

## **Haida Gwaii Management Council (HGMC)**

### **FOREST STRATEGY FORUM April 17 and 18, 2015 - Skidegate**

#### **PLENARY SESSION NOTES**

##### **DAY 1 – April 17, 2015 – Morning Session**

##### **Haida Welcome and Prayer**

Hereditary leader Gaahlaay (Lonnie Young) welcomed everyone, highlighting that the event should be interesting and informative for all, and the importance for everyone to work together to get things done. He called on his niece, Gwaaganad (Diane Brown) for prayer.

Gwaaganad: I'm very honoured to be asked to open proceedings with a prayer, and would like to ask everyone to come together in your minds and hearts and ask for what you need to make this day work for you.

Creator, we thank you. Today is about the forest and all that is connected. As Niis Wes would say, everything is connected, so when we speak of the forest, we speak of all things that are connected to them. We ask for your help and guidance and are grateful that we can talk about our forests now. Not long ago everything was taken from us and this was not good for the animals, the forest, for Haida Gwaii. We are charged with taking care of Haida Gwaii. Not too long after we arrived here we had a meeting to see how we could best co-exist with Haida Gwaii, so this is why we are here, and we ask for guidance on how to do this and to bring us all together.

##### **Agenda Review & Introduce Derek Thompson, Chair, HGMC**

Good morning. Thank you everyone and thank you Hereditary leader Gaahlaay and Gwaaganad for a very appropriate welcome and prayer. My task is to welcome you on behalf of the Council, which appreciates that you are all here taking time out of your day to help with this process. I would like to thank you in advance; some of you will be partners and some active partners, for taking the initiative for being here.

First, some background on HGMC and the Kunstaa' guu Kunst' aayah Reconciliation Protocol (KKRP): The mandate was clearly set by the House of Assembly and the Province of BC Legislature. HGMC comprises four persons (introductions – Allan Davidson and Guujaaw, appointed by CHN; Sharon Hadway and Monica Perry appointed by BC. Monica Perry unable to be here due to pressing government business elsewhere but all members are committed). As Chair, I help the HGMC do its business, for example, when HGMC is unable to arrive at a decision.

HGMC has legally delegated responsibilities: Annual Allowable Cut (AAC), Land Use Objectives Order (LUOO), Heritage Site identification and policy, and over time to amend Protection Area Management Plans (PAMP). A non-statutory responsibility is the “development of a comprehensive Haida Gwaii forestry management strategy that maintains ecological integrity and supports a sustainable Haida Gwaii economy, for consideration by the Parties” (quote: section 2.3.1, Schedule B, KKR).

Given the nature and complexities of a Forestry Strategy for Haida Gwaii, HGMC recognizes the need for consultation with the whole community, and for partnerships; it cannot be a strategy developed by the HGMC alone. So HGMC contracted Keith Moore, of Moore Resource Management (MRM), who has researched, documented, and facilitated much to this point.

HGMC is here today to actively participate in discussions. What does the HGMC want to achieve? Simply bringing everyone together is a positive first step but we need some outcomes. By the end of tomorrow we need something that looks forward, and identifies priorities, a process, and people who will be actively engaged in moving forward. This is not a passive thing, it's about taking ownership.

This work is one more step in a process that began in 1984 and has involved many steps, many paths. A lot has been achieved and sometimes through conflict. It is a challenging time. Big changes are taking place in the way we work together and in industry. Now more than ever there is a need for the islands' communities and governments to work together for a common cause, a common future.

Based on my experience in government, you don't want look to Victoria to solve the problems. Haida Gwaii needs to solve its own. Be forceful, assertive, and positive, with forward looking solutions. It's easy to be negative, to be angry, to find fault. You need to find a way to be positive and work together. Many people don't want to speak out in front of everyone and may need privacy. Write us a note, we're prepared to hear from everyone.

Finally, records are being kept of what goes on in plenary and in break out groups. Remember that this is an open, public meeting, and what you say may be recorded.

### **Welcome and Introduce Peter Lantin, President of the Haida Nation**

Good morning everyone, let me begin by welcoming you to the Haida Heritage Centre at Kay Llnagaay. For those who don't know me, my name is Kil tlaats'gaa, Peter Lantin and I am the President of the Haida Nation. It is a great opportunity to speak to you this morning to kick off this very important gathering to discuss the future of the forestry industry on Haida Gwaii. This address is long overdue and we are fortunate that the Haida Gwaii Management Council has created this forum for us to come together and share.

