QUARTERLY COMMUNITY REPORT

JULY 1 – SEPTEMBER 30, 2026



'NAMGIS FIRST NATION

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QUARTER AT A GLANCE

July 1 – September 30, 2026

This quarterly report shares updates on community programs, services, territory stewardship, and projects across ‘Namgis First Nation.

We also recognize employees who joined the Nation, retirements reported this quarter, and the people supporting programs and services in our community.

OUR PEOPLE & EMPLOYMENT

NEW EMPLOYEES

AQUATIC RESOURCES

Ashley Tapp — Aquatic Guardian Operations Planner
Lee Wadhams — Aquatic Guardian Supervisor

HEALTH & WELLNESS

Eamon Carney — Wellness Counsellor

HOUSING

Layangi Charunika — Housing Coordinator
Troy Indoe — Construction Lead

RETIREMENTS REPORTED

Community Services: Jamie Hunt, Family Support Worker, and Charlene Harse, Early Childhood Development Manager.

PROGRAM AND CONTRACT SUPPORT

Community Services welcomed additional contract support for youth cultural activities, guitar and art lessons, Language Nest Elder support, and Amlilas programming.

EMPLOYMENT OPPORTUNITIES

Departments continued recruitment efforts during the quarter. Members can visit the Nation's website for current job postings and application information.

HUMAN RESOURCES

Supporting ‘Nam̱gis employees, recruitment, and a strong workforce to deliver programs and services to members.

HIGHLIGHTS

- Recruitment activities included 22 new hires, 10 job postings covering 15 positions, and approximately 175 candidate pre-screens.
- Began reviewing compensation practices to support fair and competitive employee pay.
- Launched a pilot electronic signature process to make recruitment paperwork easier and more efficient.
- Continued supporting employees and managers with workplace matters.

CHALLENGES

Human Resources continues working to strengthen HR policies and procedures to support consistent practices across the Nation.

LOOKING AHEAD

Upcoming priorities include rolling out the compensation plan and developing the HR departmental work plan.

RECRUITMENT AT A GLANCE

22	15
New hires	Job positions
10	~175
New postings	Candidate pre-screens

FINANCE, ACCOUNTING & PAYROLL

During July–September 2026, Finance focused on completing outstanding reporting, improving accounting processes, and strengthening financial oversight to support Nation programs and services.

QUARTER HIGHLIGHTS

- **Annual Audit:** Completed, with audited financial statements submitted to funders by July 29, 2026, restoring timely reporting compliance after eight years of reporting delays. This marks the Nation's return to on-time submissions after eight years and recognizes the Finance team's additional efforts to clear historical reporting backlogs.
- **FNHA & ISC Reporting:** Cleared outstanding financial and program reporting for 2022–2023 through 2025–2026.
- **GIC Term Deposits:** Increased deposits from $57M to $94M while maintaining operating funds.
- **Accounting Improvements:** Cleared a months-long backlog, resumed weekly entries, and improved supplier payments and reconciliations.
- **GST Rebate:** Submitted a $34,000 claim for 2024–2025.
- **Pending Project Funding:** Worked with MNP on NRT reporting for the Heat Pump ($60K) and DAEF ($780K) projects. Funding remains pending approval.
- **Payment Controls:** Introduced online bill payments requiring two approvals.

CHALLENGES & RESPONSE

Staffing vacancies and payroll coverage continue to affect capacity. Late invoices and approvals can delay reporting. Finance is improving processing, reconciliations, and coordination with departments.

LOOKING AHEAD

- Complete interim budget reviews, Q1–Q2 reconciliations, and outstanding reports.
- Finalize NRT project reporting and follow up on pending funding.
- Prepare for the January 2027 interim audit and 2027–2028 budget cycle.
- Improve financial controls, regular reporting, and Finance and Payroll staffing capacity.

ACCOUNTABILITY TO MEMBERS:

Timely audits and funder reporting, accurate accounting records, reconciled supplier accounts and dual-authorized payments help protect Nation resources and support reliable delivery of community programs and services.

