The Nisga'a Land Title Office will keep a list of financial institutions that are willing to accept applications for mortgages registered in the Nisga'a Land Title Office.

Communications and Community Education – there will be one final set of community education sessions to work with Nisga'a Citizens interested in obtaining fee simple title to registered Nisga'a Land. The sessions are scheduled for July of this year. The tentative dates are:

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**Prince Rupert**

Mon July 21

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**Terrace**

Tue July 22

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**Vancouver**

Sat July 26

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**Gingolx**

Mon July 28

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**Laxgalts'ap**

Tue July 29

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**Gitlaxt'aamiks**

Wed July 30

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**Gitwinksihlkw**

Thu July 31

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The budget for the Nisga'a Individual Landholding Project for 2014/15 is \$348,550.00. This includes a substantial (\$75,000) contingency related to the completion of our land title software project that it appears we will not have to expend, so we anticipate a surplus at the end of the project.

Printed Information for Nisga'a Citizens – there are information kits for Nisga'a Citizens interested in obtaining a grant of fee simple land in a Nisga'a Village. The kits are available at the Lands and Resources table. There are two different kits – one for Nisga'a Citizens who have an entitlement in a Nisga'a Village, and one for Nisga'a Citizens who do not have an entitlement in a Nisga'a Village. Please be sure you get the right one. The kits are also available for download on the Nisga'a Land Title Office website or from the Nisga'a Lisims Government building in Gitlaxt'aamiks.

## Department of Resource Enforcement

Over the past 24 months the Department of Resource Enforcement (DRE) has grown into a 3 man unit serving the enforcement needs of the Nisga'a Nation. The Department of Resource Enforcement focuses the majority of its time on Nisga'a Lands, but also focuses on and patrols the entire Nass Wildlife Area.

### ENFORCEMENT SEASONS AND PARTNERS

The Department of Resource Enforcement divides its year into 5 seasons: oolichan, fishing, mushroom, hunting and training. The Department of Resource Enforcement can be found patrolling the Nass Wildlife Area by vehicle, ATV, snowmobile, and boat. The Department of Resource Enforcement officers will often join forces and patrol with our Enforcement partners including the Conservation Officer Service (COS), the Department of Fisheries

and Oceans (DFO), Lisims/Nass Valley RCMP and other governing agencies including Ministry of Forest, Lands and Natural Resource Operations – Compliance and Enforcement division.

### LEGISLATED MANDATE

Throughout the year, the Department of Resource Enforcement focuses on violations of the *Nisga'a Fish and Wildlife Act*, the *Nisga'a Forest Act* or the *Nisga'a Offence Act*. In addition, the Department of Resource Enforcement also focuses on educating Nisga'a and non-Nisga'a recreational users of the Nass Wildlife Area. The Department of Resource Enforcement has provided public education presentations on how to prevent human/wildlife conflict, how to be safe around aggressive animals in the Nisga'a Villages and educating hunters/anglers regarding the regulations and expectations of all users in the Nass Wildlife Area.

### COMMON ACTIVITIES

The Department of Resource Enforcement responds to and attends various nuisance wildlife calls throughout the spring and late fall months. The Department of Resource Enforcement reminds all users of the Nass Wildlife Area to remove their garbage from the area, in addition to, disposing of all fish entails into fast flowing water. Also, the Department of Resource Enforcement will respond to calls of illegal fishing on Nisga'a Lands, illegal hunting on or near Nisga'a Lands and general complaint calls with respect to all threatening wildlife issues on Nisga'a Lands. Often, the Department of Resource Enforcement may not have the authority to deal with

certain types of violations and will instead join forces with the applicable enforcement partner to remedy the situation. Additionally, the Department of Resource Enforcement is always a willing participant when any emergency situation presents itself on Nisga'a lands. The Department of Resource Enforcement has played key roles in assisting various governing agencies such as the Ministry of Transport with road closures, and the RCMP with traffic control at motor vehicle incidents throughout the valley.

Over the past 24 months the Department of Resource Enforcement has been directly involved in numerous files pertaining to illegal fishing or illegal hunting on or near Nisga'a Lands. With the declining amount of wildlife/fish resources available to Nisga'a Citizens, it is imperative the Department of Resource Enforcement take preventative action to protect Nisga'a Treaty interests and apprehend any individual who chooses to violate the *Nisga'a Offence Act*, the *Nisga'a Fish and Wildlife Act* or the *Nisga'a Forest Act*. One of the priorities of the Department of Resource Enforcement is to ensure the preservation of fish and wildlife resources so they will continue to be available for future generations. Often, the public will come across road checks set up in specific areas of the Nass Wildlife Area to aid in the protection of Nisga'a Treaty interests and prevention and conservation of the fish and wildlife resources. These road checks also allow the Department of Resource Enforcement to connect with and educate any person utilizing the Nass Wildlife Area for recreational opportunities.

With the increased activity on or near Nisga'a Lands, the Department of Resource Enforcement has had increased visibility on the Northwest Transmission Line, often patrolling from the southern boundary, located on Highway 113 towards Terrace, up to the Bell II near the top of the Nass Wildlife Area. Patrols in other areas include Gingolx, Laxgalts'ap, Kitsault-Avanti mine area, the Cranberry Connector to Highway 37, Beaupre, Fulmar and most places in between. On any given the day, you can find the Department of Resource Enforcement out in the field ensuring the resources of the Nisga'a Nation are being protected on land and on the water.

You can find the Department of Resource Enforcement on the top floor of Nisga'a Lisims Government building in Gitlaxt'aamiks. Stop in, say hello and have your questions or concerns heard by the Enforcement team.

### Lands Department

The Lands Department is responsible for the implementation of the Lands, Land Title, Access and Roads and Rights of Way chapters of the Nisga'a Final Agreement. The *Nisga'a Land Act*, *Nisga'a Land Title Act*, *Nisga'a Village Entitlement Act*, *Nisga'a Nation Entitlement Act*, *Nisga'a Lands Designation Act* and *Nisga'a Highway Construction Act* are the primary legislative documents that regulate the use, management and ownership of Nisga'a Lands, although other acts also include provisions that affect Nisga'a Lands.



# Directorate of Lands & Resources

The Lands Department is organized into a number of program units. Overall management is the responsibility of the Lands Manager, although specific tasks within program areas are assigned to Lands staff in accordance with their interest and training. Program areas are linked to the approved budget of Nisga'a Lisims Government, and through the budget to the priorities established by Wilp Si'ayuuḡhl Nisga'a. All staff members are responsible for keeping their projects within approved budgets.

## **PROGRAM AREAS INCLUDE**

### **ADMINISTRATION**

General Lands Department administration, staffing, budget and management of external contracts.

### **LISIMS LAND REGISTRY**

Management of all tenures granted over Nisga'a lands, including rights of way, provincial secondary roads and communication facilities

### **LAND MANAGEMENT**

General land management, including clean-up, signage, liability issues, fees and taxes, as well as land use planning and survey review.

In addition to the above program areas, the Lands Department has been involved in regional land use planning, maintaining communication with the local Highways staff regarding the maintenance of Hwy 113, assisting the Approving Officer with subdivision review and approval processes, determining the feasibility of developing hydro-electric power generation, evaluating referrals from BC and Canada and participating in Environmental Assessments.

## **LISIMS LAND REGISTRY**

The Lisims Land Registry is the record of all interests or dispositions granted by the Nisga'a Nation in Nisga'a Lands.

We have had very little activity in the Lisims Land Registry these past two years. The Northwest Transmission Line is nearing completion and we expect a final survey to be prepared and submitted for deposit in the Lisims Land Registry.

## **LAND MANAGEMENT**

As part of land management for Nisga'a Lands, we install and maintain signage, devise and organize land use planning, implement the various land use plans we have for Nisga'a Lands and our fee simple properties, conduct inspections on our fee simple properties and tenures on Nisga'a Lands, and review the ongoing boundary surveys being undertaken by BC (such as the Nisga'a Highway Corridor surveys).

## **INSPECTIONS**

We periodically inspect land tenures such as the various MoTI and Village operated quarries or the landfill and we annually inspect our fee simple properties. As our properties are currently undeveloped inspection largely consists of checking for evidence of trespass and, where there are existing buildings, conducting safety inspections of the structures.

## **LAND USE PLANNING**

Since the last Special Assembly our efforts towards bringing forward a management plan for Fishery Bay have culminated in the recent adoption of the Lax Da'oots'ip Management Plan (the "Plan").

Steps taken thus far to implement the plan:

- Timber has been cleared in the areas identified in the Plan for parking, and
- Letters of offer are being prepared and delivered to the owners of the existing camps

## **NISGA'A HIGHWAY**

Although the Nisga'a Highway is excluded from Nisga'a Lands, there is a range of issues associated with the highway that require involvement of our staff. Some of these issues include:

## **PERMITS**

The on-going construction and maintenance projects associated with the highway create a need to permit contractors, MoTI employees, BC Hydro employees and others to undertake works on Nisga'a Lands. This use can range from the storage of equipment or materials to the siting and permitting of asphalt plants or other temporary facilities. Permits are issued for each use in order to manage liability issues and avoid land or resource use conflicts. MoTI has recently applied for and obtained a permit to build a weather station near the camera at the top of Grizzly Hill. The weather information collected will be used in association with the camera.

## **ROAD MAINTENANCE**

The Ministry of Transportation has the right to access gravel on Nisga'a Lands for the purposes of maintaining the Nisga'a Highway. This access is managed through a series of gravel management plans that are approved by Nisga'a Lisims Government. This ensures

that gravel is available for both the Ministry of Transportation and its contractors and Nisga'a citizens and villages. NLG is working with MoTI to ensure the gravel management plans will work for both MoTI and the Nisga'a Nation in the long term.

## **NECHAKO NORTH COAST MAINTENANCE**

NLG continues to work closely with the highway maintenance contractor and the MoTI. Seasonal meetings are convened by the MoTI of stakeholders at which the performance of the contractor is assessed and graded. A bonus may (or may not) be awarded to the Contractor based on this assessment. Winter maintenance on the Nisga'a Highway (which is a Class C classification) is governed by a contract between MoTI and Nechako North Coast. This Class C classification allows accumulations of snow up to 4 inches. Nechako North Coast will conduct winter maintenance according to the terms of the contract, although priority is given to the school bus route between Gingolx and Gitlaxt'aamiks.