I will be providing you with some perspective from the Haida Nation on our involvement in this industry from pre-colonial times; to the height of the tension escalating at Athlii Gwaii in the 80's, moving into the unified islands stance during Island Spirit Rising and the Kunstaa'guu Kunst' aayah Reconciliation Protocol that set out the new regime in forest management on Haida Gwaii. It is very important that I end my opening remarks with a significant amount of time spent on why we are here, for which I'll speak about the past five years and the future of forestry from a Haida Nation perspective.

In order to appreciate the Haida perspective as it relates to forestry on Haida Gwaii in 2015, you must look back at where we have come from. There are a few slides to assist in these opening remarks.

(Click link for slide presentation: ["Peter Lantin Presentation"](#))

#### SLIDE 1 – HAIDA GWAII PRE-CONTACT

- Haida forest management before contact.
- Haida trade and economy before contact.

#### SLIDE 2 – HAIDA GWAII INDIAN RESERVES

- Major changes in scale:
  - People moved onto reserves = from 1 million hectares to 1600 hectares, 0.0016%
  - And we lost control of the land.

#### SLIDE 3 – TENURES IN 1980

- After contact, economic model changed.
- Values about how to treat the land changed, and power shifted.
- At the height of logging in the 1980s, 2.75 million cubic metres of old growth were being hauled off Haida Gwaii each year.
- No one had any say in this number, and few benefits were coming back to communities.
- To address this, in 1985 at Athlii Gwaii, our nation and our elders stood the line, not to end logging, but for sustainability, respect for the land, and to make decisions for ourselves.
- All joined together in Islands Spirit Rising based on a common set of values, including bringing economic benefits back to Haida Gwaii, and keeping land, sea, and culture intact.

#### SLIDE 4 – LOGGING TO DATE

- Today, 156,000 hectares of Haida Gwaii forests have been logged.
- 70% of the best forest is gone.
- What's left is what we have to work with.

- This has left not only environmental damage, but emotionally damaged, this affected us as people, affected our cultural well-being, this is the repair that is currently underway
- Just like how planting trees can rebuild a forest, the Haida people have just recently replanted seeds that will begin to repair this emotional damage, it's not going to be achieved overnight (or in our first 3 years of operation) but we are preparing to turn the corner.

#### SLIDE 5 – 2010 LAND USE PLAN

- In the 30 years since Athlii Gwaii:
  - Gwaii Haanas protected and under co-management (1993),
  - Haidas launch title case (2002)
  - TFL 39 case (2005), held governments to a higher standard
  - KK Reconciliation protocol (2009),
  - Land use plan (2010), included for the first time ever, included EBM with protections for Haida and community values.
- Today, over 50 percent of Haida Gwaii is protected areas.
- Lowered the AAC from 2.75 million cubic metres to around 900,000.

#### SLIDE 6 – LAND USE PLAN PLUS MARINE AREAS

- Another precedent setting feature is that land use plans include marine areas.
  - 70% of the coast line is protected.
  - Gwaii Haanas working on creating first ever Land Sea People plan which looks at the ecosystems from mountain top to sea floor in a holistic way.

The first 6 slides of this presentation cover the past, a past that was driven by the intricate relationship of the Haida and the land, one based on yahguudang, respect. The stand at Lyell, Island Spirit Rising, happened because of yahguudang, it's entrenched in us by our Nonnie's and Chinnie's and those values and principles must be present in everything we do going forward. The substantial steps in 2009 between the Haida Nation and B.C. are also entrenched with yahguudang, treating the land with respect is now the law on these islands. So here we are taking our steps back into the forest economy, just as we did in pre-colonial times and like those times, these economic steps will be done with yahguudang.

#### SLIDE 7 – TENURE MAP

##### What we have done

- Haida Nation has an economic wing, HaiCo formed 5 years ago in 2010.
- Haida buy TFL and form Taan Forest,
- Also now own Haida Wild, West Coast Resorts, Haida House at Tlall.
- In 2014, the third year of operation, Taan logged 137,748 cubic metres.

- Taan is also FSC Certified. It is one of the only coastal forest companies in BC to be FSC certified.
- In the past 12 months HaiCo and its subsidiaries including Taan employed over 300 people on Haida Gwaii, and spent over \$20 million for wages, contractor services, goods and merchandise supporting the local economy.

### Working together

- CHN working with communities and organizations , e.g.:
  - Haida Owned and Operated
  - NWCC
  - Haida Gwaii Semester
  - Gwaii Trust
- Band Councils also doing work (e.g. SBC funded economic development study).

