



STÁUTW FIRST NATION

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# Annual Report

2023 – 2024

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*For all Membership of STÁUTW First Nation*



**ST'ÁUTW FIRST NATION**

ST'ÁUTW First Nation  
Annual report  
2023-2024



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## VISION/MISSION

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To empower our people spiritually, intellectually, physically, and emotionally, by promoting a safe, open, and fair environment for our community. This includes bringing our youth and elders to the forefront of all that we do in Sṭáútw; focusing on supporting our children and families; and ensuring that a conscious effort is made to acknowledge and uphold the diverse needs of all community members. Along this journey, we will treat each other with respect, empathy, strength, pride, and equality.

Our Chief & Council is committed to a vision of transparent and accountable leadership fostering a culture of trust and collaboration to drive our community's growth and prosperity with management engagement and development.

## STRATEGIC GOALS

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- One. Engage with Sṭáútw culture, language, and practice to guide Sṭáútw administration, governance, and relationship with community.
- Two. Establish a model for community wellness, that centers Sṭáútw culture, language, and ways of life. Create opportunities for wellness and recovery.
- Three. Develop a conscious and deliberate respectful relationship with youth, elders, families, and community members that will allow Sṭáútw to move forward as Nation.



- Four. Increase employment and training opportunities for community members that fit the overall goals and aspirations of Sṭáutw First Nation.
- Five. Ensure Sṭáutw laws, policies and codes are consistent with Sṭáutw culture, language, and good governance practice.
- Six. Reclaim and engage stewardship of Sṭáutw First Nation and its shared territories
- Seven. Engage, protect, and exercise Douglas Treaty Rights and Sṭáutw Nation Rights and title.
- Eight. Advance a sustainable approach to development that includes infrastructure, housing, lands, and fisheries in a manner that creates economic opportunity, now and forever.
- Nine. Create a positive environment for growth as a Nation.
- Ten. Create a relationship with community that ensures transparent communication, engagement, consultation, and community feedback.
- Eleven. Implement tools and technology to advance the effectiveness and efficiency of the administration and governance of Sṭáutw First Nation that best serve the interests of community.

## ADMINISTRATION

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The overall goal of the Band Administrator is to build capacity amongst staff, managers, and departments/programs; support and promote respectful, professional, and transparent relationships with community members, Chief and Council, First Nation communities and stakeholders; and create stability that will contribute and support a bright and prosperous future for Sṭáútw First Nation.

The overall goal of the Administration Team is to bring together Sṭáútw's legacy projects, departmental plans, community vision (past and present), leadership, elder and youth directives with the needs of the community to create a plan and a path forward that honors the strength of Sṭáútw as a Nation.

This administration section identifies more of an overarching vision, while each of the departmental sections are specific and detailed. All sections are to be viewed as complementary and collaborative. Culture, language, and our relationship to the land/water/territory guides the work throughout.

Environmental scan of all departments & staff:

Sṭáútw has continued to right-size its staffing levels.

Sṭáútw has committed to competitive compensation to attract quality staff.

Human Resources:

- A Human Resources Manager was hired in 2022 to create an HR Department for Sṭáútw. This is the first of its kind in the four communities.
- The HR Manager is responsible to
- conduct performance communication reviews and update job descriptions
- Initiate new hire onboarding process
- Educate and empower managers on HR policies and procedures
- Implement training in areas of soft skills and communication
- Implement succession planning and preparedness
- Plan team building events such as lunch & learn
- Create a respectful workplace environment for all



### Update and passed the following Governing Documents

- Consultation Protocol & Policy (April 2024)
- Financial Policy and Procedures Manual (Jan 2024)
- Human Resources Policy (Apr 2022)
- Financial Administration Law (Jan 2024)
- Marine Use Law (approved by BCR in 2020)
- Council Governance Manual (Jan 2022)

### Build Financial Capacity

- Establish Finance team and Finance Committee – First meeting was September 2023
- Develop Managers' financial proficiency and knowledge of departmental budgets
- Complete 2020/21 Unqualified Audit
- Complete 2021/2022 Unqualified Audit
- Complete 2022/2023 Unqualified Audit
- Complete 2023/2024 Unqualified Audit
- Passed compliance review for 10-year grant

### Improve Communication with staff, administration, community, and Chief & Council

- Established Communications Office
- Update Website, Facebook, monthly newsletter circulation, and community notices (door to door)
- Development of ST'ÁUTW App (Launch July 2022)
- Re-establish Community Annual General Assembly (AGM) First held in July 2022, September 2023
- Re-establish Quarterly Band/Community meetings (July 2022, November 2022, March 14, 2023)

### Enhanced Technology services

- Upgrade computer systems (desktops, laptops, docking stations, and supports)
- Online/web-based tools and technology (Zoom, Microsoft Teams, Google Docs)
- Established Audio/Visual (AV) Systems for Multipurpose Room, Auditorium, Council Chambers, and Council Office
- Improved sound system for gym
- New telephone system

### Focused Initiatives

- Sṭáútw Custom Election Law
- Douglas Treaty Implementation Strategy
- Incorporation and Development of Sṭáútw Land's Trust Society
- Development of Sṭáútw's Land Back and Land Acquisition Strategy
- Incorporate Sṭáútw Economic Development Corporation
- Establish a Referral's Negotiation Team (leadership, admin, legal, financial, lands, Economic Development) and Principal Negotiator
- Identify a process for establishing Sṭáútw fully designated Child & Family Services which includes development of Sṭáútw Child & Family Law
- Renovate & Update reception areas
- Update Health department reception to implement an environment consistent with a health clinic
- Paint and install community mural in gym
- Install air conditioning in gym to support cooling area for heat waves
- Install electronic road sign for improved communication
- Install flagpole with Sṭáútw flag
- Update video surveillance system for main administration building and Wellness



## Elders

- The designated space for Elders.
- Purchase a bus to transport Elders to gatherings
- Re-organize staff to ensure support is available to address the needs (non-medical) of Elders, including, but not limited to social, cultural, and relational needs.
- Provide opportunities for Elders to travel to attend Elders gatherings, conferences, and workshops.
- Continue to support the needs and aspirations of our Elders

## Youth

- Create a designated space for youth
- Purchase 8-10 passenger vehicles (2) to transport youth
- Develop a youth program that is separate from the youth summer camps that are specific to ages 12-18 and include opportunities for recreation, fun, educational, skill development, mentorship, fundraising and land/water/culture/language-based opportunities.
- Create opportunities for youth to attend social, emotional, mental, spiritual opportunities for youth the support interconnectedness, well-being, and supportive networks.
- Continue to identify and support the needs of our Youth.

## FINANCE

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The Finance Department sees itself as a service department for the other band administration departments, community members, the Chief and Council, and our auditor. We aim to provide timely, accurate, authorized payments and consistently record all transactions. Over the past year, we have made several changes to enhance our finance operations.

### YEAR 2023-24

ST'ÁUTW has activated our Electronic Funds Transfer (EFT) module, enabling us to pay our members and vendors via EFT. This method reduces the number of cheques we write, saving time and money, and decreases the need for members to come and pick up their cheques. Additionally, it helps to reduce fraud, as cheque fraud is the most common fraudulent activity in financial transactions. This year, the finance department has engaged AOS Partners to enhance financial controls and efficiency over financial transactions at ST'ÁUTW. We are aiming to introduce online purchase orders and online payment approval by the Chief & Council to enable batch EFT processing.

