2025-2026
Annual Report



huu ay aht

ANCIENT SPIRIT, MODERN MIND

Prayer

čuu ḥaẃił ńaacsaaƛe?ic ʔaḥ qʷe?iłqin
ƛaḥ ʔuyi. Ḥupiiquuk ʔaanaʔaała niẃa
qʷaaʔapẃiɬasqin ʔaḥkuuʔi ʔiiḥcamisqa
ʔaḥkuu qʷaaʔapqin

Huuḥtakšiiḥʔap ʔuuʔuukʷaʔatḥaḿinḥ
Ciiqciiqa, ḥistaqšiƛḿinḥʔitq ʔaḥkuuʔi,
ʔuḥukʷaṕannitqin ʔaḥ ḥaẃiłukqin
Hinaayił

ʔuuḥẃałʔaaqƛeʔicuu ʔaḥkuu ciqẏakʔi.
--ciqẏakukʔitqsuu ciiqciiqa—
Wawaaʔatni. ʔuunuuƛḥʔaƛin ʔaḥkuu
Qʷeʔiłʔaƛ ƛaḥ ʔuyi, huuḥtakšiiḥʔaƛ
ʔuuʔuukʷaʔatḥaḿinḥ.

ʔaḥʔaa waamin suẃa łałaḱʷjn ḥaẃił
Hinaayiłʔatḥ. čuu, ƛeekoo ƛeekoo.

Well Creator, you see how we're gathered here now.
If you could only help us with what we're going to do here,
because what we're doing is important.
Teaching the ones from here to speak
their own language, which our Creator
made ours.

You will use this language. "Your
language," we are told. That's why we're
gathered here now, learning to speak our
own language.

We ask this of you, Creator.
Thank you, thank you.

Benson Nookemis
Huu-ay-aht First Nations

Executive Council Message

The preceding year has continued and built upon the important work started in the years previous. We continue to work closely with our administration and our hereditary leaders on continued stability and predictability in our institutions, governance and operations. We have made good progress in several key areas, and we have responded well to emergent situations.

Mt. Underwood Wildfire
The most prominent of these emergent situations was the Mount Underwood wildfire in August 2025. Occurring along the first few kilometers of the Bamfield Road, the Mt. Underwood fire cut off our community from the Alberni Valley for quite a long time, several weeks, with substantially reduced accessibility for approximately seventy days from the start of the wildfire. In that time, we dealt with the fears and concerns inherent to an emergency such as this, but we persevered and worked together in resilience and cooperation. On behalf of Executive Council, we are deeply thankful for the depth and breadth of work and support of our administration, our community members and citizens, our neighbours in Bamfield, our relatives in Ditidaht, and our partners in the Alberni-Clayoquot Regional District and the Crown governments of British Columbia and Canada.

The Mount Underwood fire underlined the importance of emergency planning and professional emergency management. It also highlighted the importance of communication, coordination, and cooperation across disparate communities, organizations, governments, and agencies. The recent development of new legislation provincially provides many opportunities for improving upon our joint response to such emergency situations and enables cooperation in ways that are innovative and responsive to the unique needs of life on the west coast of Vancouver Island. In addition to dedicated, resilient and professional standards and conduct of our own staff and volunteers, we appreciate deeply the contributions of the Alberni-Clayoquot Regional District and the community of Bamfield as well. The contributions of the BC Wildfire Service, the provincial Ministry of Emergency Management and Climate Resilience, and the federal government's Department of Indigenous Services bear special mention too.

The wildfire also reminds us of our increasing vulnerability to the consequences of global climate change. Fires in the Summer, and floods in the Winter, both of these events seem to be increasing in both of these events seem to be increasing in both frequency and severity. We must plan accordingly, and have done so starting in this reporting year. The consequences of climate change are not emergencies we need to plan for, but they are also season and year long events where we need to mitigate when possible and adapt to when necessary. This government has taken steps to address both mitigation and adaptation, and we will start with ensuring that we have the resources and expertise to carry out these vital activities to protect our people, our community, and our homelands.

ʔumʔiiqsu Centre and Children and Family Wellness
The ʔumʔiiqsu (Mothers) Centre and the Child and Family Wellness Department operate as distinct entities within the Huu-ay-aht Administration, each fulfilling a focused role in protecting and strengthening our families.

With construction complete, the ʔumʔiiqsu (Mothers) Centre in Port Alberni provides Huu-ay-aht and Indigenous mothers and children with the wraparound support needed to build stable, resilient lives, significantly reducing their vulnerability to hardship and exploitation.

Operating in parallel, the Child and Family Wellness Department directs frontline intervention and long-term advocacy for Huu-ay-aht family integrity. This work bridges direct operational support for families facing child apprehension with active, government-to-government negotiations alongside provincial and federal partners to assert Huu-ay-aht jurisdiction. Together, direct family care and political action ensure our children remain safe, connected, and grounded in their community for generations to come.

Legislative and Governance Renewal
In this past year, we have concluded both engagement and evaluation of our Community Safety Act (CSA). Indeed, we have compiled, drafted and passed amending legislation to the CSA to improve it significantly based on both community input, feedback from those doing the hard work of implementing it, and expert evaluations. The amendments provide more tools for our hereditary leaders to perform their duties with greater clarity, more discretion, and much more responsiveness to the concerns raised by our citizens. The Act now has the amendments necessary to address the concerns raised, and the administration has the rules, structures, and resources necessary to

Executive Council Message Continued

carry out the implementation of the CSA in a way that is commensurate with the needs of the Nation. The work has been exhaustive, but worthwhile, as we have the framework for addressing the very real concern of violence in our community in such a way that preserves the core need for those who have been affected by violence to be kept in front of mind throughout any related proceedings.

Work continues on redefining the structures, organization, and processes we take in regards to economic development in general, but also how we related to our Huu-ay-aht Group of Businesses (HGB) more specifically. This work continues in several ways: (1) further development on the Economic Development Act and related regulations and documents, and (2) the mediated relationship-building activities conducted by both the HGB and the HFN administration. This will likely become the central focus of our remaining year in this term of office when it comes to law and policy development as well as administrative and operational renewal.

We have also largely concluded the first year of a four-year grant to research, evaluate and potentially improve the Huu-ay-aht Tribunal. Previously very active, the Tribunal has been comparatively quiet during this reporting year. The work being done is in its initial stages, information and input is being gathered by researchers. That process will then turn to exploration of options for improvement, which will include engagement with our people, consultation with our hereditary leaders, garnering feedback from the Tribunal itself, and ultimately looking into specific updates or changes to the structure, purpose, or operation of the Tribunal.

External Relations

Compared to the assumptions made about the political developments in both British Columbia and Canada at the time of reporting last year compared to now, we find ourselves in a much different position. Rather than managing a more difficult situation on all fronts, we find ourselves in an environment marked not by a grand shift in provincial and federal political alignment to the right, but rather informed by external international factors such as the changing relationship between Canada and the United States under an isolationist and nationalistic administration, and the economic constraints created by on-going international conflicts that have made inflation worse globally.

As a result of that, both the federal government under Prime Minister Mark Carney and the Province of British Columbia under Premier David Eby have underlined the importance of responding quickly to these challenges through legislation and strategy that favours expediency first. As a result, the political landscape is one that is focused very much on working together to create economic activities that will provide enough benefit and opportunity to pivot away from the uncertainty coming from over-reliance on the United States and the global institutions we took for granted. This has led to well-founded fears that indigenous rights generally and our treaty rights specifically will be forgotten in the efforts taken by the federal and provincial government. We have taken steps to ensure that we are in constant interaction with the Crown governments to make sure we are not left behind nor left out of key decision points.

The state of indigenous progress has been deeply affected by the emergent fears around having to choose between reconciliation and the economy. We believe that this is not only a false choice, but a harmful frame supported only by cynical opportunists acting on the federal and provincial levels. Despite the fears centered on the Cowichan decision, the fears around the UN Declaration on the Rights of Indigenous People (UNDRIP) related legislation, and now the advent of new modern treaties in BC, this government knows that the advancement of indigenous rights and interests will lead to the creation and expansion of opportunity in BC and Canada, especially if it is done in a good way. The progress we have made at Huu-ay-aht through the Maa-nulth Treaty already stands as proof that indigenous rights and indigenous power is a means to achieve fairness and shared prosperity, not the dissolution of those things.

Projects for Prosperity

We have long said that in order to achieve self-reliance, we must not rely on Crown government transfers, but rather participate in the economy to help create value in globalized markets and share in that value. To do that, we have embarked on several initiatives and projects to advance economic development for Huu-ay-aht, Vancouver Island, and beyond.

We start with the need to capitalize on what the Bamfield Road Reconciliation Project enables: property development and the investment in commercial and tourism development. We continue to work with FORUM Asset Management out of Toronto,

Executive Council Message Continued

BC to further define the business and commercial relationship that will carry us into the future.

We are also exploring further opportunities in the value-added sector of forestry, both as a part of a grand consortium of many First Nations across the Island, and through our own operations at the Huu-ay-aht Group of Businesses. We also continue to work alongside our Crown land forestry partners at Western Forest Products through Cawakqin Forestry. With the completion of our hishukma cawak Integrated Resource Management Plan, we have the knowledge and plan to ensure that both our traditional-cultural and our environmental-stewardship interests are protected as we work to create economic benefit. Lastly, we have engaged with and work with a broad coalition on the west coast and in the Alberni Valley on protecting and advancing forestry and related activities with other First Nations, local governments, local businesses and the larger companies. Forestry is at risk of faltering on the coast, so we need to work together to protect the opportunities, revenues and employment provided by it.

To explore more affordable housing opportunities, we have engaged with an innovative company with a presence in both Canada and China on modular housing called Stackabl. There is still more work to be done to ensure the opportunity, but we are committed to finding solutions that will help out people access housing that is more affordable than what is currently on offer now.

We have begun to explore renewable energy once more, this time with an ocean-based wind power generation opportunity brought to us from experts based in Sweden. The project would start as a pilot project, but could not only provide clean energy to our community, but also prove the viability of wind power in an innovative and competitive way.

Lastly, we have been a part of a broad group brought together on the initiative and wisdom of our long-standing local Member of Parliament, Gord Johns, to explore a principled and pragmatic approach to ship recycling. A champion for doing something about the problem we have long had on the coast regarding derelict vessels, and a long backlog of ships of moderate to large size needing to be recycled, we have participated with this group in exploring a joint approach to ship recycling on the west coast of Vancouver Island. With the renewed focus of the federal government on domestic spending that can help meet their maritime needs and their need to meet military spending expectations, ship recycling has become a key opportunity we have been exploring alongside other First Nations, local communities, and potential business partners. The Provincial Government is also interested in this opportunity greatly, and we think the prospect is worth exploring further.