## **CRANBERRY FOREST SERVICE ROAD**

Efforts continue to see this road upgraded and made part of the Nisga'a Highway – with limited success to date.

## **DRIVE BC CAMERA**

Since the last Special Assembly, two additional cameras have been installed at the turnoff to Gitwinksihlkw and at the top of Grizzly Hill. With the existing camera at Ksi Xy'ans, there are now 3 cameras along the Nisga'a highway.

## **BRIDGES**

Construction of the new Diksangiik Bridge has been completed. We continue to work toward the goal of having all of the single lane bridges on the Nisga'a Highway upgraded.

## **REFUSE**

Please help to keep the Nisga'a Highway clean. Please dispose of garbage in the appropriate manner.

## **EVALUATING REFERRALS AND PARTICIPATING IN ENVIRONMENTAL ASSESSMENTS**

### **REFERRALS**

We routinely receive referrals for Notices of Work for mineral exploration and land less land tenure applications from tenure on Crown Lands from FLNRO (Forest Lands and Natural Resource Operations – all within the Nass Area. Of these we typically ask for more information regarding impacts to our Treaty Interests (such as fish and wildlife) and what benefits will accrue from these projects to Nisga'a Citizens (such as employment and contract opportunities). We are slowly starting to see more and more Nisga'a Citizens being afforded and taking up these opportunities in the mineral exploration industry.

### **ENVIRONMENTAL ASSESSMENTS**

We are currently involved in a number of Environmental Assessments and continue to ensure we are involved in all EAs that involve projects that may impact our Treaty Interests. The most notable of the existing EAs we are currently involved in are: The Kitsault Mine, the Kerr-Sulphurets Mitchell Mine, and two LNG pipeline projects proposed by Spectra Energy and Prince Rupert Gas Transmission.

## **KITSAULT MINE**

The proponent, Avanti, was granted an EA certificate by BC – a decision we feel was made in error. We are currently in a dispute resolution process with BC regarding this decision.

## **KSM MINE**

At the time of writing, the EA process is nearing completion.

## **LNG PIPELINE PROPOSALS**

At the time of writing, both proposed projects have submitted their applications for an EA certificate from BC and both applications are in the screening phase of environmental assessment. Should either or both proponents receive an EA certificate the next phase will be for the proponents to apply for permits such as a statutory right of way.

## **Forest Resources Department**

The forest resources on Nisga'a Lands represent a vast range of potential opportunities. During the past decade, a significantly depressed forest economy has limited the possibilities by making a relatively small volume economically viable. This has changed in the last two years and will likely continue to change, setting up the Nisga'a Nation in a position with a significant supply of available timber. Since the end of the transition period in 2005 the Nisga'a Nation has never logged up to the allowable harvest level. We have completed the forest inventory early 2014, the timber supply analysis is proposed for this year and will ultimately be used to determine the annual allowable cut for Nisga'a Lands, until the next re-inventory is completed, likely within 10 years.

## Directorate of Lands & Resources

While we have no significant changes in the way we manage the forest, we do have a number of plans and modifications to the current policies in the works. We are also looking at the second growth on Nisga'a Lands as the next generation of commercial harvest opportunity. The Forest Resources Manager will be developing a second growth strategy in the near future to ensure that the second growth is managed effectively.

The Nisga'a Public Lands License is the primary tenure authorized to perform the commercial harvest function on Nisga'a Lands. This license is heavily regulated by NLG and must meet the standards prescribed in the *Nisga'a Forest Act*, regulations, and policies.

Visual standards are being reviewed and fire regulations will be updated. In 2014, Lisims Forest Resources LP will need to have a new 5 year Forest Development Plan approved. The Forest Development Plan has been released for Public Comment and NLG review. Ultimately, this plan must be approved by the Director of Lands and Resources.

The clearing of the Northwest Transmission Line presented a challenge on the field resources of the Forest Resources Department; we encountered very poor utilization by BC Hydro which was exacerbated by the limited understanding of the required fire preparedness standards on Nisga'a Lands. Several uncontrolled fires were extinguished by NLG fire

control staff and several stop work orders were necessary to ensure utilization of timber and fire preparedness. Our staff continue to work diligently to minimize the impacts due to the completion of the clearing on the Northwest Transmission Line.

*Respectfully submitted,*

**Warren Fekete**

DIRECTOR LANDS & RESOURCES



**Sim'oogit Sagaw'een / Harry Nyce Sr.**  
DIRECTOR OF FISHERIES & WILDLIFE



## Greetings from the Nisga'a Fisheries and Wildlife Committee and staff.

I am pleased to provide you with an update on some of our projects.

Since our report to you in May 2012 in Gingolx we continued our work with the Nisga'a Fisheries programs and Wildlife monitoring.

### Fisheries

This report provides a summary of fisheries projects conducted by the Nisga'a Fisheries and Wildlife Department between 1 April 2013 and 31 March 2014 as part of 2013-14 fiscal funding. The 2013 field season represented the 22nd consecutive year of operation for this multi-faceted fisheries program on the Nass River and the 14th season of treaty implementation. Funding of the various fisheries projects that were conducted in 2013 was from several sources:

- Nisga'a Lisims Government, Lisims Fisheries Conservation Trust Fund (LCTF), and a renewed Fiscal Finance Agreement to augment LCTF funds (core projects – program planning & coordination, fishwheel, salmon catch monitoring, eulachon catch monitoring, Meziadin fish-way operations, Kwinageese weir, non-Meziadin sockeye surveys, Lower Nass/coastal coho

escapement surveys, and training projects);

- Department of Fisheries & Oceans (DFO; Biototoxicity project, and DNA analyses for Nass Chinook marked at the fishwheels);
- Ministry of Forests, Lands and Natural Resource Operations, BC Fisheries Branch (Smithers, BC; contribution to aging adult summer-run Steelhead and trout species at the Nass fishwheels); and
- Pacific Salmon Commission – Northern Fund (Upper Nass Chinook Sentinel Study, Fishwheel Repair and Capital Replacement, and Kwinageese blockage and remediation project).

The 2013 program involved up to 8 biologists/ project managers and 24 technicians at various times over the year while conducting 25 projects. Of the 32 staff, 11 have been with program for over 15 years; 7 over 20 years; and 3 were new recruits to the program.

Coordination of project operational plans and management created the groundwork for another successful year of fisheries research on the Nass.

## Highlights for 2013

- Implemented 25 projects successfully in the 22nd year of the Nisga'a Fisheries Program including two new projects (eulachon assessment and Nass Area crab study).
- Escapement goals met Sockeye, Coho, Pink, and Steelhead; but Chum and Chinook had poor returns.
- Nisga'a entitlements achieved without over harvesting.
- Kwinageese River blockage was monitored for passage and salmon and steelhead were able to pass barrier fine in 2013.
- Continued to address three conditions of MSC certification with DFO for Nass Sockeye fishery, and partnered with DFO in developing conservation benchmarks for Nass salmon as part of the Wild Salmon Policy.
- Maintained status as one of 29 Chinook stocks used to manage Pacific Region Chinook fisheries as part of the Pacific Salmon Commission's Sentinel Chinook Stock Program and achieved program accuracy standard.
- Continued training and development of Nisga'a people in technical and biologist positions.
- Active participation in the stewardship of the Nass River watershed to protect fisheries & wildlife resources.

# Directorate of Fisheries & Wildlife

## Concerns or priorities for 2014 & in the future

1. Securing base level funding support to NFP to conduct core escapement programs in the future to protect Nass salmon returns and support contracted research projects.
2. Approach the 2014 season with caution for harvesting Nass Chinook and Chum given the poor returns over the past three years.
3. Continue rebuild salmon runs to Kwinageese River for Sockeye, Chinook and Coho from blocked returns from ~2008-2010 by implementing measures to reduce harvest impacts on these stocks.
4. Implement the Nass Area Chum rebuilding plan to address DFO's Wild Salmon Policy (WSP) and MSC conditions for the Nass Sockeye fishery.
5. Continue to address WSP and MSC conditions by assessing stock status and determining biologically based escapement goals for non-Meziadin Sockeye stocks.
6. Continue Dungeness Crab study to assess stock status in the Nass Area to address concerns raised by Gingolx community.
7. Continue to collect non-salmon information in the Nass Area for treaty negotiations.

## Fisheries Presentation

- Review of Nisga'a Fisheries Program 2013
- Status of Nass salmon stocks 2013
- Forecasts for 2014 & projected Nisga'a entitlements
- Summary of 2013 highlights
- Concerns and priorities for 2014 and in the future
- Status of funding to the Nisga'a fisheries program & projected for 2014





## Wildlife

The Designated Wildlife under the Nisga'a Treaty are; Grizzly Bears, Mountain Goats and Moose. All are harvested by permits that are authorized by NLG at the Nisga'a Fisheries & Wildlife office in Gitlaxt'aamiks.

The Grizzly Bear and Mountain Goat populations are healthy and harvests have been opportunistic. However, the Moose population in the Nass Wildlife Area has been in a decline in recent years and we have had to implement harvest limits and alter the hunting period, as requested by Nisga'a hunters.

Between 2001 and 2007, the moose population in the Nass Wildlife Area (NWA) declined from an estimated ~1600 animals to ~500, according to 2011 aerial survey results. The cause of the decline is uncertain, but a number of potential factors have been identified, including overharvest, habitat change, and predation.

The BC Ministry of Forests, Lands, and Natural Resource Operations (FLNRO), Nass Wildlife Committee, have identified the need for a comprehensive effort to seek to define practical strategies to reverse the decline in Nass moose populations and re-establish a population level that can sustain a desired level of harvest opportunity.

## Moose Recovery Plan

1. Review Past and present state of moose population and management in NWA.
2. Attempt to identify causes of the decline and key factors now limiting the moose population.
3. Gather community feedback.
4. Recommend a course of action with ultimate goal of increasing the number of moose in the NWA that supports a sustainable harvest.