ST'ÁUTW has activated automated cheque depositing for all property Tax and utility payments, reducing handling and processing times.

ST'ÁUTW managers have shown significant growth in their understanding and management of budgets. They now confidently deal with finance reporting and updating questions, leading to improved funding proposals and timely report submissions, instilling confidence in our financial planning.

ST'ÁUTW First Nation has implemented a Property Transfer Tax authorized by the First Nation Tax Commission, which mirrors the Province of BC's property transfer tax rules. The number of transfers was lower than budgeted due to higher interest rates and fewer real estate transactions.



With the growing activity in our department, the role of a part-time finance clerk is becoming increasingly crucial. We are looking for someone to join our team and address the transactional requirements of the finance department, including credit card reconciliations, budget data input, and other tasks.

Our finance department has successfully implemented a ladderized guaranteed investment portfolio, a strategy that balances the need for cash and optimizes investment returns. This approach has proven beneficial, as our cash balances continue to benefit from relatively high interest rates, directly supporting the band operations.

After conducting a thorough assessment of our financial laws, policies, and procedures of the ST'ÁUTW First Nation, the First Nation Financial Management Board (FNFMB) has conveyed to Indigenous Services Canada that the ST'ÁUTW First Nation not only meets but exceeds all the prerequisites for receiving the New Fiscal Relationship 10-year grant.

Furthermore, the FNFMB will conduct additional testing of the financial controls and processes to determine whether ST'ÁUTW First Nation can attain FMS certification. This certification represents the highest standard of financial management recognized by the FNFMB.

## FINANCIAL DOCUMENTS

ST'ÁUTW First Nation's Audited Financial Statements are available to download and view.

1. <https://tsawout.ca/wp-content/uploads/2023/10/Financial-Statement-March-31-2023.pdf>
  2. <https://tsawout.ca/wp-content/uploads/2022/09/Financial-Statement-March-31-2022.pdf>
  3. <https://tsawout.ca/wp-content/uploads/2022/02/Financial-Statements-March-31-2021.pdf>
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## MEMBERSHIP

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### Membership Annual Report FY 2023-2024

Membership has fully reconvened after the COVID-19 pandemic, resuming committee meetings, membership application review and assessment. The membership committee consists of 8 members, one of which is a youth representative.

Our committee has been highly effective, conducting three successful in-person and zoom meetings. In our most recent meeting, we proudly welcomed 17 new ST'ÁUTW members, a clear indication of our community's growth.

The membership committee is currently planning the ceremonial recognition of members in the longhouse, which will welcome members into the community in a manner that is consistent with Coast Salish culture, values, laws, and language.

## LANDS

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ST'ÁUTW First Nation has a profound and sacred relationship with the land. We have an obligation to care for and respect the land for each other and future generations. The Lands Department has made concerted efforts to continue to provide support to the community when needed, answer questions and work with individuals and organizations outside of the community, in addition to providing as much assistance as possible to other internal departments with their inquiries regarding Band Lands and CP Holders. The 2023/2024 year brought forth several exciting accomplishments.

- Completion of the Consultation Policy in collaboration with the Senior Negotiating Team and Cascadia Legal.
- Creation of a referrals flow chart to organize a procedure for incoming referrals.
- Processing of over 600 referral applications.
- Approval for funding to support the Nations implementation of UNDRIP to support the creation and completion of the Consultation Policy, Constitution, Environmental Assessment Law, and Traditional Land Use Data Management.
- Collaboration with the Fisheries Department to complete a cumulative effects assessment of the Fraser River. This assessment will gather traditional knowledge of ST'ÁUTW's traditional use in and around Point Roberts and will assess the impacts the current EAO project will have on our Douglas Treaty Rights. The assessment will strengthen ST'ÁUTW's future claims to the Fraser River and will support any future consultations on the Lower Mainland.
- Supported the Nation for consultation on the Goldstream Median Widening project. This project is ongoing, and more consultation will be required.
- Started consultation with the CRD to develop an MOU.
- Completed ongoing referrals and consultation with the province for any land altering work within the traditional territory.
- Continuing to register assignment of Sublease's, Lease's, Letters of Probate and new lots that belong to the new development parks.
- Filing and registration of property transfer taxes and the transfer of ownership.

# HOUSING

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## FUNDING/GRANTS

During the fiscal year 2023-2024, ST'ÁUTW Housing Department has secured funding for a total of \$5,005,731.00. Following is the breakdown of the funding and the purposes of each fund.

Name of the Funding	Amount	Purpose
Poverty Reduction Grant with the New Relationship Trust (NRT)	\$200,000.00	Heat Pump installations for families at risk of poverty due to the cost of living I.e. Cost of food, rent, hydro. Heat pump installations will reduce the cost of Hydro expenses.
HSP multi-Plexes	\$3,200,000.00	Funding to build two 8-unit multi-Plexes for band social housing.
CMHC Account #27-169-713 Section 95 Garden Suites	\$1,330,800.00	Building 6 Garden Suites to reduce overcrowding in homes on the Pullock subdivision.
Indigenous Resilience Fund	\$30,000.00	\$20,000 for Salary (salary for 1 red seal certified carpenter (Partial)); and \$10,000 for Tools, supplies (tools and supplies for a team of 6 carpenters in training).
CMHC Slippage Funds RRAP	\$244,931.00	Heat Pumps & Windows for Community Homes
Total:	\$5,005,731.00	



## NEW COMPANY

The STÁUTW Housing Department has established a new construction company that employs 4 First Nation Band members and 1 red seal foreman. The foreman will train the staff to build a house from foundation to roof. The company is currently a numbered company 1462619 B.C. Ltd. The housing department will meet with the shareholder, three directors and the housing committee to decide on a name for the new company in the next month.

The company's shareholder is Chief Abraham Pelkey, or whoever holds the Chief position, which will change from time to time with the election of a new Chief. The three directors of the company are Councilor Donald Williams, Micah Claxton, and Monique Horne.

The new company will be the primary contractor for all new home construction contracts awarded to the Nation. STÁUTW.

***The strategic plan outlined this a year 5 goal, and it has been accomplished in Year 1.***

## ARREARS

The STÁUTW Housing Department secured funding through the CRD Reaching Home Designated Communities stream. This funding was intended to assist with homelessness prevention and basic needs for community members. Through this funding STÁUTW applied a grant to pay towards 28 homes in arrears within STÁUTW community. 18 were CP homes and 10 were band owned homes. The total amount paid towards arrears: \$207,880.92. 7 of these homes are now at \$0.00 in arrears; 21 homes are still in arrears. One of the CP homes was able to completely pay off all their arrears with the assistance of the CRD RH grant. Their mortgage had expired at the time of payment and this household is now eligible to apply to have the home and land transferred back into their name.

## STAUTW Housing Administration Team



### ESTABLISHED IN HOUSE MAINTENANCE/REPAIR/CONSTRUCTION TEAM

STAUTW Housing established a housing maintenance team for the nation. This team employs 4 band members who respond to all housing maintenance and repair requests from the Nation. Services include minor plumbing repairs, minor electrical repairs, renovations for safety and health concerns, and much more. These services are offered to both Band Owned and CP- owned homes. CP homes are responsible for the expense of supplies.

