

FNFN Term Update

2018-2020



FNFN CHIEF AND COUNCIL UPDATE TO MEMBERSHIP

Message from Council:

The 2018-2020 has been a busy and progressive 2 years. As a Council, we have worked diligently to progress our Nation forward and we are thankful for the support of our membership as well as the FNFN administration and staff for their hard work and dedication.

We have faced some significant challenges, in particular the recent pandemic but throughout it all our priority has been to work with our members, Community Education Authority, Deh Tai Board of Directors and the Nation's administration to reach our Nations goals.

Our Nation has always provided many services to support our members and as we grow in numbers, it becomes increasingly challenging to make sure these services and benefits can continue. In a challenging economy, we simply do not have the revenue coming in like we did a few years ago. Council and our managers have the difficult task of balancing the needs of our members with limited resources. It is critical for leadership to find other sources of revenue and diversify our economic endeavours so that we are better able to withstand boom and bust cycles and we have been focused on seeking out opportunities that will provide long-term meaningful benefits to our Nation in terms of stable revenues, training and employment opportunities, and opportunities to guide environmental management in our territory.

This term, Council has worked hard on building relationships and looking for ways to collaborate with industry, our neighbouring Nations, our NRRM neighbours, and the provincial government.

We are grateful for the opportunity to serve our Nation and proud of what we have accomplished together as a team! We wish the new Council all the best as they bring their unique approach to tackling the ongoing challenges facing our community.

Chief & Council

Chief & Council

Chief Sharleen Gale

Councillor Morgan Behn

Councillor Harvey Behn

Councillor Patricia Capot Blanc

Councillor Roberta Dendys

Councillor Curtis Dickie

Councillor Theresa Sutherland

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Greetings from Councillors:

I would like to thank FNFN staff for all their wonderful contributions to move our Nation forward during our term. Your hard work and dedication is greatly appreciated and we are grateful to have a committed team serving our people.

I would like to also express my sincere gratitude to the Council for all your efforts to work diligently and efficiently the past two years. Thank you for all the extra hours you spent to make sure our Nation's goals were met.

Once again, I'd like to thank you all for the incredible honour it has been to serve you for another successful term of office.

Chief Sharleen Gale



I'd like to take this opportunity to thank the staff for all the hard work they have done over this term, especially with the pandemic. Gratitude to the Clerk to Council for keeping us on our toes and the endless help you have done and will continue to do.

To my fellow Councillors, I'd like to say thanks for the memories, especially for the mentoring over the term with history and knowledge in all aspects of FNFN. It's a lot to take in and remember.

I would like to welcome the newly elected council members and wish them the best of luck in this term.

Councillor Patricia Capot Blanc



I would like to take the time to acknowledge my fellow council members, the staff and band members.

It has been a privilege to occupy such an important position. I have gained so much knowledge to move our Nation forward. The past two years I have grown personally and professionally. I'm grateful to be guided by the council and the support of my family and community.

Councillor Morgan Behn



I would like to acknowledge my fellow Council members for their work and commitment and thank the community for their support over the past two years; it is always a challenging experience. I appreciate all the efforts of our staff, who follow up on Council directives, thank you!

The past two years has been an economic struggle for FNFN. I think moving forward into the next term, focus needs to be placed on securing meaningful employment opportunities for FNFN. This includes taking a close look at our current business to determine its viability and making the necessary changes. We need to generate revenue again; diversify however possible.

If we want to have a strong, healthy and self-reliant community we need to support our people on their healing journey and to assist them with any required life skills, education and/or trades programs.

Good Luck to the in-coming Council!

Councillor Roberta Dendys

Pandemic Response

While any term of office will face its own unique challenges, the COVID-19 pandemic was a challenge that no one saw coming. Over the last several months, responding to the global pandemic has been our primary focus.

Throughout the pandemic FNFN staff and leadership have closely monitored official data and recommendations regarding the spread of COVID-19 in our province and around the world, and have adapted in response. Early in the pandemic the difficult decision was made to close our offices, initially for a two week period, which in the end extended into July. Throughout the office closure, Council and staff continued their work in service of our members by finding creative solutions and working from home wherever possible. The health and safety of employees and community members has been of the highest importance throughout this response.

FNFN also took the extraordinary measure of establishing Controlled Community Access Checkpoints throughout the height of the first wave of the pandemic, in an effort to protect our most vulnerable members by limiting the potential spread of the virus to our on-reserve population, acknowledging that as a remote community with limited health services, we would face unique challenges in the event of a local outbreak. As restrictions across the province began to ease, the checkpoints were discontinued.

FNFN staff, and in particular our Joint Health and Safety Committee put in a great deal of time and effort on the **Fort Nelson First Nation Return to Safe Operations: COVID-19 Plan**, to ensure all required health and safety measures were in place before reopening our offices.

We are proud of our community's response and we are so pleased to have welcomed our employees back to the office on July 6th, followed by reopening to the public on a limited, appointment-only basis later in the month. Please be sure to review posted guidelines for safe interactions, when visiting FNFN buildings. We would like to extend our continued thanks to FNFN staff for their flexibility and hard work throughout the pandemic and to our members for your ongoing patience and understanding, as we work to establish 'a new normal' that protects the health and safety of all parties.

BC successfully 'flattened the curve' and as restrictions eased and we began to cautiously widen our personal circles, we were all optimistic that things might be returning to normal. However, over the last number of weeks, we have seen a steady rise in cases around the province and it serves as a serious reminder that this pandemic will not be over until a vaccine becomes widely available. In the meantime, we must be prepared for isolated outbreaks and subsequent 'waves' of the virus. We will all need to continue to do our part to limit the spread – which means continuing to follow the advice of provincial and regional health authorities, including continuing to practice careful personal hygiene, physical distancing, wearing a mask when distancing is not possible, and above all staying home if you are not well or returning from travel.

We recognize that this pandemic has created significant adversity for many of our members, both personally and financially, and the Council committed to providing financial relief to all of our members. Two per capita distributions from the capital account that is held on behalf of FNFN by Indigenous Services Canada (ISC) have been planned – the first of which saw funds roll out to members in early July and the second distribution is planned for December, 2020.

A PCD from the Ottawa Trust Account held on behalf of FNFN has to follow specific requirements, according to legislation. For the first distribution of \$3,000, amounts for minor children under 19 years of age have been distributed to custodial parents/guardians for the benefit of the minor child. These moneys are intended for the care and benefit of the minor child during this time of financial uncertainty and pressure caused by the COVID-19 pandemic. These funds are intended to support members, and their children, through the challenges and uncertainty associated with the pandemic and we sincerely hope that they are used responsibly and for their intended purpose.

ISC requires that two forms be submitted by custodial guardians in order to release ISC and FNFN from any legal action relating to receipt of a minor's allotment by the custodial guardian – a *Receipt and Release Form for Payment Received by a Parent/Guardian on Behalf of a Minor* (receipt for the current distribution), and a *Request and Release Form for Full or Partial Payment to a Parent/Guardian on Behalf of a Minor* (request for the December distribution). These two forms must be returned to FNFN no later than **September 1, 2020**, in order to be eligible to receive the December, 2020 distribution on behalf of your child, so please ensure they are returned in a timely manner. Otherwise the funds will be placed in a trust account in your child's name that will be administered by ISC.