Grief, Loss and Community Support

As the previous year, the Nation has been subject to many great losses. To those affected, we extend our deepest condolences and our commitment to provide what supports we can to help address the grief, loss and pain suffered by our people. In this, we are not alone. We work closely with our friends and relatives in the Nuu-chah-nulth Tribal Council, the Maa-nulth Treaty Society, thé Alliance of BC Modern Treaty Nations, the Land Claims Agreement Coalition, the AFN and alongside the Crown governments to help address the impacts of generational trauma, toxic drugs, and mental health generally. As stated previously, responding to these on-going crises will take more than our government and administration, progress will require the meaningful involvement of our hereditary leaders and our own individual families to help heal and prevent negative outcomes in ways that are sensitive to the cultural and trauma-informed needs of our people.

In Conclusion

While it may have strictly occurred outside of this reporting year, the Nation was hit hard by the loss of Councillor Stella Peters. More than just a Member of Council, Stella Peters was an institution unto herself. She helped to create and maintain a deep and wide sense of community wherever she went, and she will be missed dearly. Our hearts go out to those affected by her loss, and we honour her memory by carrying forward those things she held dear.

We continue to build upon the progress made in previous years. We continue to prioritize the establishment and maintenance of stability, predictability and resilience in our institutions, community and family structures. We remain in an era of broad instability and uncertainty, and we work to provide programs and services that will aid our people in achieving better outcomes and high resilience in the face of that uncertainty. As ever, we welcome respectful feedback and encourage our citizens to reach out to their government with comments,

Executive Council Message Continued

questions or concerns. In particular, we would like to remind everyone that they have the ability to appear before the entire Council as a delegation to any of our Executive Council meetings to do just that.

On behalf of Huu-ay-aht Executive Council,
Čuu, ƛ́eko ƛ́eko,

John Jack (Sayaačaṭḥ)
Chief Councillor, Huu-ay-aht First Nations



Message from Ḥaẃiiḥ Council

Ḥaẃiiḥ Council continues to meet monthly throughout the year to provide cultural guidance and fulfill the responsibilities entrusted to the hereditary leadership of Huu-ay-aht First Nations. Ḥaẃiiḥ contribute their knowledge and perspectives through committee work and participation in various initiatives, supporting efforts that strengthen Huu-ay-aht governance, culture, and community well-being.

This year Ḥaẃiiḥ Council went through the significant loss of late suʔiyaakuuł (Jane Peters) after stepping in to hold the seat for the house of ʔApwinisathh. Ḥaẃiiḥ now welcomes ťayii ḥaẃił ƛiišinʔas (Olivia Peters) to Ḥaẃiiḥ Council as she takes the ʔApwinisathh House seat.

Thluťas aksup (Ṭheresa Nookemus), Haw'ehtaqamłathh House, continues to hold the appointed role of Ḥaẃiiḥ Representative and participates in Executive Council meetings, ensuring the voice of Ḥaẃiiḥ Council is represented in governance discussions and Executive Council decision-making. The Ḥaẃiiḥ Representative also chairs several committees including the Citizenship and Treaty Enrollment Committee and the Nananiisqu Society.

Throughout the year, Ḥaẃiiḥ Council remains actively engaged and is consulted on a number of significant initiatives, including proposed amendments to the Community Safety Act, participation in working groups, development of the Strategic Plan, review of the Budget Act, planning details regarding the Huu-ay-aht Cultural Centre, recommendations for the Huu-ay-aht Speaker, and participation in the hiring process for the Ethics Commissioner.

A significant step forward in strengthening cultural governance was the incorporation of traditional protocol into Ḥaẃiiḥ Council meetings. Ḥaẃiiḥ Council meetings now begin and conclude with cultural openings and closings led by members of the Cultural Team, ensuring Huu-ay-aht teachings, values, and traditions remain at the forefront of Ḥaẃiiḥ deliberations and decision-making.

Ḥaẃiiḥ Council continues to invest in cultural revitalization and capacity building. Ḥaẃiiḥ contracted to have traditional cedar weaved sashes and hats created, helping preserve and strengthen cultural practices and protocols. Ḥaẃiiḥ also engaged Haa'yuups (Ron Hamilton) as an advisor and participated in a weekend cultural workshop, further supporting cultural knowledge sharing and leadership development.

In addition to its advisory role, Ḥaẃiiḥ Council carries out several important responsibilities on behalf of the Nation. Ḥaẃiiḥ Council works alongside the Exclusion Order Registrar to conduct hearings in accordance with the Community Safety Act and exclusion order process. Ḥaẃiiḥ Council also reviews citizenship applications and places all new citizens into a maʕas (house).

Ḥaẃiiḥ Council coordinated citizen participation in security roles during the People's Assembly, helping ensure a safe, respectful, and welcoming environment for all attendees. Ḥaẃiiḥ Council also continued its oversight of the Húu-ay-aht Four Pillars Society Community Plan, supporting the effective use of funds for language revitalization initiatives, the Witwak Program, and community cultural groups.

Through this work, Ḥaẃiiḥ Council remains committed to protecting and strengthening Huu-ay-aht culture, supporting citizens, and ensuring that traditional values continue to guide governance and decision-making. Ḥaẃiiḥ Council looks forward to continuing its work on these priorities and advancing ongoing initiatives that benefit current and future generations of Huu-ay-aht citizens.

Ḥaẃiiḥ Council

Olivia Peters (ťayii ḥaẃił ƛiišinʔas)
ʔApwinisatḥʔ house

Theresa Nookemus (Thluťas aksup)
Ḥaẃeḥtaḵamłatḥ house

Phyllis Williams (Kiyakinuχ) sitting in for Victoria Williams (ʔuutstuʔaksa)
ƛamahuus house

Andy Clappis (Ciicaacistuł)
Kuukẃiis house

Sherri Cook (Yaalthuuaa-uks)
Yaałuuwaštaḵamałtḥ house

Tommy Happynook (ḥapinyuuk)
Čačaaḥsiʔas house

Alec Frank (ƛaacmiik)
Maatsaas house



Mission

Huu-ay-aht First Nations envisions a strong, self-governing and self-reliant Nation. ʔiisaak, ʔuʔaaɬuk, Hišukma c̓awak will guide us as we work together to foster a safe, healthy, and sustainable community, where our culture, language, spirituality, and economy flourish.

Vision

Pursuing self-reliance through economic opportunities, empowering, and supporting citizens, stewardship, of ḥaḥuuɬi, and revitalizing language and culture for all Huu-ay-aht.

Wellness Vision

Our citizens are grounded in our culture, teachings, and sacred principles. Through healing, wellness, celebration, and the understanding of our Treaty, we are connected, empowered, responsible, accountable and motivated.

2025 - 2026
STRATEGIC PRIORITIES & GOALS

MASČIM AND MAATMAAS (PEOPLE & HOUSES)

Goal: Huu-ay-aht government and families support the social, cultural and spiritual well-being and health of citizens and family members and supports them in reaching their fullest potential. Huu-ay-aht masčim are encouraged to reside in our ḥaḥuuƚi where they have opportunities to be self-reliant and to raise and live around family in a safe, healthy, and thriving environment

ḤAḤUUŁI - HIŠUKMA ĆAWAK (INTEGRATED LAND/RESOURCE USE & MANAGEMENT)

Goal: Respecting Huu-ay-aht core values and guiding principles, the ḥaḥuuƚi provides sustainable wealth and fullfills the needs of the current generation without compromising the needs of future generations. The ḥahuuƚi is managed in a way that balances economic growth, environmental care and social, cultural and spiritual well-being.

ʔIIHMISUK (TO TREASURE)

Goal: A strong and sustainable economy that unlocks the wealth of the Huu-ay-aht ḥaḥuuƚi, attracts visitors, provides diverse employment opportunities and generates revenues to reinvest in the ḥaḥuuƚi and masčim.

ḤAẆIŁ PATUK HUU-AY-AHT (HUU-AY-AHT GOVERNANCE)

Goal: Huu-ay-aht is committed to informed decisions using best practices and respecting hereditary leadership, for the betterment of present and future generations.

Three Sacred Principles



ʔiisaak

Greater Respect.

Personal and collective respect for the community and its people, traditional knowledge, the natural world, the metaphysical world and other peoples and communities.

ʔuʔaaɬuk

Taking Care Of...

In this context, this is about taking care of present and future generations as well as taking care of the resources provided by the land and the natural world.

Hišukma c̓awaak

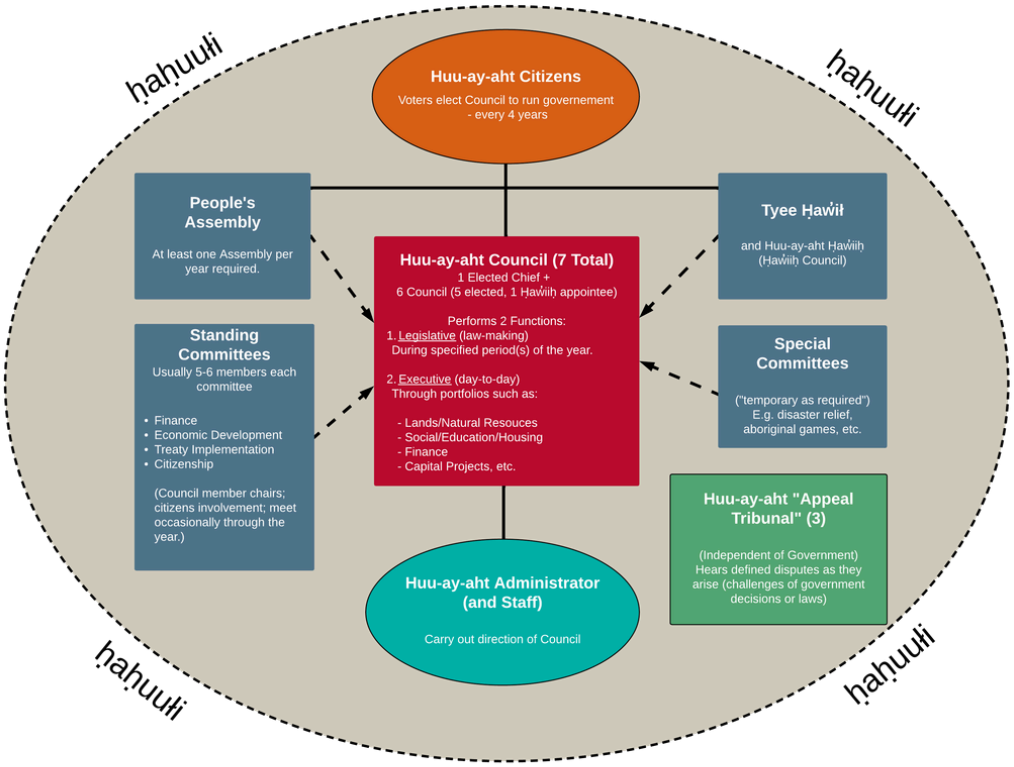
Everything is One.