## HEAT PUMPS

SṪÁUTW Housing has been working with Avalanche Heat Pumps to coordinate the installation of heat pumps for eligible community members. The heat pumps provide heat in the winter months and air conditioning during the summer. It is anticipated the heat pumps will reduce the cost of Hydro expenses by up to 60%. A total of 35 homes have been approved for a heat pump installation to date.

Funding has been secured through 4 streams:

CMHC active mortgages	\$440,000
Elders funding - SṪÁUTW Health Department	\$250,000
CMHC Slippage Funds	\$244,000
The New Relationship Trust – Poverty and Social Inclusion fund	\$200,000

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<b>TOTAL:</b>	<b>\$1,134,000</b>
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SṪÁUTW Housing has also accessed the Clean BC Better Homes Income Qualified Rebate program to assist with the cost of the heat pumps. The rebate program covers up to 60-95% of the total cost of energy upgrades for eligible households. SṪÁUTW Housing department completed a bulk application for eligible community households, both CP and Band Owned homes. SṪÁUTW Housing estimates that 88 homes will receive heat pumps within the next 2 years with the current funding. The housing department will continue to apply for additional funds for the balance of the community homes to receive heat pumps.

## RENT AND NEW RENTAL AGREEMENTS

During the first year the housing department signed 8 tenancy renewals and 2 new tenancy agreements. These tenants are now paying rent to the SṪÁUTW housing department. This amounts to \$69,600 annually that goes towards rent payments to the Nation.



## NEW HOMES

The Housing department applied to Section 95 through CMHC and were approved to build 6 garden suites within the community. This project will provide homes for the Pullock residents who are currently living in overcrowded situations. The garden suites are one level 2- or 3- bedroom homes that will be wheelchair accessible for elders to age in place on the same property as their families where they can provide support to one another. Three new homes have been started in Pullock. Foundations have been poured for 3 homes; all 6 garden suites are set to be complete within a year



# EDUCATION

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## Education Department Year 1 Report

During the fiscal year 2023 – 2024 Sṭáutw Education Department has secured funding for a total of \$7,056,508.40. The following is a breakdown of the funding under each department and the purposes of each fund.

Department	Name of Funding	Amount	Purpose
Sṭáutw SENĆOTEN ÁUTW- Language Nest	First People's Cultural Council (FPCC)	\$300,000.00	The language nest is a child centered SENĆOTEN immersion program for children 0 – 4yrs of age. To fund this “no fee” childcare program the funding is used for staff wages, program materials and supplies, food, elder support, staff development and training and land-based field trips. This is the maximum amount allocated for the first time since the nest opened in 2018.
Sṭáutw Head Start	Aboriginal Head Start on Reserve (ASHOR)  Indigenous Priorities Fund	\$1,079,670.46  \$38, 598.00	ASHOR Conversion Funding is to enhance, expand and license our current program. The goal of this funding is to transition into a “no fee” land based preschool program. The Indigenous Priorities Fund is to purchase a ten-passenger program van.
I,TOTELNEW,ÁUTW-	First Nations Education	\$41,170.00	Professional Development, communications technology

Learning House After School Program	Steering Committee (FNESC) First Nations Capacity Developments for K to12 Education Governance.	\$108,509.00	management and policies. Meridian Software was purchased to enhance our departments administrative tasks. Professional development included staff enrolling in a micro credential program called Indigenous Workplace Leadership and Indigenous Office Administration run by Camosun College. Strategic planning and policy development still in progress. Elder Honoraria for attending meetings for all strategic planning and policy creation.
Learning House	University of Victoria Indigenous Academic & Community Engagement Aboriginal Service Plan (ASP)	\$10,000.00	Funding used to pay for tutoring support for students K to 12. Math, Literacy and Science tutor.
Learning House, Head Start and Language Nest	Coast Salish Employment & Training Society (CSETS)	\$8000.00	Staff Training on Moe the Mouse in SENĆOŦEN called SILES ÁLEN, workshops hosted by the Language Nest SENĆOŦEN teacher Helen Norris and Robin McDaniel from Communication Matters Speech and Language Therapy.
Learning House	FNESC Impacts on Student Learning and	\$172,814.00	Funding used for Art and Drama project. Arts reach Victoria Anisa Newell and



	Well being Funding Program.		Valarie Salez hosted numerous classes for the after-school program with various arts such a clay models, painting on canvas, learning to create pictures and videography while learning drama techniques. Some of the funds went to the spring break camp 2024. Costs included food, supplies, wages field trips and honorariums. Tutoring initiative cost to continue to provide support for students throughout the year.
Learning House	BC Aboriginal Child Care Society (BCACCS) Early Learning and Childcare investments	\$15,000.00	Purchasing technology support and improving indoor play spaces. The after-school program purchased iPads and new play equipment for the classrooms.
Summer Camp 2023 Learning House	Canada Summer Jobs	\$38,830.00	Funding the summer camp of 2023 successfully hired a total of 14 youth who worked alongside 4 education assistants, a coordinator and 2 elders. Costs includes wages for youth workers, EAs as well as one to one support workers wages, hiring contractors, providing daily meals and snacks for over 90 people, transportation, elder honorariums, supplies and field trips.
	FNESC Summer Work Experience Program (SWEP)	\$24,734.00	
	FNESC Impacts on Student Learning and Well being Funding Program (ISL)	\$29,778.00	
		\$37,510.20	
		TOTAL = \$130,852.20	

	Jordan Principle		
Other Funding	Ministry of Education and Child Care	\$213,593.67	Funding costs went to Project management which included capacity building in each program. Repair and renovations of all classrooms, new floors and painting as well as new program supplies were purchased. Support cultural components, going on land-based field trips and hiring knowledge keepers for program initiatives. Professional development, a number of Education staff in each department have taken various workshop trainings and attending conferences for networking purposes. Resources were created that conveyed the language, cultural sensitivity to enhance the developmental needs of the STÁUTW children and families.
Other Funding	BCACCS IELCC Quality Enhancement Funding	\$75,000.00	Costs went to Language and Culture supports, staffing support and wellness activities. Health and safety as well as maintenance, equipment improvements and support for children and families such as food gift cards, school supplies and clothing.
Other Funding	Post Secondary Partnerships Program	\$277,951.00	The STÁUTW Education Department went into a partnership with the Saanich

	Indigenous Services Canada and FNEC		Adult Education Centre to provide community members with post secondary diploma in Early Childhood Care. The goal is to hire the graduates in our new licenced daycare building. The students are now going into their second year which we have successfully received more funding for again, these students will graduate in June of 2025. There are a total of nine students who will successfully attain their ECE diploma.
Other Funding	Ministry of Education and Child Care	\$3,919,678.47	The funding will go directly towards building a new Early Learning Child Care Center which will host 94 childcare spaces.
Other Funding	Jordan Principle Non-Specified group request.	\$665,671.60	This funding will support the cost of: Summer camp 2024 Speech and Language Services Occupational Therapy and Play Therapy from certified child psychologist. Other costs include building a sensory space in our classroom and elder support for cultural program initiatives.
		TOTAL = \$7,056,508.40	

The Language Nest has hired two new staff members; one new employee will be graduating with their ECE diploma, and the other new employee successfully attained her responsible adult certification and teaching certification. The language nest will welcome another five waitlisted children into the program beginning in September 2024, currently there are nine children attending.

