

Malahat

# Annual Report

2021  

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2022



# Message from Chief & Council



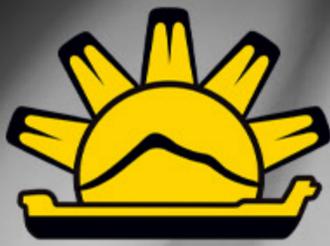
## **2019 - 2023** **CHIEF & COUNCIL**

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 2021-22 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.

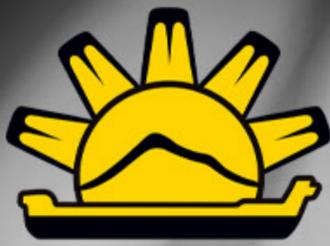




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# Community Programs

- Circles of Care, Circles of Courage, in partnership with Canadian Mental Health - Cowichan Valley. It's a group for Girl Identifying Youth ages 9-13yrs. The content of this program is centered around the 5C's; Connection, Communication, Culture, Critical Thinking and self Confidence. Making moccasins, bath balms and dream catchers along with fun outings are a sample of some of the fun and learning activities that take place.
- Summer Program offered for youth – Ran for 7 weeks consisting of Soccer, rugby, science camp, recreation fun and games, Sencoten Language, archery, baby sitting course, and a home alone course.
- Youth and Adult Fitness program with Iron Soul Fitness offered Mondays and Saturdays until January 2022 and then ran three days a week; Mondays, Wednesdays and Fridays.
- Open Doors Program – Offered in variety of mornings and afternoons Monday to Friday until February and then offered a variety of different workshops including Drivers Education, Job search and Software Training followed up by 1-1 supports in the afternoons.
- Spring Break Program for School Aged Youth – March 14th to March 24th Mondays to Thursdays – Program with themes “Under the Sea” and “Keep it Moving” providing activities and outings such as Beach Visit with Environment Team, outing to the Cowichan Nature Centre, games, crafts and recreation activities including soccer with Hope and Health.
- Variety of Wellness programs in collaboration with Malahat Health - Greif and Loss, Tiger in the Tank, Building Healthy Relationships and Partners and Pals.



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## Community Programs (cont'd)

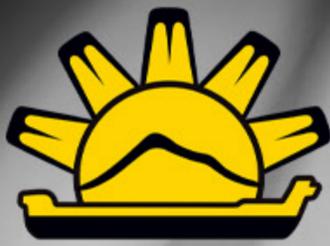
- High School Youth Outings were chaperoned by our Child and Youth Worker, Melody Kassiri and relied on youths' input for planning of each monthly outing. Outings consisted of; Horror Escape Room in October, Langford Lanes Bowling in November, Victoria Holiday Festivals in December and Flying Squirrel in March.
- Elders Lunches prepared and delivered on Wednesdays to 16 Elders at Malahat Nation along with regular check ins during COVID. We are celebrating our Elders and recognizing their birthdays, they receive a birthday card and gift from the Member Services Department on their special day.
- Providing Income Assistance and Assisted Living Supports for eligible clients along with 1-1 member supports including help with EI applications and reporting, CPP and OAP applications, baby registration. A variety of crisis supports were also provided as needed in partnership with the Health Team.
- Education K-12 – Local Education Agreement – worked collaboratively with Early Learning, Director of Governance and School District 79 in having regular meetings to negotiate new agreement. Supports provided as needed for students and families. School supplies were provided for 47 students including back packs and water bottles. Worked collaboratively with Early Learning to support with Kindergarten transition and back to school.
- Food grown at Community Garden and contributed to community market. Workshop for students provided to grade 4/5 class of Greater Victoria School District during a Bamberton camping trip / visit. Greenhouse was purchased and built to help create sustainable gardening. Fundraiser done by my head Gardener and raised 250\$ to wards purchase of rototiller.