A notion of the interconnected, interdependent and reciprocal relationship between the people, the land and the wider world(s) in a physical, spiritual and social sense.

Historical photos courtesy of the Bamfield Community Museum and Archives

Government Structure

Huu-ay-aht Government Structure Chart



Citizenship

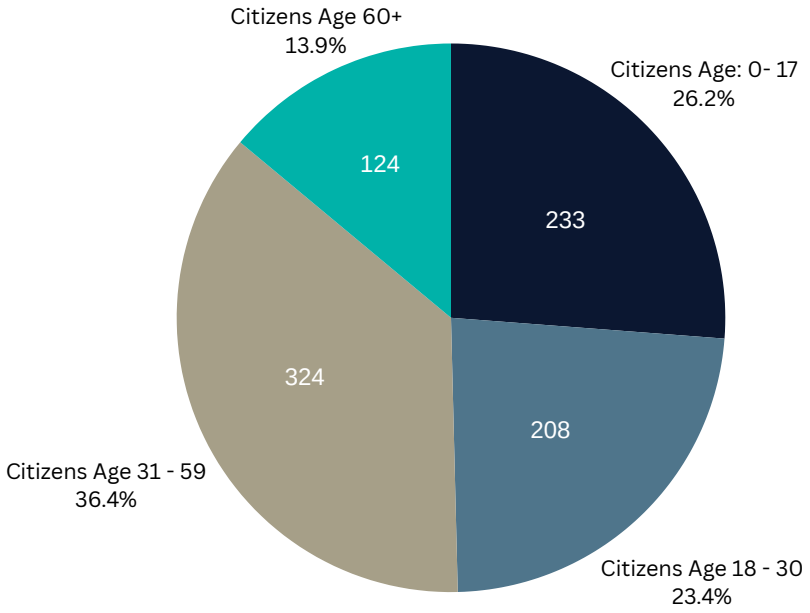
TOTAL MEMBERS AS OF APRIL 1, 2026

891

In 2025 – 2026 The Citizenship Committee and ḥaẃiiḥ Cóuncil accepted 11 individuals as new citizens of Huu-ay-aht First Nations.

Below are charts that break down total citizenship into categories.

Citizenship Type	Number of Citizens
Total enrolled this year	11
Total Citizens living on Treaty Settlement Lands (TSL)	122
Total Citizens living off TSL	771
Total Citizens with status	599
Total Citizens without status	292
Total number of citizen births	4



Timeline of Government Events

Spring (April/May)

- Hike to Higher Grounds (April 16)
- Tribunal Project Community Engagement Sessions (May 26-29)
- Missing and Murdered Indigenous Women and Girls (MMIWG) awareness Event (May 5)

Summer (June/July/August)

- National Indigenous People's Day (June 21)
- House of Huu-ay-aht 25-Year Anniversary Celebration (July 26)
- Huu-ay-aht First Nations Days [Cancelled due to Mount Underwood Wildfire] (August 15-16)
- International Overdose Awareness Day (August 31)

Autumn (September/October/November/ December)

- National Truth & Reconciliation Day (September 30)
- Annual People's Assembly (November 21 & 22)
- Dinner with Council (September 18, October 14, 15, & 27)
- Community Engagement: Envision the Future (December 12)

Winter (January/February/March)

- Cultural Policies Community Engagement Session (January 13, 14, & 20 - 22)
- RCMP Indigenous Gang Awareness Presentation (January 21)
- Community Engagement: Envision the Future (January 26)
- Spring Legislature (March 17 & 31)



Legislature

The Legislature consists of a Speaker and Executive Council Members who make decisions on Huu-ay-aht First Nations Laws and recommend resolutions. Each year, the Legislature must hold a session to enact new laws or adopt amendments to existing laws. In the first sitting, laws are introduced. In the second sitting, laws can be amended and accepted; in the third sitting, laws are enacted.

Legislature members: Angela Wesley (speaker), John Jack (Sayaaƈatḥ) (Chief Councillor), Theresa Nookemus (Thlutʼas aksup) (Ḥaẃiiḥ Councillor), and Executive Councillors, Edward R. Johnson (ƛicitatḥ), Stella Peters (ńaasiismisʔaksup), Brad Johnson (Wiiheyakchikk), Even Cook (Thlaa-aapkwistaa-a), and Stephen Rayner (ńaasquʔisʔatḥ).

At the 2026 Spring Legislature, Legislative members approved the following:

- In accordance with Government Act s. 93(1)(g), adopt the Budget Act, 2026 (the “Act”)
- Adopts the Community Safety Act Amendment Act, 2026
- Adopts the Huu-ay-aht General Legislation Amendment Act, 2026.

Executive Council Meetings

In the year 2025-2026, the Executive Council held 36 Executive Council Meetings and passed 437 Motions.

To view motions, scan the QR code:

SCAN HERE



Committees

Huu-ay-aht First Nations has two categories of committees that support Government operations; Legislative Committees which are required by law and non-Legislative Committees which have been created by Executive Council to support projects or programs.

Legislated Committees

Finance Committee

Committee Members: Evan Cook (Thlaa-aapkwistaa-a) (chair), Jack Cook, Kat Dennis (Replaced by Trudy Warner in January 2026), Marina Rayner (Replaced by Maraih-May Dennis in January 2026), Karen Haugen (Tleeh-is-a-tuuk-aq-suup).

Administration Support: Jennifer Walsh & Deputy Law Clerk

In the 2025-2026 fiscal year, committee activities included:

- Maintained a positive financial position with improved oversight and reporting processes.
- Developed multi-year financial forecasts aligned with strategic and infrastructure priorities.
- Assessed investment opportunities and implemented improved financial management practices.
- Identified risks related to grant reliance and uncertainty in dividends and forestry revenues.
- Initiated strategies to increase own-source revenue and long-term financial sustainability.

Treaty Implementation Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (Chair), Jack Cook, Nicole Malcomson, Kimmie MacDonald, Marina Rayner.

Administration Support: Jillian LeBlanc, Crystal Jack, and Huu-ay-aht Law Clerk

In the 2025-2026 fiscal year, committee activities included:

- Active leadership in Maa-nulth Treaty Society governance, treaty amendments, and intergovernmental collaboration. Advocacy included salmon allocation policy, marine impacts, and modern treaty legislation.
- Significant progress in fisheries, including winter and spring Chinook fisheries, ongoing Me Too negotiations, and new economic opportunities such as Sugsaw chum and Sarita fisheries. Wildlife work included elk surveys, harvesting rights advocacy, and species monitoring.



Committees

Legislated Committees

Economic Development Committee

The Economic Development Committee (EDC) operates under the requirements of the Economic Development Act.

Members: Evan Cook (Thlaa-aapkwistaa-a) (Chair April to July), John Jack (Chair August to March), Piyush Pushkarna, Theresa Nookemus (Thlut'as aksup), Sherri Cook (Yaalthuuaa-uks), Duane Nookemus, Colin Doylend (Replaced by Angela Weasly in June of 2026) and Sarah Johnson

Administration Support: Deputy Law Clerk & Janet Kunstmann

In the 2025-2026 fiscal year, committee activities included:

- Focusing on creating diverse revenue-generating sectors and strengthening partnerships.
- Advancing Stackabl Homes modular housing initiative and site development.
- Developing international partnerships with China.
- Continuing progress on tourism, housing, forestry, and new energy opportunities including bioeconomy and progress on value-added wood projects.
- Ongoing negotiations towards developing a partnership agreement with FORUM Asset Management lead by Executive Councillor Stephen Rayner.
- Ship recycling advanced through pre-feasibility and site identification.
- Offshore floating wind advanced through partnerships with AKS Wind and SeaTwirl, including regulatory engagement and funding strategy development led by Executive Councillor Stephen Rayner.



Committees

Legislated Committees

Citizenship and Treaty Enrollment Committee

Committee Members: Theresa Nookemus (Thlut'as aksup) (Chair), Sherri Cook (Yaalthuuaa-uks), Kimmie MacDonald, Kenneth (Roy) Warner, Rose Charles.

Administration Support: Huu-ay-aht Law Clerk & Registrar Clerk

The Citizenship and Treaty Enrollment application involves a three-step process:

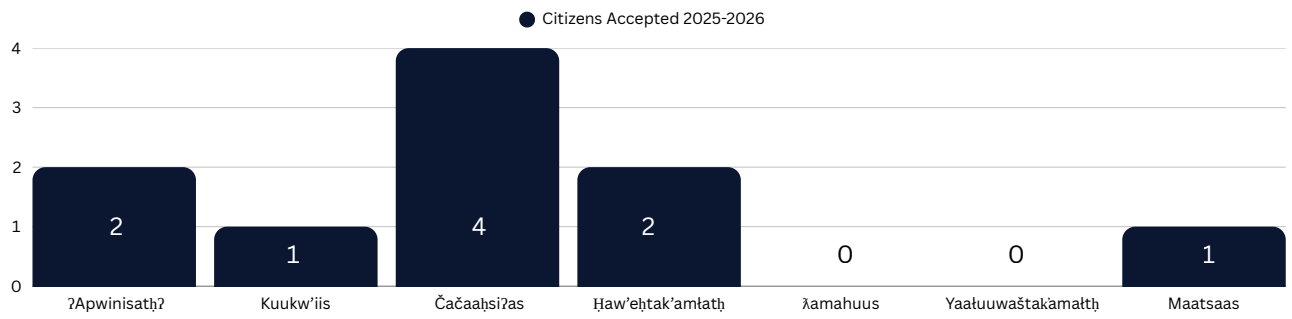
1. **Treaty Enrollment:** The application goes to the Citizenship Committee to review eligibility for Treaty Enrolment. This enables applicants to access treaty rights and benefits, including eligibility for a harvest card, whiƫch permits hunting, fishing, and gathering within the ḥaḥuuƫi (traditional territory).
2. **Ḥawiiḥ Council Review:** Once the application is received, the Ḥaẃiiḥ Council reviews it and determines the applicant's appropriate maʕas (house) based on family lineage and ancestry.
3. **Citizenship Committee Approval:** The application is then returned to the Citizenship Committee for final review and approval. During this process, the committee ensures the applicant has completed the Citizenship Declaration witnessed by an authorized signatory. Upon approval, applicants become Huu-ay-aht citizens.