It has been heartening to see our members find alternative ways to come together as a community. This year National Indigenous Peoples Day, Canada Day and Annual Celebration were all celebrated a little differently with focus on online activities and events that allow for physical distancing.

We would again like to thank our staff for their hard work and adaptability during these challenging times and all of our members for their cooperation and continued support.

Planning Initiatives

This past year, FNFN undertook a number of important planning initiatives and we would like to thank membership and staff for their meaningful contributions to these important projects.

Reaching For Our Vision

Last fall, FNFN commences an intensive community engagement project to update FNFN's Comprehensive Community Plan, *Reaching For Our Vision*, last updated in 2014, which sets out a long-term plan for the Nation. This project was an excellent opportunity for our leadership and administration to hear from our members about the projects, programs and services that are important to you, in the areas of health, culture, education, governance, social services, lands, environment, housing and infrastructure, and economic development.

The final document will guide our leadership and administration for many years to come, opening up funding opportunities and creating a mandate for Leadership and Administration for negotiations and initiatives that fit within the community's vision for our Nation. The project was somewhat delayed due to the pandemic office closure, but we are pleased to report that the final document is nearing completion. A community celebration to mark the completion of this project will be planned, when it becomes safe for us to gather together again, and copies of the final document will be made available to members.

Strategic Plan

The next step in our planning initiative was to build on the community priorities set out in the update to "*Reaching for Our Vision*" and develop a strategic plan for the organization as a whole, which culminates in the development of departmental work plans that set out achievable goals for the next 5 years. This will help to ensure that the direction taken by leadership and the administration aligns with the community's vision for our future. Intensive departmental strategic planning sessions were carried out by video conference in June and we are looking forward to having the final product in the near future.



Throughout the Comprehensive Community Planning process, it was identified that the name Fort Nelson First Nation reflects our history of colonization and many members would like to prioritize an official name change to something that reflects our culture. Some of the options suggested include the Deh Tai Dene Nation, meaning the people of the three rivers, Eh Cho Dene Nation meaning big man and the Deh Chee Taw Nation, meaning the people of the forest. Please get in touch with our Clerk to Council, Kristin Lowe (250-774-7257/kristin.lowe@fnnation.ca) to share your thoughts and suggestions!

We hope that the incoming Council will make the selection of a new, culturally relevant name for our Nation a priority.

Community Energy Plan

FNFN's Community Energy Planning Project supported by funding from Natural Resources Canada (NRCan) also concluded in June and we would like to thank everyone who participated in the project over the last several months and those who took the time to watch the final video presentation and complete the survey.

The CEP is meant to inform and empower community members regarding near term energy use and renewable energy opportunities in and around the community.

The first area of focus of the CEP is *understanding energy usage and energy efficiency* in residential and community buildings. A certified energy auditor completed detailed energy audits on thirty homes and six commercial buildings in the FNFN community in December 2019 and provided valuable insights for both home owners and FNFN administration. Implementing energy efficiency measures will reduce energy costs and increase the comfort of homes and buildings. The community is now in a strong position to access funding required for recommended upgrades, retrofits and renovations required to achieve energy savings.

The second focus area of the CEP is *identifying and evaluating renewable energy opportunities* in the community and throughout the FNFN traditional territory. Renewable energy opportunities may be pursued by the Nation to increase local energy security, to generate long-term revenue, and increase economic activity while utilizing clean sources of energy in a way that is respectful to the land and the environment. Assessments were completed from Dec 2019 to Feb 2020 to understand the potential of solar energy, wind energy, hydropower, and geothermal energy in the community and surrounding region. Renewable energy education sessions were held in January 2020 with the students of Chalo School. The results of the renewable energy assessments offer exciting input into future clean energy opportunities for the Nation.

Council Initiatives

LAND CODE

The first Land Code vote took place in June 2018, which resulted in 130 yes votes and 125 no votes. While it did achieve a majority, it did not meet the threshold requirements to move forward with enactment.

In 2020, FNFN has been approved for funding to carry out a second Land Code vote. The *First Nations Land Management Act* enables First Nations to opt-out of 40 sections of the *Indian Act* relating to land management. First Nations can then develop their own laws about land use, the environment and natural resources and take advantage of cultural and economic development opportunities with their new land management authorities. Once a First Nation has joined First Nations Land Management, it is able to receive three types of funding:

1. Developmental funding for developing a land code, negotiating an individual agreement and holding a ratification vote (FNFN has received this funding to start this process);
2. Funding to facilitate the transition from the developmental phase to the operational phase; and
3. Ongoing operational funding for managing land, environment and natural resources as determined through negotiations between Canada and First Nations.

As of January 2019, 153 First Nations have entered First Nations Land Management and are either developing or operating under their own land codes. This is such an important opportunity for our Nation to expand our capacity for self-governance with respect to reserve lands and we look forward to engaging with members about this important project over the coming months. Stay tuned for announcements!

FUNDING

During our term of office, FNFN was approved for 10 Year Grant funding. This is a federal program that will allow for more stable and predictable funding and greater flexibility to achieve our own objectives on our own timelines.

Provincial gaming revenue sharing was also announced last year with 7% of net provincial gaming revenues shared with First Nations. The 24 year agreement will mean access to a stable, long-term source of revenue to support nations' self-government and self-determination.



POLICY

Membership Code - The Council has been working with legal counsel on finalizing the draft Membership Code over the last several months.

Election Code - The Council has worked with legal counsel to develop a draft custom election code that will meet the unique needs of our Nation.

Council Governance Policy - Chief and Council have been working on a draft Council Governance Policy which will clearly set out measures for Council procedures and accountability.

We hope the new Council will make finalizing these drafts and engaging with members a priority for the coming months, to allow for enactment of these important documents.

APPEALS COMMITTEE

FNFN Council and Administration have been working on establishing an Appeals Committee that would be utilized for appeal matters of appeal relating to FNFN governance and administration. This will ensure consistent processes and impartiality in addressing all appeals. Please contact Clerk to Council Kristin Lowe ([250-774-7257](tel:250-774-7257) / Kristin.lowe@fnnation.ca) for more information or to submit a resume, if you are interested in becoming a member of the FNFN Appeals Committee.



EDUCATION

Education continues to be a priority for our members and for Council. The Council has been working with the Community Education Authority to solidify roles and responsibilities and the draft CEA Governance Policy is nearly complete. Finalizing this document should be a priority for both Council and the CEA, moving forward. We look forward to further opportunities for our respective boards to work together in the interest of advancing educational opportunities for our members.

ADMINISTRATION

In the summer of 2019, Liz Logan joined our team as the new Fort Nelson First Nation Executive Director of Administration. Liz has extensive experience in strategic management, policy and communication, board governance and operations management and is highly knowledgeable about Indigenous issues and aspirations. She is a results-focused and effectual leader with proven ability to achieve goals. One year later we are very pleased with Liz' leadership and the progress she has made.