## Protecting Our Resource for the Future

I wish you all a very successful Special Assembly in Gitwinksilhkw,

*Respectfully submitted,*

**Sim'oogit Sagaw'een /  
Harry Nyce Sr.**

DIRECTOR OF FISHERIES & WILDLIFE

# Directorate of Communications & Intergovernmental Relations

Sim'ooit Gadeel'ip / Edward Allen

DIRECTOR COMMUNICATIONS & INTERGOVERNMENTAL RELATIONS



## Amaa silkwsaxs,

This report will cover the four principal areas of activity of the Communications and Intergovernmental Relations department:

- Communications,
- Emergency Preparedness,
- Intergovernmental Relations,
- Nisga'a Foundation.

Before I begin, I would like to introduce our team and mention some changes in their roles since the last Special Assembly. First, I would like to acknowledge Marianne Guno and thank her for joining us in becoming a full time Administrative Assistant in the department. Second, Paul Andrew Mercer has recently joined the department as our new Communications Officer – Videographer. Finally, Bobby Clark has increased his level of responsibilities by moving into management as our Communications and Emergency Program Manager. So my thanks to the Communications team for their hard work and dedication.

## Nisga'a Vision

In carrying out our responsibilities, the Communications department is guided by the Vision Statement of the Nisga'a Nation:

*In the spirit of Sayt-K'ilim-Goot, the Nisga'a Nation is a place where:*

- *our Ayuuk, language, and culture are the foundation of our identity*
- *learning is a way of life*
- *we strive for sustainable prosperity and self-reliance*
- *we inspire trust and understanding through effective communication, and*
- *our governance and services evolve to meet our people's needs.*

For this Special Assembly, we are guided first by the key ideas within our theme which are also referred to in the Nisga'a Vision Statement – sustainable prosperity and self-reliance. Second, we are guided by the reference to inspiring trust and understanding through effective communications.

Our role in Communications is to support the efforts of Nisga'a Lisims Government to achieve all aspects of our Vision Statement. In respect of supporting sustainable prosperity and self-reliance, we provide information about key events and opportunities taking place in relation to the Nass Area, report on how these events affect our interests as a Nation, and inform Nisga'a citizens about opportunities they can pursue resulting from these developments.

## General Communication Responsibilities

Our day-to-day communications activities include:

- Media monitoring: every morning, our department scans local, regional and national media to identify and report on stories that impact upon the interests of Nisga'a Lisims Government and Nisga'a Nation and share them with our senior leadership and administration so they are informed about important developments.
- Media management: Since my hire, NLG has handled virtually all press releases in-house using our staff. For any media inquiries we have developed capacity in-house to receive, document and ensure follow-up on all media inquiries. Because of our strategic location in relation to energy developments, we continually receive requests from the media for interviews and information about these developments in the Nass Area.
- Publications: you will see at this most recent event, our department oversees the production of
  - our newsletter *Sayt-K'ilim-Goot*;
  - brochures for NLG departments e.g. Nisga'a Employment, Skills &

# Directorate of Communications & Intergovernmental Relations

Training (NEST), Nisga'a Business Development Fund (NBDF).

- Production of videos: we assisted other departments in the production of videos, and produced our first podcast of the President welcoming the Nisga'a Nation to our Nisga'a Day Open House at NLG in May 2013.
- Public events: we co-ordinate public events, such as
  - leading the planning for Special Assembly,
  - hosting an Open House at NLG for Nisga'a Day in 2013,
  - co-ordinating First Nations visits to Nisga'a Nation including the Tlicho who indicated an interest in attending Special Assembly.

## Key Communication Initiatives

Since 2012, we have engaged in the following major communications initiatives:

- Nass Area Strategy: the leadership and administration of NLG have worked diligently to understand both the opportunities and impacts of projects on Nisga'a interests. We have supported their work by
  - sharing information about projects proposed for the Nass Valley,
  - posting to our website information about NLG's own aspiration in the field of energy development (e.g. four proposed sites for NLG development) ,
  - supporting our participation at conferences and trade shows through the design

and development of media to promote our potential participation in the energy sector (e.g. liquid natural gas),

- distributing information such as press-releases about responses to various projects activities (e.g. Avanti, Kitsault, etc).

In this way, we strive to ensure that Nisga'a citizens have information about proposed projects within the Nass Area and our responses to them.

- Social media sites: in 2012, we launched our social media sites through which we engage Nisga'a citizens and distribute information:
  - our Facebook account which has as of the date of this publication was 1,182 likes, and
  - our Twitter account which has as of the date of this publication 1,092 followers.

- Nisga'a Nation website: in celebration of Nisga'a Day in 2013, we launched our new Nisga'a Nation website which contains over 300 web pages of information about Nisga'a Nation. This site is now the gateway to Nisga'a Nation as it provides a wide range of information on
  - visiting Nisga'a Nation,
  - Nisga'a culture and history including information on the resolution of the Land Question,
  - Nisga'a government including Treaty, NLG, Nisga'a Village Governments, Nisga'a Urban Locals, Nisga'a

statutes, Nisga'a Elections and Nisga'a Publications,

- services offered by NLG including enrollment, housing, justice, youth services, child and family services, post-secondary education, K-12 education, links to health services and finance,
- natural resources including Nisga'a Lands, environment, forestry, fisheries and wildlife,
- opportunities relating to Employment, Training, working at NLG, the Nass Area Strategy and Nisga'a business development info,
- stories relevant to the Nisga'a Nation,
- information about cultural events, upcoming feasts, Hoobiyee.
- Communications work plans and strategy: to develop a comprehensive NLG wide communications plan, we are working with each department at NLG to develop a communications work plan which will form the basis for an NLG strategy which we expect will be completed this year. So far we have held planning sessions for work plans for NEST, Ayuukhl Nisga'a Department (AND), and the Museum.
- Active media: with the hire of our Videographer Paul Mercer, we have increased our capacity to do webcasting of live stream video events such as this Special Assembly. We will also produce more videos on ongoing events, backgrounders

# Directorate of Communications & Intergovernmental Relations

to the Nisga'a treaty in a medium that is more engaging to online audiences, particularly youth.

- Nisga'a identity project: we have just completed the launch of our new look and image for NLG. As many of you will see from your Special Assembly kits, the image of Txeemsim adorns our Assembly tote bags, mugs, and Special Assembly Booklet. Txeemsim is featured on the fridge magnets with emergency information we distributed to households in the Nass Valley. He is on the cover of our website. Txeemsim is on the brochures we are developing for departments at NLG, our letter head and business cards. He is celebrated on T-shirts and other items of interest to our Nisga'a youth. He is everywhere. In this way, we renew and celebrate the presence of Txeemsim in our daily lives.

Of course, our Hayatskw is now and will continue to be the official symbol of Nisga'a Lisims Government and for Nisga'a Nation. The addition of Txeemsim simply complements the Hayatskw as part of our overall communications system for the visual expression of our Nisga'a identity.

## Intergovernmental Relations

Our department continues to oversee certain aspects of intergovernmental relations including participation in the Land Claims Agreement Coalition (LCAC), tripartite Implementation Committee and annual tripartite Implementation Reports.

Nisga'a Nation is a founding member of the Land Claims Agreement Coalitions (LCAC). Its sole purpose is to lobby the federal government into developing a federal implementation policy for modern-day treaties such as our Treaty. Such a policy would make clear and strengthen the obligation of all federal departments to ensure that they comply with the requirements of modern-day treaties. As a coalition, the LCAC is not a political organization that represents us – each member of the coalition represents its own interests in dealing with Canada. Rather, the LCAC is a forum where we agree to speak on the need for an Implementation Policy with one voice.

Some of the highlights in respect of our participation with the LCAC included:

- In 2012, the LCAC hosted a conference *Keeping the Promise* which was a great success and included special recognition for the 40th Anniversary of the Calder decision, the Nisga'a case that went to the Supreme Court of Canada in 1973. Retired Justice Thomas Berger, our legal counsel for the Calder case, was honoured at the conference by the Nations in attendance and by Nisga'a Nation when we presented Justice Berger with a carved hayatskw. The Conference culminated with the then newly minted Minister of Aboriginal Affairs and Northern Development requesting the LCAC to meet with him within a week of his appointment.
- In 2013 we participated in the LCAC's Symposium on the

250th anniversary of the Royal Proclamation of 1763 which was another great success. I was honoured to emcee the first portion of the event which raised the profile of the LCAC and brought greater awareness to our objective of seeking a federal implementation policy as a necessary continuation of the principles behind the 1763 Royal Proclamation.

- For the first time in several years, we have finally made progress towards establishing a federal implementation policy. Canada has agreed to establish a working group to begin drafting the basis for an implementation policy and is exchanging drafts of text. Much work remains to be done, but it signals progress in this area.

## Tripartite Implementation Group

Under the Nisga'a Treaty, Canada, BC and Nisga'a Nation have jointly established the tripartite implementation committee which meets quarterly to address any implementation issues under Treaty. We continue to attend these meetings and provide support as required.

## Tripartite Implementation Report

The Directorate participates on the Tripartite Implementation Report Working Group with representatives from Canada and BC to oversee the production of annual Tripartite Implementation Report publications. The mandate of the working group is to:

- Establish agreed upon timelines for the submission of report data,

# Directorate of Communications & Intergovernmental Relations

- Work with NLG departments and Nisga'a institutions to collect, compile and submit report data to the Working Group,
- Participate in periodic teleconference calls to track progress and review drafts of the report,
- Facilitate the interdepartmental review and approval process.

The process has proved challenging, particularly with the time it takes for the parties to complete the review process – namely British Columbia. For example, after the Working Group completed the 2011-2012 report, the review process was initiated, and it was finally approved by BC in April of this year.

With the recent completion of the 2011-2012 report, the working group has begun working on the 2012-2013 report. The annual publications from 2000-2011 are currently available on our website at [www.nisgaanation.ca/implementation-reports](http://www.nisgaanation.ca/implementation-reports).