The Citizenship Committee meets on the first Wednesday of each month. The Ḥaẃiiḥ Council reviews maʕas (house) applications at their meeting on the last Monday of each month.

The current forms, including the treaty enrolment and citizenship applications, are available on the Huu-ay-aht website at www.huuayaht.org. Or contact the Registrar Clerk at citizenship@huuayaht.org.

Important Information:

- maʔas (house) lists are reviewed annually by Ḥaẃiiḥ Council to ensure citizens continue to uphold Huu-ay-aht values, honour the Huu-ay-aht Oath, and actively participate in community life and events.
- The Registrar Clerk provides a letter requesting any missing information after the initial review of each submitted application. The Registrar Clerk will return incomplete applications to the applicant, which may result in processing delays.
- This process is separate from registration for a status number from Indigenous Services Canada. Contact the Registrar Clerk for more information.



Committees

Non-Legislated Committees

HFN/Parks Canada Cooperative Management Board Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (Co-Chair), Dave Tovell [Parks Canada] (Co-Chair), Stella Peters (ḥaasiismis?aksup), Tammy Dorward [Parks Canada]

Administration Support: Christine Gruman (Replaced by Marina Rayner, Director of Lands & Natural Resources in December 2025)

In the 2025-2026 fiscal year, committee activities included:

- Ongoing collaboration on the West Coast Trail Management Plan and national marine conservation areas (NMCAR) feasibility work, with a focus on Indigenous engagement and co-management models.

Lands and Natural Resources Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (Chair), Duane Nookemis, Marina Rayner, Kenneth (Roy) Werner

Administration Support: Rita Johnson (Replaced by Marina Rayner, Director of Lands & Natural Resources in December 2025) and Law Clerk

In the 2025–2026-year, committee activities included:

- Advanced land use planning
- Cultural site protection initiatives
- Strengthened Guardian programs
- Department capacity improved under new leadership, with continued work on forestry and environmental stewardship.

Citizen Development Committee

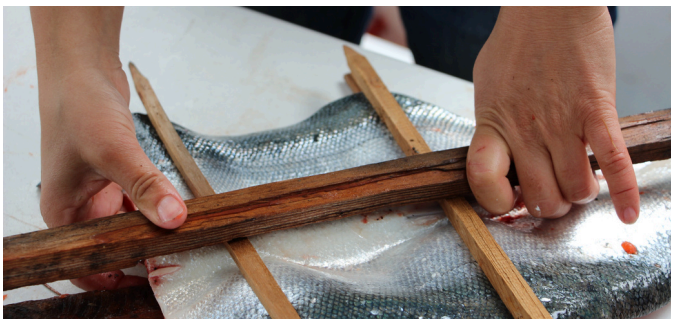
Committee Members: Stella Peters (ḥaasiismis?aksup) (Chair), Martha Johnson, Nicole Malcomson, Duane Nookemis, Jacquie Dennis

Administration Support: Coral Johnson (Director of Community Services) & Deputy Law Clerk

Our government prioritizes our citizens' health, safety, and well-being. Reports such as The Inquiry Report with the 30 Recommendations, The Social Services Report, and The Community Wellness Report will help us move forward and create positive changes in our community.

In the 2025–2026-year, committee activities included:

- Participated in a Joint Yaa?akap Child and Family Wellness Act Tabletop Exercise
- Governance Project: Youth engagement survey and report
- Created cultural and events planning documents
- Citizen Development Committee survey and report
- Updated the following policies:
  - Crisis Grant
  - Prescriptions
  - Dental
- Created non-status Patient Travel and Compassion Travel Policy - reviewed and approved
- Funeral Support Pamphlet providing information to Citizens
- Memorandum of Understanding (MOU) in collaboration with the RCMP and BC Corrections



Committees

Non-Legislated Committees

Child and Family Wellness and Mental Health Committee

Committee Members: Edward R. Johnson (ƛicitaṯḥ) (Chair), Nicole Malcomson, Destiny Stewart, Sarah Johnson

Administration Support: Kerry-Ann Collinge & Chelsie Jacob

In the 2025-2026 year, committee activities included:

- Memorandum of Understanding (MOU) achieved with British Columbia Ministry of Children and Family Development (MCFD)
- Significant progress toward jurisdiction through trilateral coordination agreements with BC and Canada
- Continued growth of the ʔumʔiiqsu Centre and childcare centre.
- 700+ citizens supported through Child and Family Wellness programs
- Intake Process for ʔumʔiiqsu, including screening tools and a reference sheet for professionals.
- Reporting procedures for child protection concerns
- Letter of Intent for the Seasonal Pathways to Healing: A Year-Long Indigenous Trauma Healing Program
- Yaaʔaḱap Child and Family Wellness Act Tabletop Exercise



Anacla Community Planning Committee

Committee Members: Edward R. Johnson (ƛicitaṯḥ) (Chair), Stella Peters (ḥaaśiismisʔaksup), Stephen Rayner (ḥaasquʔisʔaṯḥ), Martha Johnson, Jaquie Dennis

Administration Support: Kaal Haugen, James Elliott and Deputy Law Clerk

In the 2025-2026 year, committee activities included:

- Major progress was made on
  - Cultural & Visitor Information Centre development,
  - House of Huu-ay-aht upgrades
  - Trail systems
  - Growcer Project: Shipping Container Farm
  - The Anacla Government Office Solar Project was completed and brought into operation, marking a major infrastructure milestone.
  - Infrastructure modernization including solar, water, and septic upgrades.
- Strategic planning included advancement of the 10-Year Capital Plan and housing discussions.
- Other topics that came up for discussion were:
  - TELUS Hook-up Discussion
  - Framework Work Plan Update
  - Land Use Plan Update
  - Land Use Management Update
  - Lands to be Managed by Infrastructure
  - Land Use Amendment Project
  - Water Treatment Location
  - Feasibility Study on Wellness/Daycare
  - ECO Depot for Solid Waste Management
  - Sewer fees for non-citizens on Treaty Settlement Lands
  - Housing inventory
  - Cultural & Visitor Information Centre parking lot
  - Pest concerns and issues in lower Anacla

Committees

Non-Legislated Committees

Law and Policy Development Committee

Committee Members: Stephen Rayner (ḥaasquʔisʔatḥ) (Chair), Theresa Nookemus (Thlut'as aksup) John Jack (Sayaaƛatḥ), Karen Haugen (Tleeh-is-a-tuuk-aq-suup)

Admin Support: Law Clerk

For the 2025–2026 fiscal year, committee activities included:

- The committee made significant progress advancing the Community Safety Act (CSA), which passed during the Spring 2026 legislative session.
- Parallel work continued on the Economic Development Act and supporting legislation.
- The period reflects the most comprehensive modernization of Huu-ay-aht laws since becoming a Treaty Nation.



Human Resources and Workplace Wellness Committee

Committee Members: Brad Johnson (Wiiheyakchikk) (chair), Stephen Rayner (ḥaasquʔisʔatḥ), Stella Peters (ḥaasiismisʔaksup), Karen Haugen (Tleeh-is-a-tuuk-aq-suup)

Administration Support: Marleen Nookemus & David Takahash

In the 2025-2026 fiscal year, committee activities included:

- Continued improvements to HR policies, employee retention strategies, and leadership evaluation processes, supporting organizational growth and stability.

Invested Wealth Fund and Settlement Trust Committee

Committee Members: Jennifer Walsh (chair), Evan Cook (Thlaa-aapkwistaa-a), Jack Cook, Kat Dennis (Replaced by Trudy Warner in January 2026), Marina Rayner (Replaced by Maraih-May Dennis in January 2026), Karen Haugen (Tleeh-is-a-tuuk-aq-suup)

Administrative Support: TD Financial Analyst and Jill M. Sing, Inc. Family Office Advisor and Wealth Counsel

In the 2025-2026 fiscal year, committee activities included:

- Initiation of Wealth Management Strategy

Engagement with Stakeholders

Engagement Details	Who Participated
Fisheries & Oceans Canada (DFO): Ongoing negotiations on Me Too / The Incremental Community-based Economic Fishery Plan (ICEFP) fisheries, joint committees, and minister engagement.	Brad Johnson, Executive Councillor
Transport Canada: Participation in national marine governance conference.	Brad Johnson, Executive Councillor
Engagement with the Government of BC on forestry, groundwater negotiations, and wildlife legislation.	Brad Johnson, Executive Councillor
Coordination with the Ministry of Transportation & Infrastructure (MOTI) on the Bamfield Main Road for safety, recovery, and infrastructure upgrades.	Brad Johnson, Executive Councillor, Edward R. Johnson, Executive Councillor and Deputy Chief Councillor
Engagement with Mosaic on forestry partnerships and land opportunities.	John Jack, Chief Councillor, and Executive Councillors Brad Johnson, Edward Johnson, Stephen Rayner
Engagement with the Ministry of Children and Family Development (MCFD): Established a Shared Interest Agreement and worked collaboratively on child and family wellness jurisdiction.	Edward R. Johnson, Executive Councillor
Premier's Forum: Participated in government-to-government engagement with provincial leadership to advance community priorities.	John Jack, Edward R. Johnson, Brad Johnson
First Nations Leadership Groups (FNLG): Participated in leadership forums and engagement tables.	John Jack, Edward R. Johnson
Union of BC Municipalities (UBCM): Attended meetings to build relationships with municipalities and provincial partners.	John Jack, Edward R. Johnson, Stephen Rayner
Engagements with AKS Wind and SeaTwirl – offshore floating wind project	Stephen Rayner
Engagements with Hazelwood regarding Ship recycling	John Jack, Stephen Rayner, Brad Johnson
Ongoing negotiations with FORUM	Stephen Rayner, John Jack, Edward R. Johnson

