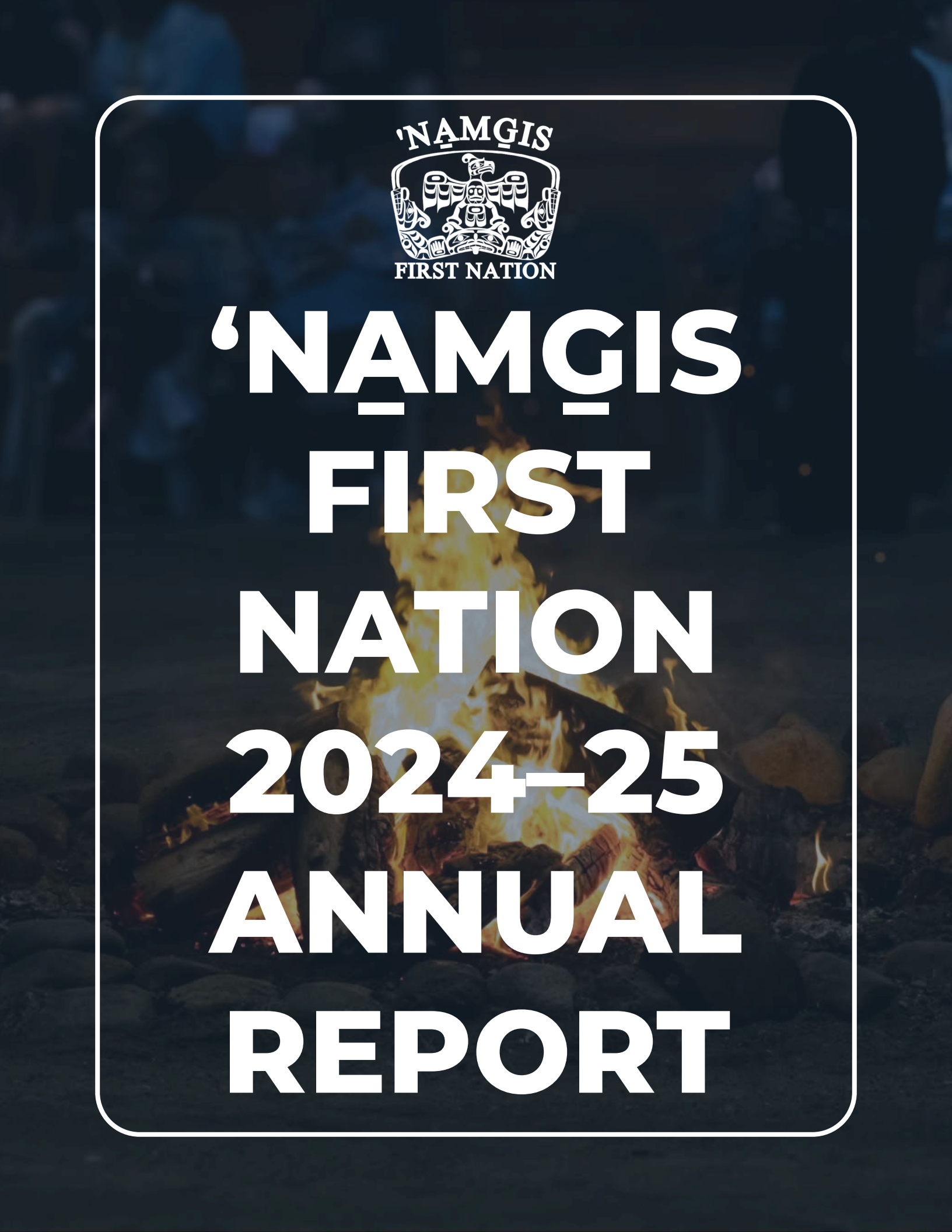


‘NAMGIS FIRST NATION 2024–25 ANNUAL REPORT

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- Looking Forward as a Nation

MESSAGE FROM CHIEF & COUNCIL

As we reflect on the past year, Chief and Council would like to acknowledge the strength, patience, and care shown by ‘Nax̱gis members and staff. The 2024–2025 year brought both challenges and opportunities, and throughout it, our community continuesto support one another while holding our leadership accountable in our work towards shared goals for our members, lands, and waters.

This year, Chief and Council focused on priorities that support the long-term well-beingof our Nation. These included: strengthening governance and internal systems; advancing housing and infrastructure planning; supporting health, wellness, and social services; and continuing to centre culture, language, and community connection in our work. While not all progress is immediately visible, important groundwork has been laid to support sustainable growth in the years ahead.

We are grateful for the commitment and collaboration from the many traditional leaders, community members, staff, contractors, and volunteers whose dedication continues to make this work possible and shape the direction of our Nation. As we look ahead, Chief and Council remain committed to listening, learning, improving, and working together with members to build a strong, healthy, and resilient ‘Nax̱gis Nation with care and respect for future generations.

G̱ilakas’la!

Chief and Council



A photo of our 2025 Council

MESSAGE FROM SENIOR ADMINISTRATION

As we reflect on the 2024–2025 year, Senior Administration would like to acknowledge the dedication and adaptability of ‘Nam̱gis staff across all departments. This year involved continued growth, change, and coordination, requiring flexibility and collaboration to ensure services and operations continued to support the community effectively.

Throughout the year, our focus was on strengthening internal systems, supporting departmental leadership, and maintaining accountability across the Nation’s operations. Staffing transitions and capacity challenges required thoughtful planning and teamwork, and we are grateful for the patience and commitment shown by staff during periods of adjustment.

Senior Administration worked closely with Chief and Council to support governance processes, oversee staffing and operational needs, and ensure financial and administrative responsibilities were met. Transparency, consistency, and collaboration remained central to this work, helping to create a stable foundation for ongoing and future initiatives.

As the Nation moves forward, Senior Administration remains committed to supporting staff, improving internal processes, and strengthening communication across departments. We look ahead with a focus on continuity, capacity building, and responsible planning in service of the ‘Nam̱gis community.

G̱ilakas’la!