Learning House After School Program; Stephanie Adams has now retired from her Coordinator position, Laralee Sam has now taken on the role. Prior to Laralee taking on the coordinator position, she was the language coordinator for the intermediate and primary classrooms. Laralee shows strength, compassion and love for the students, her vision is to continue the good work Stephanie had accomplished. Currently we have hired four permanent Education Assistants and will be hiring an elder mentor to teach language and cultural values. Currently we serve over 40 students in our after-school program and over 80 students in our spring and summer camps. This year we will have services from an SLP/OT and Child Psychologist, we will also hire a literacy tutor from the public library twice a week in the new school year of 2024.

Head Start has two new staff members, one outreach worker and one parent support worker. Head Start continues to provide play groups, home visits to new parents and transportation to land based field trips. Currently Head Start will be implementing a morning preschool class in the fall of September 2024.

The Education Manager is working towards securing funding for the new Early Learning Center that will centralize childcare (Daycare) with early learning programs. This facility will cost over seven million dollars and transitioning the programs to licensing standards. New education policies are almost complete and will be provided to all community members. Acknowledgments of ST'ÁUTW Graduates of 2024, language lessons for new staff and community will be implemented in the fall of 2024. The playgrounds will be renovated and upgraded this year along with the minbig house which will have walls, carved poles and lighting installed.

## SOCIAL DEVELOPMENT

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This past year Income Assistance program has helped/ provided assistances to 153 families. At the start of April 2023, we had 124 families receiving Income Assistances, which has now been lowered. As of March 2024, Income Assistances is currently supporting 111 families.

Income Assistance program has helped and supported these families with Inflation dollars sent to Nation from ISC. With this funding we were able to purchase gift cards from local grocery stores and purchased beds from the brick for families that needed new beds. We also were able to provide a few families that needed appliances rather than needing a new bed.

### 3 Refrigerators



### 108 Mattresses and box springs



108 Mattress protectors

82 Metal Frames



We're excited about the next year, as the Social Development team and Employment and Training department have been working closely with Songhees Nation, Esquimalt Nation and Tsartlip First Nation. We're meeting monthly to discuss Training program, educational programs, and client support each nation is need of. We're looking to partner with these nations to support one another and our communities. To help better their needs.



## HEALTH DEPARTMENT

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It has been a very busy and productive year for the health team in the STÁUTW Health Clinic. Last year, as the manager of the health department, we reported on the main goals of the strategic plan and Health's focus to improve services and responsiveness to members of our community. We are pleased to report that many of the goals have been either completed or are nearing completion. This spring our health team completed an extensive process to develop an operational plan that responds to the growing needs in our community with personnel, programming and services. We are still working on developing and expanding in these areas, as requested by our community, but the work we have completed has greatly increased the responsiveness of the clinic.

We have expanded our home and community care services. We currently have a home and community care coordinator who manages the services of 6 homemakers, 1 health care assistant and 1 driver who provides regular health transportation. Our community health nurse is closely connected to our home and community care services. She completes a formal assessment of our community members to define and provide the appropriate care and services required. It will be one of our goals this year to regularly connect with our community members who receive services to check in, see how things are working and respond appropriately to the feedback.

Our community Health nurse, besides providing detailed assessment for community members to receive support, provides extensive supports and treatment of diabetes. She refers to the certified diabetic educator and hosts family meetings to ensure safe and appropriate medical management. She designs workshops and information regarding prevention, dietary information and planning. She creates connections so that our members can receive proper footwear and footcare. She also provides diabetic "Ensure" and/or meals on wheels for our members who require these supports. She runs immunization clinics, young mother/family programming and support, infant and childhood vaccines, a health fair and personal health support and guidance. This year it is a goal to include an article in each month of the bulletin about funding, how community can access these supports and tips on how to remain healthy and active.

Our health clinic has two primary care nurses who provide care and support both in homes and the clinic. We have one nurse practitioner who provides care three days a week and are anticipating another nurse practitioner coming to join our team soon. We

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have one physiotherapist, and we are currently in negotiations with a doctor in the hopes that we can provide expanded services to the ST'ÁUTW community. We have two medical office assistants and are working towards hiring a third for our front desk to readily support both our medical team and our community members if they have any questions or need assistance.

ST'ÁUTW Health recently signed a Memorandum of Understanding with Indigenous Health that will provide our clinic with two more primary care nurses, a mental health and substance use worker and a medical office assistant.

Throughout our work with Health development, including the community review and health plan, many voices in our community expressed concerns about the lack of medical supports available and the increasing needs of our people. Our goal included listening to our community and expand our clinic, to the best of our ability, to meet those needs. Our report reflects the work we have done to expand and respond with more staff, more supports and expanded programs. We still have work to accomplish but we have taken strong first steps to meet current needs and build stronger, healthier, and more independent ST'ÁUTW members.

## WELLNESS

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### PROGRAMS AND SERVICES:

The mental health component and staff of health has been removed from the health department in favor of creating a community and culturally appropriate wellness department. This transition has taken approximately 10 months and has transitioned and mental health and addictions counsellor, life coach, youth and elder supports.

To date, the wellness department is comprised of 2 Family Advocates, Community Support Worker, Community Development Co-Ordinator, Wellness Office Admin Assistant, Wellness Team Lead. These are in addition to the Mental Health & Addictions counsellor, Life Coach, Youth Co-Ordinator, Youth Worker, and Family Counsellor.

Wellness promotes community health and an approach to wellness and well-being that is rooted in Coast Salish culture, values, beliefs, language and practice. We

- advocate for the health and wellness needs of the community.
- coordinate intervention, directly or indirectly, in emergency, trauma and crisis situations.
- lead consultative processes regarding community health planning needs and opportunities, including identification of relevant community health and wellness priorities.
- create, implement, evaluate, and monitor Nation-based community health and wellness plans, including both existing and emerging health and wellness needs, incorporating input from community and other health system professionals.
- ensure culturally relevant and safe health and wellness programs and services are managed, delivered, and evaluated in a coordinated and integrated approach and in a manner that is respectful of diversity, and in alignment with the culture and traditions of the community served.
- oversee and provide decision-making leadership to culturally relevant and safe wellness programs and services, ensuring local programs and services are administered and fully serve the population in a manner that is respectful of diversity, and in alignment with the culture and traditions of the community served.

The team lead of the Wellness department is responsible for overseeing and coordinating the delivery of programming, the Family Advocates, as well as other initiatives to meet the needs of community. Through our stages of infrastructure development, we have offered, one on one counselling sessions, and family advocate supports through a service file and support files.

A service file is when families need support connecting to external agencies and resources. A family support file is when there are worries within the family, and these are addressed with a goal plan, to help the family towards development. Through these stages we believe the families are the expert, we are guiding and advocating for them.

	Service File	Support file
Family Advocates	48	6

Quantitative numbers tell us that there is a higher need in community for support with connections to external agencies and resources. We continue to develop programing: cultural connections, development, life skills, groups, and cooking classes. All promote social gathering, connections, offer a sense of placement, and development.