Human Resources

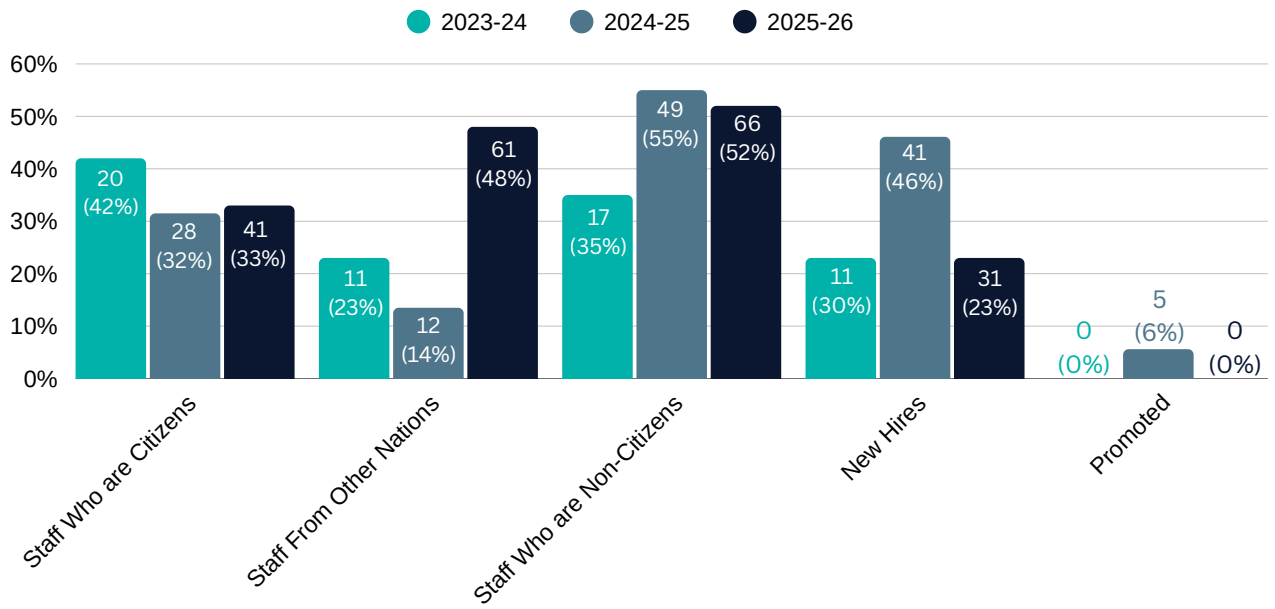
Supports the Human Resources & Workplace Wellness Committee

Human Resources (HR) supports Huu-ay-aht First Nations Government by helping recruit, support, and retain employees who contribute to strong, respectful, and effective service delivery. The HR team supports recruitment, onboarding, training, employee relations, workplace wellness, benefits administration, and workforce planning. HR also supports Huu-ay-aht Citizen employment pathways, student opportunities, and future career development initiatives.

During the 2025-2026 fiscal year, Human Resources continued to strengthen Huu-ay-aht First Nations's people systems by improving recruitment and onboarding practices, supporting managers with consistent HR advice, advancing HRIS modernization, coordinating benefits and pension matters, and supporting workplace wellness, respectful workplace processes, emergency response, and workforce continuity.

127 of 133 Positions Filled

95.5%



The percentage breakdown for 2023–2024 reflects a staff of 48 employees; the 2024–2025 percentages are based on 89 employees; and the 2025–2026 percentages reflect 127 filled positions (out of 133 total positions), illustrating continued growth and shifts in workforce composition.

Training Hours Completed

- 3 All-Staff Sessions
- 6 sign-up/Support sessions

Turnover Rate

- 8 Voluntary Resignations
- 6.3% Based on 127 Filled Positions

Human Resources

Achievement/Highlight	Strategic Plan Goal
Huu-ay-aht First Nations ended the reporting year with 127 of 133 approved positions filled, representing a 95.5% position fill rate and a 4.5% vacancy rate. During the year, HR supported 31 appointments, helping maintain workforce capacity, stability, and service continuity.	
By March 31, 2026, Huu-ay-aht First Nations Government employed 41 Huu-ay-aht Citizens and 20 employees from other First Nations. Together, Indigenous employees represented 48.0% of filled positions. HR also supported 12 Huu-ay-aht Citizen hires or student placements and 12 Summer Student Program participants.	
Recruitment, onboarding, and employment documentation became more consistent. HR completed 31 employment contracts or letters and 31 onboarding orientation packages, improving clarity and consistency for employees and managers.	 
HR advanced UKG Ready planning, configuration, data preparation, and implementation readiness. This modernization work will improve employee records, recruitment, onboarding, time and attendance, scheduling, payroll-related workflows, and workforce reporting.	 
HR maintained confidential support for employee relations, performance, respectful workplace concerns, accommodations, leaves, return-to-work planning, benefits, pension, and workplace wellness. HR also supported employee communication and workforce continuity during emergency conditions affecting HFN operations.	 

Human Resources

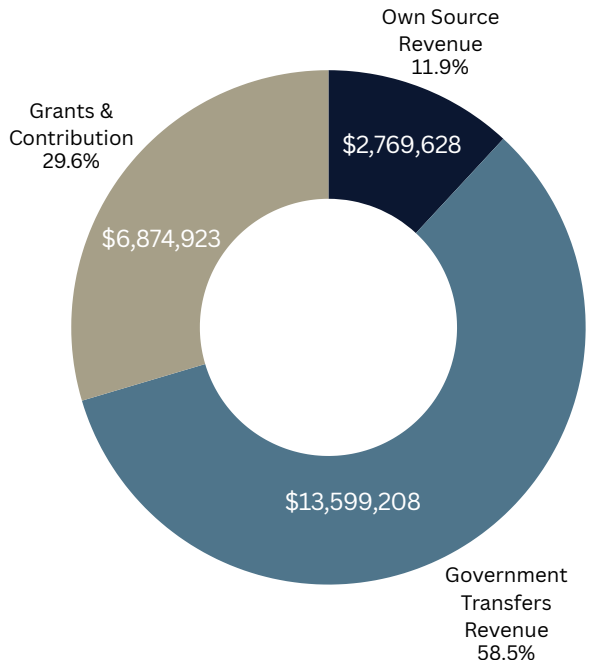
Achievement/Highlight	Strategic Plan Goal
HR coordinated 3 all-staff learning sessions and 6 sign-up/support sessions, supported student and early-career employment pathways, and continued to pursue grant-supported training and workforce development opportunities.	



Finance

Supports the Finance Committee

The Huu-ay-aht First Nations' Finance Department handles financial reporting and statements, financial operations, and day-to-day financial transactions. It includes daily procedures relating to accounts payable, accounts receivable, payroll, and general journal entries. Along with day-to-day financial operations, the department also conducts financial analysis, planning and budgeting. The Department has four positions in the Port Alberni Government Office and one in the Anacla Government Office.



Financial Type	Amount
Total annual revenue	$23,878,173
Expenditures	$22,845,592
Annual Surplus	$1,032,581
Financial Assets	$113,895,454
Net Financial Position	$150,249,510

These figures represent draft audit numbers pending the completion of the Huumiis audit. A final version incorporating Huumiis results will be made public once available.



Finance

Achievement/Highlight	Strategic Plan Goal
Strengthen financial accountability by delivering financial statements comparing actual results to budget targets for each department, Finance Committee and Executive Council	
Maintained operational needs by ensuring staff, citizens, and vendors were paid accurately and on time, while implementing process improvements to address identified gaps that were discovered.	
Enhanced financial governance and efficiency through the Implementation of a new credit card management system to improving accountability and ease of use for staff and council credit cards.	
Built organizational capacity within the Finance Department by successfully onboarding new team members, supporting productivity and team development.	
Provided reporting to funding agencies, maintaining strong funding relationships, and meeting reporting obligations.	
Prepared the 2026 - 2027 budgets and redesigned the budget format to provide clearer visibility into revenue and overall financial performance.	



Infrastructure & Capital Projects

Supports the Anacla Community Planning Committee

Infrastructure includes roads, potable water, government buildings, and community facilities. Together, these make up the building blocks of a livable ḥaḥuuƚi. Ensuring these structures are in place and well maintained will help our local economy grow and our community thrive.

Aligning the report directly to the Strategic Plan makes it much stronger and reinforces the outcome-based reporting model. Rather than organizing by project type, the outcomes should mirror the Strategic Plan objectives that Infrastructure is responsible for delivering.

60 Cords of firewood delivered to Elders

5 New Septic Systems Installed

1.1 million remaining in Healthy Homes Initiative



Infrastructure & Capital Projects

Supports the Anacla Community Planning Committee

Achievement/Highlight	Strategic Plan Goal
Completed significant upgrades to the House of Huu-ay-aht, including new flooring, lighting, furnishings, and facility improvements, ensuring the venue was ready ahead of the Nation's 25-Year Anniversary celebrations and enhancing its functionality for citizens and guests.	
Advanced construction of the Huu-ay-aht Cultural & Visitor Information Centre from foundation work to major building development, including installation of utilities, roofing, windows, mechanical and plumbing systems, and interior concrete works, bringing the project significantly closer to completion.	
Progressed planning and design of the Cultural & Visitor Information Centre parking area through committee review processes, positioning the project for future development and improved site accessibility.	
Advanced community trail development through the awarding of construction contracts and commencement of work on both the Bamfield Connector Trail and Lifesaving Trail projects, expanding recreational and transportation opportunities.	
Completed key ball field enhancements, including site preparation and hydroseeding, creating improved recreational infrastructure for community use.	
Improved public safety by removing hazardous trees along key community trails, reducing risks, and enhancing safe access for trail users.	
Improved housing infrastructure through the installation of five new septic fields in Lower Anacla under the Healthy Homes Initiative, supporting healthier and more reliable home servicing	

Infrastructure & Capital Projects

Supports the Anacla Community Planning Committee

Achievement/Highlight	Strategic Plan Goal
Advanced water system modernization by completing key engineering, geotechnical, utility planning, and tender development activities required for water treatment system upgrades.	
Positioned the community for enhanced water service delivery through continued planning for a new water treatment facility and upgrades to the distribution network serving Lower Anacla	
Facilitated housing developments were advanced, supporting residential growth within the community.	
Expanded renewable energy capacity with the successful completion and commissioning of the Anacla Government Solar Project in partnership with BC Hydro and Hakai Energy, contributing to community sustainability goals.	
Strengthened long-term community planning through completion of the Wellness/Daycare Feasibility Study, providing a foundation for future investments in health, wellness, and childcare infrastructure.	
Progressed the ʔumʔiiqsu Centre infrastructure enhancements through key project development stages, including permitting, procurement, and contractor selection.	
Completed planned infrastructure staff training in water certification, sewer certification, project management, operations training, and computer courses, enhancing workforce competency, improving operational performance and service reliability, and supporting long-term organizational sustainability.	

maʔas taqimɬ Housing Society

The Huu-ay-aht Housing Authority, operating under the maʔas taqimɬ Housing Society, constructs, administers, operates, manages, and maintains affordable rental housing for Huu-ay-aht citizens, families, and employees in accordance with Huu-ay-aht law.