## Emergency Preparedness

The *Nisga'a Emergency Program Act* (the "Act") was enacted by Wilp Si'ayuukhl Nisga'a in October of 2004. The Act sets out legislative requirements to ensure a program is established to (1) adopt emergency plans (NLG and Nisga'a Villages); (2) NLG and Nisga'a Village Emergency personnel are adequately trained and (3) we promote personal and household preparedness initiatives for Nass Valley residents.

### (1) NISGA'A EMERGENCY MANAGEMENT AND RESPONSE PLANS:

The Nisga'a Nation adopted a new "all hazards" emergency plan in February 2012. The plan establishes sound protocols that are adhered to in responding to an emergency event. Some of the larger events the Nisga'a Nation has coordinated response to where our plan was activated during the reporting period include:

- October 2012 – 7.7 magnitude earthquake off the coast of Haida Gwaii,
- January 2013 – 7.5 magnitude earthquake off the coast of Alaska,
- February 2014 – 4 day power outage to four Nass Valley communities.

Also in the reporting period, NLG coordinated the "Village Plans Project" to ensure that Nisga'a Villages of Gitlaxt'aamiks, Laxgalts'ap and Gingolx each had Nisga'a Village Emergency Plans in place. The development of these plans focused on two key areas for Nisga'a Village response: Evacuations and Reception Centres. The project came to completion in the Fall of 2013 when the 3 Nisga'a Village Governments each adopted Evacuation and Reception Centre plans and tabled them at the NLG Executive for final approval and adoption.

### (2) TRAINING AND EXERCISES:

Nisga'a Lisims Government promotes the recruitment and training of NLG and Nisga'a Village Government emergency personnel. In April 2013,

approximately 20 NLG, Nisga'a Village and Nisga'a institution personnel participated in EOC Essentials training in Gitlaxt'aamiks. We also support Nisga'a EOC personnel participation in Emergency Management BC-sponsored Emergency Management training throughout the northwest region.

Further to emergency management training, we have also initiated periodic discussion and tabletop training exercises to enhance familiarity with the Plan and protocols and with other public awareness initiatives such as "Shake Out BC", an earthquake preparedness drill that happens in October of every year.

### (3) PUBLIC EDUCATION:

NLG also promotes personal and household safety for Nass Valley residents, through:

- Seasonal emergency preparedness articles on our website and in the monthly NLG newsletter,
- December 2013 – distribution of "Emergency Contact" fridge magnet to each household in the four Nisga'a Villages.

To review our plan and other information with respect to the Nisga'a Emergency Program, visit our website at [www.nisgaanation.ca/emergency-management-planning-over](http://www.nisgaanation.ca/emergency-management-planning-over).



# Directorate of Communications & Intergovernmental Relations

## Nisga'a Foundation

We have continued to keep the Nisga'a Foundation in good standing. This marks a watershed year in that we must decide under which form of incorporation to keep the foundation since the original statute which served as the legal basis for the foundation is being repealed i.e. replaced by new legislation. So we will within the next few months determine the best form of incorporation under which to re-establish the foundation.

Once re-established we will take steps to:

- Implement the strategy that has been developed for the foundation,
- Set up the Foundation – application to be made to Nisga'a Economic Development Fund,
- Pursue funding.

## Communications Survey

In closing, you may notice that we have a display booth at Special Assembly. We welcome your participation in a quick survey to tell us how you would like NLG and the Communications department to get in touch with you and keep you informed about what is happening with Nisga'a Nation. There is also a small prize if you do – while supplies last.

(For those attending through the Internet, you too can participate in the survey at our website [www.nisgaanation.ca](http://www.nisgaanation.ca)).

It is our honour to serve Nisga'a citizens of the Nisga'a Nation. Please enjoy the 2014 Special Assembly.

*Respectfully submitted,*

**Sim'oogit Gadeel'ip /  
Edward Allen**

DIRECTOR COMMUNICATIONS &  
INTERGOVERNMENTAL RELATIONS



# Directorate of Programs & Services

**Gilom ji'i t'agii / Roberta Stewart**  
DIRECTOR PROGRAMS & SERVICES



It is an honor to present to the Nisga'a citizens, at this 2014 Special Assembly. Over the past 11 months, in the role of Director, it has been exhilarating to learn and grow with the Directorate of Programs and Services. Within the directorate, learning from the Managers and staff about the significance of team building, implementing Executive motions, updating policies, enhancing communication and much more about the Nisga'a final agreement, legislation, the various Acts, service delivery agreements and financial administration were invaluable to a new Director. We focused on strategies to work more effectively, efficiently and within a positive team environment within the directorate and externally we focused on enhancing collaboration with the Nisga'a entities on youth and elder cultural workshops, policy reviews and recommendations, community education and capacity building training.

The Programs and Services Director's responsibility is the implementation and functional control over the delivery of public programs and services, as well as the service delivery agreements. The Director is to provide oversight to management practices and control of matters relating to programs or services of the Nisga'a Nation and Nisga'a Lisims institutions including; policies and

practices, standards and criteria. The programs and services include the Nisga'a citizenship, culture and language, justice, social services, post-secondary student funding, the Terrace office and children and family; in addition to K-12 education, (School District 92), post-secondary institute, (Wilp Wilxo'oskwhl Nisga'a Institute) and the health service delivery agreement with Nisga'a Valley Health Authority.

The Director and Managers also have a role in the Nisga'a Emergency Management, with the responsibility of organizing the logistics during emergency incidences. For example, the road slide and closure experienced in February 2014 and the Nass Valley 5 day power outage in March 2014 were some of the incidences.

The Director's office also coordinates two standing committees. The Programs and Services and the Public Order, Peace and Safety (POPS); as well as draws upon the appropriate resources from the Nisga'a entities. We sincerely appreciate the historical and legislative knowledge, level of dedication, experience and pro-active perspectives that each of the standing committee members contributes to the Directorate.

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## **Programs & Services Committee Members**

### **ELECTED**

Clifford Morgan – Chair  
Claude Barton – Gingolx VG  
Wallace Clark – Laxgalts'ap VG  
Tina Bolton – Gitwinksihlkw  
Brian Tait – Gitlaxt'aamiks  
Edna Tait (Nyce) – Nisga'a Ts'amiks  
Phyllis Adams – Terrace Local

### **RESOURCES**

#### **Programs & Services Director & Managers**

Stephanie Lysyk, NLG IHLC  
School District 92 – As Required  
NVHA – As Required  
WWNI – As Requested

#### **NLG Officers**

Corinne McKay, Secretary-Treasurer  
Shirley Morven, Chair, Council of Elders

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## **Public Order Peace And Safety Committee Members**

### **ELECTED**

Ron Nyce – Chair  
Racheal Stanley – Gingolx  
Craig McKay – Laxgalts'ap  
Bruce Haldane Sr. – Gitwinksihlkw  
Denise Eli – Gitlaxt'aamiks

### **RESOURCES**

#### **Director & Justice Manager**

Sgt. Jim Fenske, RCMP  
Stephanie Lysyk, NLG IHLC

# Directorate of Programs & Services

## Access to Justice

The **Vision** is to involve every Nisga'a citizen in promoting the safety of our communities by building on the strengths of individuals, families and communities. The **Mission** is to reflect and empower Nisga'a Ayuuk (Nisga'a law) in all aspects of our livelihood including the justice system. The goals are to empower the Nisga'a house system (huwilp) to be involved in resolving issues that a house may be facing with the Canadian Justice System, family, community or school. The ultimate goal is to establish long houses in each community where each house may gather to resolve conflict, celebrate successes and a house for ceremonies.

Funding for this department is through contribution agreements from the Ministry of Public Safety and Solicitor General (Corrections Branch); Policing and Community Safety Branch for Victim Services; Department of Justice and the Attorney General of Canada; and the Ministry of Children and Family Development. Four justice programs are provided to the communities of Gingolx, Laxgalts'ap, Gitwinksihlkw and Gitlaxt'aamiks,

**ABORIGINAL JUSTICE PROGRAM** assists in the monitoring of adults on supervision orders with BC's Correction Branch, liaises between Nisga'a communities and the Canadian justice system, encourages the revival of traditional Nisga'a ways of resolving conflict; and ensures Nisga'a communities have access to relevant legal information and services.

**LISIMS NASS VALLEY RCMP VICTIM SERVICES PROGRAM** provides emotional support to victims of crime during their recovery and involvement with the justice process, information about the justice system, and liaison with Crown Counsel to assist with court orientation.

**YUUHLIMKASKW PROGRAM** (Restorative Justice) provides culturally appropriate alternative justice solutions. Yuuhlimkaskw is a Nisga'a way of counseling, guiding, cautioning, and supporting community members in a proactive approach that involves the community in examining the underlying causes of problematic behavior.

**YOUTH JUSTICE PROGRAM** fosters a working partnership with all Nass Valley community resources to collectively strengthen the capacity for Nisga'a communities to effectively respond to the youth's justice issues and needs.

**CLIENT CONFIDENTIALITY** is an ethical practice the Access to Justice staff takes seriously. Any personal information remains confidential and will not be disclosed to a third party, without the authorization by the client.

### ACCOMPLISHMENTS:

In partnership with the Legal Services Society of BC we provided education in the schools and community, which included what restorative justice is, Youth against Violence which is an anti-bullying campaign. Increasing Safety to Women and Children and Indigenous Community Safety Project also co-hosted with Ending Violence BC with Bev Jacobs, Morgan Baldwin, and Gail Edinger.

In partnership with Nisga'a Valley Health, we co-facilitated the "Strengthening Families Together" program, a 6 week program, delivered in Gitlaxt'aamiks and Gingolx, to assist families who are living with the effects of mental illnesses such as anxiety, depression and schizophrenia. We also assisted RCMP in delivering the **WITS** anti victimization program at the school. **Walk away, Ignore, Talk it out, Seek help.** Workshops also included topics on "Supporting Male survivor of Sexual Abuse". Youth Leadership Workshop" that covered topics: roots of victimization, visioning and community mapping.