### Successful events we conducted:

#### Elders Meetings/Personal development

1. Inspirations – established consultative process for addressing community wellness concerns;
2. Elders' fitness
3. *The Sacred Journey* with Gerry Oleman. Hosted and at times facilitated 10 meetings with Elders. 24 Elders in attendance for healing ceremony
4. Treatment centers
  - 3 signed up and 3 successfully completed.
5. Men's group Approximately 30 men attending throughout the year, with supporters.
6. Cultural night and Events Celebrations with the drum groups

- Approximately 350 community members participated throughout the year in wellness activities
- 7. Collaboration with Indigenous liaison teachers in local school division. Including North Saanich Middle School, Parkland secondary, Claremont secondary, Stelly's secondary.
- 8. Youth gatherings (2)
  - Youth and Elders getting together to share some ideas with one another and communicated that they would love to do it more often in our building
- 9. Micro training for staff and community - Helped organize the micro training. The information shared was helpful from HR, Department Heads and visitors like Island Health and FNHA
- 10. Addiction awareness program - 36 Elders and Community members attended.
- 11. Suicide awareness. Included school districts Longhouse, V,I, Nurses + doctors, 23 local school teachers were involved with the program





12. Benefits of training to all community
13. Multiple training programs offered.
14. Class 4, Drivers Training, WHMIS, First Aid, Occupational First Aid, Babysitting, Cashier Training, Serve-it-right, Sell-it-right, Microsoft, Trades sampler and visits, Academic upgrading, return to school and further education and tutoring, to name a few
15. Fun Events. Magician (64 in attendance) and Comedy Night (45 in attendance) for the Community and Magician as staff appreciation



## EMPLOYMENT & TRAINING

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Sṭáutw First Nation's Mission -To empower our people spiritually, intellectually, physically, and emotionally, by providing through mutual understanding a safe, open, and fair environment for our community. Appreciating our youth and valuing our elders through traditional teaching and cultural practices. Along this journey, we will treat each other with respect, empathy, strength, pride, and equality.

### Employment and training opportunities

- Recognize that youth will be the economic stability for their parents, elders, and community. Our objective is to enhance our efforts in supporting community members to become independent and self-sufficient.
  - Improve the financial security for youth by improving their financial skills and life skills.
  - Skills development and job-readiness training for re-entering the workforce post treatment and/or Covid.
  - Training programs towards Academic and Professional up-skilling.
  - Securing varied employment structures across industry for community members seeking employment for the first time or after being unemployed for a period.
  - Professional resume-writing and interview-preparedness.
-

## PUBLIC WORKS

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### Increase Safety

- JUS KUN highway project has been awarded to consultant to begin feasibility and design.
  - Feasibility and phase one design should take approximately 1 to 1.5 years to complete
- Primary entrance – bridge upgrade. S7AUTW and Indigenous services Canada are negotiating Design funding for the Primary entrance.
  - The design phase will be starting in the next few months. Design phase will take 1.5 to 2 years to complete
- Sewer repairs – Inflow and infiltration design phase has been complete. Construction to start in early fall of 2024
  - Notice to the community will be delivered from S7AUTW webpage, S7AUTW app, social media and the monthly newsletter.
- WWTP upgrade- initial feasibility complete. Technology of the new plant has been selected, S7AUTW will be using an Oxidation Ditch, the same technology as the existing plant. Although this technology is older, treatment plant operators are comfortable maintaining the system, parts and repairs are readily available and the CRD plant in Sidney uses the same technology. Having the same system as a neighboring plant will allow shared training exercises and cross training to help in the event of an emergency.
  - Phase two feasibility and preliminary design. A phase two feasibility study was needed to gather more information on the impacts on the environment. Preliminary design is included in this study to expediate the process to the construction phase.

### Develop and incorporate strategies to improve morale among community and S'TÁUTW members

- Jus Kun Highway project – community feedback and input regarding access options will be discussed with the community this year during the Feasibility and design phase of the secondary exit project.
- Recognition to years of service,

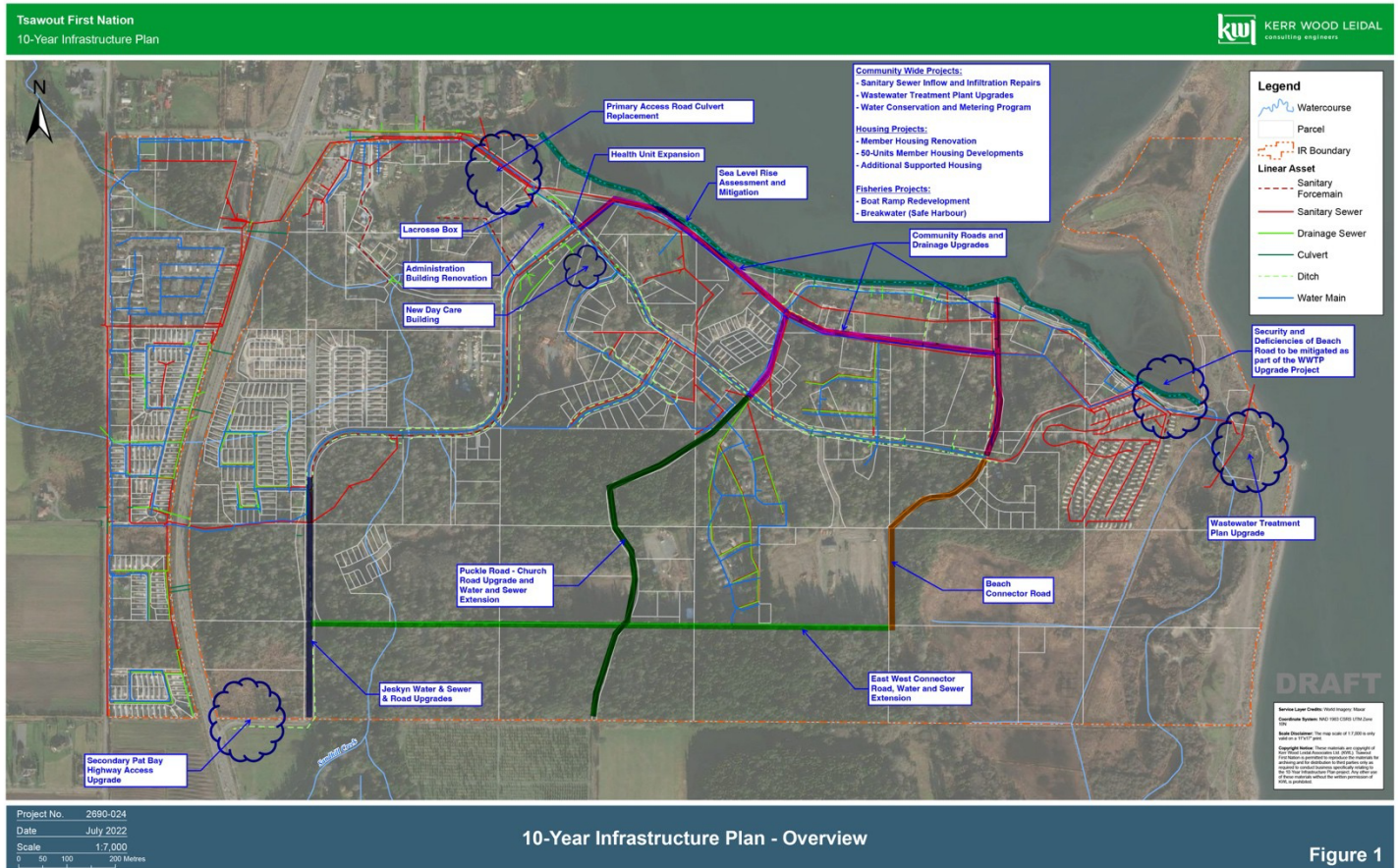
#### **Darlene Horne, Indoor/Outdoor Maintenance Supervisor (13 years)**

Indoor/outdoor maintenance supervisor has been a true asset to the community buildings maintenance team. She knows every aspect of the community buildings and she knows how to get repairs done if needed, and there have been a lot over the last 14 years. The pride she puts into her role are truly admirable. Our maintenance supervisor is a perfectionist who holds herself and her team at the highest standard.