Senior Administration

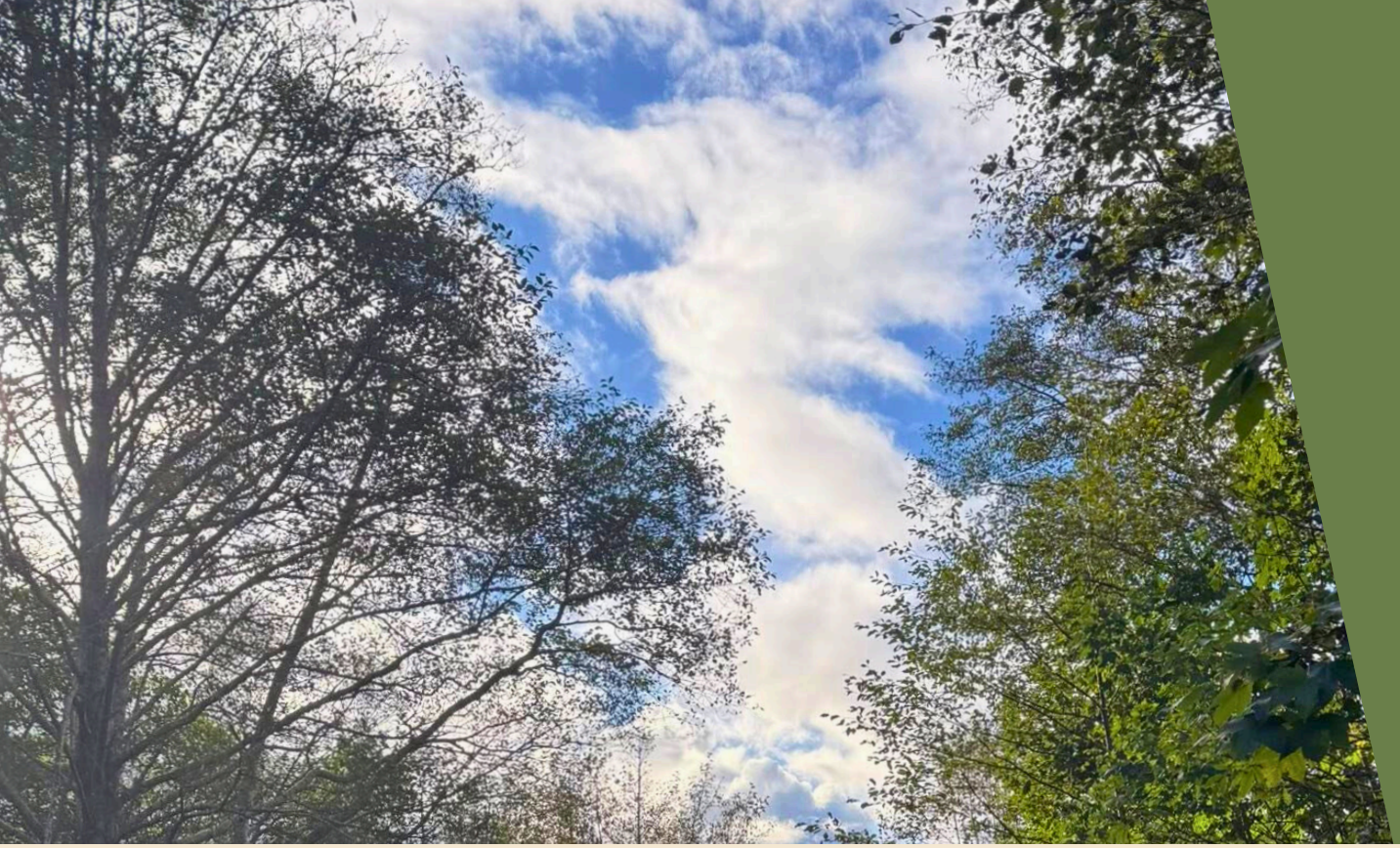
Reporting Period

This Annual Report reflects activities and initiatives undertaken during the 2024–2025 fiscal year (April 1, 2024 to March 31, 2025).

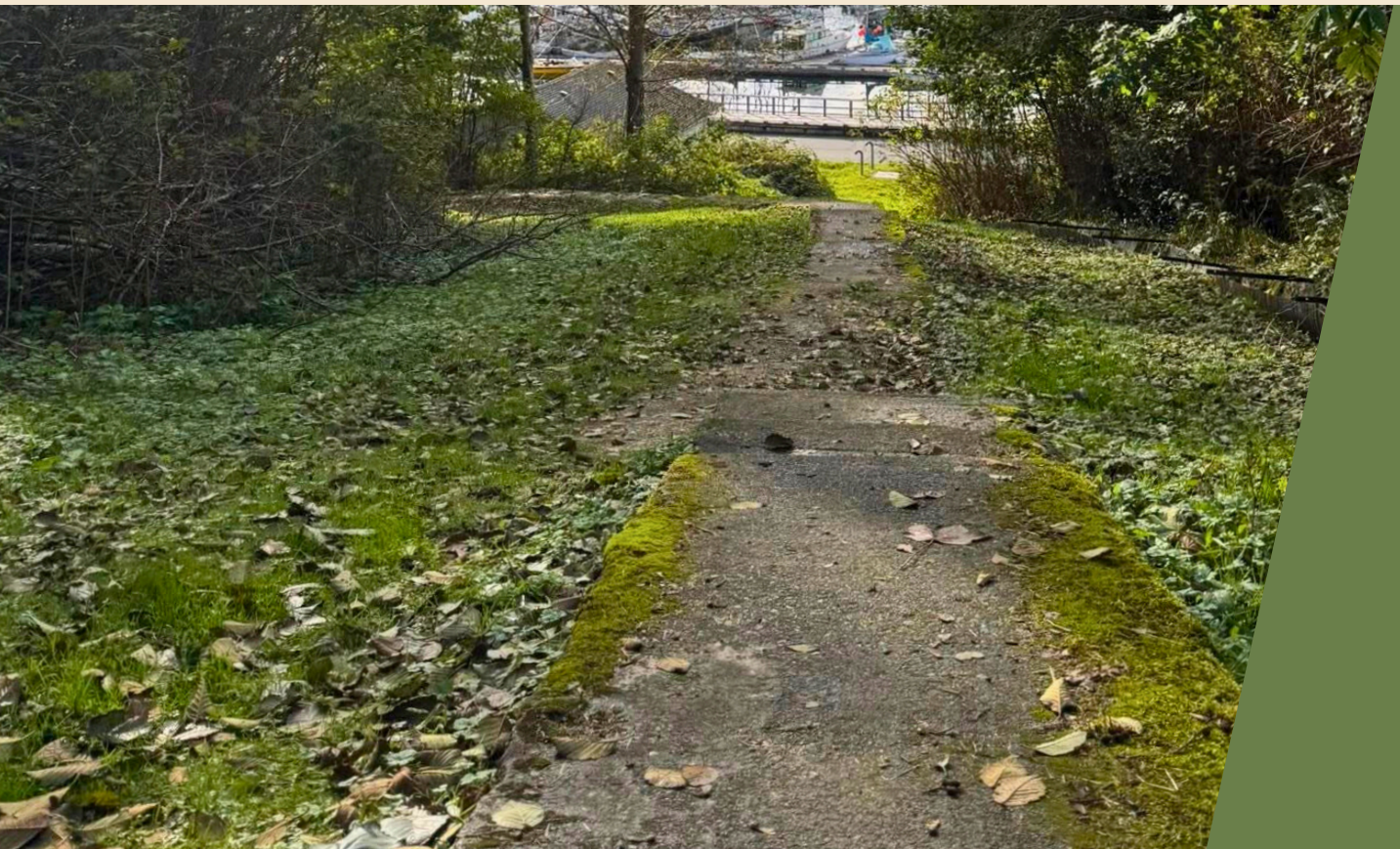
In some cases, departments have included updates on initiatives that were initiated near the end of the reporting period or that continue into the 2025–2026 fiscal year to provide context for ongoing work.