We worked with Nisga'a Valley Health, Gitlaxt'aamiks Village Government and School District 92 to coordinate the Walk to School asking the chiefs, matriarchs and family members to walk our children to school and presenting the children to administration and staff. The event consisted of acknowledgments and speeches requesting and advising that care be taken with the children and their teachings.

In collaboration with the RCMP, Nisga'a Valley Health Nurses drafted a "Sexual Assault Protocol", and also provided a presentation at a Laxgalts'ap and Gingolx public meeting on the "Effects of violence in relationships."

Our relationship with the RCMP has help provide workshops such as "Ending Violence Association of BC" and coordinated a Community Safety workshop that included topics such as the violence in relationships and sexual assault/

abuse. We working with the Lisims Early Learning, Nisga'a Valley Health and School District 92 coordinating a Nisga'a Woman's Wellness Conference; produced "healthy/safe living" book marks that were handed out on Aboriginal Day. And the RCMP did a presentation at the Nisga'a Youth Conference on "relationship safety". Partnering up with the Terrace Legal Services Society coordinated an information session to frontline workers regarding the new "family law act". Peacemaking circles training, held on March 4, 5, 6,, received positive feedback from 20 participants, i.e. teachers from School District 92, wellness workers from NVHA, NLG staff and Elders from each community.

We helped to plan the "Block Party" where the main goal was to build community relationships with RCMP, this event was held in Laxgalts'ap. The Brown Bag Campaign invited students, elders, and employees to print or color safety driving messages, responsible celebrating, fire safety and some messages written in the Nisga'a language on the bags. These bags were donated and distributed by the Inn of the West Beer and Wine outlet December 2013.

### STRATEGIC PLAN TO ADDRESS VIOLENCE

The Women's conference in 2009, Men's conference in May 2011, and Youth Conference 2013, participants have identified the need for urgent action and long term solutions. The training over the years, Sexual Abuse workshop 2012, Unspoken Truths about Suicide 2008 & 2011, Community Safety Workshop to End Violence 2012, Women's Ending Violence Gathering, "Footprints to wellness" May 2013, SD92 with Gr 10-12 with K'san House on respectful relationships, 2007-2009, demystifying the dynamics with-in violent relationships. Sexual Assault Protocol was initiated by Cst. Fletcher, in collaboration with NLG Access to Justice, NVHA, Victim Services, and K'san House. It is also noted that a former Council of Elders member raised the issues and spoke to the Simigat and Sigidim haanak to remind them of Hawahlkws, the harming of others and to end the behavior. (He was referring to ending domestic violence and sexual assault).

Essential programs are needed to close the gap where the cyclical behaviors are addressed on a long term basis. The critical need to address the lack of resources was raised at the POPS meeting and recommended a motion. Executive passed a motion for the POPS committee to develop a five year strategic plan to establish a long-term treatment model to address the various types of violence, including domestic violence and sexual assault. A POPS technical resource team is currently in the development process. It is anticipated that community education and planning will be under way.

### Ayuukhl Nisga'a Department

The mandate is to provide for the processes that preserve, protect, promote and pass on Nisga'a language and culture stated in the provisions of Chapter 11, section 41, 42 and 43 of our Nisga'a Treaty.

Ayuukhl Nisga'a continues to develop, with NLG Administration and Wilp Si'ayuukhl Nisga'a (WSN) the policies, legislation, resources and projects to provide for our mandate. The provisions require knowledge, skill sets and applications that adapt with the advancement, progress and changes in the work of preservation, protection and promotion of heritage, language and culture. The Ayuukhl Nisga'a vision is consistent with the Nisga'a Nation's.

*"In the spirit of Sayt-K'ilim-Goot, the Nisga'a Nation is a place where our Ayuuk, language, and culture are the foundation of our identity"*

### POLICY DEVELOPMENT

Interim Access to Information Policy was developed to protect and promote the use of the *Land Ownership and Occupancy Study* (LOOS 1980's), the archive. The *Interim Access to Information Policy* provides for an application process for researchers to access information through the Cultural Research Analyst.

The LOOS collection contains cassette tapes, paper transcripts, photographs, video tapes, maps and published resources. The cassette tapes were preserved in a digitized format in the digitization project. The project began in July of 2012, with the selection

# Directorate of Programs & Services

of a consultant. The consultant, experience in the digitization of the recording in the Royal BC Museum collections, provided for efficient work. The digitization project of the cassette and video tapes in the LOOS archive was completed November 2013.

## LEGISLATION

The *Nisga'a Heritage Act* is in the research stage of legislative writing. We started with researching online for existing laws that protected tangible and intangible heritage and culture. The research included acknowledging the provisions and language in our Treaty, the legislative or legal language currently recognized internationally and in Canada, and the knowledge of respect for our cultural protocols and the interpretation of those protocols.

Writing the legislation is a provision of *Resolution 2013/60* the *Nisga'a Heritage Act*. We continue to work with In-House Legal Counsel (IHLC) to prepare the contents of the *Nisga'a Heritage Act*. The Manager conducted the initial research for IHLC and the law student, Erica Stahl. Erica completed her 7 week practicum with Nisga'a Lisims Government in March 2014. Her practicum from the Osgoode Hall Law School was in Aboriginal Lands and Governance Intensive Program. Erica's "Final Report on the initial work to develop a *Nisga'a Heritage Act*" will assist in the writing of the legislation.

## CULTURE

The Cultural Research Analyst provides the interpretation, research assistance and analysis of our cultural practices and protocols. On request, the Cultural Research Analyst may meet with a researcher to understand the subject matter, their query and provide feedback to the researcher. The protocols, practices and interpretation of our way of life continue to be documented, with the use of the information in the archive, interviewing Elders and meetings with the Council of Elders. The Cultural Research Analyst, with the research methods noted above, has successfully completed the writing, editing and production of for two documents, the *Feast Book* and the *K'aats Booklet*.

We are currently developing two courses with School District 92 Nisga'a. The two courses will include content from the Nisga'a Treaty and Nisga'a History, which is being researched from the archive. Also, the Cultural Research Analyst continues to respond to requests from agencies, institutes and other departments, for advice and support in the efforts of cultural sensitivity.

We are also providing the documentation of the *Nisga'a Institution of Marriage*, with the provisions of Resolution 2004/11 the Marriage Document. The Cultural Research Analyst will engage in the next research stage of reading transcripts and interviewing Elders and community members. The project will require research, translation, outlines, formatting and writing processes. The estimated completion of this project is approximately two to three years.

## LANGUAGE

We provide support to Administration with the terms of reference of a *Nisga'a Language and Culture Authority or Committee*. We work with the Council of Elders and Executive to continue moving forward with *Resolution 2013/72 Nisga'a Language Authority*. The Language Coordinator prepared a draft Language Authority Terms of Reference, which was presented to the Council of Elders. The Council provided valuable feedback and will do a second reading. The final draft Language Authority Terms of Reference will be presented to the Executive.

Another aspect of our services is the translation process which allows for detailed interpretation of the English language and communication to fluent speakers who assist with the translation request of our Nisga'a language.

The translation process ensures that the appropriate use of our language is not lost in translation. Through numerous projects and events, we provide the interpretation and translation of concepts and statements. You will notice on the Lisims RCMP Detachment cruisers, that their vision statement "Proud to be serving the Nisga'a Nation" is also visible in our language. Some brochures, postings and signs in the community were also translated by the Cultural Research Analyst.

With the growth in language and culture revitalization, we hired the language coordinator in November 2013. The Language Coordinator prepared the card used for floral presentations by NLG, which is written and read in our language. Book markers, with Txeemsim displayed on the front, also notes our Nisga'a edicts. The book marker is written in Nisga'a and English. The two time-honored questions on the marker brings awareness to our Nisga'a identity, our matrilineal social structure, our Pdeek, Wilp, as well as Hawahlkws. When we are asked who is our grandmother and grandfather, we are sharing who we belong to, our Wilp, everyone in our Wilp and Pdeek are our brothers, sisters, aunts and uncles. This is how Nisga'a identifies us.

### ADMINISTRATIVE SUPPORT

With the increased work in the department and with the Council of Elders, an Administrative Assistant was hired in November 2013. We also support the *Nisga'a Trademarks* application, as required, for further process by the Nisga'a Adhoc Committee and ordering of honorary gifts as directed by the Chief Executive Officer. When we receive any funeral arrangements, will contact a Council of Elder member to speak at Memorial Services, on behalf of NLG.

In collaboration with the Chairperson of the Council of Elders, administrative support is provided to the Council of Elders meetings, their fiscal year work-plan and budget, and ensuring the qualification of the candidates for the Selection Process of Council are met. We also supported the planning and coordination of the Elder and Youth Workshops as per *Resolution 2012/12 Youth and Elder Workshops*, scheduled on April 15-16, 2014 at NESS in Gitlaxt'aamiks. Council of Elders provided for the transfer of knowledge, facilitating workshops about our Adaawaḵ, Oolichan Harvest, Hoobiye, Sigidim-Hanaḵ' role and protocol and our Nisga'a Treaty. The workshops were successful and well attended.

### ARCHIVES

The Land Ownership and Occupancy Study is the researched documentation that provided for the five volumes developed by extensive research by Nisga'a Tribal Council. The collection accumulated a mass of audio and visual recordings of individual interviews, conferences, meetings and documented maps and photographs.

The researched information was transcribed and provided for the documented five volumes. The information recorded in the archive, documents some Wilp information both in the individual interviews and the maps. While the recordings have been digitized, the paper records in the collection are not. The archive room is maintained in an environment respecting the climate and humidity of an archive room.

### FUTURE GOALS AND OBJECTIVES

We will, with ongoing direction from Executive and WSN will continue the development of the *Nisga'a Heritage Act*, the establishment of a *Language and Culture Authority*, Language Revitalization projects, human resources to provide for the technical applications and policy in managing the preservation, conservation of and managed access to the LOOS archive. We will also work with the Communications Department to complete Resolution 2013/73 Nisga'a Documentary, to gather information to provide detailed historical records.

We acknowledge and encourage those who contribute to the Nisga'a Nation's efforts to promote the use of language and culture in everyday life, work and play, sa'amhl wilsim.