Today, all the communities on Haida Gwaii are working on initiatives. Now we need to look for ways to support each other in this work. We are here to acknowledge the efforts of everyone who calls Haida Gwaii their home, we all have respect for these islands if you are truly an “islander.” The balance must be made on realising upon these opportunities that we all collectively worked so hard to create, the Haida Nation is learning a tremendous amount of knowledge about managing forests in a modern economic context and the goals we have heard for decades remain our goals: local decision making, local jobs, locals contracts, timber supply, economic benefits to community shareholders. These are the Haida Nation goals, we have not reached this destination today but we are here committed to working together with the island communities to create the balance between strong stewardship and conservation and the economic capacity of our forests. We accept this challenge and I encourage all of you to embrace this challenge with us and move forward together to ensure we keep our benefits local and that Haida Gwaii communities flourish in this new world of sustainable, locally controlled forest management. We must find the answers together, a few questions to leave you with...

- How much can we take? Or better yet, Haidas would ask: how much do we need?
- How do we implement local ideas that are innovative to address these local problems?
- Who on HG needs wood? And what for? How do we balance support for local requirements while maintaining economic viability of operations?
- Can we change the current “stump to dump” economic model?
- Can we build an economy that keeps people here, and keeps our youth here.

And with a heartfelt Haaw’a, I wish you all the best over the next 2 days and please do not hesitate to stop us and share a conversation about your vision for the future.

On the questions related to a community forest:

- We are doing our part to address these questions, and we have made progress in some areas.
- There have also been promises and a lot of discussion over many years about the allocation of tenure for a community-forest... for 18 years.
- The communities have identified this need as a priority, not only in terms of economic opportunities for them, but also to be part of creating a long-term vision for a sustainable Islands forest industry.
- The CHN has taken this need seriously and we have identified through our internal planning process these areas as the place to locate a community forest
- Our calculation is based on what the area can provide and not based what we would like, or think we need.
- It is also based on a standard that takes into consideration the forest values important to the Haida nation and Island communities. Those standards have been voiced loud and clear many times through planning processes such as this.
- We want management of this area to reflect local values and to create solutions that benefit local communities and
- For years now, we have all committed to working together, and so we would like to discuss this at the Islands Protocol Table.

We're looking forward to hearing what comes out of the next 2 days. Thank you.

[Speaking notes provided by Peter Lantin.]

**Len Munt, Haida Gwaii District Manager, Ministry of Forests, Lands, and Natural Resources (FLNRO)**

I would like to take this opportunity on behalf of the Province of British Columbia to thank all of you for coming and participating in this event. It is hoped we can come away from the two sessions with actions that provide additional opportunities for the people on Haida Gwaii.

Haida Gwaii has been under a significant transformation over the last 10 or so years; it continues today and will continue into the future. Some examples are the new annual allowable cut, ownership change of tenures on island, new regime in forest management in the form of LUOO/EMB, increase in conservancies/protected areas, shared and joint decision making, and a more collaborative/integrated approach to operations on the land base. Haida Gwaii transformation will continue into the future and it will be important we work together to meet the challenges that will arise from change.

Both Governments have work together collaboratively to define or set the table for the Haida Gwaii land base. With the table set, it is important that the forest industry and those people who garner their living from the forest work hand in hand to develop new ideas of how to

utilize the forest. Whether it is timber production, secondary processing, other forest products, educational opportunities, tourism or other innovative ideas Haida Gwaii will have to work together to realize the potential the islands have. It will take openness to explore innovative business to business relationships to realize these ideas. It will take island leadership.

While industry works hard to realize opportunities, we cannot forget the importance to ensure people with the right skills are ready at the right time for these opportunities. It will be important that thinking around capacity building, skills training and education, and local employment initiatives are part of the equation for success.

We will not be able to do all the things identified during this workshop, so it will be important to ensure we don't duplicate current efforts, and prioritize items that we feel are within reach. We also must ensure we have local leadership to move those prioritized items forward.

In closing, I would be remiss in not mentioning the need to concentrate on the young people on Haida Gwaii. It will be important that we generate opportunities for them to explore different careers, understand the educational/training requirements, understand what Haida Gwaii needs for the future and we must ensure that when these young people are ready, we are ready with jobs/careers that will assist in them remaining on Haida Gwaii.

I wish you all the best over the next couple of days and look forward to seeing the outcome.  
[Speaking notes provided by Len Munt.]