DEPARTMENTS



COMMUNITY SERVICES



DEPARTMENT OVERVIEW

The ‘Nam̱gis Community Services Department provides essential supports and resources to individuals and families across the community. The department focuses on prevention, advocacy, and direct assistance to help meet immediate needs while strengthening long-term wellbeing for children, youth, families, Elders, and vulnerable members.

Through a combination of programming, outreach, and in-home supports, Community Services works to promote safety, connection, and personal growth. This work is carried out by a dedicated team who are deeply committed to serving the community and take pride in the care and effort they bring to their roles.

Staff

- Diane Alfred, Director
- Melanie Alfred, Acting KCFS Program Manager
- Marianne Wadhams, C3 Delegated Social Worker
- Ashley Alfred, KCFS Administrative Assistant
- Vina Glendale, Reception
- Leslie Hunt-Higginson, Intensive Youth Worker
- Zabrina Svanvik, Intensive Youth Worker
- Emily Garriott, Youth Mentor
- Pearl Johnston, KCFS Program Coordinator
- Georgia Hunt, Custodian
- Kara Souch, Band Social Development Worker
- Sharon Leas, Legal Aid/Victim Services/Youth Probation
- Jamie Hunt, Youth & Family Support Worker
- Mosette Souch, Home Maker

Programs

- C3 Delegated Agency
- Youth Program
- Social Assistance
- Assisted Living
- Youth Probation
- Legal Aid
- Victim Services
- Youth & Family Support
- Low Income Family Immediate Needs
- Family Violence Prevention Program

Community Connection & Prevention
Community Services staff hosted 12 community events for children, youth, families, and the broader community, including the Children's Halloween Party, Autumn Fair, Family Day, Pride Day, community barbecues, seasonal celebrations, and recreational tournaments.



Mental Wellness Supports
The department expanded access to mental wellness services by contracting a clinical counsellor and a play and art therapist, and by establishing a Women's Support Circle.



Food Security & Basic Needs
Community Services supported food security through school food bag distributions, a Community Pantry, produce and blueberry distributions, and seasonal Elder supports such as Christmas bags and meat box distributions.



COMMUNITY IMPACT

Throughout the year, Community Services supported community members through a wide range of programs and partnerships, including:

- Providing youth with diverse activities such as guitar lessons, Dungeons & Dragons, volleyball, Smash Brothers video game nights, soccer camp with Vancouver Island University, participation in the Gathering Our Voices Youth Conference in Kelowna, and a Vancouver Island University campus tour.
- Partnering with other ‘Nam̱gis First Nation departments and community organizations to deliver events such as Indigenous Peoples Day, Truth and Reconciliation activities and ’Yal̓is Moveable Feast.
- Providing in-home prevention support services through K̓wak̓wal̓atsi Child & Family Services (KCFS) to 58 children.
- Managing 28 KCFS service request files.
- Supporting staff wellbeing through birthday acknowledgements, bereavement support, and a Staff Appreciation Day.
- Supporting staff training in Mental Health First Aid, Circle of Security Parenting Program, and trauma-informed practices.