JUSTICE & COMMUNITY SAFETY

Council continues to be concerned about levels of criminal activity taking place in or community, including the sale and use of drugs and alcohol, underage partying, theft and violence occurring at residences. Many of these issues are closely tied to substance abuse and addictions. As Leaders and as a community, we cannot allow this kind of activity to continue to occur and we encourage members to report these incidents to the local RCMP detachment or Crime Stoppers at 1-800-222-8477. Crime Stoppers is a program that empowers regular people to fight back against crime. Anyone can *submit an anonymous tip* by using their Tips Line or Web Tips, or the P3 Tips application for either an Android or iPhone. If that tip leads to an arrest or charge, the Tipster who submitted the information, is eligible for a reward as approved by the local Crime Stoppers Board. For more information, please check out their website at <https://crimestoppersnbc.ca/>.

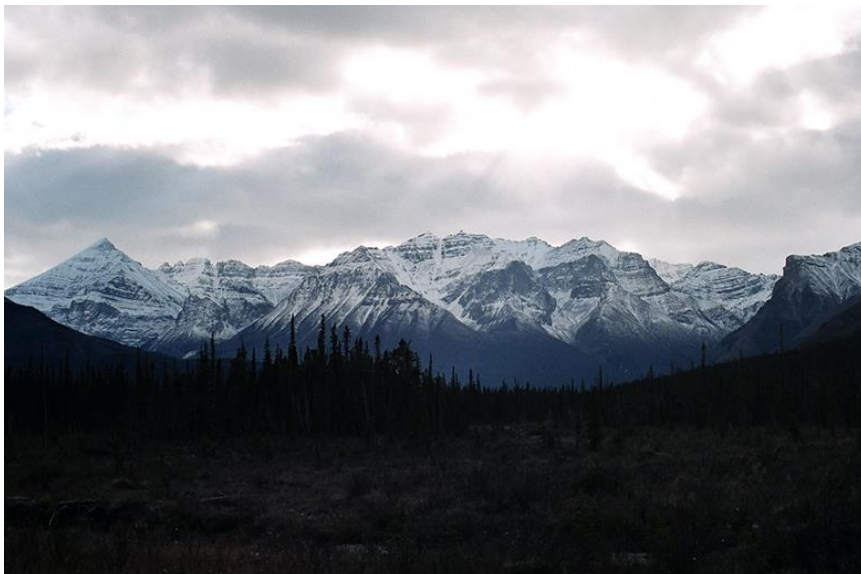
We recognize that enforcement is only one part of the equation and we must equally focus on prevention. Our members and the Council are concerned about the wellbeing of our loved ones, members and youth that are struggling with addictions relating to drugs and alcohol. If you are currently struggling with addiction and would like to speak with someone to develop a health plan we encourage you to get in touch with our Health and Wellness team, so they can direct you to the appropriate resources to address your personal healing and wellness journey. We are here to help. Call in, take that first step and we will share with you your treatment options. Start your recovery now!

Given the overlap of issue that contribute to the community safety issues we have been experiencing, Council has been working with our Health and Wellness, Justice and Administration departments to find creative solutions to meet the needs of our community and build up our Justice department to address these complex challenges.



WESTERN BOUNDARY

In 2020 we received some positive news regarding the Treaty 8 Western Boundary legal proceedings that have been underway since 2005. FNFN was one of the original plaintiffs but withdrew from the action in 2009. We have however, continued to financially support our Treaty 8 neighbours in their action to clearly define the western boundary of Treaty 8 Territory, affirming our right to exercise the rights guaranteed by Treaty No. 8 in this area. The Province of BC along with the Kaska Dene Council and the McLeod Lake Indian Band have disputed the assertion that Treaty 8 territory was intended to extend to the Arctic-Pacific Divide or watershed. A federal trial judge sided in favour of the Treaty 8 Nations in 2016, but that decision was appealed with proceedings held in March 2019, and further submissions were requested last fall. The judgement from the British Columbia Court of Appeal has re-affirmed the original decision in favour of the Treaty 8 Nations. While we may still face an appeal to the Supreme Court of Canada, this decision represents a significant achievement, with our right to practice our Treaty 8 rights having now been affirmed by two courts of law.



MUSKWA KETCHIKA

The Muskwa-Kechika Management Area, which we all know is situated in our backyard and is known globally as a significant area of wilderness, wildlife and culture. Recently, provincial funding concluded, leaving many of us leaders asking ourselves how we are going to continue to protect this area for the best interest of our future generations. We have the important responsibility of ensuring this area is maintained in perpetuity, and world-class integrated resource management is important to maintaining the site and ensuring that resource development and other human activities take place in harmony with wilderness quality, wildlife and the dynamic ecosystems on which they depend. The Chiefs have asked me to lead this initiative and report back at each meeting. A joint letter between the T8TA and the Kaska Dene Council has been sent to the Premier's office requesting to further these discussions. It is our hope that we will be successful in reinstating funding and continuing this important work in partnership with the Province.

CULTURE & LANGUAGE

The Council is committed to supporting and implementing programs that focus on revitalizing our culture and languages. We all know how important it is that we celebrate our culture and wellbeing as a Dene/Cree Nation. Culture Camps and the Harvester Program put on by the Lands department, are a couple of great examples of FNNFN Cultural Programs. We have also been working with departments to ensure that culture is incorporated into all areas of service delivery.

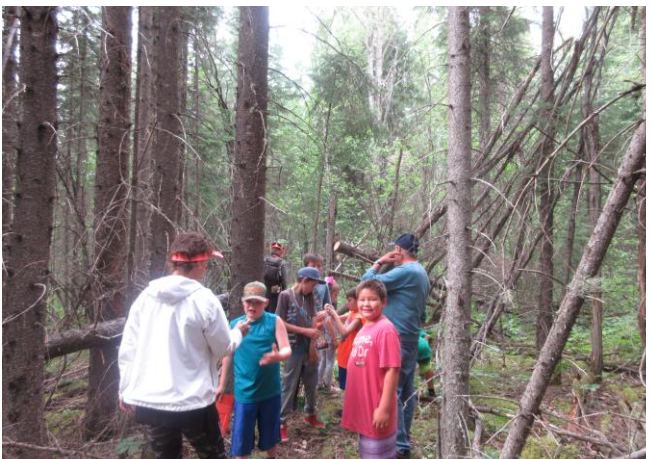
Language continues to be a priority on a national level for all Indigenous communities. With increased exposure in our education system, as well as positive reinforcement from our families in their homes, it will give our children the opportunity to preserve and grow our Dene and Cree languages. Chief and Council believes we can become a strong Dene and Cree speaking Nation, if all our families come together and make it a priority to practice our culture, languages and ceremonies.

Last year, several members of Council along with youth and Elders from the community had the incredible opportunity to attend the Indeh/Dene Unification Gathering held in Calgary at the Tsuut'ina Nation's Chief Jim Starlight Centre. The event brought together our Indeh/Dene cousins from across North America and even as far away as Asia. It was a beautiful experience to come together over our shared culture and discuss our commonalities, successes and challenges. Chief and Council and members in attendance are thankful to the Tsuut'ina Nation for their hospitality. Attendees were able to participate in four sessions of their choice, filled with different teachings of our language, culture, identity and stories. There were many connections made and there are talks of another Dene Gathering in 2021 in the Northwest Territories to celebrate the 100th anniversary of their Treaty. For more information join the Dene Unification Gathering page on Facebook to keep up to date on news and events.