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## Early Learning

- In September 2021 we launched the Aboriginal Head Start School ready program for children 3-5 years old attendance consisted of 14-16 children for the school year
- Continued to operate our 3-5 year old daycare classroom and our Infant Toddler Classroom at Caterpillar Child Care
- Early Learning supported with the Malahat Market
- Put on the Winter Clothing Drive for children and youth
- Collaborated on family winter break baskets
- Collaborated with Infant Development for increased Speech and Language Pathology support in community as well as other Early Intervention Services
- Supported with Kindergarten registration and visits to the school
- Held a kindergarten graduation ceremony



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# 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

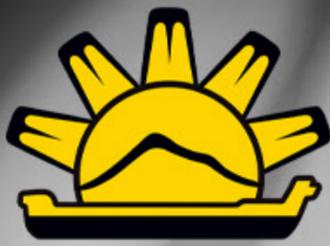
- Prepared community members for environmental careers by supporting two technicians in graduating from the VIU Marine Stewardship Program and providing three summer internships with the Environment department. A third Malahat Member was hired as a Marine Stewardship Technician.
- Completed the Enhanced Maritime Situational Awareness pilot program, demonstrating the value of the technologies developed at Malahat, including mapping environmentally and culturally sensitive features in Malahat traditional territory.
- On the water, community members built relationships, shared knowledge, fished, and helped collect scientific data. Traditional knowledge helped identify important features for monitoring and protection.
- Funded construction and moved into the new administrative building in March. The Environment department is located on the lower level.
- Crab and prawn buoy surveys were completed for the 5th year since starting in 2016. The survey documents fishing pressure. This year, dozens of illegal crab and prawn traps were removed from Saanich Inlet with the help of DFO.
- Strengthened Malahat's sovereignty, and gave comprehensive, and Malahat-specific responses to Integrated Fisheries Management Plans. Increased capacity benefited Malahat participation in consultation, engagement requests and other referrals.



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## Environment, Fisheries & Sustainable Dev. (cont'd)

- Responded to marine contamination created by the Frayne Rd. dump truck accident in January; and continued follow-up on beach monitoring to ensure safety for shellfish consumption. Continued building relationships with other spill response organizations. Created a spill response equipment cache on the Malahat Waterfront.
- Provided seafood to the community including, prawns, smoked chum salmon, crab and fresh coho salmon.
- Completed construction of the Malahat Boat Launch and opened the facility for Malahat Members.
- Increased the capacity of Malahat Nation to be present throughout the marine territory by negotiating with the Government of Canada to purchase a new 23ft landing craft for Malahat Nation.
- Advocated for the rights and title of Malahat Nation by actively participating in regional environmental management boards and federal and provincial environmental assessments of major projects.



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# Finance

- Reduced admin deficit to \$0, ahead of initial timeline expected
- Secured a grant to purchase new budgeting software to improve efficiency and accuracy of the budgeting process
- Hosted all Finance and Audit Committee meetings as required by Malahat's Financial Administration Law (FAL)
- Met with each department quarterly to review progress against the Council-approved budget
- All Audited Statements for the fiscal year 2020-21 were completed by FAL deadline
- Annual General Meeting for fiscal year 2020-21 hosted by FAL deadline (hosted on Zoom due to Covid)
- Comprehensive annual budget completed & approved by FAL deadline (2nd year in a row)
- Further streamlined the budget amendment process to ensure Malahat addresses changes in funding and priority in a timely manner
- Taxation laws completed on time & approved by FNTC, first year generating sufficient tax revenues to offset the cost of preparing annual laws & managing taxation
- Hired Malahat community member as Finance trainee, the first Malahat member to be employed by the Finance department
- Further updates to Draft Finance Policy completed, the policy has been reviewed by leadership, the FNFMB for compliance with all standards, and the Finance and Audit Committee. The policy is now ready for review by Chief & Council prior to implementation

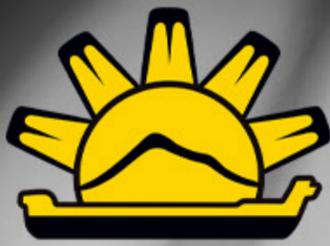


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# Human Resources

- Secured a grant to obtain HR consultant professional services to overhaul HR at Malahat Nation
- Hired an HR manager to oversee Human Resources Department in cooperation with Finance
- Council approved an employee salary grid to ensure fair, transparent, equitable pay procedures are established and maintained