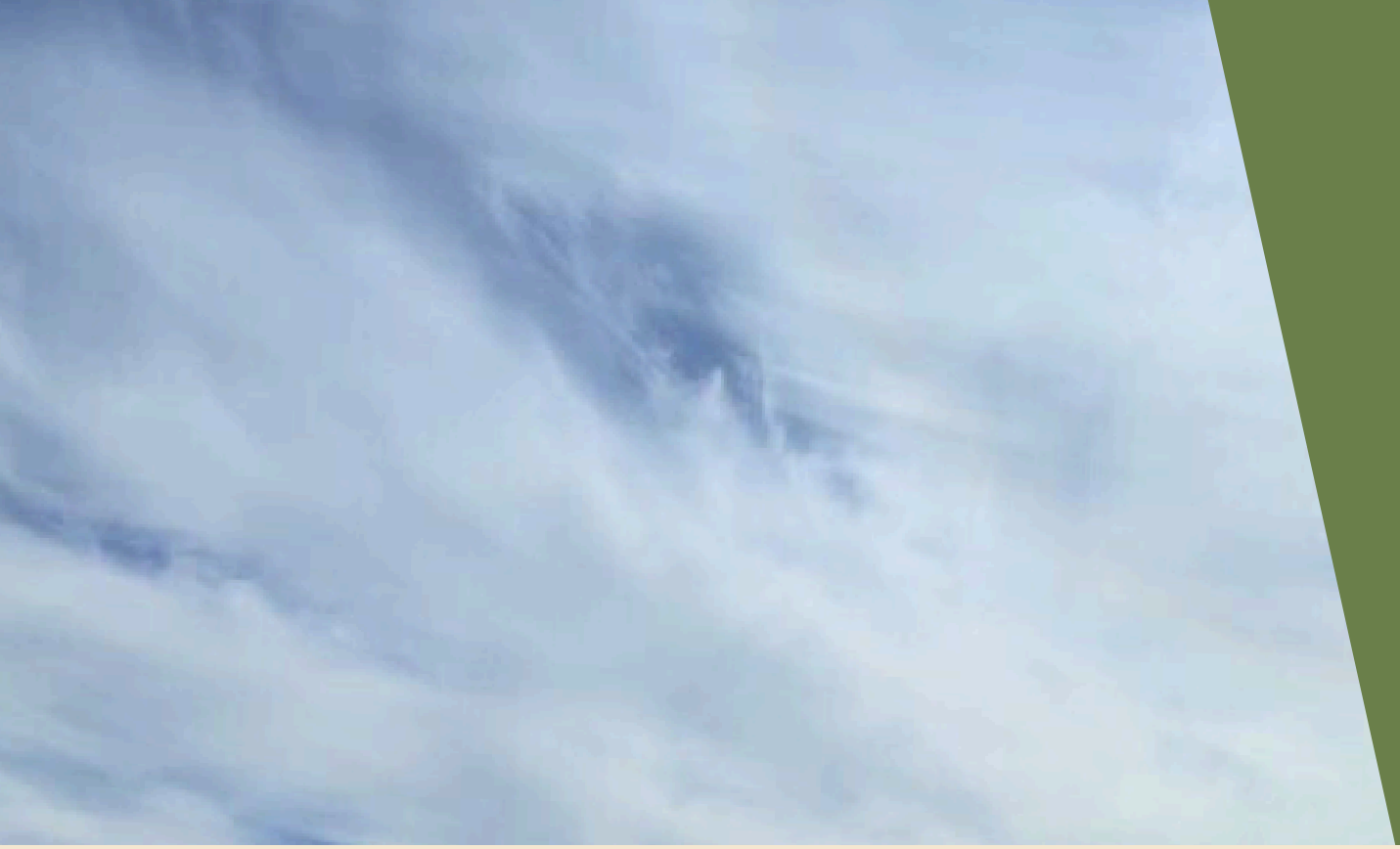
CHALLENGES OR LESSONS LEARNED

Community Services continues to navigate increasing demand for programs and supports. Balancing capacity with the growing needs of the community highlights the importance of prevention-focused services, collaboration across departments, and ongoing staff support and training.

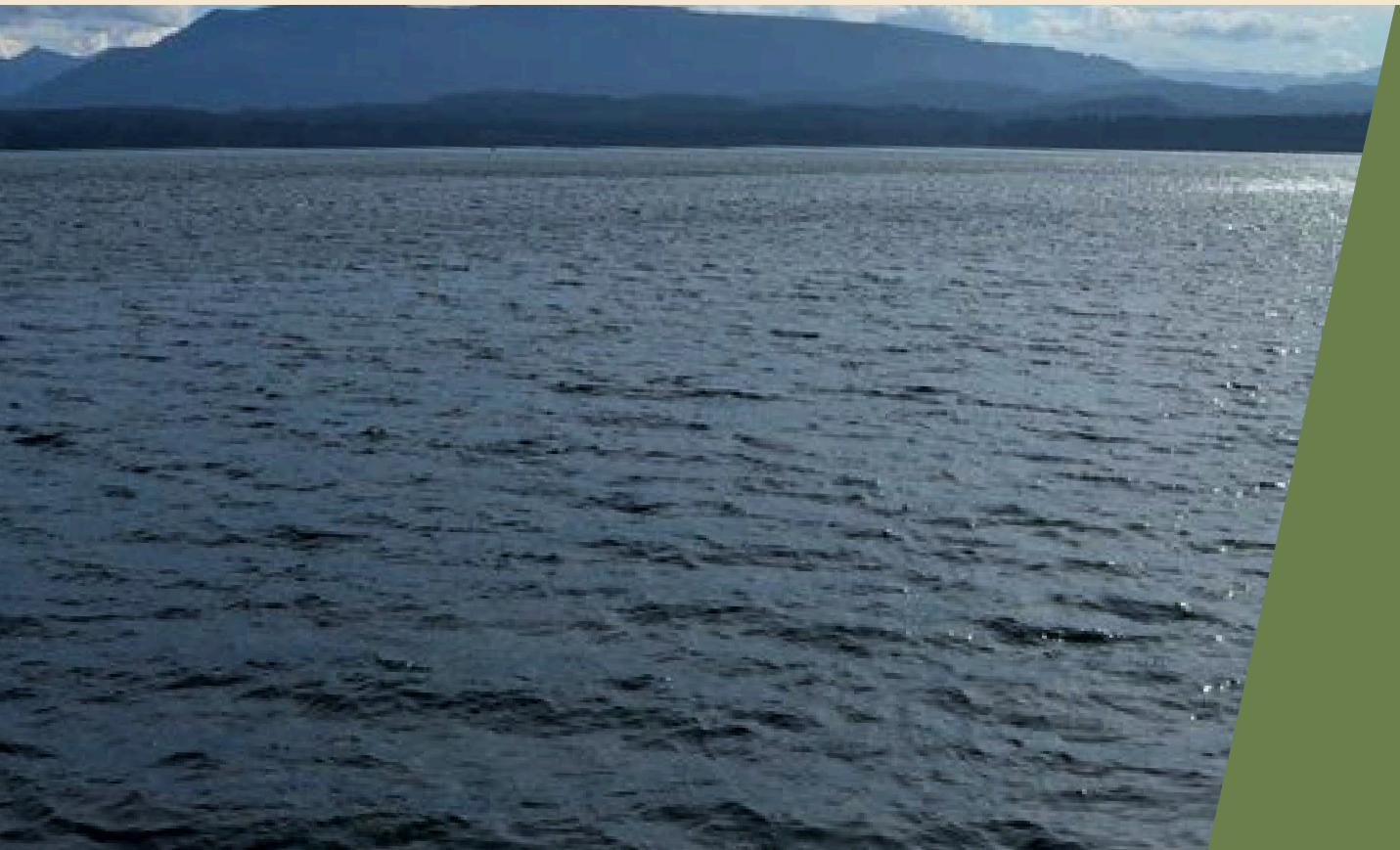
LOOKING AHEAD

In the coming year, the Community Services Department will focus on:

- Continuing to provide community events, programs, and activities
- Expanding programming for youth and families
- Supporting the formation of a Youth Council
- Increasing prevention services that support children and families and help keep children connected to community
- Increasing Elder involvement across programs, events, and activities
- Expanding language and culture-based programming that reflects ‘Nam̱gis traditions and values



HEALTH & WELLNESS



DEPARTMENT OVERVIEW

The ‘Nam̱gis Health Department supports the physical, mental, emotional, and social wellbeing of community members through clinical care, prevention initiatives, residential treatment services, and culturally grounded programming. Services are delivered across multiple facilities and program areas, working collaboratively to reduce barriers to care and strengthen long-term wellness outcomes.