#### **Bruce Morris, Outdoor maintenance (15 years)**

Bruce's impact to the outdoor team is near immeasurable. He always gets done the tasks that are placed on him, no matter how dirty or uncomfortable they may be. Public works is sometimes a thankless position, you don't know how important the role is until the infrastructure has failed. Bruce has proven his reliability both in being available at all hours and in his longevity in the position.

We raise our hands to you both for your many years of service, both as the public works manager and a proud S'TÁUTW band member.



# FISHERIES

## STÁUTW YOUTH & ELDER BOAT CHARTERS

REEF NET REVITALIZATION PROEJCT

MARCH 18-22, 2024



### THE SALISH SEA AND OUR VILLAGE SITES

What an amazing week spent with our Elders and youth out on the Salish Sea; sharing the history of our Village sites, exploring the islands, our reef net sites, and did some fishing. We have many future stewards of the land and sea; future Fisheries team. HÍSWKE SIÁM HÁLE for everyones support during this time



ÍY, SÇÁCEL SIÁM HÁLE

It's a beautiful day, Respected Ones  
We are in the midst of organizing activities and engagement with community for the Reef Net fishery project. There is opportunity for community to be more involved and there are two job postings underway for a Project Officer and a Youth Project Assistant. Stay tuned for those! Some of the activities planned include: cedar bark/root harvesting, the First Salmon Ceremony, Reef Net Fishery Demo, along with a Drum Making Workshop. As of now, we are in the design concept phase of a canoe storage structure for a newly procured Reef Net canoes, along with building these two canoes. There are many exciting activities happening within this program and the Fisheries department. If you have any questions, concerns, or ideas, please reach out.

HÍSWKE SIÁM HÁLE

(Picture Above: Youth and Fisheries department team member, Dion Joseph, while out on the Salish Sea for our Youth and Elder Boat Charters held over Spring Break 2024.)





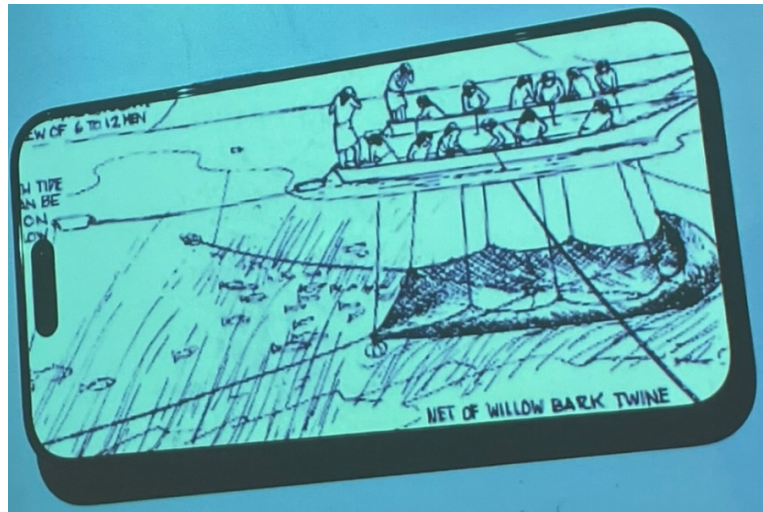
Reef Net Display with Anchors



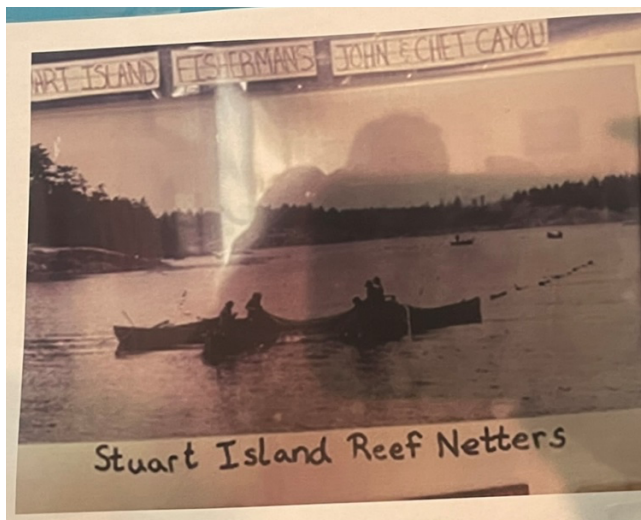
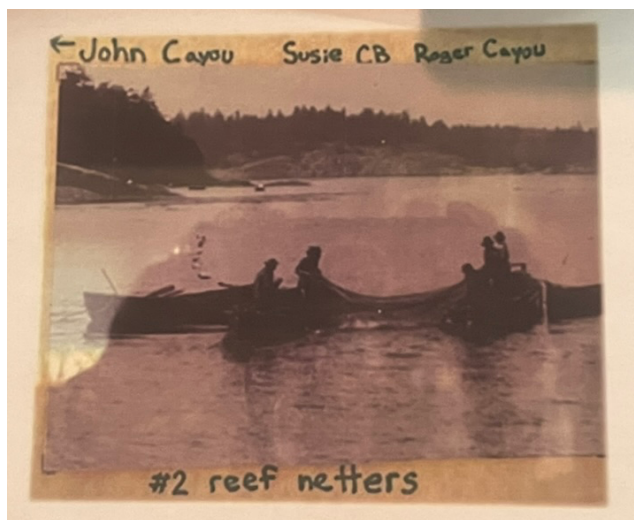
Reef Net ladder and Canoe Model



Picture of Traditional Anchor  
Used for Reef Net Fishery. Four large  
Main Anchors are used at the top and  
Bottom and the smaller anchors are  
Used along the sides of the nets.



Pictures shown above and below are from a presentation that we attended by Rob Sam, May Sam and Tammy Sam at UVIC a few months ago regarding the Reef Net Fishery. They brought in a model of the Reef Net, along with pictures and an actual anchor used for this fishery. It would be beneficial for our community to hear and see this presentation and we would love to invite them to STÁUTW to give this same presentation. Stay tuned for more to come!



Stay tuned for more information on upcoming community events and engagement, including but not limited to a 1. First Salmon Ceremony, 2. A Drum Making Workshop, and 3. A Cedar Harvest. In the near future, depending on availability, we would like to invite May Sam and Rob Sam to share their Reef Net Presentation to our community.

Behind the scenes, we have been working closely with Micah and Will and are working on getting an engineered plan for a Canoe Storage facility modeled from our Traditional Longhouse. With potential for this to be located down at Island View beach. We are also looking to finalize a Carver/Artist to build a set of Reef Net Canoes for this project. We are also supporting our Nation with the Fraser River Tunnel Project and meet regularly with Lands and our Legal team, with the consultation process and a Traditional Use Study will be conducted to support this process.