FINANCE AT A GLANCE

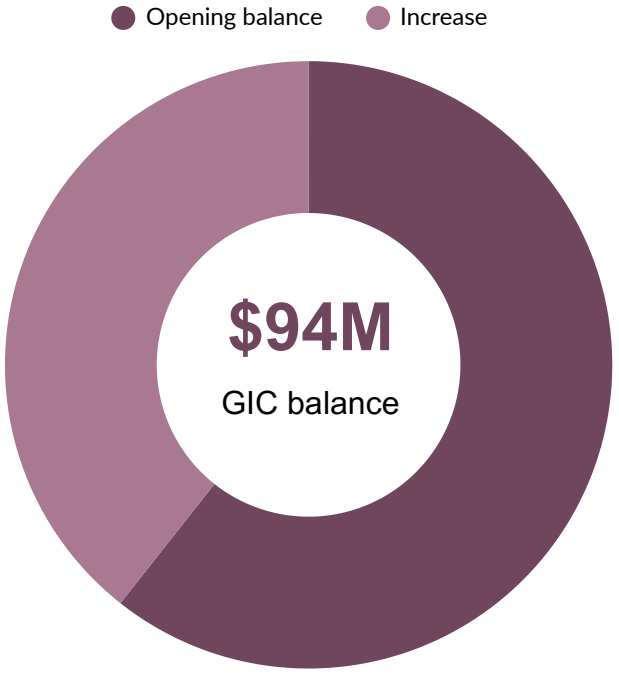
$94M
GIC deposits at Sept. 30

$3.5M
Projected annual GIC interest

$34K
GST rebate claim

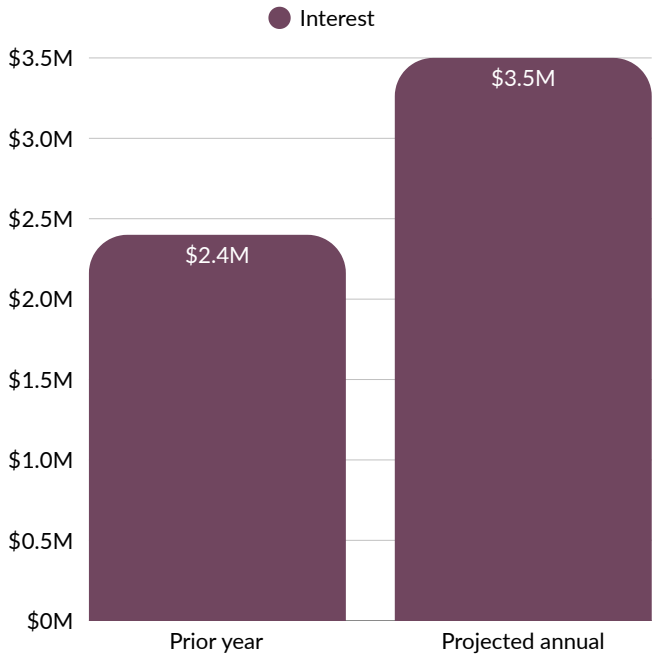
GIC GROWTH

GIC term deposits increased from $57 million at the beginning of the fiscal year to $94 million by September 30, 2026 — an increase of approximately 65%.



INTEREST INCOME OUTLOOK

Projected annual GIC interest income is approximately $1.1 million (46%) higher than the prior-year amount.



QUARTERLY DELIVERY MILESTONES

JULY 26
Annual Audit
2025–2026 audit completed

JULY 29
Funder Reporting
Submitted to funders

2022–2026
FNHA & ISC
Reporting backlog cleared

THIS QUARTER
Online Payments
Dual approval introduced

Approximately $840,000 in NRT project funding remains subject to reporting completion and NRT approval. Projected interest income is an estimate based on GIC balances and rates.

COMMUNITY SERVICES

Supporting children, youth, families, language and community connections.

HIGHLIGHTS

- Signed a memorandum of understanding with Nawalakw to continue the Language Nest program at A̲mlilas Daycare.
- Organized youth outings to Huson Caves, Suquash Mines, San Josef Bay, Port Alice and other North Island destinations, including whale watching with Elders.
- Offered youth drum making, drum bag making and drum design, as well as a youth soccer camp with Vancouver Island University.
- Youth Culture Nights began September 8 at the Big House; a youth language program began September 28.
- Supported community events and activities including the Johnny Boy Memorial Fishing Derby, skateboard camp, seven-a-side soccer tournament, regalia making, community pantry and community lunch.
- Continued weekly Milk n Eggs programming and supported the Laxwe'gila Community Camp.