During the 2024–2025 fiscal year, the department maintained essential services while continuing to strengthen partnerships, implement prevention strategies, and prepare for expanded facility capacity in the years ahead.

Health & Wellness programming includes:

- Clinical and Preventative Care delivered through the Health Centre, including Community Health, Home & Community Care, Mental Health services, Harm Reduction initiatives, and patient travel coordination.
- Residential and Community-Based Addictions Services provided through the ‘Nam̱gis Wellness Centre (formerly the Treatment Centre), including residential programming and community A&D counselling.
- Primary Medical Care through the Doctor’s Clinic and visiting specialists.
- Youth and Recreation Programming delivered through the Lawrence Ambers Memorial Recreation Centre (LAM).
- Environmental and Climate-Related Health Initiatives connecting land, food systems, and community wellbeing.
- Ne’nagwa̱’nakwa̱la (Going Home), a community-informed project addressing the former St. Michael’s Residential School site.

Together, these service areas contribute to a coordinated and community-driven approach to health and wellness.

STAFFING OVERVIEW (2024–2025 FISCAL YEAR)

The following reflects staffing positions as reported for the fiscal year ending March 31, 2025.

Health Centre Administration

- Health Centre Administrator – Georgia Cook
- Health Centre Receptionist – Vanessa Isaac
- Health Centre Janitor – Norman Wadhams

Health & Safety / Accreditation

- Health & Safety, Emergency Preparedness & Accreditation Manager – Shannon Alfred
- Accreditation Coordinator / Health Mentor – Emily Alfred

Community Health

- Community Health RN Coordinator – Su Xuemi
- Community Health Health Promotion RN (.4) – Nicole James
- Patient Travel Clerk – Christina Stauffer
- Patient Travel Clerk (.6) – Carol Perrault

Home & Community Care

- Home & Community Care RN Coordinator – Teliah Vollick
- Home & Community Care CHR – Christina Cook

Mental Health & Harm Reduction

- Mental Health Counsellor – Rena Hanuse
- Harm Reduction Peer Support Worker – Tanis Dawson
- Harm Reduction Peer Support Worker – Jennifer Speck

Ne’nagwa̱’nakwa̱la (St. Mike’s Project)

- Project Coordinator – William Waboose
- Project Lead Investigator – Jordan Handley
- Project Researcher (.6) – Kristina Celli
- Project Researcher – Clarissa Campbell

STAFFING OVERVIEW (2024–2025 FISCAL YEAR)

The following reflects staffing positions as reported for the fiscal year ending March 31, 2025.

Doctor's Clinic

- Clinic Manager – Heather Wadhams
- Medical Office Assistant (.8) – Shayline Perrault
- Clinic Receptionist (.8) – Dixie Buchanan
- Dr. McLeod
- Dr. Cutfeet
- Dr. Clarke

'Nam̲gis Wellness Centre

- Program Manager – Miriam Windsor
- Construction Project Manager – David Sawyer
- A&D Counsellors: Michael Jacobson Weston, Elisabeth Hanuse, Andrea Crowell, Crystal Alfred
- Cook – Ian McDougall
- Weekend Cook – Arnold Hanuse
- Intake Worker – Em Crowell
- On-call – Pat Davis
- Night Attendants: Randy Patterson, Clifford Thomas, Gord Mellish, Cameron Bonnycastle

LAM Recreation

- Recreation Coordinator – Dorothy Svanvik
- Janitor – Gina McKay

Vacancies

As of March 31, 2025, several positions remained vacant across the Health & Wellness Department.

‘NA̱MGA̱IS HEALTH CENTRE

Health & Safety, Emergency Preparedness & Accreditation

- Health and safety oversight for ‘Na̱mgis First Nation
- Emergency preparedness coordination for the Tri-Authorities on Cormorant Island
- Accreditation processes for the Health Centre and Wellness Centre

Community Health & Prevention

- Pre- and post-natal supports
- Diabetes management
- Immunizations
- Environmental health monitoring, including water testing
- Health promotion and education initiatives
- Patient Travel and health benefits coordination
- STD testing and harm reduction services

Home & Community Care

- Personal care and medication monitoring
- Post-hospital care
- Medical foot care
- Chronic disease management
- Assistance accessing health equipment and assessments
- Palliative care
- Elder social activities and wellness programming

Mental Health Services

- Crisis intervention
- Individual and family counselling
- Mental health workshops and group programming
- Youth Mentor programming for ages 12–18

Harm Reduction

- Access to safe supplies
- Community education and awareness
- Coordinated response planning including mentorship, transitional supports, employment and housing pathways

‘NA̱MGI̱S WELLNESS CENTRE

The ‘Na̱mgis Wellness Centre is undergoing a significant transition as the Nation prepares to open a new, purpose-built facility dedicated to culturally grounded wellness and healing services. During the 2024–2025 year, Wellness Centre programming continued alongside planning, training, and development work in preparation for the transition into the new space.

Although currently located near the Health Centre and Elders Centre, the Wellness Centre is being developed as a distinct and standalone service, with expanded capacity and programming designed to better meet community needs.

Core services include:

- A six-week residential alcohol and drug treatment program
- Community-based A&D counselling
- A 24/7 emergency support phone service

The development of the new Wellness Centre represents a significant step forward in strengthening culturally rooted treatment and recovery services closer to home.