## Fisheries Environmental Monitoring and Activities in QEN,T Marine Protected Area

An inventory of conservation priorities and human uses was initiated to identify data gaps and inform development of a management plan. The fisheries field crew was fully trained and successfully conducted:

- Crab biological surveys to inform fishery management.
- Invasive Green Crab early-detection monitoring in partnership with Parks Canada and Coastal Restoration Society and Fisheries and Oceans Canada
- Harmful algae blooms monitoring through the WATCH program in partnership with First Nations Health Authority
- Mapping of eelgrass beds and biodiversity dive surveys during the summer and fall in Saanichton Bay in partnership with Sea Change Marine Conservation Society



- Mapping and removal of marine debris in Saanichton Bay during the summer and fall in partnership with Sea Change Marine Conservation Society
- Light traps from April to September for monitoring of Dungeness Crab larvae in partnership with Hakai Institute
- Deployment of Baited remote underwater videos (BRUVs) in the fall to collect data on culturally important species, such as, rockfish at multiple sites inside IPCA in partnership with Parks Canada

Other important accomplishments for the IPCA management plan

- Through the cumulative effects of marine shipping initiative, we collected data on marine vessel traffic and anchoring sites inside IPCA, a full assessment is in the plans for in partnership with Transport Canada
- Contracted dive surveys to map biodiversity around islands inside IPCA

## **STÁUTW Fisheries on the Water Operations and Vessel Details**

STÁUTW Fisheries Vessel Operations: These include but are not limited to, Dungeness and Invasive European Green Crab research, water sampling for harmful bacteria/algae, reef net revitalization work, cultural tours, youth and elder outreach charters, environmental and oil spill response work, guardianship work.

Weekly Sea Food Harvesting for the Nation: Over the past 6 months we have restarted the harvesting program, which so far includes weekly harvesting of Dungeness crab from Fulford harbour, off STÁUTW's Territory on Salt spring Island. We are making plans to include harvesting of shrimp/prawns, Fish, Clams and possibly Sea Urchins. Currently we are also taking extensive data on all Dungeness Crab that is harvested, this includes size, sex, location, softness and growth build ups. During these operations we are also removing "ghost" traps and unmarked illegal traps in the STÁUTW territory.

Guardian Program: STÁUTW is currently in the works of creating our guardian program to help monitor and protect the delicate ecosystems, animals, and plant life in the STÁUTW's traditional land and water territories. This program will include educational enforcement, reporting, monitoring, assisting, and acting as the main stewards to insure STÁUTW's territory is protected for generations to come.

STÁUTW First Nations two main vessels currently in use for these operations.

**QEN,T** is our new 32 foot custom pilot house cabin water taxi styled vessel, powered by two 300 hp Yamaha outboard engines. Due to its extended back deck and equipped with both front and rear steering helms, along with a movable gas-powered crab/prawn trap hauler it works exceptionally well for our style of low impact harvesting. Equipped with inside seating for 12 passengers, bathroom accommodations and heating, it serves well for multiple uses, including cultural expeditions, interconnected travel between islands, research work, canoe escorting/transportation and general use.

**Baby Jade** is our 30-foot multi use landing craft, powered by two 300 hp Yamaha outboard engines. Holding a total of 12 passengers with inside seating available for 6 passengers, the vessel also includes a built-in fridge/stove/heater/sink and washroom facilities with this vessel being a center consul landing craft it has both a front and rear deck for working operations, with a shallow hull and high-powered engines, Baby Jade can get into the tightest of spots quickly. Having used the vessel in recent times for territorial dive surveys, charter work with the **LÁU, WELNEW Tribal School** and heritage mapping of Mandarte Island, to learning about Canadian goose egg population control on the small remote islands encompassing **STÁUTW's** territory. Future plans for the vessel include the addition of a crab/prawn trap puller, dive tank holders and flip down benches for extra seating outside.

Our third and final vessel in the Fisheries Fleet includes:

**The Battler**, is **STÁUTW's** 39-foot 1970s prawn and shrimp trawler, currently undergoing extensive repairs out of the water near Sidney. Battler is equipped with a crab hauler, boom/winch, stabilizers and long line trawling fishing equipment. Future plans for this vessel are still on the drawing board, however Battler has an extensive history of fishing in this region and has many years of experience already. Current repairs include, drive shaft bearings and housing, water cooling system for drive shaft, new steering gear and bearings, engine refit and oil changes, recheck of all hydraulic systems including fire water pump, winches, and power steering etc. Still to be done also includes some fiberglass work to be done on the hull, a full paint scrape and inspection and then a final paint before launch is ready.

## Aboriginal Fisheries Strategy (AFS)

Aboriginal Fisheries Strategies aim to assert our inherent rights and management authority over fisheries resources. Through collaboration, we develop plans to sustainably manage fisheries, preserve cultural practices, and promote economic opportunities for our community and future generations.

### Activities

- Distribution of Halibut, Black Cod, Salmon, Dungeness crab, Prawns, Pork, Turkey, Elk and Venison, and preserved Salmon (canned and candied)
- Established fishery for Dungeness Crab with a focus on data collection for harvest monitoring
- Establishing Halibut and Prawns fishery within Territory
- Collaborative efforts with government agencies for fisheries management
- Invasive Green Crab monitoring
- Water sampling for harmful algae blooms that can affect calm harvests
- Future testing of Calms throughout the year

## AHRF Annual Report

This past year the Aquatic Habitat Restoration Fund (AHRF) program started many activities in ST'ÁUTW Territory. We are excited to get these programs running at full capacity through the spring and summer. Below are the activities that have started and some of the early findings:

### Marine Surveys

- Dive surveys were completed in the waters fronting ST'ÁUTW reserve lands to count marine animals on the bottom and identify the habitat types.
- 3 days of Dungeness Crab research was conducted with in the IPCA to study the crab population in a heavily commercial crab fished area.

### Saltmarsh

- Minnow traps were deployed in the salt marsh to see what types of fish are utilizing the habitat there. The species caught were mostly marine.
- A drone survey was completed of the saltmarsh to map the different habitat types.

### Tetayut Creek

- A water sampling program was developed for the Tetayut creek watershed to create a long-term monitoring to help identify any potential sources of pollution

and opportunities for restoration. The first set of samples have been collected and sent to the lab for analysis.

- A Rotary Screw Trap (RST) was commissioned to fit in the small, low flow, urban creek. The trap was installed in April and started catching juvenile Coho immediately. This gives us hope that salmon are still using the creek to spawn. The RST will be in the creek until June.



*Figure 1 Coho Smolt Caught in the RST*



*Figure 2 RST with motor fishing in Tetayut Creek*



*Figure 3 Cutthroat Trout caught in the RST*

## ECONOMIC DEVELOPMENT/DEV-CORP

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### Sidney Whale Watching Co. Record Profit Year:

The Sidney Whale Watching Company (SWW Co.) had a remarkable performance in the 2022/23 fiscal year. We achieved a record profit of \$40,000, surpassing all previous years under my oversight. This success can be attributed to securing new contracts for SWWC and implementing commercial capital upgrades, specifically acquiring four new engines, and the securing of a negotiated extra revenue source that Partnered with the "Alone TV" series, which STAUTW First Nation can always showcase as a National/International partnership of notoriety.