W'ah W'ee Na Yah Cultural Society

In 2019, Council incorporated a society called the W'ah W'ee Na Yah Cultural Society. From member submissions, the logo and name W'ah W'ee Na Yah Cultural Society was chosen by Council. The name W'ah W'ee Na Yah pulls from both our Dene and Cree heritage together meaning "something good for us". This society will enable us to apply for gaming grants and licenses in the future to support cultural programs and events such as Annual Celebration, cabin building, and traditional land based activities, to name a few. If you are interested in becoming a volunteer, please reach out to Clerk to Council Kristin Lowe ([250-774-7257](tel:250-774-7257)/kristin.lowe@fnnation.ca)



COLLABORATION WITH NRRM

Throughout our term of office, Council has made collaborating with our NRRM neighbours a priority and we are proud of the relationship building that has taken place.

Last year, Chief Sharleen Gale was invited to attend meetings with BC Cabinet Ministers in Vancouver, along with Mayor Gary Foster and his Council, to discuss concerns and solutions to some of the issues that we face as a community. The meetings were very productive and are a true sign that both of our Councils are committed to working together for the best interest of our communities.

FNFN's Director of Community Services and Chief Gale met regularly with NRRM, Northern Health and our local doctors to strategize and streamline the healthcare services in our community. The meetings are intended to find solutions and to give a voice to the work we are carrying out with provincial leaders and the First Nations Health Authority.

In March 2020, FNFN hosted a Community to Community Forum with NRRM Council and senior staff. It has been a few years since our last forum and it was a great opportunity to continue to build relationships with our NRRM neighbours, work together on common initiatives and tackle challenges that affect our communities. Members of Council and staff also had the opportunity to attend an information session regarding revisions to the FNFN/NRRM Emergency Response Plan. It was a very informative meeting on such an important project to ensure that we will all be safe in the event of an emergency evacuation.

We have recently seen many hard years of collaborative work pay off with the recent announcement that FNFN, in partnership with the NRRM, has been awarded the largest Community Forest License ever awarded in BC. This project represents an opportunity for our people to own forestry opportunities here in FNFN Territory and ensure that benefits of our forest economy stay local, and in our control, while also ensuring that development respects the FNFN-developed sustainable forestry stewardship and land management framework that will ensure key traditional use areas and important land values are protected.

Economic Development

Deh Tai Limited Partnership

This term has seen monumental changes in the way that FNFN operates its businesses. In 2018, after many years of consideration and planning, the Deh Tai Limited Partnership was established as the Nation's economic arm. This structure will ensure the separation of business and politics and most importantly, ensure FNFN is protected from business related liabilities.

With the establishment of Dai Tai LP we have been working to move our existing FNFN businesses under the umbrella of the Limited Partnership. There have certainly been some challenges, as Council and the Board have learned to navigate our new roles and sought to get the new business off the ground but we are optimistic about the future!

There are also currently two vacancies for FNFN members on the Board of Directors, one of which must be filled by an Elder. If you are interested in being considered for these roles, please submit your resume to Kristin Lowe (kristin.lowe@fnnation.ca).

Organizational Review

To help us achieve our vision and reach our goals in economic development, Council retained the professional services of Andrew Leach to carry out an organizational review of Deh Tai GP Ltd. and subsidiary entities. Andrew worked closely with staff and the Board to gain a full understanding of where each entity stands and what needs to be done to reach our goals. We look forward to engaging with our members regarding the findings when it becomes safe to gather together.

Andrew Leach was retained in January to perform an organizational review of Deh Tai GP Ltd. and its subsidiary entities. This was an in depth process involving a detailed review of each business to maximize efficiencies and help our businesses perform at peak capacity.



Forestry

After more than three years of hard work, FNFN in partnership with the Northern Rockies Municipality (NRRM) has been awarded the largest Community Forest Licence ever awarded in British Columbia. The Community Forest will have an annual allowable cut of up to 217,650 cubic metres from approximately 200,000 hectares in FNFN territory and represents both the largest harvestable volume as well as the largest physical area of any community forest in B.C.

The Community Forest was developed with community input from FNFN members, including trappers and a management plan is in place that includes an FNFN-developed sustainable forestry stewardship and land management framework that will protect key traditional use areas and important land values. This project represents an opportunity for our people to own forestry opportunities here in FNFN Territory and ensure that benefits of our forest economy stay local and in our control. This is a big step forward and we welcome this joint project with our NRRM partners. The Community Forest Board of Directors are making plans for the operation of the licence in 2021 and FNFN continues to pursue a range of initiatives to support forestry operations, including the acquisition of more forest tenures in the territory and the development of commercial projects.

FNFN has established a forestry business and is in the process of obtaining forestry tenures that will make us one of the largest licensees in the territory. FNFN is also working with industrial partners to develop forestry projects that will provide long-term economic opportunities for members.

First Nations Major Projects Coalition

FNFN joined the FNMPC in 2017 and continues to be an active member. The goal of the Coalition is to work with First Nations to build our capacity, help make informed business decisions, and improve our financial capacity, while playing an important role in environmental stewardship. It has been a priority for Council to seek out opportunities that allow for equity stake in projects. This will allow us to receive real and lasting benefits from major projects in our territory and to build our self-reliance and increase our leverage when dealing with government and industry, as our fate will no longer rest in the hands of their benefit agreements.

It is an initiative that works collaboratively, cooperatively and cohesively towards the enhancement of the economic well-being of its members, understanding that a strong economy is reliant upon a healthy environment supported by vibrant cultures, languages and expressions of traditional laws, and in particular to:

- a. Safeguard our air, land, water and medicine sources from the impacts of resource development by asserting its members' influence and traditional laws on environmental, regulatory and negotiation processes;
- b. Receive a fair share of benefits from projects undertaken in the traditional territories of its members; and
- c. Explore ownership opportunities of projects proposed in the traditional territories of its members.

Councillor Sharleen Gale is the Chair of the FNMPC and was elected on March 2018 by the members for a 4-year term. The Coalition has 45 Nation members from across Canada who are working together to identify projects in their territories and seek out equity ownership opportunities in these projects.



In 2019, FNFN marked the 10 year anniversary of our Black Diamond Dene partnership. We were pleased to welcome from Black Diamond Dene, President and CEO Trevor Haynes, VP Operations Michael Klukus, VP Indigenous Relations Jonathan Stringer, and Indigenous Relations Coordinator Scott McLeod to our community to celebrate our successful 10 year partnership with Black Diamond Dene with a community feast and tea dance on Jan. 10, 2020. We appreciate the Black Diamond Dene partnership's spirit of collaboration and support for community initiatives like our Annual Celebration, which has not wavered over the years even in difficult economic circumstances, and we look forward to what the future has in store for this partnership.

BC Economic Recovery Task Force

In early April, Chief Gale was asked by BC Premier John Horgan to serve on BC's Economic Recovery Task Force in response to COVID-19. Through this role, she is able to voice concerns, challenges, and advocate for opportunities during these challenging times. These meetings happen weekly and I will continue to work hard to find solutions as we move forward in the future.