Nawalakw–Amlilas MOU Signing
Representatives of Nawalakw and 'Nam̲gis First Nation at the MOU signing.
Photo: Jean Bell

CHALLENGES AND NEXT STEPS

- Summer youth programming will use smaller age groupings next year to better match activities to participants.
- Upcoming priorities include the Circle of Security parenting program, family dinners, a community needs assessment and planning services around its findings.
- The department is seeking approval for proposed housing units for families with children through the First Nations Children's Housing Fund.

HEALTH & WELLNESS

Supporting community wellness through cultural activities, healing, prevention, and connection.

HIGHLIGHTS

- Supported the Laxwe'gila annual campout, where participants made drums, shared songs, learned language and spent time in the territory.
- Held cedar headpiece sessions that shared the history, preparation and ceremonial use of cedar.
- Offered peach-preserving activities; some preserves will be shared with harm reduction clients at Christmas.
- Held an older teen barbecue and supported overdose awareness, suicide awareness and Truth and Reconciliation activities.
- Completed a Health Centre and Wellness Centre team-building and accreditation day.











Photo credits – Tanis Dawson & Ivy Peers

CHALLENGES AND NEXT STEPS

- Improve early planning for event payments, contracts and Council participation.
- Complete the feasibility study for the former Wellness Centre site.
- Partner on Addictions Awareness Week and continue activities for older teens.
- Additional materials and space are needed to expand older teen programming.

LANDS — *LAND GOVERNANCE & COMMUNITY PLANNING*

Advancing land governance, community planning, and opportunities for ‘Na̱mgis members.

HIGHLIGHTS

- Chief and Council reviewed and approved proposed Land Code amendments to move forward for member engagement and voting.
- Secured an additional $100,000 in funding from the Lands Advisory Board Resource Centre for the Legacy Fund Survey project and awarded the surveying contract to Polaris.
- The new Lands & Infrastructure Building reached substantial completion, providing workspace for up to 12 employees and an additional meeting space.
- Lands Management Advisory Committee meetings began taking place in the new building. The project remained within budget and reached occupancy approximately seven months after starting in November.

$100K **Additional survey funding**

CHALLENGES

Limited staffing capacity and competing responsibilities across departments continue to affect the time available to advance Lands initiatives.

LOOKING AHEAD

The Lands Department will continue developing and reviewing laws and policies that support land governance and community priorities, including:

- Allotment Law and Matrimonial Real Property Law
- Environmental Management Law
- Community Safety, Enforcement and Ticketing Law
- Derelict Vehicle Policy and Business Permit Policy
- Cemetery Master Plan implementation

This work continues to support priorities identified in the Nation's Land Use Plan, including future options for member home ownership.

HOUSING — *HOUSING SERVICES & FUTURE PLANNING*

Supporting community housing needs, improving services, and planning for future homes.

HIGHLIGHTS

- Two new Canada Mortgage and Housing Corporation (CMHC) Section 95 rental homes on Atli were completed, with tenants moving in during July.
- The Housing Department began reorganizing and updating housing records to improve file management.
- Housing repairs and maintenance continued with support from the department's Construction Lead.
- The Housing Coordinator also supported insurance-related work while recruitment for an Insurance Coordinator continued.

2 **New rental homes completed**

CHALLENGES

The Housing Manager and Housing Maintenance Worker positions remained vacant during the quarter. Without a Housing Manager, the department has limited capacity to oversee renovations, new construction projects, and funding opportunities.

The department is also awaiting approval of an updated Housing Policy. The existing policy, adopted in 2011, remains in effect but no longer fully reflects current housing needs and operations. This has created challenges in addressing community priorities and moving certain initiatives forward.

LOOKING AHEAD

- Implement the updated Housing Policy, subject to Chief and Council approval.
- Begin the process of establishing a new Housing Committee.
- Develop capital replacement plans for Nation-owned rental homes.
- Continue improvements to housing records and file management.