The fiscal year began with a management transition, followed by a comprehensive review of rental housing operations and finances. The review focused on strengthening financial oversight, enhancing accountability, improving service delivery, and ensuring compliance with applicable regulatory requirements. As a result, we implemented several initiatives to improve operational practices and support greater compliance with the Rental Housing Regulation and the Residential Tenancy Branch's requirements.

Over the past year, this work has included reviewing operational and financial practices, identifying opportunities for improvement, strengthening oversight processes, and implementing procedures to support the consistent and effective administration of rental housing services. Policy development is also ongoing to provide clear operational guidance and further support the consistent administration of rental housing services. As these improvements continue to be implemented, tenants may notice changes in the way:

- Complaints are submitted, documented, and addressed;
- Maintenance requests and service processes are managed;
- Tenancy obligations and housing requirements are applied; and
- Documentation, record-keeping, and communication practices are maintained.

These enhancements are intended to strengthen regulatory compliance, improve service delivery, support financial accountability, and ensure a fair, transparent, and consistent approach for all tenants.

22 out of 23 Housing Units Occupied

96%

8 New homes constructed

Received **17** Housing Applications

90% of tenant rent was collected, representing a **30%** increase from the previous year.

Tenant arrears were reduced to **10%** of rental revenue, a **30%** decrease from the previous year.

Maʔas taqimɬ Housing Society

Achievement/Highlight	Strategic Plan Goal
The Anacla Multiplex Project reached 95% completion during the fiscal year. The project consists of three buildings and will provide eight new rental units, significantly increasing housing availability for Huu-ay-aht citizens, families, and employees upon completion.	
The Housing Authority completed approximately 80% of required Heat Recovery Ventilation (HRV) system maintenance across existing rental housing units. This work has improved the reliability and performance of housing infrastructure while supporting healthier living environments for tenants.	
Preventative maintenance plans are in progress.	
Have a dedicated staff member for Huu-ay-aht Citizen Housing to support housing development and maintenance for HFN and maʔas taqimɬ Housing Authority policy development and implementation.	





Community & Citizen Services

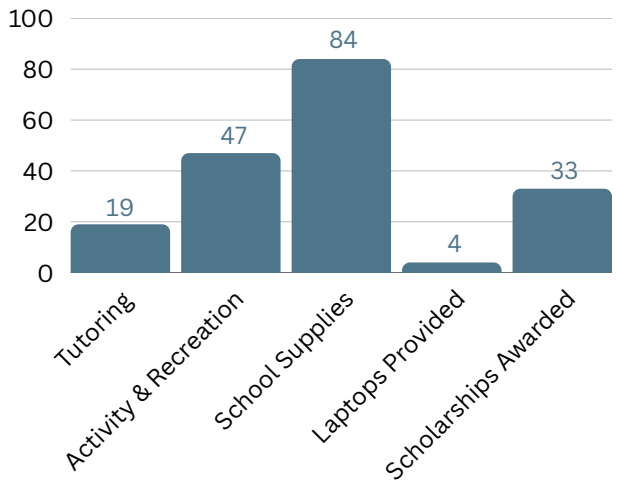
Supports the Anacla Community Planning Committee and the Citizen Development Committee.

Community & Citizen Services offers a comprehensive range of programs and services designed to support the health, wellness, and cultural well-being of its Citizens across all stages of life. These supports include assistance for health-related needs not covered by other benefit plans, such as prescription medications, dental care, and alternative therapies like massage and chiropractic services, as well as clinical counselling, detox and treatment support, outreach services, and a food support program. The Nation also provides a one-time crisis grant to assist Citizens facing unexpected hardships or emergencies and offers funeral costs support to families after all other financial options have been exhausted.

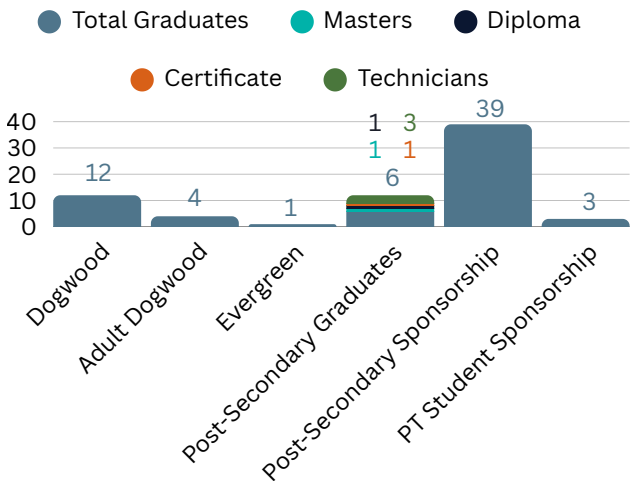
In addition, Huu-ay-aht is deeply committed to lifelong learning, providing educational and career supports from early childhood through adulthood. Cultural programming further strengthens community well-being by promoting the revitalization and practice of traditional medicines, healing, language, song, and dance, helping to maintain strong cultural connections for present and future generations.

$743,335 Grants Received for Community Wellness	**69** Food Supports	**12** Cultural Wellness Events & Activities	**35** Citizens Accessing Clinical Counselling
67 Crisis Grants	**8** Citizens received funding to access non-insured counselling	**44** Citizens received prescription Support	**60** Citizens Accessing Outreach Services
13 Funerals Supported	**18** Workshops & Training Offered	**44** Cultural Nights	**8** Attended Girls Group Ages 9-13
14 Dental Requests	**25** Community Events	**13** Citizens Accessing Detox/Treatment	**$91,872** Grants Received for Education

of Students Financially Supported



of Student Graduates



Community & Citizen Services

Achievement/Highlight	Strategic Plan Goal
Health	
Hired a Mail Delivery Person for Anacla, improving the reliability and timeliness of mail services for community members.	
Expanded security coverage in Anacla through the hiring of additional Wit Wak Security staff, increasing daytime security presence and enhancing community safety. Staff also supported emergency preparedness efforts, including fire response activities.	
Delivered a Girls Program focused on cultural connection and emotional, mental, and wellness supports, providing participants with opportunities to strengthen well-being, resilience, and cultural identity.	
Facilitated monthly Nananiiqsu meetings, creating a consistent forum for reviewing community requests and providing informed recommendations to support decision-making and community needs.	
Connected with 60 unhoused citizens through outreach services, increasing access to supports, strengthening relationships, and helping individuals connect with available community resources.	
Facilitated grief and loss circles for 20 citizens, providing safe spaces for healing, emotional support, and community connection.	
Partnered with Helicopters Without Borders to deliver specialized healthcare services, improving access to health care in remote communities through seven visiting specialties, including dietetics, audiology, internal medicine, dental care, diabetes care, and optometry.	
Hosted community family movie nights, strengthening family connections and promoting positive social engagement among citizens.	

Community & Citizen Services

Achievement/Highlight	Strategic Plan Goal
Health	
Delivered five community safety education sessions in partnership with the RCMP, increasing awareness of safety-related topics and empowering citizens with information and resources.	
Provided Lateral Kindness and conflict resolution workshops in both communities, promoting respectful communication, healthier relationships, and a stronger sense of community well-being.	
Raised awareness of important social and cultural issues, including Overdose Awareness Day, MMIWG2S+, and Truth and Reconciliation, fostering understanding, reflection, and community dialogue.	
Maintained collaborative partnerships through a Memorandum of Understanding with BC Corrections and the RCMP, strengthening coordination and support for community safety initiatives.	
Provided regular food box deliveries to 26 families, increasing access to nutritious food and supporting household food security.	
Delivered a Work Opportunity Program through Income Assistance, helping eligible citizens build skills, gain work experience, and increase employment readiness.	
Facilitated a recovery support group for citizens pursuing sobriety, creating a supportive environment that encourages wellness, accountability, and recovery	

Community & Citizen Services

Achievement/Highlight	Strategic Plan Goal
Language	
Developed and installed an Audio box at the West Coast Trail entrance in partnership with the Lands and Natural Resources Department, welcoming visitors in the Huu-ay-aht language and increasing awareness of Huu-ay-aht territory, culture, and history.	
Launched a self-guided language learning series on YouTube, featuring foundational lessons with additional content currently in development to support progressive learning.	
Language Corner: Developed new language lessons for inclusion in the ʔuyaqḥmis newsletter in response to common requests for popular learning resources.	
Sacred Principles: Updated the spelling of the Sacred Principles to align with the widely accepted nuučaaʔuł orthography, supporting consistency, accuracy, and language preservation efforts	
Engaged citizens across all five hubs on the Cultural Sharing Policy, increasing awareness, gathering feedback, and supporting informed participation in cultural governance.	

Community & Citizen Services

Achievement/Highlight	Strategic Plan Goal
Culture	
Hired an additional Cultural Wellness Worker, increasing capacity to deliver cultural programming and support citizen wellness.	
Provided weekly songs and drumming sessions in three daycares and at the school, strengthening cultural identity and language exposure among children and youth.	
Hosted weekly dance practices in Port Alberni and Anacla, creating opportunities for cultural participation, skill development, and community connection.	
Harvested and distributed Devil's Club and cedar for citizens and Huu-ay-aht events, supporting cultural practices, ceremonies, and traditional knowledge-sharing.	
Language Corner: Developed new language lessons for inclusion in the ʔuyaqḥmis newsletter in response to common requests for popular learning resources.	
Facilitated bi-weekly men's and women's groups, providing supportive spaces that promote wellness, peer connection, and community engagement.	
Delivered regalia-making workshops, including cedar hat weaving and grass weaving, strengthening traditional skills, cultural knowledge, and intergenerational learning.	

Community & Citizen Services

Achievement/Highlight	Strategic Plan Goal
Education	
Virtual Reality (VR) 3 project in partnership with North Island College in applied research to explore how VR can be used for connection and education in a remote community.	
Provided wildfire training opportunities for Anacla community members, increasing local preparedness, emergency response capacity, and community resilience.	
Education presentation to community members with the school district to raise awareness of pathways to education, including directed studies projects that provide graduation credits for students who are learning about their culture and language in community and with Elders, family, and knowledge keepers.	



Child & Family Wellness

Supports the Child & Family Wellness and Mental Health Committee

The department of Child and Family Wellness provides a bridge between Huu-ay-aht families and the services they need. The Child and Family Wellness Team are here to advocate for Huu-ay-aht Citizens and ensure your family remains safe, healthy, and connected.