Department Updates

Lands

FNFN Land Guardians Program

In 2018, FNFN received funding from Environment Canada to transition the field monitoring program to a Land Guardians program. In 2019, the Land Guardians Program began to shift focus from training only in scientific monitoring to include more FNFN cultural knowledge and values. FNFN Land Guardians are increasingly focused on learning and engaging Indigenous knowledge in monitoring activities, supporting and providing land-based cultural activities, and protecting FNFN land-based cultural values and treaty rights. As we build our capacity to engage the community in land-based monitoring, research and cultural activities through the Land Guardians program, the program will become central to the operations of the FNFN Lands Department and the knowledge gained will be used in forming policy and guiding land management decisions.

FNFN Land Stewardship Plan

Beginning this year, FNFN will complete a territorial land stewardship plan to articulate a land use vision and spatial plan grounded in community values and vision. This plan is an update to the 2012 FNFN Strategic Land Use Plan and incorporates much of the work that has been completed by the Lands Department since 2012, including the Liard Basin Monitoring Initiative (2016 -2019), Horn River Basin water monitoring (2016-present), Harvest Energy water, wildlife and TUS monitoring work (2015 – present) caribou recovery planning (2009 – present), forestry revitalization planning (2017 – present) and the Land Management Framework (2014 – present).

Restoration and Reclamation

Since 2018, FNFN has been engaged in piloting caribou habitat restoration and orphan well reclamation techniques. Funded by the Oil and Gas Commission, Natural Resources Canada, and Environment Canada, these pilot projects are designed to test innovative techniques for land restoration and reclamation in areas identified as important to caribou and FNFN cultural values and using native plant species and local labour to raise the standard of land reclamation practices in the territory.

Bilateral Caribou Recovery Planning and Steering Committee

Since 2009, FNFN has been engaged in boreal caribou recovery planning by responding to federal and provincial recovery plans and developing our own. In 2017, FNFN released the *Medzih Action Plan* to set out FNFN's plan for boreal caribou habitat and population recovery in the territory. This plan informs FNFN land use planning initiatives, including forestry revitalization plans. In 2018, FNFN and BC struck a bilateral Boreal Caribou Recovery Technical Group to further caribou recovery and forest revitalization planning. In 2019, FNFN joined the BC Caribou Recovery Steering Committee along with the NRRM. Despite the success of FNFN's engagement in provincial, funding for FNFN involvement in the Technical Group and the Steering Committee ran out in March 2020. Discussions for further funding are pending.

Groundwork / Indigenous Land Laws Project

In 2019, FNFN teamed up with the Treaty 8 Tribal Association and the Indigenous Law Research Unit for a 3-year project to recover Indigenous land laws across Treaty 8. The research team will review publically available Dene, Cree, Dunne-za, Saulteau and Kaska Dena resources to recover and analyze traditional laws related to land use and access, including laws that apply between nations. The research team will provide a legal analysis and summary to each community, along with a graphic novel for use in teaching and sharing the project outcomes.

Snake River/SYD Cabin Expansion

In July 2020, the Lands Department hired lead carpenters Erwin Dickie and Jim Burke to build a 20x24' extension to the existing cabin at Km 37 on the SYD road. Since 2015, the cabin has been used by FNFN as an outpost to host culture camps, including a language camp for Chalo students in September 2019, or for FNFN families to use just to get on the land. In March 2020, we hosted an Indigenous law workshop at the site and it was standing room only. We decided we needed a bigger meeting space if we were to continue to host workshops and cultural activities at the site. The Lands culture team, headed up by Curtis Dickie, and the Land Guardian crew, led by Marilyn Norby, assisted in building the expansion. It is our hope the site will be used by all FNFN departments and leadership and Chalo School to host on-the-land programming and retreats.

Adult Dene Language Classes

In 2019, the Lands Department began offering land-based culture programs, including adult language classes. From September to December 2019 we held a 10-week language class for adults in the community. Based on the success of that pilot project, we accessed further funding to host more classes in 2020-2021. These classes are set to resume in late September 2020.

Health & Community Services

FNFN's Health and Community Services department has faced particular challenges in the response to the pandemic as we have had to adapt many services and programs to accommodate limited face-to-face interactions. We are proud of the efforts of our staff, as we have adapted to these challenging circumstances and continued to deliver core programming that our members rely on.

ELDERS SERVICES

We continue working to provide quality services designed to meet the needs of our Elders. Liaising with Home Care Services and other departments, we develop, promote, and participate in social and recreational activities for Elders including Meals on Wheels, Elders Socials, Bingos, camping trips/outings, assisting with Elder's assessments and personal administration, Arts and Crafts, Story-Telling, Medical Escort if necessary, Foot Care, Heart Pacers Program, Food Skills for Families, Canning Workshop, Elder Appreciation and Acknowledgements.

RECREATION

Our Recreation department coordinates and implements culturally relevant recreation programs designed to promote holistic community health and wellness for members of all ages. Programs and services include: After School Programming; Gym Nights; Youth Drop In, Youth and Adults Sports such as Hockey, Soccer, Basketball, Baseball, Volleyball; Implement the Right to Play program (helps youth workers to design, launch, facilitate and measure the impacts of dynamic outcome-based programming for children and youth), Organize Youth Leadership Training, Establish a Youth Committee, Organize Youth Trips, fund Extra Curricular Activities, Arts and Crafts, Assist with Annual Events and celebrate monthly events/holidays.

HEALTH PLANNING AND MANAGEMENT

In coordinating the development and implementation of Health and Wellness programs designed to promote holistic health and community wellness, we focus on achieving the priorities set out in Reaching for Our Vision document as they relate to Health and Wellness. We are responsible for proposal writing, budgeting, reporting, and executing all programs, developing and implementing all Health and Community Programming through the various departments, including FNFN Annual Celebration, Springfest, National Aboriginal Day and Annual Health Fair, and supporting an annual Community Healing Program

PATIENT TRAVEL

This program administers the Non-Insured Health Benefits (NIHB) program, is responsible for communicating information to community members on other programs offered within the Health Department, and ensures the confidentiality of privileged information.

COMMUNITY HEALTH INITIATIVES

Injury and Illness Prevention: This program promotes active lifestyles to improve health and wellbeing.

Children's Oral Health Initiative: The initiative provides annual screening, fluoride varnish application, sealants and temporary fillings, and provides oral health education to children and their caregivers.

Community Prenatal Planning: Bumps and Babes and the Welcome Babies Program improve the health of mothers and their infants by providing support and information to families so babies have the best chance at a healthy life.

HIV/Aids/Communicable Diseases: This program focuses on prevention and education, working with health professionals to facilitate access to screening, diagnosis, care, treatment and social support to stop the stigma.

Aboriginal Diabetes Initiative: The program aims to improve the health status of First Nations communities by reducing the prevalence and incidence of diabetes and its risk factors through community programs including Community Kitchen, Food Skills for Families, Canning Workshops, Health Checks, Diabetes information sessions at Springfest, Health Fair and Healing Picnics.