The *Work BC Skills Training for Employment Program* provides individuals with the skills training and employment support needed to overcome obstacles and achieve sustainable employment; this year, we can hire staff, which comes at savings or a contribution of \$10K/person. We are looking to hire at least 4-5 part-time staff. This can be associated with bringing in anywhere from \$40-50K to STAUTW's Ec-Dev this year; it was not successful last year. Realizing the political body involved had a relationship with Elizabeth May, we relied on this relationship with the Green Party acknowledging their advocacy, and we were able to secure it for the SWWCo—this year.

We are optimistic that these revenue returns will increase the overall profitability of STAUTW's economic portfolio, while outlining other areas of focus for generating revenues for STAUTW's Economic Development.

### Capitalizing on Ecotourism

In collaboration with STAUTW First Nation, KES conducted a comprehensive biomass assessment across five Reserves, exploring opportunities for commercializing Non-Timber Forest Products while identifying ecotourism initiatives. Saturna Island 7, Pender Island 8, Salt spring Island (Fulford Harbour) 5, Goldstream 13 (Vancouver Island), and East Saanich 2 were explored through the lens of ecotourism. Several of the locations demonstrated considerable potential for economic development in the ecotourism industry.



### **Exploration of value-added business opportunities**

Non-Timber Forest Products (NTFP) may offer STÁUTW First Nation a valuable opportunity for economic growth and cultural preservation. Through sustainable wild harvesting of plant and fungi species within the STÁUTW Traditional Territory, a diverse range of value-added products can be developed. Priority species identified in *Table 2 - STÁUTW Species List*, such as blackcap raspberries, Oregon grape, and salal, serve as focal points for product development. From raw berries to processed goods like jams and teas, these resources can cater to local consumption and potential markets beyond the community.

In addition to food items, the territory's biodiversity lends itself to artisanal crafts reflecting STÁUTW cultural heritage. Skilled artisans can weave beautiful products or carve intricate designs from sustainably harvested wood, or grasses creating sculptures, utensils, jewelry and more. Furthermore, the community can explore producing herbal products including teas, aromatic elements for shampoos and skincare from plants located in the traditional territories.

### **Socioeconomic Impacts: jobs, sales/revenue, other benefits**

NTFP harvesting, processing, and selling provide various socioeconomic opportunities for the Nation, including income generation, employment opportunities, cultural preservation, community empowerment, diversification of livelihoods, environmental conservation, rural and tourism development, and resilience to climate change.

### **Ecotourism Opportunities: Tours and Experiences & Guided eco-cultural tours**

Offering guided eco-cultural tours not only showcases cultural heritage and historical significance; it provides a platform for educational programs related to flora, fauna, and indigenous culture. These tours, if of interest by the community, could offer a profound understanding of STÁUTW First Nation's history, values, and traditions through traditional storytelling, interactive workshops, and authentic cultural practices. The inclusion of educational elements ensures that participants not only experience cultural exchange but also gain insights into the rich biodiversity and ecological significance of STÁUTW's traditional lands.

### **Restoration Tours**

In addition to guided eco-cultural tours and educational programs, Sṭáútw First Nation can enhance ecotourism initiatives by incorporating ecological restoration projects.

### **Indigenous Culinary, Workshops, and Adventure Experiences**

The comprehensive approach to Sṭáútw First Nation's tourism development extends to the potential introduction of Indigenous culinary experiences, eco-friendly adventure activities, and workshops.

### **Sustainable Fishing and Culinary Experiences**

Developing sustainable fishing tours, if of interest within the community, not only highlights traditional fishing practices but also contributes to the broader understanding of responsible marine practices.

### **Costco potential partnership:**

A partnership between Costco and Sṭáútw First Nations land can bring several benefits:

1. **Economic Development:** Costco's presence can stimulate economic growth on First Nations land by providing employment opportunities for community members. This partnership can create jobs both within the Costco store and in other businesses that may emerge to support the increased economic activity.
2. **Increased Revenue:** A partnership with Costco can generate significant revenue for the First Nations community through lease agreements, taxes, and profit-sharing arrangements. This additional revenue can be used to fund community programs, infrastructure development, and social services.
3. **Access to Quality Products:** Costco offers a wide range of high-quality products at competitive prices. By having a Costco store on First Nations land, community members can have access to a variety of products and services, including groceries, household items, electronics, and more.
4. **Community Development:** Costco often engages in corporate social



responsibility initiatives, including community outreach programs, scholarships, and donations. Through a partnership, First Nations communities can benefit from these initiatives, which can support community development, education, and cultural preservation.

5. Improved Infrastructure: The establishment of a Costco store may require infrastructure improvements such as road expansions, utility upgrades, and transportation enhancements. These improvements can benefit not only the Costco store but also the surrounding communities, improving accessibility and connectivity.

6. Training and Skills Development: Costco is known for its employee training and development programs. A partnership can provide opportunities for First Nations community members to gain new skills and knowledge, enhancing their employability and contributing to long-term economic empowerment. Overall, a partnership between Costco and First Nations land can bring economic opportunities, increased revenue, improved access to products and services, community development, infrastructure improvements, and skills development for community members.

### **STÁUTW's Casino Development Discussions:**

A casino on STÁUTW First Nations reservation can bring several benefits:

1. Economic Growth: A casino can stimulate economic growth by creating job opportunities for community members. It can provide direct employment in various roles such as dealers, security personnel, hospitality staff, and management positions. Additionally, the casino can attract visitors from outside the reservation, leading to increased spending on accommodations, dining, and other local businesses.

2. Revenue Generation: Casinos can generate significant revenue through gambling activities, entertainment events, and associated amenities like hotels, restaurants, and retail outlets. This revenue can be used to fund community development projects, infrastructure improvements, education, healthcare, and social services, thereby improving the overall well-being of the community.

3. Tourism and Cultural Preservation: A well-designed and operated casino can attract tourists and visitors to the First Nations reservation. This can provide an opportunity to showcase the rich cultural heritage, traditions, and history of the community, promoting cultural exchange and understanding (as previously mentioned\*).

4. Skills Development and Training: The operation of a casino requires a diverse range of skills, including gaming operations, hospitality, customer service, and management. The presence of a casino on the reservation can provide training and employment opportunities for community members, helping them develop valuable skills and expertise that can be transferred to other industries as well.

5. Community Investments: Revenue generated from the casino can be reinvested in the community through various initiatives. This can include funding scholarships, vocational training programs, healthcare facilities, elder care, youth programs, and cultural preservation efforts. The casino can become a source of sustainable funding for community development projects.

6. Partnerships and Collaboration: The establishment of a casino can lead to partnerships and collaborations with other businesses and organizations. This can open doors for joint ventures, tourism partnerships, cultural exchanges, and collaborations with educational institutions, further enhancing the economic and social opportunities for the community. It is important to note that this is only at the approvals of ST'ÁUTW's leadership if it is in line with ST'ÁUTW's abilities to accommodate its land use and community comprehensive plans. All of these are examinations of potential projects, when presented to the leadership for presentation and hold all authority for the economic choices for the ST'ÁUTW First Nation to be involved in; of course, time and resources are a challenge to meet the endless possibilities of the Nation's economic development portfolio.



**STÁUTW FIRST NATION**

## *STÁUTW CHIEF & COUNCIL 2023-2025*



*Chief Abraham Pelkey*



*George Horne*



*John Pelkey*



*Donald Williams*



*Samantha Etzel*



*Stanley Sam*



*Harvey Underwood*



*Blake Joseph*



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