# Directorate of Programs & Services

## Enrolment & Eligibility

### ENROLMENT & ELIGIBILITY

#### COMMITTEE MEMBERS:

**Verna Williams** – Canada  
Alternate Member – Vacant

**Nelson Clayton** – Laxgibuu  
Alternate Member –  
Rosie Robinson

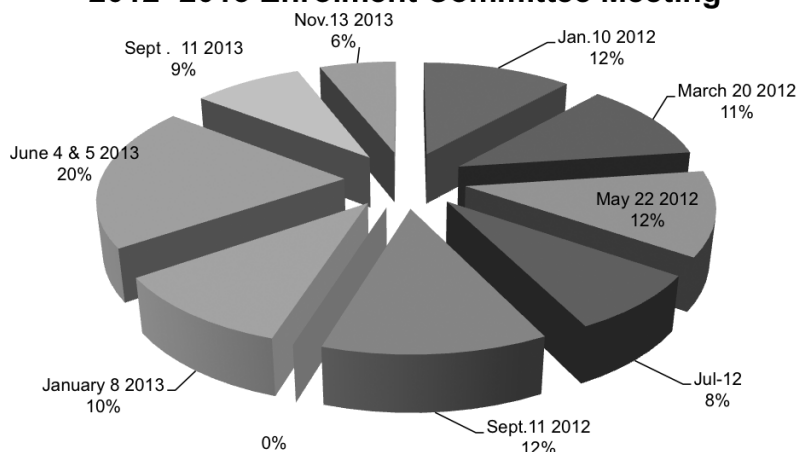
**Mercy Moore** – Laxsgiik  
Alternate Member –  
Lavinia Clayton

**Wilma Moore** – Gisk'aast  
Alternate Member –  
Peter Stevens

### COMMITTEE DECISIONS

New Applications	350	Incomplete / Rejected	22
Approved	291	Deceased	45
Incomplete	59	Renounced	30

## 2012- 2013 Enrolment Committee Meeting



### ELDER'S GIFT PACKAGES

On their 60th birthdate, Nisga'a citizens receive an elder's gift package in the amount of \$15,000. Here are the disbursements for 2012 and 2013.

YEAR 2012
75 Elders @ \$15,000 = \$1,125,000
YEAR 2013
78 Elders @ \$15,000 = \$1,170,000
TOTAL ELDER DISBURSEMENTS
\$2,295,000

### NISGA'A CITIZENSHIP DATA BASE ASSESSMENT

An Assessment and Analysis of the Citizenship Registry and related issues was conducted by an external consultant, with recommendations including additional human resources, policy and regulation development.

### VILLAGE REGISTRARS AND URBAN MEMBERSHIP CLERKS

This group is from the four village government and the three urban offices. The group started working together in 2010 to consolidate the Nisga'a population. They now have access to the citizenship data base.

### PHOTO ID CARDS

We have upgraded the equipment for the photo ID issuance. We are now waiting for the newly designed cards.

We also have program keys for the ID cards. Future plans are to have a camera located in each Nisga'a local office to take the photo and application and transferred to our office to be printed.

### DOCUMENTATION AND POLICIES

We are currently revising the citizenship application forms for membership, photo ID and change of address forms. Once the forms are updated, the forms will be available on the Nisga'a web site.

The final report and recommendations of the Assessment and Analysis of the Citizenship Registry identified the policies that need to be in place. We will begin the policy development in this fiscal year.

### **Nisga'a Child & Family Services**

The major accomplishments for NCFS is the nearing of the C6 Service Delivery Plan to assume all child protection work, the restructuring of human resources to accommodate the Services Delivery Plan, training two Nisga'a social workers to C6 practice within the Nass Valley and opening a satellite office in Laxgalts'ap. The consistent delegated practice, as per the Nisga'a Nation Delegation services Agreement with the Provincial Government, NCFS has two streams of work the Delegated from General Laws of Application of BC and the Non Delegated Voluntary Support Services; Infancy Development (0 to 3 year); Support Child Care Development (0-18 years children and youth with special needs; Family Group Conferencing as an alternative dispute resolution process. There are also 2 services provided through MCFD contracts Child and Youth Mental Health (Counselling for children and Youth) and a Youth Justice contract for youth in the Court system.

NCFS has offices in Gitlaxt'aamiks, Laxgalts'ap, Terrace and Prince Rupert. Prince Rupert has had children transfer from MCFD; and adoption plans with two new foster homes being opened and many permanency plans taking place. Youth on independent living and still attending school is a success. Youth speak about not wanting to be in foster care until they age out of care, youth speak about wishing and wanting to have a forever home and not be asked to leave when they turn 19, many plans for permanency are taking place, this is every child/youth dream is to

have a forever home when they are unable to return home to their parents.

#### **TERRACE NCFS**

Terrace NCFS work with children and youth who are involved with multiple service systems, which helps to stabilize and deal with their persistent emotional, mental health, developmental needs that are causing impairment in their home, social and community. Youth are in need of a high level of care and support to manage their behavior on a regular basis. There are 5 new foster homes opened and three new homes been home studied to become foster home.

#### **NAAS**

Adoptions, reintegration plans are taking place as well as youth agreements, recruitment and retention of foster homes. "Open your heart to our children. Open your home. Become a foster parent today!" The Nisga'a translation was printed on our totes and pens, with the help of the Cultural Research Analyst. NCFS resource team is looking to build and unite our foster parents in a support group of their own, similar to the provincial foster parent association, but more tailored to suit the specific experience from our Nisga'a foster parents within the valley, and in the urban area. The NCFS resource teams were mindful of the need to build Nisga'a homes for Nisga'a children, however, to not discriminate the non-Nisga'a person who may have an interest in applying to become a foster parent for NCFS. Currently, we have no non Nisga'a individuals foster parenting for Nisga'a, although we welcome this too.

The NCFS Resource and Guardianship team have a very team minded approach of working together which has shown to be very productive and outstanding work by both teams. All of the Resource SW and Guardianship SWs from NCFS Naas office and off Nisga'a lands social workers from Terrace and Prince Rupert are Nisga'a members. The two teams are very proud of working for the Nisga'a Nation and honored to be working with Nisga'a people.

#### **NISGA'A SUPPORTED CHILD DEVELOPMENT PROGRAM (NCFS NON-DELEGATED SERVICES)**

This program provides Intervention and extra supports for Special Needs children, their families and communities. It is the aim of NSC-DP to engage families, childcare settings, and communities that support children's developmental goals. Intervention targets could include; communication and or Speech & Language, Fine/Gross Motor, Cognition, and Social/Emotional/Behavioral which encompasses but is not limited to Attention Deficit Hyperactivity Disorder, Fetal Alcohol & Spectrum Disorder, Speech, Deaf and or Hard of Hearing, Visual Impairment, and Complex Health Care Needs.

In operation since 2007, with a Coordinator, Consultant and Support Worker, we operate in an outreach mode with referrals made and forwarded to other service providers, professionals, and advocates on behalf of clients for extra supports. It is voluntary, family directed, team based and each file is kept in a secure safe place for confidentiality purposes.

# Directorate of Programs & Services

Reports are completed by the 10th of each month and include data collection in relation to numbers of children, age groups, workshops, resources and intervention avenues.

In 2014, the Nisga'a Support Child program has had 89 active files, 12 new intake files, 17 closed/aged out/moved files, 10 One-on-One support files within the 4 communities.

Salmon Berry Fair: Annual event for early learners' ages 0 to 6 – features assessments, booths geared to age group, resources for families plus fun activities for the family with healthy finger foods, fruits and vegetables. Parent Education included “Nobody’s Perfect” and “Strengthening Families Parenting Programs – for all age groups on a rotating basis accepting not only parents but grandparents/aunts/uncles/caregivers. Cultural Theme Box is ongoing additions to Cultural Theme Box booklets, pictures, regalia, songs, nursery rhymes. Networking – to access service providers for diagnosis: team effort approaches effective – while time consuming and lengthy waitlists children are being diagnosed which garners more money for supports within school system

## **SPEECH & LANGUAGE PATHOLOGIST**

In conjunction with Lisims Early Learning Partnerships, a speech and language pathologist has been contracted to do initial assessments in all early childhood programs in each community. With final reports, clients are being referred to a more in-depth assessment with a speech and language pathologist at Northern Health in

Terrace alongside audiology to rule out any hearing impediments.

## **STAFF TRAINING**

Computer training was taken for month end reports and client reports. Home-visiting training is to expand client home visits and intakes of new clients. Challenging Behaviors training on strategies and recommendations on challenging client behaviors in a child care setting and at home was presented by Provincial Advisor for Aboriginal Supported Child.

## **FUNDING**

NASCDP applied for a one time reinvestment grant of \$40,000.00, with 9 weeks to expend. Money has been expended by deadline of March 31, 2014 with some monies promised for future dated events, included in proposal were: Travel Expense, Services, Parent Education, Staff Training, Cultural – 2 components plus Partnering. All proposed goals have been met. Note: proposal was based on wish list which highly reflected it. Some of the activities generated were: communities receiving funding towards shuttles and drivers to transport community members to Hoobiyee. All communities received material for families to make regalia and for planned activities such as: swimming lessons for infant & toddlers plus children aged 3 to 5 years of age (included bus, bus driver and lunch). Fetal Alcohol Spectrum Disorder training, attended by School District teachers, support staff, early childhood educators, social workers, Nisga'a Valley Health staff, Village Governments, and parents/caregivers.

A two day Cultural learning workshop consists of an Immersion day with teachers and learning values, beliefs, rites of passage, which will be open to all community members in the Nass Valley. Salmon Berry Fair – an assessment day with fun filled activities for children and families plus a finger food lunch – lunch and door prizes provided by Nisga'a Supported Child. Staff Training – Support Worker to attend the Early Childhood Educator's Conference in May, Consultant attended the Home Visiting training and the Coordinator to attend the Facilitator “My Tween & I” parenting training in May with 2 other participants from other entities paid for by grant dollars in order to rotating classes in each of the 4 communities.