Some of our Wellness Centre staff

COMMUNITY-BASED HEALTH & WELLNESS SERVICES

Doctor's Clinic

The Doctor's Clinic provides primary medical care to 'Nam̱gis members and residents of Cormorant Island through a combination of on-island services and coordination with Island Health. While located adjacent to the Health Centre, the clinic also works closely with the Cormorant Island Hospital to support continuity of care and emergency response.

Services provided through the Doctor's Clinic include:

- Family medical care
- Visiting specialist clinics
- Preventative health services, including Men's and Women's Health clinics
- Support for Island Health during emergencies and facility oversight

The Doctor's Clinic plays an essential role in ensuring access to medical care close to home while maintaining strong partnerships with regional health providers.

Lawrence Ambers Memorial (LAM) Recreation Centre

- Afterschool programming
- Summer youth programming
- Evening recreation activities
- Physical activity and health promotion initiatives

Climate & Environmental Health Initiatives

- University collaborations examining environmental impacts
- Seasonal traditional food gathering and preservation projects
- Community water awareness and conservation initiatives

NE’NAGWA̱’NAKWA̱LA *(GOING HŌME)*

The Ne’nagwa̱’nakwa̱la (Going Home) Project coordinates work related to investigating possible unmarked graves at the former St. Michael’s Residential School site.

The project follows a phased, community-informed approach:
- Pre-investigation planning and consent processes
- Archival research, interviews, and data collection
- Site investigation and review of findings
- Memorial and remembrance planning

This work continues to be guided by respect, care, and collaboration with affected families and communities.



Photo from a Ne’nagwa̱’nakwa̱la gathering

DEPARTMENT SUMMARY & OUTLOOK

Highlights from the 2024–2025 Fiscal Year

- Continued collaboration with Island Health Authority to strengthen coordinated service delivery on Cormorant Island.
- Ongoing implementation of prevention-focused wellness initiatives, including diabetes management and mental health supports.
- Continued progress toward opening the new ‘Nam̱gis Wellness Centre facility.
- Community engagement through program-specific meetings and surveys to identify service gaps and inform improvements.

Challenges & Lessons Learned

Recruitment and retention remain ongoing challenges across multiple service areas, impacting staffing consistency and program capacity. Strengthening human resources support will be important to maintaining stable service delivery.

Looking Ahead

The department will continue collaborative efforts toward community wellness, strengthening partnerships and preparing for expanded facility capacity. Safety of clients and staff remains central to all services and programming.



EDUCATION



DEPARTMENT OVERVIEW

The Education Department supports student learning and wellbeing through the operation of T̓łisa̱lagi'lakw School, which provides education from Junior Kindergarten to Grade 7. The school emphasizes academic learning grounded in Kwakwa̱ka̱'wakw culture, language, values, and ways of knowing.

During the 2024–2025 year, Education programming and staffing were primarily focused within the school. Other education-related activities and facilities are not reflected in this report.

Staffing

Director: Jim McGrogan

School Staff:
Principal: Jenna Peterson
Vice Principal: Gloria Alfred
Administrative Assistant: Svea Rocchio-Svanvik
Bus Driver / Maintenance: Byron Alfred
Alternate Bus Driver: Megan Isaac

Teachers:
Gloria Alfred, Erica Hamilton, Joshua Essery, Eva Boucek, Eve Robinson, Angelena Essery
Cultural Assistant: Eli Cranmer

Junior Kindergarten Lead: Renee Windsor (mornings)

Education Assistants:
Renee Windsor (afternoons), Susan Buchanan, Terrance Alfred, Consuela Cook, Esther Alfred, Jamie Uhl, Angel Svanvik, Kristopher Wadhams, Megan Isaac, Nicole Alfred, Margureit Isaac

On-Call Education Assistants:
Jean McCormack, Mehgan Harris
Library Worker: Megan Isaac

Custodians:
Terri Alfred (resigned mid-year), Tianna Joseph (hired mid-year)

HIGHLIGHTS FROM THIS YEAR

Staffing & Program Updates

- New hires included Education Assistant Susan Buchanan and On-Call Education Assistants Mehgan Harris and Jean McCormack.
- Tianna Joseph was hired as custodian in January 2025 following a mid-year resignation.
- The Ministry of Education and Child Care updated terminology, with Special Education now referred to as Inclusive Education.
- Angelena Essery returned from maternity leave in the Inclusive Education Coordinator/Teacher role under the updated designation.

Learning & Cultural Programming

Students participated in a wide range of learning experiences, including:

- Cultural celebrations and community events
- Student-led conferences and family read-in events
- Winter concert and end-of-year awards ceremony
- Field trips on and off island
- Cultural exchange with Kyuquot youth
- Arts-based programming, including a magician and puppet workshop funded through an FNESC Arts grant
- A Grade 6/7 culture camp in Hada (Nawalakw)

Local Knowledge Keepers and community members supported hands-on cultural learning through activities such as weaving, bentwood box making, painting, clam digging, gardening, cedar harvesting, hatchery exploration, traditional plant and medicine studies, and cooking and baking.

See next page for photos of some of our highlights.







Cultural Celebration 2024





2024 whole school field trip to Woss Lake

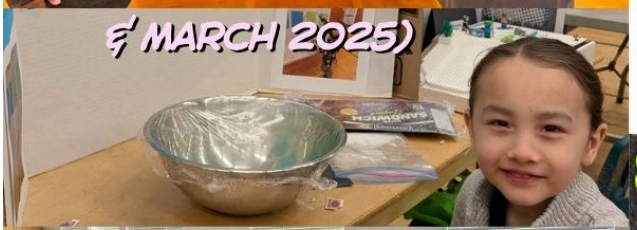






T'ŁISALAGI'LAKW SCHOOL









Community Impact

- A forest classroom was created through a self-directed learning project in the Grade 4/5 class, guided by Teacher Eva Boucek and supported by Education Assistant Terrance Alfred and Jamal Hamou. This project emphasized Kwakwa̱ka̱'wakw values and Indigenous approaches to learning.
- Through collaboration with Jordan's Principle partners and the School-Based Team, the school secured funding for eight psycho-educational assessments conducted by North Shore CBT Centre. These assessments support the development of Individual Education Plans (IEPs) and strengthen student supports.
- Principal Jenna Peterson completed her Master's degree in Indigenous Education at the University of British Columbia, with a capstone project focused on a Kwak̓wala Sound Wall exploring traditional sound formation.
- Teacher Joshua Essery completed his Master's degree in Mathematics Education, with research focused on Kwakwa̱ka̱'wakw legends and Indigenous storywork, particularly the legend of Dzunuḵ̓wa.