600 Approx. adverted removals	**6** Hosted 6 Art Therapy Sessions (Age 18 - 26)	**856** Citizens Seen	**186** Families were connected with external supports
251 Families had Ministry involvement	**186** Families received grocery support	**234** Families received Financial Support	**51** Families received cultural support
58 Families received legal & court support	**22** Parents received pre/post-natal support	**54** Safety plans were developed & implemented	**537** Families received emotional support
141 Foster Families received support			



Child & Family Wellness

Achievement/Highlight	Strategic Plan Goal
Child & Family Wellness Team	
Strengthened community connections and celebrated new families by hosting a Baby Welcoming Ceremony.	
Expanded family support services through the recruitment of a Prevention Worker and a Youth Transition Worker, increasing capacity to provide early intervention and youth-focused supports.	
Improved access to information and services by hosting a weekly Monday drop-in session for citizens and families.	
Enhanced opportunities for children in care and their caregivers to build relationships and create positive memories through four Family Fun Nights.	
Continued delivering ongoing prevention services to support family stability, well-being, and early intervention.	
Successfully negotiated a Memorandum of Understanding (MOU) with the Province of BC (MCFD), strengthening collaborative efforts to support Huu-ay-aht children and families.	
Engaged in specialized training to enhance trauma informed and relational approaches to support Child and Family Wellness Team in strengthening their capacity to respond with empathy regulation and cultural safety.	
Fostered family connection and community engagement through quarterly family nights in Port Alberni.	
Strengthened support networks for Huu-ay-aht fathers by connecting them with Dad Central, a non-profit service focused on support resources and training to highlight the invaluable role of fathers in the lives of their children.	

Child & Family Wellness

Achievement/Highlight	Strategic Plan Goal
Paawats Daycare	
Maintained both Pawaats Daycare programs at full capacity, ensuring consistent access to quality early learning and childcare services.	
Celebrated children's developmental milestones through graduation ceremonies at both daycare locations.	
Collaborated with Nuu-chah-nulth Tribal Council to provide ongoing literacy support.	
Strengthened family and community connections by hosting a Family Beach Day in Anacla.	
Port Alberni continues to provide ongoing support to the North Island College and the Early Childhood Education program, offering four students the opportunity to learn through a practicum placement with us.	
Continued integrating Huu-ay-aht culture and language into daily programming, engaging children in drum making, traditional food harvesting, planting activities, and other culturally meaningful learning experiences.	
Hired a new Early Childhood Educator in Anacla, supporting staffing capacity and program stability.	
Youth Program	
Provided ongoing opportunities for creativity, skill-building, and social connection through the weekly "Art Attack" program hosted in partnership with the Nuu-chah-nulth Tribal Council Youth Group every Monday at the house of Huu-ay-aht.	
Collaborated on Youth Programing with Bamfield Community School Association.	
Supported youth wellness, cultural connection, and personal development through a variety of activities including berry picking, camping, Frybread Fridays, Tlu-piich games, and other land-based / community-centered experiences.	

Child & Family Wellness

Achievement/Highlight	Strategic Plan Goal
Warriors Program	
Each warrior obtained their Survival First Aid Ticket enhancing emergency preparedness and safety.	
Contributed to environmental stewardship and collaboration through participation in rebuilding the calm gardens in Toquaht territory.	
Each Warrior received their scuba diving certification.	
Strengthened cultural identify, teamwork, and mentorship through Participation in the Warrior Games in May with over 50 youth from across Nuu-chah-nulth and adult mentors at Kwisitis (Southern Long Beach, Yuułuʔiłʔatḥ and Tla-o-qui-aht territories).	
Continuous Land-based learning and mentorship from Huu-ay-aht Culture and Elders.	



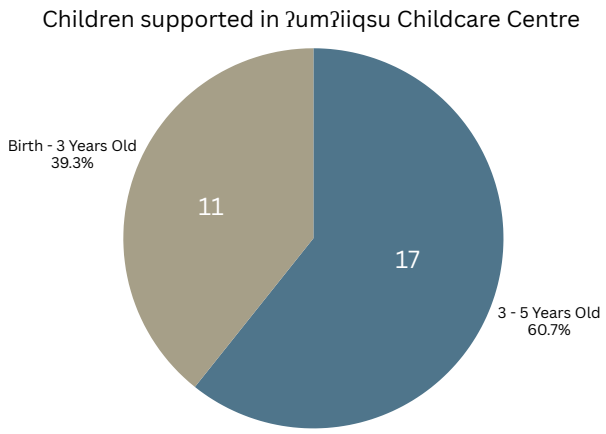
ʔumʔiiqsu Centre

Supports the Child & Family Wellness and Mental Health Committee

The ʔumʔiiqsu Centre reflects an innovative and culturally grounded approach to service delivery that aligns with Recommendation 26 of the Social Service Project. This model is rooted in strengthening and preserving family connections with a focus on keeping children youth and families together within their communities wherever possible. The ʔumʔiiqsu Centre stands for a meaningful shift from historical service deliveries that too often resulted in the separation of indigenous children and youth from their families and culture. This approach to care reflects a collaborative commitment to reconciliation, cultural safety, and family centred practice. While supporting long term wellness and community connection.

This service delivery model also recognizes the complex realities experienced by mothers and children affected by intimate partner violence. Through a trauma informed and prevention focused approach, the centre provides a safe and culturally responsive support system that promote healing, stability, for families navigating violence, crisis, and intergenerational impact.

27 Families supported (27 women, 44 children)	**19** Families attened for reunification	**10** Families attened to prevent removal	**8** Families attened to flee violence



Additional donations we received:

- The BC Society of Transition Houses and SPARC BC provided 15 pre-paid, one-month cellphones to help women in the program flee unsafe situations.
- United Way donated period products for the women.
- BC Society of Transition Houses & Gender Equality donated a large supply of feminine hygiene products

Financial & Support Donation Type	Amount
The Social Planning and Research Council of B.C. (SPARC BC) created and donated 20 welcome home kits for families who are starting over. Kits include home essentials.	$9,000 & kits value up to $450 each
United Way donated Staples gift cards to support children in accessing school supplies & activities at the centre.	$2,000
BC Housing awarded the ʔumiiqsu centre a grant to support survivors of gender-based violence through direct micro-bursaries, staff and participant training, and awareness initiatives.	$52,000

ʔumʔiiqsu Centre

Achievement/Highlight	Strategic Plan Goal
ʔumʔiiqsu Centre	
Developed a foundation for programming, incorporating life skills, parenting promotion, wellness & culture.	
Continued to strengthen team, and through new guidelines, policies, and standards of practice – incorporated 3 Support Worker Team Leads	
Celebrated one-year of operations in January of 2026.	
Participants completed Circle of Security parenting program and continued to attend Art Therapy and Wellbriety on a weekly basis.	
ʔumʔiiqsu Childcare Centre	
Continued to provide high-quality, relationship-based care grounded in Huu-ay-aht Sacred Principles and Aboriginal Head Start Association of British Columbia (AHSABC) policies and guidelines, walking alongside families and community to foster children's well-being, belonging, and lifelong learning.	
Strengthened cultural connections and identity through twice-weekly visits from the Huu-ay-aht Culture Team and Grandma Geraldine, providing children with regular opportunities to engage in drumming, song, language, storytelling, and cultural teachings.	
Successfully integrated the Moe the Mouse Speech and Language Program into daily practice, supporting communication, self-regulation, and social-emotional development while creating meaningful connections to the land, language, and children's lived experiences.	

Lands & Natural Resources

Supports the Co-operative Management Board Committee and the Lands and Natural Resources Committee

Demonstrating ʔiisaak (utmost respect) for our ḥaḥuuƚi (traditional territory) means making careful decisions regarding the sustainable use of our resources to meet our people's and family's needs. Our lands and waters have fed, clothed, and sustained our people since time immemorial, and our conservation of these resources will ensure that this continues for generations to come.

The department works to protect, preserve, sustain, and promote Huu-ay-aht culture and works in conjunction with other governments and professionals to ensure the management of the lands, resources, and waters within Huu-ay-aht ḥaḥuuƚi are taken care of. This is done by assisting in environmental assessments, planning around proactive stewardship actions such as invasive species control, salmon restoration and enhancement, habitat restoration, guardianship work, sustainable harvesting, and ensuring unlocking the wealth of the Maa-nulth treaty by enforcing and implementing Huu-ay-aht laws, acts, and regulations.

Hišukma ćawak Integrated Resource Management Plan Compliance and Monitoring

Guardians and other Huu-ay-aht Lands Staff surveyed five proposed cut blocks on Treaty Settlement Lands (TSL). Of those five, two conflicted with the values in the Hišukma ćawak Integrated Resource Management Plan (HIRMP), and they requested amendments.

Terrestrial Monitoring Activity Table

Program	Survey Style	Surveys Completed
Frederic Lake Toads	Road Surveys, Lake surveys	17
Wildlife Cameras	Camera traps collected	110 cameras collected and processed.
Invasive Species	Observational, possible treatment and removal	4 surveys completed, countless truckloads removed.

Huu-ay-aht Food Fish Distribution (April 2025 - March 2026)

	Chinook (lbs)	Cans (Boxes)	Sockeye (pcs)	Halibut (lbs)
Anacla	1275	890	468	850
Port Alberni	2700	1170	1104	1920
Parksville	315	70	120	210
Courtenay	165	100	60	110
Nanaimo	555	480	252	370
Duncan	345	230	108	230
Victoria	1005	470	450	670
Vancouver	1410	850	558	940

Lands & Natural Resources

Achievement/Highlight	Strategic Plan Goal
Lands & Natural Resources Team	
Amendments to Lands Regulations: Internal work began on amendments to the regulations to ensure ease of use and alignment with intention. Multiple Citizen engagements took place to integrate citizen input into the updated versions.	
Frederick Lake Toad Project: Huu-ay-aht maintains involvement in the management of threatened western toads in Frederick Lake and the surrounding area. This program involves road surveys, egg mass monitoring, and fence building to minimize impacts from vehicle strike, and supports ongoing species conservation efforts.	
The invasive species monitoring program saw increased attention this year, with several staff members receiving their pesticide applicators license. Staff removed and treated Giant Hogweed, Japanese and Bohemian Knotweed, Scotch Broom, Himalayan Blackberry and European Beachgrass, reducing the spread and impacts of invasive species across Huu-ay-aht Lands.	