Future plans are to do traditional food gathering and preparing for families, with all the necessary materials for smoking, jarring, salting salmon, gathering tea/medicines, picking berries to jar and make bread jams plus learning about gathering roots, and plants. We will also provide another presentation by Suzanne Johnson, Registered Dietitian with the First Nations Health Authority. Attached is an article “Use of indigenous foods could ease poverty”: <http://www.leaderpost.com/indigenous+foods+could+ease+poverty/9657113/story.html>.

## **NISGA'A INFANT DEVELOPMENT PROGRAM**

This program is for anyone caring for children birth to three years old considered at risk for, or having, a development delay or disability. Services include training, support, and consultation to children and families, and childcare staff. Services are provided to the four Nisga'a villages and surrounding area.

Goals are to prevent the cumulative effects on the development of children through early learning identification and intervention of children at risk of delay; improve parenting capacity through parent education that promotes the physical intellectual and social development of children and by promoting positive parent-child interactions; strengthen families support in the community by linking parents to formal or informal supports that provide positive relationships and reduces isolation; assist communities in developing the capacity and resource to support children and families; strategize ways to obtain parent and community members to participate in programs; collaborate with the Nisga'a Supported Child Development Program, Nisga'a Valley Health, School District 92, Ksi Xy'ans Daycare Head Start, Gingolx Head Start, and Gitwinksi-hlkw Wii six Sit'aatkwa Head Start Daycare.

Programs include baby massage, Mom's Pop's & Tot's, Mother Goose, Home visits, year-end swim field trips.

## **Social Development**

The general principle of the Social Development Program is that *"Individuals and families are*

*responsible for managing their own affairs and maintaining themselves to the extent that their resources permit. The Social Development program provides financial support to eligible adults and their dependents that are unable to meet their basic needs."*

The Social Development Working group members provided input into the social development policy amendments.

Policy amendments will be tabled for approval in May 2014. These recommendations are reviewed in accordance with relevant legislation and budget parameters. Another area of importance is to ensure that our policies are empowering, non-defeating and strive to support clients to be self-sufficient and employable. An example of this is a review of the earnings exemption policies.

In 2013, there were a total of 2,154 social assistance case files. 1550 of these are files in the employable category, which is approximately 62%. The single male employable demographic has historically and continues to be the highest case-load statistic among our caseloads. The rationale for identifying these types of data is to determine effectiveness and efficiency of policy as well as to develop action plans moving forward for the Social Development program.

The Social Development working group and Village Government Senior Administrators created a pilot project that focused on skill building and training to address various barriers such as Literacy; Life Skills; Wellness; Addictions;

lack of work experience that helped to adequately prepare people for employment.

We also took steps to adjudicate Disability applications that has reduced the wait time for new applications but also ensures that clients could fit within this category and are properly assessed and receive the services and benefits they qualify for.

## **Terrace Office**

NLG Terrace Office staff consists of 2 Community Outreach Workers, 1 Youth & Recreation Leader, 1 Programs Assistant, 1 P/T Janitor/Maintenance and the Programs & Services Coordinator. We provide quality and relevant services that are based on the needs of the Nisga'a citizens living in Terrace and affiliate area. From August 2013 to April 2014 over 6000 contacts from Nisga'a citizens that were made to our office for programs and services.

We created a gathering place for Nisga'a Language & Culture classes, Easter social, graduation dinners, Elders Tea or Crafts for children, Terrace Nisga'a Elders & the Gitlaxdax Dance Group. Citizens have access to our Business Service Centre with four Computer Labs to conduct job searches, resumes or cover letters. Families have access to recreation passes, driver's licenses, bus passes, applications for Christmas Food Hamper, Children's Santa Visit and Education Gifts, post-secondary bursaries and a bus charter to attend Hoobiyee & Special Assembly.

# Directorate of Programs & Services

## Youth Organizing Youth

Nisga'a Lisims Government, Village and Urban Governments have taken a pro-active approach to youth leadership with the implementation of the Nisga'a Youth Advisory Council (NYAC), local youth councils and Youth Organizing Youth coordinator. Each has a distinct function but a similar role; NYAC is a committee under the Programs and Services committee, local youth councils potentially provide village and urban government another avenue to engage youth, and YOY has two functions, the first to provide NYAC with technical support to carry out their roles and responsibilities and second is the first point of contact on youth initiatives. The role each play is to gather, record, and share the concerns of youth with their elected Nisga'a representatives. Nisga'a people have from time immemorial taken youth and trained them to become leaders of their perspective Wilp. It is only appropriate that Nisga'a Lisims Government and Village and Urban Governments embark on this path to engage our leaders of tomorrow. The following is our current standing youth council members.

### **GITLAXT'AAMIKS**

**Megan Munroe**  
Katherine Clayton  
Drew Guno

### **GITWINKSIHLKW**

**Kimberly Azak**  
Tara Robinson  
Hilda Nyce  
Mikey McNeil  
Tori Azak

### **LAXGALTS'AP**

**Paige Vickers**  
Breanna Watts

### **GINGOLX**

**Jeffery Stanley**  
Dawn Doolan  
Samara Doolan  
Cas Stevens  
Sam Doolan  
Micita Barton  
Colin Stevens

### **TERRACE**

**Auzia Guno**  
Ross Clayton  
Victoria Bright

### **TS'AMIKS**

**Reanne Percival**  
Shirley Ducharme  
Richard Azak  
Bobby Clayton  
Carla Nisyok

### **GITMAXMAK'AY**

**Heather Watts**  
Devon Lincoln  
Stephan Wesley  
Michael Wilson  
Ryan Wilson  
Katherine Morgan  
Marcus Bright

## Education

A closer working relationship with Schools District 92 is being fostered to ensure the K-12 students are succeeding with academics, social and cultural education. A service delivery agreement between the school district and NLG will be developed this fiscal year.

The Nisga'a Post-Secondary Education Funding Policy initially adopted in 2010 was amended with the input of the Post-Secondary Administrators, Programs and Services Education Sub-Committee and the Programs and Services Committee, in addition to the data and statistics on caseloads and expenditures for the 2012 and 2013 year. Data submitted was analyzed in the following categories: Areas of study; financial data (tuition; living allowance; supplies; etc.).

The Nisga'a Post-Secondary Education Funding Policy's mission is to:

*Assist Nisga'a Citizens and Nisga'a Indians ordinarily resident in Canada in embracing the principles of academic freedom and responsibility, by maintaining individual identity and cultural values and by ensuring access to quality education which responds to the Nisga'a Nation's diverse community, leadership and self-government needs. (stated in the 2010 policy)*

In the 2012-2013 there were 219 students sponsored for post-secondary education. We anticipate reaching these students for a student survey we are conducting. The analysis of this

student feedback will help to capture the trends, student's gaps, institutional support, student successes and determine the program's effectiveness.

A final amended policy was adopted at the Executive meeting on April 24, 2014. The updated Policy and applicable forms are available on the Nation's web page. The policy will be reviewed on an annual basis.

### Health

NLG has a service delivery agreement with the Nisga'a Valley Health Authority to provide the following community health programs and services to all Nisga'a citizens and non-Nisga'a residents on Nisga'a lands.

Here is a summary of the focus of the health services and programming; community healing programs, including traditional healing practices, public health services, including health promotion and illness prevention, immunization, communicable disease control and environmental health, and home and community care services, primary care, non-insured health benefits, including crisis intervention mental health counselling, patient transportation, vision care, dental services, drug and medical supplies.

Ambulatory services plans are in progress with BC Emergency Medical Services, to establish an ambulance service within the Nisga'a lands. Capacity for the ambulance service is dependent on the first emergency responders within each of the communities. Gitwinksihlkw and Laxgalts'ap

have provided first responder training to their members in the past year, building up this capacity. In collaboration with NVHA, Gitwinksihlkw is currently exploring an emergency medical responder training program to offer first responders.

A five (5) year evaluation was conducted in the past year, which is a requirement of the service delivery agreement. A final report is anticipated in May 2014.

### Urban Societies

Servicing the Nisga'a citizens who reside off Nisga'a lands, we have the two local societies providing programs and services. Nisga'a Ts'amiks Vancouver Society provides programs and services to citizens in the greater Vancouver region, Vancouver Island and up to Williams Lake. Gitmaxmak'ay Prince Rupert, Port Edward Local Society provides programs and services to citizens in Prince Rupert and Port Edward, as well as affiliates in the provinces beyond BC.

The programs and services offered to citizens include, however, not limited to this list; K-12 education gifts, culture and language, economic development and recreation.

*Respectfully submitted,*

**Gilom ji'i t'agii /**

**Roberta E. Stewart, BA, MBA**

DIRECTOR OF PROGRAMS & SERVICES



# Directorate of Human Resources



**Cheryl Pelletier**  
MANAGER HUMAN RESOURCES



## HR Operational Objectives Met

- Meetings of 'all staff' were reintroduced in November 2012. The meetings are called from time to time as required to discuss work-related matters, new programs, policy changes, etc, that impact the NLG workforce.
- All employment income earned within the Nisga'a Nation became taxable income effective January 1, 2013.
- In advance of the impending taxation implementation, a 'One Time Payout' of accumulated Vacation/Elective Leave Accruals was proposed, presented to, and approved by the Executive at the November 22, 2012 meeting. The approved plan was then rolled out to all staff via all-staff meeting held November 26, 2012. At each employee's direction in writing, non-taxable payouts for time bank accumulations up to December 9th were processed for payment by way of manual cheques dated December 14, 2012.
- The revised Employee Policy Manual was presented to and approved by the Executive at the November 2012 meeting. The revised manual, effective January 1, 2013 was presented to employees at an all-staff

meeting held January 10, 2013. A secondary meeting for Terrace and Prince Rupert NCFS staff was held in Terrace on January 15, 2013.