Updating the Housing Policy and strengthening departmental capacity will help support more effective housing management and future community housing initiatives.

PUBLIC WORKS — *COMMUNITY INFRASTRUCTURE & MAINTENANCE*

Caring for community buildings, essential services, and public spaces.

HIGHLIGHTS

- Completed repainting of the Big House front with Senior Artist Johnathan Henderson and youth apprentices Allan Davidson, Quincy Speck, and Jeffrey Salmon.
- Replaced flooring in the Administration Building.
- Completed camera inspections and flushing of the sanitary sewer system to support ongoing maintenance and identify infrastructure needs.
- Public Works employees completed safety training and received certifications in WHMIS, confined space entry, fall protection, transportation of dangerous goods, and hot work.



Photo: Tanis Dawson | August 18, 2026

See more photos here:
by Folklore Creative Company
under Namgis First Nation Big House
folklorecreativecompany.com/namgis-first-nation-big-house

CHALLENGES

Aging wastewater treatment and sanitary infrastructure continue to present challenges. Significant upgrades are needed, with funding pending through Indigenous Services Canada.

The new soccer field also required considerable staff time and resources during the quarter.

LOOKING AHEAD

- Advance planned wastewater treatment plant upgrades.
- Fully implement a work-order system to improve maintenance tracking and coordination.
- Prepare roads and community infrastructure for winter maintenance.

Public Works continues to maintain essential infrastructure and community facilities for the benefit of ‘Nam̲gis members.

CAPITAL PROJECTS — *BUILDING FOR THE FUTURE*

Planning and improving infrastructure to support the long-term needs of the community.

HIGHLIGHTS

- Secured funding through Indigenous Services Canada for the Smitty's Hill watermain replacement project and awarded the construction contract.
- The replacement will address aging infrastructure and repeated watermain breaks, helping improve water service reliability and protect the community's freshwater supply.
- Continued planning for future infrastructure improvements and community development projects.

CHALLENGES

Infrastructure projects continue to face delays related to funding assessments and approval processes through Indigenous Services Canada. Access to local contractors also remains a challenge.

The Nation requires a comprehensive multi-year capital plan to improve project coordination, budgeting, and internal approval processes.

LOOKING AHEAD

Upcoming priorities include:

- Developing a comprehensive multi-year capital plan.
- Drainage improvements and paving at Gatu Laneway and Atli.
- Retaining wall improvements and road resurfacing along Gatu Road.
- Slope stability planning for Front Street.
- Wastewater treatment plant monitoring and control system upgrades.
- Completing the subdivision feasibility study and preparing for future design and construction.

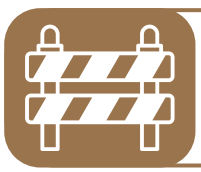
These projects will support the long-term maintenance, safety, and reliability of community infrastructure.



Smitty's Hill Watermain
Funding secured · Contract awarded



Multi-Year Capital Plan
Development planned



Roads, Drainage & Wastewater
Upcoming infrastructure planning

NATURAL RESOURCES

Protecting cultural places, caring for ‘Nam̱gis territory, and strengthening stewardship.

TERRITORY STEWARDSHIP

- Forest Guardians surveyed 16 forestry blocks and identified cultural features in 13. Archaeological review is ongoing, with protection measures based on the features identified.
- Worked with forestry representatives to clarify rules and best practices for blasting during road construction near fish-bearing streams.
- Began working with BC Parks to renew the Parks Co-management Agreement.
- Improved records management by digitizing historical records and introducing more secure archival storage.
- Updated safety planning to support Forest Guardian activities and coordination with Western Forest Products.

CHALLENGES

Staffing and funding continue to limit the department's capacity to monitor and manage activities throughout the territory. The team also identified opportunities to improve long-term protection of cultural features in harvested areas, particularly where wind exposure may affect existing protection methods.

LOOKING AHEAD

- Share information about Natural Resources work with members at the AGM, including a 3D territory map and information sheets.
- Continue Guardian training with Tsuga to strengthen archaeological and cultural survey knowledge.
- Prepare for winter recreation at Mount Cain and complete cabin repairs and maintenance.