Challenges or Lessons Learned

- Ongoing difficulty filling and retaining custodian positions continues to impact operations.
- Environmental challenges, including fallen trees and invasive species in the surrounding forest, created safety concerns.
- After-hours alcohol use on school grounds led to litter and safety issues; increased RCMP patrols were requested to help address this.
- The absence of a formal governance body, such as a school board or advisory committee, has limited parent and guardian involvement and delayed governance development.
- Staff wages are not yet aligned with School District 85 pay scales, affecting retention and morale.

Looking Ahead

In the coming year, T̓łisa̱lagi'lakw School will focus on:

- Implementing a full-day Junior Kindergarten program
- Advancing a class-by-class language immersion project with language partners
- Establishing the first T̓łisa̱lagi'lakw Advisory Committee (TAC)
- Installing new playgrounds through Habitat Systems Inc.
- Updating school policies in collaboration with administration, community, TAC, and Chief & Council
- Planning for the upcoming retirement of long-time Bus Driver and Maintenance worker Byron Alfred in February 2026
- Securing additional grants and funding to support student and family needs
- Advancing seismic upgrades to the school building



NATURAL RESOURCES



DEPARTMENT OVERVIEW

The Natural Resources Department supports the protection, stewardship, and management of ‘Nam̱gis lands, waters, and natural resources. Rather than delivering direct programs or services, the department’s work focuses on environmental oversight, monitoring, planning, and coordination to ensure land and resource decisions are made responsibly and in alignment with community priorities.
Through a combination of field-based monitoring, technical expertise, and intergovernmental collaboration, Natural Resources plays an important role in safeguarding culturally and environmentally significant areas while supporting sustainable use for present and future generations.

Natural Resources work is delivered across the following key areas:

- Aquatic Resources & Fisheries – Fisheries management, monitoring, and guardian activities
- Gwa’ni Hatchery – Salmon enhancement and aquatic stewardship
- Land & Resource Management – Referrals, forestry oversight, and land-use planning

Aquatic Resources & Fisheries

Aquatic Resources and Fisheries work supports the monitoring and protection of marine and freshwater environments within ‘Nam̱gis territory. This includes fisheries oversight, guardian activities, and coordination with regional partners to support sustainable harvesting and environmental compliance.
The Fisheries Guardian Program plays a key role in on-the-ground monitoring, stewardship, and education, contributing to the protection of local waters and aquatic species.

Gwa’ni Hatchery

The Gwa’ni Hatchery supports salmon enhancement efforts and contributes to the long-term health of aquatic ecosystems. Hatchery operations focus on responsible stewardship practices that align with both scientific standards and Indigenous values related to salmon and water systems.

Land & Resource Management

Land and Resource Management activities include forestry oversight, land and resource referrals, and coordination related to development and land-use planning. This work ensures that proposed activities consider environmental impacts, cultural values, and long-term sustainability.

Highlights from This Year

- Acquisition of a Search and Rescue vessel through collaboration with the Canadian Coast Guard Auxiliary, supporting emergency response and safety on the water.
- Completion of fencing upgrades and installation of a sonar system at Gwa'ni Hatchery, strengthening infrastructure and operational capacity.
- Progress on the Land Use and Forest Landscape Plan, supporting long-term planning and informed decision-making related to land and resource management.

Community Impact

- The Natural Resources Department supports community wellbeing by protecting lands and waters that are central to cultural practices, food systems, and environmental health. Through fisheries monitoring, hatchery operations, and land-use planning, the department contributes to sustainable resource management that balances environmental protection with community needs.

Looking Ahead

- In the coming year, the Natural Resources Department will continue advancing land-use planning initiatives, strengthening monitoring and stewardship activities, and supporting responsible decision-making related to natural resources. Ongoing collaboration with other departments and external partners will remain essential to this work.



Phil Alfred, of Gwa'ni Hatchery, feeding salmon

Phil Alfred with school children after visit to one of our hatchery pens





Drone photo of our Annual Campout from our Natural Resources team



LANDS & INFRASTRUCTURE



DEPARTMENT OVERVIEW

Lands, community infrastructure, capital projects, and housing programs. This work supports the safety, livability, and long-term growth of the community while ensuring lands and assets are cared for responsibly under the Nation's Land Code.

Key responsibilities include land use planning and administration, maintenance of roads and essential services, operation of public buildings, delivery of housing programs, and coordination of major construction and infrastructure projects. During the 2024–2025 year, the department focused on strengthening internal systems, improving coordination across programs, and building the capacity needed to support future development and infrastructure planning.

Staff

- Samantha Webster — Director

Housing

- William Browatzke — Housing Coordinator
- Kevin Brown — Housing Maintenance Worker

Public Works

- Curtis Macki — Public Works Supervisor
- Scott Rufus — Field Maintenance Worker
- Frank Smith Jr. — Facilities & Operations Worker

Water & Wastewater Systems

- Kevin Chisholm — Water & Wastewater Systems Manager
- Allan Alfred — Wastewater Treatment Plant Operator

HIGHLIGHTS FROM THIS YEAR

Lands

Land Use Plan Completed

The completion of the Land Use Plan provides clear direction for future development and supports informed decision-making about how reserve lands are used and protected.

Public Works & Housing

Work Order Software Implementation

A new work order system was introduced to improve tracking of maintenance requests and strengthen communication across departments, helping ensure issues are addressed more efficiently and consistently.

Housing

Housing Strategy Initiated

Work began on a Housing Strategy to support members in maintaining safe, comfortable, and energy-efficient homes while reducing long-term costs and environmental impact.

Capital Projects

Infrastructure Renewal Assessment and Prioritization Report

An Infrastructure Renewal Assessment was completed to provide a comprehensive understanding of existing assets and support long-term planning, maintenance, and investment decisions.

Department Capacity

New Positions Added

Five new positions were added to build departmental capacity and improve service delivery. Three of these positions were filled by ‘Nam̱gis members during the 2024–2025 fiscal year.