IN-HOME AND COMMUNITY CARE

Home Support Workers provide supports for Elders and persons with functional limitations in our Community by providing home services, and transportation to and from appointments, services and events, and helping individuals to maintain their independence, while ensuring living conditions are safe and healthy.

HOME AND COMMUNITY CARE

The Home Care Aide provides and coordinates individualized care and resources to Elders, functionally disabled, and others so that they may continue to live in their homes and within the community. Home Care Aides provide personalized care for clients by assisting with activities of daily living (ADLs), ensuring safety and comfort, maintaining hygiene and treating all clients with respect and compassion.

HEALTH AND WELLNESS ANNUAL EVENTS

January: Quit Smoking Month, Influenza Vaccine

February: Diabetic Nutrition, Food Safe, Heart Awareness

March: Mending the Circle, Spring Fest, Walk in Balance

April: Open House/AGM, Spring fest, Path Circles, Infant Massage

May: TB Testing, Child Health Clinic, Influenza and Pneumomax Vaccine, Mammogram screening, Walk for Reconciliation

June: Mental Health and First Aid Training, Stroke Awareness Month, TB Testing, National Aboriginal Day, Path Circles, Chalo Sports Day, Substance Abuse Management, Spirit of the Peace

July: Canada Day Parade, Wellness on the Land, Culture Camp, Eye Clinic

August: Annual Celebration, Wellness on the Land

September: Oral Health, Health Fair, Orange Shirt Day

October: Old Fort Cup, Path Circles, Wellness on the Land, Ending the Violence, Culture Fest

November: National Addictions Awareness Week, Art Exhibits, Eye Clinic

December: Food Hampers Distribution, Path Circles, Art Exhibits

Family Services

FAMILY SUPPORT

The main priority is to prevent parents from having their children put in care of the Ministry of Children and Families (MCFD). We provide services to families in need, through group work and one-to-one interactions. Programs offered include the Women's Group, Family Friendly Meals, Circle of Security Workshops, Healing Picnic, Family Swim, Language Bingo, Community Kitchen, Bedtime Stories, Family Day, Language Program, Culture Day, Foster Parent Workshops, Parenting Program, Respectful Relations,

YOUTH SUPPORT

We provide individual and group programs and services with the purpose of developing life skills and personal well-being for the youth within the community. We facilitate access to specialized home and community based support and prevention services and develop programs that promote healthy lifestyles and relationships for youth.

COMMUNITY WELLNESS & COUNSELLING SERVICES

We continue to provide counselling services programs designed to promote holistic health and community wellness, and to support community members through relationship building advocacy work, and by providing psycho-educational assessments and therapeutic counselling sessions. Programs provided include Healing Picnic, PATH circles, Morning Check In, Women's Afternoon Group, Sober Times, Womens Group, Mens Group, Healing on the Land, Community Kitchen, Individual & Family Outreach, Rehabilitation Funding Dads in Gear, Stop Smoking Program, and Self-Empowerment Workshops.

This year we are focusing more on individual healing programs like Transformations and Choices, and funding has been received from the FNHA to support members in accessing these programs.



CHILD AND YOUTH CARE

Child safety is our priority along with preventing children from ending up in the care of the Ministry of Children and Families (MCFD). We provide services and individual supports for children referred by the MCFD and from within the community. The Child and Youth Care Worker will engage children and their family members in activities that promote healthy development and strengthen community and family relationships. The Child and Youth Care worker will also play a role in supporting children and youth to make wise choices related to mood altering substances using culturally relevant activities.



EMPLOYMENT & INCOME ASSISTANCE

The goal is to build community and individual self-reliance, and strengthen the bridge between social development and employment, by providing employment counseling and referrals, to maintaining daily employment assistance services, to supporting community members in attaining temporary social assistance by following INAC social development policy. Programs offered include the Work Opportunities Program, Resume Writing, Job Search, EI Filing, Tax Filing, Wills and Estates, Summer Student Work Opportunities, Community Kitchen, Language Bingo,

FAMILY SERVICES ANNUAL EVENTS:

- January:** Quit Smoking Month
- February:** Love your Heart Month
- March:** Mending the Circle, Spring Fest
- April:** Open House/AGM, Springfest, Path Circles
- May:** Walk for reconciliation
- June:** National Aboriginal Week, Path Circles, Chalo Sports Day
- July:** Canada Day Parade, Wellness on the Land
- August:** Annual Celebration, Wellness on the Land
- September:** Health Fair, Orange Shirt Day
- October:** Old Fort Cup, Path Circles, Wellness on the Land, Ending the Violence, Culture Fest
- November:** National Addictions Awareness Week
- December:** Community Christmas Celebration, Food Hampers Distribution, Path Circles

Dehzona Daycare

Known as **Dehzona Family Center**, the facility houses full-time licenced daycare for children age 1 to pre-school, Aboriginal Head Start on Reserve and Aboriginal Infant Development Programs.

Dehzona closed in response to the COVID-19 pandemic on Mar. 5, 2020. We expect to reopen in early August with limited staff and enrollment.

Throughout the closure Dehzona Services Administrator, Head Start Educator, and Aboriginal Infant Development Program Worker have continued working full-time both at home, and in the facility. Two daycare floor staff work reduced hours under teleworker agreements preparing and providing online content and delivering activities to enrolled children, and all staff have attended meetings and are working toward completing required return to safe operations items (preparing site-specific protocols, prepping and sanitizing rooms, etc).

Dehzona is considered fully staffed with no expectation on staff departures. Exemptions for ECEAs to act as ECEs and for ECEA students to act as ECEAs are applied for through licencing as necessary to remain in compliance with provincial regulation on qualified staff to child ratios. Dehzona will be looking to build a qualified back-fill roster with community members who completed or are registered in the Responsible Adult Course, which started in February, but is on hold due to Covid-19 closure and distancing considerations.

Facility:

Dehzona contains three child-centered spaces, a kitchen, foyer, storage, and laundry area on the main floor. Two of the child-centered spaces are dedicated in providing Daycare services:

- Duck Room - ages 1 to 36 months (with 30 month-of-age eligibility to move to the Lynx room pending child needs and development)
- cLynx Room - ages 30 months to school age

The remaining space, the Head Start room, is used to provide Head Start programs to children and families in individual and group settings.

Dehzona's upper floor contains staff offices and workspaces as well as the Aboriginal Infant Development Worker Office. Plans are in progress to establish a dedicated workspace for childcare floor staff. Temporary benches were recently added, and emergency equipment was moved to one wall in the foyer. A permanent cushioned corner bench and items to create a more welcoming and homier feel will soon be added. The kitchen is a licenced food facility. Dehzona is regularly inspected per fire and licencing regulations and fire drills are held monthly during regular operations.

The exterior premises contain a playground which is safety checked daily during operation and sectioned for separate use by the Lynx and Duck rooms per licencing regulations and equipped according to developmental abilities/needs. Seeking out funding for playground upgrades will be a priority moving forward.

Head Start and AIDP Statistics:

Head start serves 23 families through individual and group programs. Aboriginal Infant Development Program serves 21 families through assessments, referrals and direct supports. Assessments and program delivery are currently distanced due to Covid-19 conditions, as well as FNFN policies and protocols.