Totem Pole Removal — Aerial View
Aerial documentation of the totem pole removal site.
Photo: ‘Nam̱gis Natural Resources Department



AQUATIC RESOURCES

Supporting salmon conservation, community fishing, and access to traditional foods.

COMMUNITY FISHING & SALMON MONITORING

- During July, the Aquatic Guardians coordinated seven community fishing days at the Nimpkish River. At least 14 community fishers helped catch 2,626 sockeye for distribution to ‘Nam̱gis members.
- Community fishing used beach seine nets, bringing fishers together to harvest salmon for families.
- The team continued monitoring sockeye returning to the Nimpkish River using the fish fence and sonar counting program. Preliminary information suggests approximately 75,000 sockeye returned to the river system. The data still require review and processing.
- River Guardians were contracted through Mama’omas to help monitor fishing activity. Despite encouraging sockeye returns, the Nimpkish River remains under conservation restrictions and is closed to fishing outside authorized activities.
- Lower-than-forecast Fraser River sockeye returns limited fishing opportunities in August. However, the team was able to provide eight fresh sockeye per household to members who attended the August distribution.

AQUATIC GUARDIANS

The Aquatic Resources team continues transitioning toward a unified Aquatic Guardian team, bringing together fisheries monitoring, hatchery operations, and other aquatic stewardship responsibilities.

This approach is intended to strengthen teamwork and improve coordination across the department.

CHALLENGES & LOOKING AHEAD

Funding and staffing capacity continue to be challenges as the team balances increasing responsibilities.

Next quarter, Aquatic Guardians will focus on collecting Chinook and chum broodstock for the Gwa’ni Hatchery.

Community fishing and salmon distribution continue to support access to traditional foods, strengthen cultural practices, and help families share knowledge across generations.

INFORMATION TECHNOLOGY

Supporting reliable and secure technology for Nation services.

HIGHLIGHTS

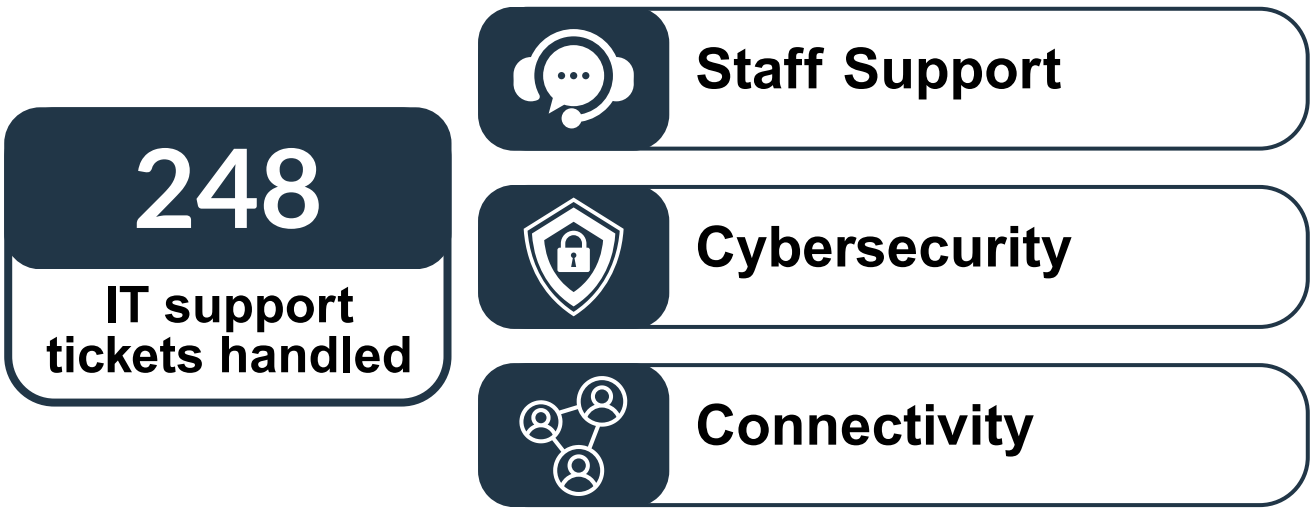
- Responded to 248 staff support tickets between July and September, helping employees continue delivering programs and services.
- Improved network equipment and connectivity for Nation buildings and essential systems.
- Strengthened cybersecurity planning, access controls, alarm administration, and emergency continuity procedures.
- Supported staff use of Microsoft 365, Teams, and SharePoint to improve communication and collaboration.
- Continued developing technology policies and planning for future equipment replacement and software needs.