COMMUNITY IMPACT

Throughout the year, the Lands & Infrastructure Department supported the community through tangible improvements to services, systems, and long-term planning, including:

- Creating long-term employment stability by transitioning a seasonal position to full-time and hiring three additional permanent ‘Nam̲gis members.
- Improving response times and service coordination through the implementation of the new work order system.
- Securing FNMHF funding to begin Land Code amendments related to future Allotment and Matrimonial Real Property (MRP) laws, strengthening member rights and clarifying land-related processes.
- Initiating a Housing Strategy and Housing Policy update to guide future development and ensure programs better reflect member needs.
- Beginning comprehensive cemetery planning to support the respectful, long-term care of burial sites with deep cultural and family significance.
- Securing LABRC funding to complete community surveying, supporting accurate boundaries and transparent land management.
- Developing and implementing a formal Development Application process aligned with the Land Use Plan and approved by Chief and Council.
- Advancing key infrastructure projects, including the Gatu Road Slope Stability Study, Smitty’s Hill Watermain Replacement, and the Community Drainage Project.
- Completing the Infrastructure Renewal Assessment to guide sustainable asset management and future investment planning.
- Initiating a Section 95 housing project to add two three-bedroom rental homes for members.
- Continuing regular Lands Management Advisory Committee (LMAC) meetings to support oversight, accountability, and informed decision-making.

CHALLENGES OR LESSONS LEARNED

The department experienced a profound loss with the passing of long-time employee Derek Perrault, Public Works Supervisor. Derek's knowledge, dedication, and generosity were foundational to the department's work and deeply valued by staff and community members alike. His absence is felt across operations, and his contributions continue to guide the department's work and values.



Honouring Derek Perrault at June Sports 2025.

LOOKING AHEAD

In the coming year, the Lands & Infrastructure Department will focus on:

- Completing policy and law amendments and implementing new processes under the Land Code
- Developing and implementing efficient permit and development procedures
- Continuing staff training and professional development
- Establishing succession planning to support continuity and long-term capacity
- Strengthening cross-department collaboration
- Advancing preventative maintenance programs and asset management planning



ADMINISTRATION



Administration

During the 2024–2025 fiscal year, Administration provided operational oversight and corporate support across all ‘Na̱mg̱is First Nation departments. Working closely with Chief and Council, Administration ensured coordination, continuity, and accountability in governance, staffing, financial management, and organizational operations.

Administration supports and oversees core departments including:

- Community Services
- Education
- Natural Resources
- Lands & Infrastructure
- Health
- Accounting & Finance
- Communications
- ‘Na̱mg̱is Business Development Corporation

Throughout the year, Administration focused on maintaining stability during staffing transitions, supporting recruitment and onboarding processes, and ensuring funding agreements and reporting requirements were met.

Corporate services functions—including finance oversight, payroll administration, information technology support, and internal operations—continued to support daily service delivery across the Nation.

- **Senior Administrator:** Jamie Hill
- **Assistant Administrator:** Denise Carpenter

Highlights from 2024–2025

- Creation of a June Sports Field Committee to review and recommend refurbishment of the Big House Soccer Field.
- Secured financial support in collaboration with the Health Department, with refurbishment work beginning in February 2025. Completion is anticipated in the 2025–2026 fiscal year.
- Appointment of a new Assistant Administrator, strengthening senior leadership capacity.

Organizational Transitions

The 2024–2025 year included several staffing transitions within corporate and financial operations, including:

- Retirement of Comptroller Lynn Anderson
- Appointment and transition of interim comptroller roles
- Appointment of a new Comptroller prior to fiscal year end

Despite these transitions, the Nation met its financial reporting obligations under funding agreements. Audited financial statements are presented separately at the Annual General Meeting.

Acknowledgement

Although not a member of Administration, the Nation acknowledges the passing of Derek Perrault, Public Works Supervisor and valued member of the June Sports Committee. His knowledge, commitment, and generosity had a lasting impact across departments, and he is deeply missed.

Looking Ahead

In the coming year, Administration will focus on:

- Strengthening organizational capacity
- Filling key positions to support service delivery
- Enhancing internal systems and staff development
- Supporting departments in long-term planning and governance development

LOOKING FORWARD AS A NATION

As ‘Na̱mgis First Nation moves into the coming year, our focus remains on strengthening community wellbeing, protecting our lands, and building systems that support future generations. The work underway across departments reflects a shared commitment to care, responsibility, and long-term planning.

Strengthening Community Wellbeing

Health, wellness, and safety will continue to be central priorities. This includes expanding access to health and mental wellness supports, strengthening harm reduction and prevention approaches, and preparing for the opening of the new ‘Nax̱mg̱is Wellness Centre. Continued collaboration with partners and community members will help ensure services are responsive, culturally grounded, and accessible to all.

Supporting Children, Youth, and Families

The Nation will continue investing in programs that support children, youth, and families — from education and inclusive learning supports, to youth programming, prevention services, and cultural activities. Priorities include expanding youth leadership opportunities, strengthening family-based supports that keep children connected to community, and advancing language and culture initiatives that reinforce identity and belonging.

Responsible Growth and Infrastructure Planning

Looking ahead, the Nation will continue advancing infrastructure and housing initiatives that support safe, healthy living conditions. This includes moving key infrastructure projects from planning into implementation, strengthening asset management and preventative maintenance, and continuing housing development guided by updated policies and strategies. Land Code implementation and development processes will continue to evolve to support responsible growth while protecting ‘Nax̱mg̱is lands.

Building Capacity and Strong Governance

Across departments, building internal capacity remains a priority. This includes staff training and professional development, succession planning, improved internal systems, and stronger cross-department collaboration. Efforts will also continue to strengthen governance structures, policies, and advisory bodies to ensure transparency, accountability, and meaningful community involvement in decision-making.

Honouring Culture, Language, and Connection to Land

Cultural teachings, language revitalization, and land-based learning will remain foundational to the Nation’s work. Whether through education, community programming, health initiatives, or land stewardship, ‘Nax̱mg̱is continues to centre culture as a source of strength, healing, and continuity.



G̲ILAKAS’LA (THANK YOU)

Thank you to our ‘Na̲mg̲is employees for their dedication and continued support throughout the 2024–2025 year. We look forward to the year ahead. G̲ilakas’la.