- As of January 1, 2013, a new service contract took effect for provision of our Employee and Family Assistance Program (EFAP) through Shepell.fgi. The Service transfer will prove beneficial by saving on administrative costs as Shepell is an existing associate firm with our current Health Benefits provider, Great West Life. New brochures etc. were distributed to staff.
- A revised Performance Evaluation process for Managers and Directors was introduced in January 2013. Phase one of the implementation introduced a 360-degree evaluation format specifically designed for Managers nearing completion of their 6-month Probationary Period. Phase two of the program was implemented in the summer of 2013, expanding the 360-degree evaluation format to include all existing Managerial staff.
- February 25, 2013 marked the first regular quarterly meeting of all NLG Managers and Directors to discuss HR-related and other operational issues impacting departments gov-

ernment-wide. The remaining meetings for 2013 took place in June and October. The 2014 meetings scheduled are: January, April, July and October.

- Effective March 1, 2014, an employer-initiated revision to the NLG Group Benefits Plan increased the age participation in the plan to 80 years of age, where previously, 70 years had been the maximum.
- Existing Job Descriptions continue to be reviewed for currency at the initiation of the current position incumbent, or prior to posting to fill a vacancy. As well, new job descriptions have been developed where new positions have been created throughout 2013-2014.

## Occupational Health and Safety:

- Re-establishment of the Joint Occupational Health and Safety Committee was a priority for 2013. Initial discussions took place with Managers and Directors in the spring of 2013. Two information Sessions were held in Chambers for all staff on November 15. The purpose was to remind and inform all staff of our obligations related to OHS as prescribed by the Canada Labour Code Part II. The house was full for both info

sessions. We also had great attendance from our Terrace, and Prince Rupert offices by teleconference.

- Anthony Moore, Lands Officer, received his OFA Level 3 recertification in September 2013. NLG invested in all essential First Aid equipment and supplies required for Anthony to fully maximize his level of OFA training and expertise. Our most recent acquisition was an AED (automated external defibrillator) which arrived Nov 18, 2013. The life-saving equipment was checked and certified on-site November 20 and is now part of the inventory currently housed in Anthony's workstation until such time as our designated First Aid centre on the lower level of the NLG building is prepared and operational.
- First Aid training was held on-site at NLG on Nov 19 and 20, 2013. Twelve employees were certified in OFA level 1 which included an AED training component, and 10 employees were certified in Transportation Endorsement.
- October 28, 2013 – a meeting was held for all Managerial employees to nominate and confirm the Management representatives to the Joint OH&S committee.
- Nov 26, 2013 – a meeting was held for all hourly staff, facilitated by the HR Coordinator. Purpose was to nominate and confirm the Staff representatives for the Joint OHS committee.

- The first meeting of the newly appointed Joint OH&S committee took place January 21, 2014.

- OHS Committee training was held on-site in NLG Chambers March 13, 2014.

## NLG Staff Training / General

- A new Staff Training and Development Policy was presented to and approved by the Executive at the March 2013 Executive Meeting. The bulletin was then distributed to all Managers and Directors for further distribution to their staff.

- In 2013 and 2014, tuition was paid, and where necessary, paid leave from work was granted for employees enrolled in Nisga'a Language and Culture courses as well as 1 Effective Writing Course through WWNI. In addition, by the end of July 2013, one staff member completed the Linguistics Certification program through the University of Alberta. By the end of December 2013, one staff member completed the Project Management Professional designation program through UNBC. In addition, several staff members across the organization are presently enrolled in various programs at various post secondary institutions, working toward advanced education in their chosen fields of study and profession.
- One staff member applied for and was granted an educational leave of absence (fall 2013 to Spring 2014) to pursue the first year of studies toward a First

Nations Fine Arts Diploma at Northwest Community College.

- A Training Needs Analysis was conducted for Supervisors, Managers and Directors in the fall of 2013. Once key themes were identified, a Training Delivery Plan was developed. The first on-site training was delivered April 8, 2014 in NLG Chambers. Follow up webinars are planned for May and June. The second on-site training session is scheduled for May 27, 2014, with follow up webinars to be scheduled thereafter.

## NLG Supports Employee and Workplace Wellness

- In addition to securing Shepell, fgi as NLG's new Employee and Family Assistance service provider effective January 1, 2013, the HR department supports and promotes the program by way of private consultation, poster displays, and distribution of the electronic version of the 'Balance' newsletter.
- With the beginning of the 2013 New Year, HR implemented an Employee Goodwill Program whereby employees hospitalized due to illness or for the birth of a child, receive flowers and a card of well-wishes sent on behalf of everyone at NLG.
- NLG Staff observed Earth Day on April 22, 2013 by launching 'Operation Sunshine.' Regular staff and Management were randomly divided into 6 teams and tasked with planting and nurturing sunflower seeds over the spring and summer months.

# Directorate of Human Resources

Progress and milestones were documented and the competition closed the end of August, 2013. Team prizes were awarded in 4 categories and various prize draws took place for employees not on winning teams. This activity was marked as a hugely successful team building initiative for NLG staff.

- June 3, 2013 was the launch of our NLG staff noon-hour walking program. Recognizing that regular, moderate physical activity and increased water consumption aids in overall employee well-being, staff members are encouraged to take a few minutes out of their lunch hour to take a 15-minute walk. Most of the regular participants tour the circuit twice for a half hour of fun. Water bottles were provided as incentive for the first 32 staff participants. Bear Bells and umbrellas are also available for participants as needed.
- With the Communications and Intergovernmental Relations team in the lead, NLG sponsored a parade float in the 2013 Aboriginal Day Celebrations hosted by the Gitlaxt'aamiks Village Government as well as the 2013 Riverboat Days Parade in Terrace. Staff members were encouraged to participate in both events from conception to completion. NLG's effort was a resounding success by all accounts.
- NLG staff members were encouraged to participate in the 8th Annual NVHA Canoe Races which took place Friday, July 26, 2013.

## NLG Recognizes Employees

- An Employee Apparel program was implemented for regular, permanent staff. Clothing is embroidered with our NLG logo, consistent with our corporate image and branding. The first apparel item introduced was a fleece jacket which was presented to staff at the NLG Staff Christmas Luncheon, December 19, 2012. The second year of the program, a soft shell jacket was presented at the Christmas Dinner in Terrace, December 6, 2013.
- In the infancy stages of developing an Employee Recognition Program, the HR Department recognized 12 staff members for their 'stand out service' to clients and fellow employees. Presentations took place at the staff Christmas Luncheon in December 2012. Each recipient received a Logo embroidered fleece scarf.
- With the beginning of the 2013 year, HR implemented an Employee Birthday Program whereby each regular employee receives a small gift and in-house crafted personal birthday card on their birthday, from the HR department staff.
- The month of March is National Social Work Month. In recognition of their tireless dedication to our most vulnerable Nisga'a citizens presentations were made to all NCFS Social Workers as well as the entire NCFS support staff team at a meeting held in Terrace on March 7, 2013.

- The week of April 22, 2013 was Administrative Professionals Week. On April 25th a celebration luncheon was hosted for all staff and presentations were made to recognize the contributions of our NLG Administrative Support Staff. (At the time of preparing this report, plans are underway for the 2014 recognition event).
- On June 19, 2013, NLG hosted a luncheon for all staff to honour the dedication and contribution of all NLG public servants. Presentations were made to 6 employees in recognition of their 'above and beyond' consistent and top-notch performance in carrying out their duties. It is intended that this be an annual event each June.
- Our NLG Employee Long Service Recognition Program has been developed and implemented. Inaugural presentations were made at the December 6, 2013 employee Christmas Dinner in Terrace. A total of 34 staff members were recognized for their years of service, which tabulated to a combined total of 388 years of dedication to the Nisga'a Nation!

## NLG Employees Give Back

- October 19, 2012 marked the annual 'Dress for the Cause' campaign sponsored by the Breast Cancer Society of Canada. NLG staff participated by wearing pink and contributing to 2012's annual total of \$498 collected. This added to our 7-year tabulation now totaling \$4001.46 in staff contributions.

- A very successful NLG Staff Food Drive was held during the first three weeks of December 2012. A total of \$662 was collected in cash for grocery purchases. In addition, staff contributed non-perishable food items. A total of 8 large totes and 4 smaller hampers were delivered to the 4 local village governments for distribution December 20, 2012. In December 2013, staff again raised the bar, collecting a total of \$750 in cash plus food items. Combined with generous contributions of the Gitwinksihlkw Salvation Army who supported our Staff effort, we filled 12 large totes and 4 smaller hampers. A huge success and a huge 'thank you' to all who contributed!
  - On February 27, 2013, NLG staff wore pink in support of Anti-Bullying Day. In 2014, NLG staff increased awareness and partnered with Laxgalts'ap Village Government. T-shirts for all NLG staff were graciously provided by LVG. While the 'official' designated day for Anti-bullying awareness was scheduled for Feb 26, 2014, NLG staff launched their campaign early on Feb 14, recognizing that zero tolerance to bullying should be a way of life and recognized every day. A huge thank you to Laxgalts'ap Village Government for your tremendous support and partnership throughout this annual awareness campaign!
  - April 25, 2013 marked the BC Children's Hospital annual 'Jeans Day'. NLG staff raised a whopping \$577 for the cause – nearly 50% more than our previous annual record! As of writing this report, plans were underway for the 2014 Jeans Day campaign, scheduled for April 24th.
- Respectfully submitted,*  
**Cheryl Pelletier**, CHRP  
MANAGER HUMAN RESOURCES



## With Thanks



Nisga'a Lisims Government would like to thank the following organizations for their contributions towards the 2014 Special Assembly:

Progressive Ventures

Royal Bank of Canada

Silvertip Promotions & Signs

Spectra Energy

Terrace Sight & Sound

TransCanada Corporation

Wilp Si'ayuukhl Nisga'a

Nisga'a Lisims Government would also like to thank the Nisga'a Village of Gitwinksihlkw, all participating elected members, staff, and volunteers who have graciously donated their time.

†tooyaksim̓ n̓isim̓



**Nisga'a Lisims Government**





A large, stylized Nisga'a Totem Pole in the background, featuring a prominent face with large eyes and a mustache, and a smaller face below it. The background is a textured, reddish-brown color.

## Nisga'a Lisims Government

*Soyt-K'ilim-Goot / one heart, one path, one nation*



[www.nisgaanation.ca](http://www.nisgaanation.ca)