CHALLENGES

A small IT team supports many departments, buildings, and technology systems. Growing technology needs, equipment costs, and competing priorities continue to place pressure on available resources.

LOOKING AHEAD

- Upgrade the Nation's main server infrastructure.
- Continue developing and updating technology policies.
- Prepare for the planned transition to Microsoft Teams Phone.
- Improve cybersecurity and emergency preparedness.
- Continue providing technical support to employees across the Nation.



ADMIN & COMMS

Helping members access timely information about Nation programs, services and activities.

ADMINISTRATION

HIGHLIGHTS

- Welcomed and supported the onboarding of the new Senior Administrator, Carl Joseph Johnson.
- Developed draft Council submission procedures, briefing-note templates, and reporting tools to improve consistency and accountability.
- Began identifying leadership and departmental priorities to support future strategic planning, work plans, and budgets.
- Completed Administration Building flooring renovations while maintaining operations during a temporary office relocation.
- Coordinated with Natural Resources on the September totem pole removal.
- Supported the signing of two memorandums of understanding with Nawalakw for language immersion programs in Community Services and Education.

CHALLENGES AND NEXT STEPS

Administration continues working to improve Council submission processes, records management, and coordination between departments.
Upcoming priorities include aligning strategic plans with departmental work plans and budgets, improving membership communications, supporting the Specific Claims referendum and AGM, and developing consistent administrative procedures.

COMMUNICATIONS

HIGHLIGHTS

- Produced and distributed the September newsletter.
- Prepared communications before and after the September totem pole removal.
- Supported communications for the Nawalakw–Ḁmlilas memorandum of understanding signing.
- Created and shared information for the September 28 Orange Shirt Day event.
- Maintained website, social media, community notices, posters, job postings, and departmental updates, including sockeye distribution information for members on and off island.

CHALLENGES AND NEXT STEPS

Balancing regular updates with event-specific requests remains challenging for a one-person communications team. Timely information and approvals from departments help ensure accurate public updates.
Upcoming priorities include AGM communications, the Annual Report, regular membership updates, and continued work on the Communications Strategic Plan.

ADMIN & COMMS

QUARTERLY HIGHLIGHTS

Throughout July to September, Administration and Communications supported several important Nation activities, including cultural partnerships, community events, and the September totem pole removal.



Totem Pole Removal — Ground-Level View
The totem pole following its removal in September 2026.
Photo: Hazel Cook



Orange Shirt Day — September 28, 2026
Residential School Survivors are honoured with blankets presented by ‘Nam̱gis employees and event volunteers.
Photo: Jean Bell



Orange Shirt Day — September 28, 2026
Students from T̓lisam̱lagilakw School perform a dance during the Orange Shirt Day ceremony.
Photo: Jean Bell

LOOKING FORWARD AS A NATION

An overview of upcoming departmental priorities for October–December 2026. Timelines and activities may change.

Community Services & Health: Seasonal activities, youth programming, parenting and family supports, Addictions Awareness Week, and wellness planning.

Lands & Housing: Land governance, housing policy review, and future housing planning.

Public Works & Capital Projects: Watermain, wastewater, road improvements, and winter maintenance.

Natural & Aquatic Resources: Guardian training, hatchery broodstock activities, and territory stewardship.

Finance, Administration & HR: Budget planning, financial reporting, administrative improvements, recruitment and workforce planning.

IT & Communications: Technology improvements, AGM communications, and regular updates for members.

G̲ILAKAS'LA (THANK YOU)

Thank you to our ‘Na̲mg̲is employees, community members, Elders, volunteers, and partners who contributed to the programs, services, and activities shared throughout this quarter.
We look forward to continuing this work together in the months ahead.