Current Daycare Enrollments and Wait List:

Prior to Covid-19 related closure on March 15, 2020, Dehzona enrollments included 3 children under 36 months of age in the Duck room and 1 expected addition, and 7 children over 3 years of age in the Lynx room, with 2 expected additions.

The Duck room has 10 wait list children, 3 of which are band members. Lynx room has 8 wait list children, 2 of which are band members and 1 staff member child. Enrolment will increase to 4 children in the Duck room and 12 children in the Lynx room provided staff to child ratios are maintained and at a paced schedule when Dehzona returns to regular operation.

Funding:

Dehzona's Daycare Program is funded in large part through North East Native Advancing Society, parent fees including eligible Affordable Child Care Benefit (subsidy), BC's Child Care Fee Reduction Initiative and Child Care Operating Funding, and the British Columbia Aboriginal Child Care Society. Past and current wage enhancement claims through our Provincial agreement and the British Columbia Aboriginal Child Care Society are in process, as are parent fee reconciliations.

Dehzona is registered for the provincial Temporary Emergency Funding which provides funds in addition to base funding per agreement from April through August to support facilities during the Covid-19 pandemic and an additional pandemic related application to the BC Aboriginal Child Care Society for emergency funding is also in progress.

The Aboriginal Infant Development Program is funded through BC Ministry of Child and Family Development. The Head Start program is funded through First Nation Health Authority. NENAS will review 2019/20 fiscal year training and equipment costs and determine contributions to those items.

Additional Plans:

- Consistently plan for and implement cultural components in programs
- Engage community members as back-fill employees and volunteers with a focus on Elder knowledge and cultural learning
- Seek funding to increase capacity in the rooms (updated play items, books, cots, blankets, storage cubbies, food service items, etc.)

Justice

Sara Gairdner joined the FNFN team as the Aboriginal Justice Worker in September 2018. This position had been vacant for quite some time and because of this, there was a lapse in the Indigenous Justice Program and its deliverables.

The Indigenous Justice Program is a cost-shared program with contracts with the Department of Justice, the Ministry of Public Safety and Solicitor General and the Ministry of Children and Family Development. The joint partnership really compliments the work we do and the full spectrum of services we provide includes PREVENTION (which includes working with youth/schools/elders, etc.), to DIVERSION (which is the core business), through to REINTEGRATION (of clients back into the community).

The Aboriginal Justice Worker has worked diligently on re-establishing relationships with key stakeholders such as: Crown Counsel, RCMP, Native Court Worker, Community Corrections, MCFD, Duty Counsel, Probation and Bail Officers. There had not been any referrals through the court for diversion (alternatives to mainstream justice) in quite some time and now we are regularly receiving them.

In 2019, FNFN was successful in an application to the Minister's Advisory Council on Indigenous Women for the Giving Voice Campaign in the amount of \$10,000. With the funding we held a Women's Wellness Weekend focusing on learning/practicing traditions arts from women in the community. In 2019, the Aboriginal Justice Worker's title was changed to Justice Programs Coordinator.

In April 2020 our proposal for the Fort Nelson First Nation Community Engagement Project was chosen to be a recipient of the Civil Forfeiture Crime Prevention and Crime Remediation Grant Program in the amount of \$30,000. Unfortunately due to COVID-19 restrictions, we haven't been able to move forward with implementing this project yet.

The Justice department has made a lot of progress in our department over the last 2 years and look forward to continuing to work with all of the stakeholders to provide Indigenous people the opportunity to assume greater responsibility for the administration of justice in their community.

Education

The Community Education Authority (CEA) is responsible for the administration of all FNFN education programs. It acts under the delegated authority of the Chief and Council of the Fort Nelson First Nation.

The Chalo Independent School Society was established to ensure that Chalo School programs and course offerings meet appropriate Provincial standards. Policies developed by our CEA are listed in the Society's policy manual and CEA members act as Directors for the Society. These policies are posted on the Chalo School website.

New council and CEA members are encouraged to review the Chalo Independent School Society Policy 1020 - Community Education Authority Governance Policy, which provides further information on the founding and purpose of Chalo School and the role CEA members play in its governance. The policy is available online at <http://www.chaloschool.bc.ca/>.

Chalo School (K4- Grade 12)

Our school provides a comprehensive education plan that includes indigenous language and culture learning. The school strives to provide our high school students the courses they need to pursue a full range of educational and occupational opportunities after they graduate.

This year and moving forward, we aim to increase opportunities for language and culture learning, including a first time offer of high school credits for a Dene Language course, and increase involvement of community members in this work.

In conjunction with the FNFN Lands Department, we planned and hosted culture camps during the 2019/20 school year and plan to continue these camps in the future.

As an Independent School, we are required to develop formal goals that will improve our operations. Our current school goals are to improve all aspects of our library and increase community involvement in our school. Renovations are planned for our library and these will happen in the near future. Increasing community involvement in our school is an ongoing goal.

Adult Basic Education (ABE)

After many years of offering ABE, the program is temporarily on hold, due to low numbers of prospective students. We maintain a wait list for community members who are interested in completing this program.

Trades

Our department works with community colleges to offer various trades training programs. We are currently developing a database of community members' needs and employment goals, so that we can develop relevant programs, and so that we can respond quickly to training opportunities as they arise.

Post-Secondary Funding

Our department manages post-secondary funding for FNFN members. This year we have reviewed and revised the FNFN handbook for post-secondary funding. A copy of the handbook will be made available online.

CEA

During the 2019/20 school year, the CEA has reviewed and revised all existing policies and developed new ones. These policies have been compiled into a policy manual for easy reference for department employees. They are also available online for community members. The CEA is currently busy assisting the Education Director in recruitment activities for the new school year.

Finance

Reporting

The finance department has been working towards and has achieved in providing monthly reporting to both Chief and Council as well as individual departments that allow for easy understanding of the financial position of the nation and departments.

On a monthly basis, the finance department provides to Chief and Council FNNF over all income statement, departmental income statements, balance sheet current and quick ratios.

Finance has also been working on establishing quarterly reporting to Chief and Council to update on funding which will provide updates on how many opportunities and the amount of funding were presented to managers to be applied for, how much was applied for, total funding to date broken down by funder and amount, total funding by department, projections of earned funding and funding that is at risk of being returned to funders, and projections of funding that is are most at risk and require immediate attention.

For departments, Finance provides department overall income statement, individual department/program income statements, monthly funding tracking reports, and general ledger transaction listings. Finance has established a monthly departmental meeting process that has allowed finance to work with the departments to help keep them aware of their financial position in regards to their approved budgets, outside and Nation funded programs. These efforts have helped with the proper utilization of outside funding, as well as keeping departments on track with funding usage and deadlines to help minimize the funding that goes unearned each year and would otherwise have to be returned to the funders. Through these processes, Finance has been trying to help department managers/coordinators have a better understanding of financial processes that will create sound financial controls for the Nation.

Item's in Progress

- policies and procedures required for the Financial Administration Law, in collaboration with administration
- learning new software options available to create better reporting for finance and the Nation, (i.e.: sage upgrade to have cloud access and other reporting modules and Printboss for electronic paystubs and other form options.)