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## Health

- Continued to provide unexpected times for Malahat Health, challenging our community and health team in several ways. Throughout the year, we endeavoured to give the community continued safe access to primary care, including nursing, home support services, and support for children and families.
- We assisted the community with COVID-19 PCR testing, rapid testing, and, the provision of COVID-19 vaccines. From April 2021 to March 2022, we successfully immunized ninety-five percent of the adult community population and youth and children when applicable.
- The focus this year was on providing care to clients who tested positive for COVID-19.
- Our pediatrician continued regular visits to Malahat Nation to assess children and support families.
- Focused on individuals living with chronic conditions during the COVID-19 pandemic reduced isolation and provided opportunities for safe connection.
- Good food boxes were delivered once per month.
- Healthy eating promotion through nutrition/diary assessment, and elders' lunches restarted.
- The Malahat Market ran every other week in collaboration with a dietitian from Island Health.
- Foot care with a COVID safety plan in place continued to be offered.
- Worked on developing culturally appropriate land-based therapy for indigenous populations specific to the Coast Salish region, which gave the members a sense of purpose and fulfilment as they worked towards systemic changes that will improve health and mental health outcomes for years to come.



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## Health (cont'd)

- Substance use and addiction treatment services were accessed by members, and accommodations were made when waitlists in the province of BC were too long.
- Grieving programs were run by in-house facilitators and outside resources. Malahat Nation suffered many losses last year. Due to this, specialized trauma counsellors were utilized to address the individual needs of each struggling member.
- Many cultural programs were developed and implemented by staff and community members such as beading, cedar weaving, knitting, drum making and drum groups.
- Hul'quiminum and Sencoten language classes were facilitated both virtually and in person.



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## Lands

- Continued to defend Malahat Nation's water, forestry and treaty land rights
- Completed internal boundary survey to resolve legacy issues not yet addressed through the implementation of Land Code
- Responded to 131 engagement referrals from proponent and regulatory bodies
- Completed the Environmental Management Plan for adoption by Council
- Executed the Comprehensive Community Plan's 5 year update
- Applied for funding to support the development of a Rural Transit Plan to support access to on and off reserve transportation



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# Infrastructure & Capital Projects

- Completed the construction of the new Administrative building to house Member Services and the Environment Departments at 7 Kwunew Kwasun Lane
- Initiated the Building Maintenance Management Plan
- Completed the Carving Shed to support the community in exploring the art of carving with Master Carver Moy Sutherland Jr
- The construction of the Sweat Lodge is 90% complete at year end with just the dipping pool to complete
- Explored further the development and servicing of the business park and installed a booster station to service the Business Park with water, 95% complete at year end – just waiting on BC Hydro for hook up
- Maintained and support housing and community supports by accessing funds through United Way, this allowed for rental and arrears supports along with household needs
- Increased the support and transparency for housing repairs and minor maintenance
- Hired a Housing Operations and Maintenance staff member on contract
- Hired a Housing Intern to support more community input and support in the Housing department





# Technology & Communications

- Continued to expand managed IT systems, adding 1 building, 2 servers, 23 workstations, 2 printers and a physical security system
- Continued to develop Malahat Cloud. 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. The focus this year was on security hardening, robustness, and building additional functionality
- Hired and supported a Malahat member in a communications role, provided ongoing training
- Continued to mentor Technology intern team member, steadily increasing his workload and responsibilities
- Continued to safeguard Malahat Nation's valuable data from growing threat of cyber attacks, phishing, ransomware, accidental deletion, malicious exfiltration, natural disasters and various other potential threats
- Implemented various long term cost cutting solutions saving the Malahat administration a verifiable combined total of well over \$75,000 per year in annually recurring IT expenses
- Continued to manage Shaw contract option for members to access affordable high-speed internet. 11 households onboarded, collectively saving members thousands of dollars every month
- Continued to manage and moderate Malahat Nation's various social media accounts, websites, and other public facing information channels

