



Malahat

Annual Report

2020

2021



Message from Chief & Council



2019 - 2023 **CHIEF & COUNCIL**

Chief George Harry
Cindy Harry
Gordon Harry
Steve Henry

The Annual Report is intended to communicate to our community the progress towards and achievement of strategic and operational goals set out in the Strategic Plan. The Strategic Plan is an annual document comprised of a 5 year planning period, and outlines both the short- and long-term goals set by Malahat Nation based on the needs of the community.

Council will review the performance of Malahat Nation against goals set at the beginning of the 2020-21 fiscal year. Each department head has provided a high level overview of the operations of their department within the organization. Council is proud to present this report to the community, and look forward to hearing your feedback.





Early Learning

- Hired a Language and Cultural worker for Early Learning to teach and create resources in Hul'q'umi'num and Sencoten
- Increased participation in the Aboriginal Head Start on Reserve program to 22 families and 34 children
- Collaborated on the Malahat Market where we provided diapers, wipes children's snacks and healthy meal options for the community
- Caterpillar Childcare opened September 2020 and is licensed for 28 spots – 12 infant toddler spots and 16 3-5 year old spots
- Average monthly attendance of Caterpillar Child Care was 12 children
- Collaborated with Victoria Native Friendship Centre and had a Speech and Language Pathologist support children within the daycare



Economic Development

- Received approximately \$1 million in government funding to pave roads in the business park
- Doors opened at Indigenous Bloom April 22, 2020. Enforced actions per Malahat Nation Cannabis Law by shutting down Indigenous Bloom on May 21, 2021 for the interest of public health, highlighting the careful balance Malahat is taking between ensuring profitability while safeguarding our business ethics and values.
- Multiple members hired through the Business Park and Malahat Nelson Partnership – received Class 1 certification for operating heavy equipment
- At the end of fiscal year March 31, Malahat Skywalk was 90% completed and slated for opening in July
- The contract with Malahat Skywalk includes obligations to hire Malahat members and incorporate Malahat history and culture into the Skywalk guest experience. This process requires continued learning on behalf of our partners. We look forward to many opportunities in the future to continue building this narrative
- First phase of boat launch is under construction. This will form the foundation of the eventual marina as we bring in the required infrastructure for long term moorage and associated business opportunities
- Malahat partnered companies are pursuing a wide range of opportunities as far as the east-coast of Canada, building a reputation as a capable partnership founded on the values of Malahat Nation including respect for culture, environment, and the economic success of our members



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Environment, Fisheries & Sustainable Development

- Prepared community members for environmental careers and facilitated environmental certifications for members such as Small Vessel Operators and Swift Water Rescue
- On the Pride of Malahat, community members cruised around the territory. On the water, they built relationships, shared knowledge, fished, and helped collect scientific data. Traditional knowledge helped identify important features for monitoring and protection
- Construction on the new boat launch began. It will provide the Malahat community with better access to the ocean
- The crab and prawn buoy survey was completed for the 4th year since starting in 2016. The survey documents fishing pressure. The information is essential for managing fisheries in Saanich Inlet
- Strengthened Malahat's sovereignty. Gave comprehensive and Malahat-specific responses to Integrated Fisheries Management Plans. Increased capacity benefited Malahat participation in consultation, engagement requests and other referrals
- Responded to sunken tug boat in January; observed clean up response. Built relationships with Transport Canada, Coast Guard, First Nations and West Coast Marine Response Corporation. Participated in international table top exercises for oil spill response



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Finance

- Made significant improvements to admin budget & reduced deficit
- Working closely with all departments to ensure money is well managed and spent appropriately
- Consistently analyzing the administration to reduce inefficiencies
- Hosted all Finance and Audit Committee meetings as required by the Financial Administration Law (FAL)
- All Audited Statements for the fiscal year 2019-2020 were completed by FAL deadline
- Annual General Meeting for fiscal year 2019-2020 hosted by FAL deadline (hosted on Zoom due to COVID policy)
- Comprehensive annual budget completed & approved by FAL deadline (first time ever)
- First time implementing a budget amendment process (amended re: COVID)
- Taxation laws completed on time and approved by FNTC
- Finance staff completed GST training to do GST returns & rebates in-house
- Caught up on overdue GST returns (backdated to 2017)
- Drafted a new comprehensive Finance Policy to uphold FNFMB standards and guidelines





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Governance

- Formalized Education, Employment and Training department through hiring, training and supporting a department coordinator and assisting them in furthering the development of the department
- Assisted in creating strong Housing department through supporting Housing managers, addressing community needs, and revising Housing Policy, Rental Agreement and associated documentation
- Supported Technology and Communications department through assisting in the development of a strategic vision and providing guidance throughout the funding application process
- Worked with Council and CAO in creating various important plans and policies dealing with topics ranging from COVID-19 to Housing
- Worked with Te'mexw Treaty Association and the Union of BC Indian Chiefs on treaty and specific claim issues
- Helped establish the Community Advisory Committee, which is intended to be fully representative of the community and ensure the community's voice is heard
- Collaborated with departments across the government to evaluate where members are facing inequality and create plan to address these problems