Lands & Natural Resources

Achievement/Highlight	Strategic Plan Goal
Lands	
Launched implementation of the Hišukma ćawaak Integrated Resource Management Plan (HIRMP) Monitoring and Compliance Program. As the HIRMP is ratified, Guardians and Lands technicians will be surveying proposed cut blocks and ensuring compliance with the values found in this plan. Several trial blocks were surveyed.	
Successfully completed a five-year Wildlife Camera Monitoring Program initiative consisting of 110 cameras deployed across Huu-ay-aht ḥaḥuuƚi (traditional territory). The resulting data provides valuable information to support evidence-based wildlife and forestry management.	
Fisheries	
Successfully harvested the Fraser Sockeye allocation.	
Sarita Chinook Rebuilding Published in Canada Science Gazette, advancing recognition of Huu-ay-aht-led fisheries and salmon recovery efforts.	
Compliance Program initiated	

Lands & Natural Resources

Achievement/Highlight	Strategic Plan Goal
Fisheries	
Me Too Fishery (ICEFP) was activated creating harvesting opportunities to Huu-ay-aht Fishers supporting food security or the ability to sell.	
Guardians	
The Guardians delivered another successful season on the West Coast Trail enhancing visitor experience and safety while supporting trail maintenance, cultural Interpretation, visitor safety, environmental monitoring, and the sharing of Huu-ay-aht knowledge and values.	
The Guardians increased operational capacity and safety preparedness through completion of specialized training, including Power Saw Operator Certification, Wilderness First Aid, Small Vessel Operator Proficiency (SVOP), marine certifications, and Swiftwater Rescue. These enhanced skills strengthen the Guardians' ability to respond effectively across land and marine environments.	

Economic Development

Supports the Economic Development Committee

Building a strong economy within the Huu-ay-aht ḥaḥuuƚi (traditional territory) will drive business growth and tax revenue for our Nation, generating income for Huu-ay-aht programs and services. A thriving local economy will also fuel job creation, entrepreneurship, and opportunity for our people, enhancing the livability of our home.

Assisted **2 Huu-ay-aht citizen** through the entrepreneur's fund, in partnership with NEDC









Economic Development

Achievement/Highlight	Strategic Plan Goal
Supported two Huu-ay-aht citizens in accessing business development opportunities through the Entrepreneur's Fund, delivered in partnership with the Nuu-chah-nulth Economic Development Corporation (NEDC).	
Successfully completed the Indigenous Food Security and Sovereignty Grant, securing infrastructure including a walk-in freezer and backup generator for the House of Huu-ay-aht, while strengthening support for the community food fish program and enhancing local food security.	
Secured 100% project funding for the installation of Growcer Vertical Farms in Anacla, expanding year-round access to fresh produce for Huu-ay-aht citizens and Bamfield residents. Supported workforce development by sponsoring three Huu-ay-aht citizens to complete Grow Technician Training with the ’Namgis First Nation in Alert Bay. Facility operations are targeted to open in September 2026.	 
Advanced the Energy Security priority of the Economic Development Plan (EDP) through an Memorandum of Understanding (MOU) with AKS Wind Energy Corporation to develop a 2 megawatt offshore vertical-axis wind energy pilot project by the end of 2029 to fulfil energy requirements for the region and attract investments for industrial and commercial developments on Huu-ay-aht lands.	
Developed strategic plans and pursued grant funding to reintroduce the Three Star Dark Sky Festival, creating opportunities to grow the region's festival-based economy, increase visitor spending, and support tourism development aligned with Economic Development Plan (EDP) priorities.	

Economic Development

Achievement/Highlight	Strategic Plan Goal
Advanced Ship Recycling project under the Marine Economy priority of the Economic Development Plan (EDP), including the establishment of an Memorandum of Understanding (MOU) with the Hazelwood Group of Companies.	
Advanced Cold Storage feasibility in collaboration with UTG.	
Continued work toward establishing Canada's first Indigenous-led Destination Management Organization (DMO) and implementing a Municipal and Regional District Tax (MRDT) framework. This initiative will strengthen destination management, create a stronger sense of place across Huu-ay-aht's ḥaḥuuƚi (traditional territory), enhance the future.	 
Progressed the Modular Housing Initiative under the Forestry priority of the Economic Development Plan (EDP), advancing a Memorandum of Understanding (MOU) focused on utilizing Indigenous-sourced wood products in the construction of affordable housing across Canada.	 
Advanced the Huu-ay-aht First Nations (HFN) Framework Plan to HFN FORUM Partnership discussions and working towards the implementation stage, supporting long-term economic and community development objectives.	

Law & Treaty Implementation

Supports all Committees

Throughout the year, the Law & Treaty Implementation department continued to strengthen Huu-ay-aht governance through legislative development, support for Executive Council and Ḥaẃiiḥ Council, citizenship administration, treaty implementation, and records modernization. Significant progress was made advancing the Community Safety Act, Huu-ay-aht General Legislation Amendment Act and related regulations, while continuing to support citizens through status registration, status card, treaty enrolment and citizenship processes. The department also advanced development of a modern citizen database and data governance framework to improve the security, accuracy and stewardship of citizen information while enhancing service delivery. And fulfills the powers, duties, and functions of the Law Clerk as outlined in Huu-ay-aht legislation.

8
Citizens were supported with completing Status Registration Applications

43
Citizens were supported with completing Status Card Applications

Supported **35** Executive Council Meetings

Supported **12** Committee of the Whole Meetings

Supported **24** ḥaẃiiḥ Council Meetings

Supported **35** Executive Council Meetings

6 Major Laws and Regulations Advanced:

- Community Safety Act
- Economic Development Act
- General Legalization Amendment Act to HFN Laws
- Compliance Notice and Ticket Regulation
- Community Safety Regulations
- Human Resources Policy

Committee Supported	Amount of Meetings Supported
Finance Committee	13
Citizenship Committee	12
Economic Development Committee	7
Child & Family Wellness Committee	3
Citizen Development Committee	4
Treaty Implementation Committee	2
Anacla Community Planning Committee	5
Lands and Natural Resources Committee	2
Human Resources & Workplace Wellness Committee	2

Law & Treaty Implementation

Achievement/Highlight	Strategic Plan Goal
Developing a modern citizen database alongside a comprehensive data policy to guide how information is collected, stored, and used. Together, these improvements will support more consistent, secure, and respectful handling of citizen data.	
Advanced development and amendment of key legislation, including the Community Safety Act, Economic Development Act, Compliance Notice and Ticket Regulation, Human Resources Policy, and supporting regulations to ensure laws remain effective, transparent, and aligned with Huu-ay-aht priorities.	
Supported Executive Council through regular meetings, Committee of the Whole meetings, legislative sessions, committee administration, and governance projects to advance strategic priorities and effective decision-making.	
Continued providing administrative, procedural and governance support to Ḥaw̓iiḥ Council, including support for community safety initiatives, cultural projects, citizenship matters, traditional naming work, and governance priorities.	
Supported citizenship, treaty enrolment, status registration and status card services, helping citizens access programs, services and registration processes.	
Supported Treaty Implementation activities, including Maa-nulth engagement, treaty communications, intergovernmental initiatives and opportunities arising from modern treaty implementation.	
Strengthened relationships with external agencies and governments, including BC Corrections, to support Community Safety Act implementation and collaborative community safety approaches.	
Maintained support for annual legislative sessions and coordinated final processes for proposed laws proceeding through the legislative cycle.	

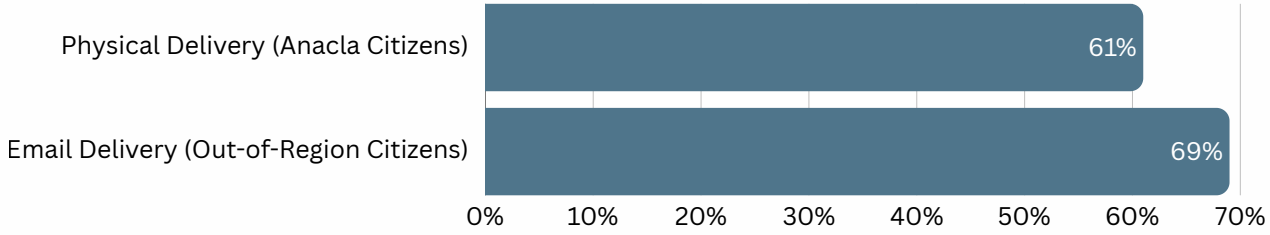
Executive Office: Communications

Supports All Departments

The Executive Office consists of an Executive Coordinator & Administration Manager and Sr. Executive Coordinator who are a vital link between executive levels in government and administration. Also in this department are the administration support workers at the front desk and the communications department. The Communication Department works collaboratively to ensure communication between Huu-ay-aht, its citizens, various levels of government, and the public, as well as internal communications between Huu-ay-aht departments and administration.

443 Infographic created and published	**23** Anacla News Published and Delivered	**4** Uyaqḥmis published and delivered to each household
11 Surveys Conducted	**1,203** Huu-ay-aht First Nations App Users	**51** Responses for the Publications Survey (email opt-in, publication opt-outs)

Communication Delivery Preference By Location





Communications

Achievement/Highlight	Strategic Plan Goal
Significantly expanded digital engagement opportunities for citizens through the launch of the Huu-ay-aht App on April 1, 2025, providing a centralized platform for news, events, employment opportunities, forms, documents, and community updates. This enhanced accessibility and ensured citizens receive timely information across multiple channels.	
Advanced Huu-ay-aht's digital modernization efforts by leading the procurement and launch of the New Huu-ay-aht Website Development and Design Project, creating the foundation for a more accessible, user-friendly, and citizen-focused online experience. New website to launch in Summer of 2026.	
During the Mt. Underwood Wildfire, Communications played a critical role in emergency response by serving within the Emergency Operations Centre (EOC) as Information Officer. This ensured accurate, timely, and coordinated information was shared with citizens, staff, and stakeholders throughout the emergency.	
The department developed, distributed, and analyzed 11 surveys covering governance, treaty implementation, economic development, community priorities, land use planning, and service delivery. These engagement initiatives provided leadership with valuable citizen feedback to support informed decision-making and future planning.	
Improved the effectiveness and reach of key print and digital communications by designing, distributing, and analyzing a Communications Publication Survey, generating actionable insights that aligned communication strategies with citizens' needs while addressing return-mail challenges and maintaining high-quality public engagement.	

Communications

Achievement/Highlight	Strategic Plan Goal
Updated and distributed the Department Services Booklet at the 2025 People's Assembly, improving citizen awareness of available services and ensuring current information was readily accessible online at www.huuayaht.org and in government offices.	
Communications provided support for Huu-ay-aht events, coordinating registrations, promotional materials, audio-visual requirements, photography, videography, supplies, prizes, and event communications. These efforts contributed to increased participation and improved event delivery.	
Strengthening the Communications Department capacity through recruitment of a part-time term Communications Assistant and a Huu-ay-aht youth from Huu-ay-aht's summer student program.	
Primary contact for media relations, ensuring consistent messaging and effective coordination of external communication.	





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Steer the canoe in the right direction



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ANCIENT SPIRIT, MODERN MIND

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