Audit

Through the increased reporting and departmental meetings, Finance has been able to increase the amount of fiscal year end work that is completed in the Finance department. This has allowed for a decrease in the amount of year end adjusting entries that are required by the auditor and a smoother auditing process.

Procedures

Finance has been working on establishing finance procedures to have better financial controls within the Nation. Some of the procedures that have been put in place are:

- Funding Agreement Procedure
- Cheque Issuance Procedure
- Payroll Process Procedure
- Accounts Payable Procedure
- Personal Vehicle Use Procedure
- Gift Card Purchasing and Distribution Procedure

Updating Processes

The finance department has also been working on moving processes forward in regards to technologies and computerized options to make them current. Finance has set up and has moved towards

- Online banking for customer/member payment (i.e. rent, daycare fees or other amounts owed to the nation)
- EFT vendor payments (payments being made to members or business by the nation through electronic funds transfer rather than by cheque)
- Currently in the process of setting up and moving towards electronic pay stubs for all employee payroll

Deh Tai GP Ltd.

The Deh Tai GP Ltd. Board of Directors has been hard at work during these challenging times. Many of our entities have faced significant challenges due to COVID-19 and we are working to put in place appropriate health and safety measures to allow operations to return to capacity, when it becomes viable and safe to do so.

As we continue to diversify and grow our economic development, we welcome feedback from our members. The Board has committed to providing individual updates regarding each of the businesses. This has been put on hold due to limitations on gatherings, but will be a priority when restrictions are eased. Stay tuned for Community Meeting announcements.

Recruitment is ongoing for a CEO with the qualifications and experience necessary to help our businesses meet their potential. Greg Holtus has been brought on as a temporary Finance Consultant to help provide the financial guidance that the Board and Council require in order to make informed decisions and provide our members with assurance that we do so responsibly. Recruitment is also underway for a permanent CFO to provide ongoing high-level financial oversight to the Deh Tai entities.

Eh-Cho Dene: The business continues to be a successful employer of community members despite the economic difficulty the region is facing at this time. The board has been focused on diversifying Eh Cho Dene to take advantage of local and regional opportunities in a changing economic climate.

Nelson River Outfitters: This is one of our newest business ventures and we are in the process of getting this venture off the ground. We now have access to the main site at KM7 of the Liard Mainline and work has been done to clean up and prepare the main site on the Liard River.

FNFN Gravel Pits Ltd: FNFN's permitting expired in August 2018 and we are looking into options for this enterprise moving forward.

Liard Hotsprings Lodge: The Lodge faced significant challenges due to the pandemic but business is beginning to rebound and we continue to plan for necessary capital upgrades. We will also intend to focus on marketing to help grow the business and attract new visitors.

Waterways Communications: We continue to meet and review financials regularly. An agreement has been reached to provide services for The Fort Nelson Hotel.

Qualicum: We are continuing to develop FNFN's property in Qualicum. Logging activities continue to provide income and steps have been made to move forward with subdivision of residential lots.

Fort Nelson Hotel: The hotel and downtown Fort Nelson property were acquired in 2018 and significant property upgrades and renovations have been undertaken. The bar re-opened in Aug. 2019. The hotel has faced challenges due to COVID-19. We look forward to engaging with members about future plans for the hotel.

Clarke Lake Geothermal Project: The Clarke Lake Geothermal Project represents an incredible opportunity for our Nation to develop a major clean energy project that could provide long-term stable revenues for decades to come, in addition to providing employment opportunities for members. Geothermal power production produces significant amounts of 'waste heat' that can be put to use for other uses such as greenhouse heating, district heating, lumber drying, spa development, etc. Phase 2 feasibility work supported by NRCan funding has been completed, which produced a total of 82 deliverables, ranging from reservoir analysis, preliminary engineering design, well designs, project permitting, planning and business memos, a feasibility study regarding geothermal direct use heat potential, business planning and lobbying for more funding through other grant opportunities. A training and education strategy has also been developed. Phase 2 results confirm that the reservoir will have temperatures of at least 120 degrees Celsius and ample water flow to carry the heat energy to the surface for electrical generation. We also know that the project will create 10,000 days' worth of employment in its development, and 5-6 full-time jobs in its long-term operation.

At the end of each phase Leadership have the opportunity to make informed decisions about whether or not to move forward with the next phase of the project. At the completion of this phase the project is sitting in a favourable position to proceed forward. A community presentation on Phase 2 activities and outcomes will be available for members in an online format in the coming weeks. The province of BC has issued a geothermal development permit to Deh Tai LP for an over 1600 hectare area. Saulteau First Nation has pledged their commitment to the project and negotiations continue to further partnership discussions with the goal of securing the project's access to sell geothermal electricity to BC Hydro through their existing Electricity Purchase Agreement (EPA).

Phase 3 will involve drilling and testing a geothermal characterization well and is expected to prove the resource and provide the exact reservoir details for final design engineering and business financing. The project is receiving a fantastic amount of support from both the federal and provincial governments with regards to funding and permitting. Over \$40 million in grant funding has been identified to support the development of the Clarke Lake Geothermal Project. Recently, a \$500,000 grant was approved from the New Relationship Trust, along with \$400,000 from the BC First Nations Clean Energy Business Fund that will support Phase 3 activities. In total, 93% of the costs of this project have been secured through a combination of grants and commercial financing that would become available after Phase 4. Efforts are ongoing to secure the remaining funds necessary to complete Phases 3 and 4.

We have initiated some limited Phase 3 activities, which are entirely covered by grant funding. What we are calling Phase 3a, will involve the tendering of the high cost, long lead time items, such as the drilling, the electric submersible pump and the specialized well head needed. Contracts will not be signed until remaining funds are secured, but the tendering results will firm up the actual costs for these major items and allow for a quick start-up once the remaining funding shortfall is secured. With the costs better understood, the overall project economics and funding needs will become much clearer. The Deh Tai Directors have determined that a go/no-go decision gate will take place prior to proceeding with any drilling.

Completion of Phase 3 will see the development of a full-size geothermal production well and its accompanying injection well, plus all of the equipment required to pump, test and safely handle the geothermal flows. With this asset, even if there is a decision not to move forward with the electrical generation development, the wells will provide at least 21 MW of thermal energy potential, which is a massive amount of geothermal heat that can be used in a variety of ways including tourism opportunities (heating spas, etc.), agriculture/commercial greenhouse operations or timber drying, to name a few. The studies to date indicate that this one well alone could heat as many as 100 commercial sized greenhouses with the ability to produce hundreds of tonnes of vegetables year-round. A 2019 study of northern Canadian greenhouse economics indicated that 25 commercial greenhouses can produce net profits of \$2M annually and provide 20 full time jobs. It is very encouraging to know that even if we get to a point where it is decided that it is not in our best interest to move forward with the power plant project, that we will still have developed this incredible resource with excellent revenue generating and food security potential.

Phase 4, planned for 2021, will focus on analyzing the Phase 3 data, design work and final business planning. Phase 4 results will determine whether to move forward with the project and construction of the proposed geothermal power generation plant. Deh Tai remains optimistic that the drilling will take place by this winter with testing early next spring. It is still anticipated that full plant construction could start in 2022 with commercial operation achievable by 2024.