Infrastructure & Capital Projects

- Maintained and supported community housing through the COVID-19 pandemic including providing temporary housing for community where needed
- Completed the construction of 8 new 2 bedroom, 1 bathroom condo-style units
- Hired a Housing Manager and standardized the application and screening process for housing allocations
- Increased the supports for housing repairs and minor renovations
- Applied to the Rapid Housing Initiative for the construction of 6 new larger family homes for the community
- Completed the Extended Asset Condition Reporting System (E-ACRS) review and report. This is a review of Malahat infrastructure supported by Indigenous Services Canada (ISC) to be completed every 3 years
- Began the construction of the new Malahat Administrative Building in the community core which will house the Member Services team and the Environment, Fisheries and Sustainable Development team
- Began construction of a carving shed
- Supported the development of servicing and infrastructure to the new Malahat Business Park



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Lands

- Continued to defend Malahat Nation's water, forestry and treaty land rights
- Executed permitting and development review process for development of Malahat Nation reserve lands – specifically in the business park and fill site
- Initiated the Comprehensive Community Plan with strategies that supported and engaged the community during the COVID-19 pandemic
- Responded to 94 engagement referrals from proponent and regulating bodies
- Started initial work on the Environmental Management Plan and completed the first draft for review
- Initiated the engineering, planning and permit applications to support the protection of the shoreline and the impacted archaeological site at the Malahat beach adjacent to the ferry terminal





Member Services

- The Member Services department was created during this fiscal year to promote easy access to staff working on broad health and wellness for the Malahat community. The department includes physical and mental health, social programs, housing, education, employment and training
- Girl's Group went virtual in COVID-19, but focused on traditional practices such as beading, moccasin making, knitting, learning traditional plant uses, and compounding salves
- Women's Group united young women and elders through Christmas gift baskets with handmade elements and featured fun activities as well as local trips and work on journaling as self-care. The traditional work of serving elders was a focus for groups engaging younger people
- Weaving group was able to continue in-person and many finished their weaving projects, Men's group engaged in fishing and traditional practices, and Elder's Circle focused on culture and traditions
- More mental health and addiction support was available at Malahat than ever before, given the intense pressures of COVID-19. Men's group and women's groups offered wellness opportunities, in addition to individual counselling and addiction treatment support
- Food security programs expanded, including the Malahat Market, which brought nutritious food to Malahat at a time when it became difficult to grocery shop. Off-reserve families received grocery gift cards to allow for bigger grocery shops and reduce possible COVID exposure, while also helping with bills at a difficult time. In addition, the ever-growing community gardens saw new raised beds and new foods distributed via the Good Food Box and Elders' Lunches



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Member Services (Part 2)

- With a new physical health threat of COVID-19, masks, hand sanitizer, and sanitizing wipes were distributed to the community. Health support included COVID testing, transmission prevention, care for community members who may be sick or exposed to COVID, and broad support for families directly affected by the pandemic
- Youth Champions program provided the opportunity for certifications, cultural connection, fun activities, employment skills, and community engagement to a total of 20 participants
- Open Doors program continued online, by phone, text and Facebook chat as well as 1-1 when permitted by public health orders. 22 adults engaged in this program with math, literacy, and driver's licensing supports as primary focuses
- Students engaged with post-secondary programs and training opportunities. Individual career counselling served unique goals with concrete planning for employment, training, upgrading, resume updating, certifications, driver's licensing and more
- Broad summer intern program served all interested youth with customized plans



Technology & Communications

- Rapidly expanded managed IT systems, adding 5 servers, 50 workstations, 8 printers in addition to technical support and other hardware for all new work-from-home requirements
- Developed Malahat Cloud from the ground up to offer a secure, convenient and future proof platform for storing and distributing data. Built on modern, open-source software and entirely owned and operated by Malahat on Malahat Nation land. Malahat Cloud is an unprecedented step forward for Malahat in regards to data sovereignty and security
- Ran the Malahat Nation Gaming Club, an IT club dedicated to providing youth members with hands-on PC experience with a focus on creative critical-thinking.
- Hired and supported a Malahat member in an IT role, provided ongoing training. Secured funding to hire and train a member into a communications role
- Managed software discounts saving the Malahat administration a combined total of over \$20,000 per year
- Produced numerous videos to disseminate information about COVID, Mental Health, and Malahat Culture - shared across social media
- Provided pre-negotiated and fully managed Shaw contract option to members to access affordable high-speed internet. 11 households onboarded so far, collectively saving members thousands of dollars every month
- Created, managed and moderated the Malahat Nation Community Facebook group to enable more intimate communication between staff and members outside of the more public Malahat Nation Facebook page