## **Setting the Stage for Development of a Comprehensive Forest Strategy**

### **Keith Moore, Forest Strategy Co-ordinator**

Chiefs, Ladies held in High Esteem, Elected leaders, community members, friends. Good forestry is about maintaining a healthy environment. It is equally about ensuring we have healthy communities who benefit from the uses of the forest. That is the essence of eco-system based management.

Based on my conversations with many people, it is pretty widely agreed that we have recently made good progress on Haida Gwaii to establish requirements that will maintain a healthy environment and cultural values in the forest. We have established a co-management approach. There is broad acceptance and support for the land use order, the new protected areas and conservancies, the Kunstaa'guu Kunst'aayah Reconciliation Protocol. There are some implementation challenges and there are cost issues, but there are processes underway to address these and people are working hard to continue to improve their implementation.

But for many people, we have not made the same progress to ensure that the communities and residents participate fully and benefit directly from the activity in the forest.

This Forum is convened by the Haida Gwaii Management Council (HGMC) to start to address this issue. It is about initiating the development of a comprehensive forestry strategy for Haida Gwaii to achieve those objectives. It is about finding ways to generate economic benefits for communities, maintain stable business environments, provide employment for local residents and to ensure a healthy economic future for young people and families in stable economically diversified communities. We need to recover some of the people we have lost, and we need to find new ways to work together, as an Island community, to achieve these goals.

This is not new. Many previous efforts have addressed these same issues. Many people here worked on these processes over the last 20 years. They include

- Island Community Stability Initiative (ICSI)
- Community Viability Study
- Community Planning Forum
- The Human Resources Strategy of 2011
- The MIEDS Economic Development Strategy of 2013; and others.

But these are different times. There are new leaders, a new co-management governance model involving both governments, new tenure holders, different challenges, and new opportunities.

It is an opportune time for all sectors and interests on the Island to come together and to try this again.

The Discussion Paper that I prepared in 2013 was based on interviews with many different people. It presents an analysis and identifies many issues, obstacles, barriers to achieving those objectives. Some are immediate short-term concerns, and relate to local employment, availability of a local workforce, stable business opportunities and access to wood for local manufacturing.

Others are much longer-term, more related to the profile of the future second-growth forest, the need for critical infrastructure and concern for the loss of access from road and bridge deactivation or abandonment.

Others have to do with opportunities for diversification through forest-based tourism and other non-timber products.

That 2013 Paper presents a wide-ranging analysis and included a set of ideas and proposals for the development of strategies under 12 headings and serves as a starting point. I am not going to provide any details now. I expect most of those issues and proposals will be discussed over the next two days.

I want to stress that many people also identified strengths and opportunities.

- The forests of Haida Gwaii are still an extensive, high quality resource supporting a significant annual cut. They can support a diversified industry and many different uses



to sustain healthy communities. There are ways to generate more jobs, more benefits, more opportunities.

- The forest produces a diverse array of highly valued products - cedar, spruce and good quality hemlock, crafts, tourism, non-timber products, mushrooms, many others. We need to focus on this value, not on volume.
- We are a globally-known Haida Gwaii brand - known for the very high quality wood, but equally as an international destination for visitors, with a rich cultural context, and recently as a forest that is certified to the highest certification standard - the Forest Stewardship Council standard.
- Our communities provide an attractive lifestyle, affordable housing, good facilities and a rich environment and culture. Haida Gwaii is a great place to live.
- We have skilled and committed people with a history of getting things done.

These are real strengths. We should not lose sight of those as we address the challenges. We need to build on these strengths.

In listening to the many comments, I think the discussion falls into three broad categories:

- First, we need to find ways to create more security for local contractors and more local employment in all parts of the traditional primary logging sector. This sector will remain an important part of our local economy. We need to make sure it is viable. But we need to have more of it based here, and employing more people here.
- Second, we need to find ways to develop and expand a secondary manufacturing sector using local wood and local people. Too much goes away in round log form. Essentially we need to create more activity and employment, more value out of less volume. This involves finding access to wood for existing and future local manufacturing businesses, and developing new facilities.
- Third, we need to find ways to develop new businesses in non-timber sectors – forest based tourism and recreation, non-timber products, education. This is about diversification.

Addressing these requires collaboration. No-one is going to address this alone. I encourage you to use this event to network – there are representatives of municipalities, band councils, tenure holders, contractors, educational and training organizations and many more. Look for partnerships and opportunities to work together.

Our objectives for the Forum are to focus on three things – Three Ps:

- Priorities – What are the short-term priorities where the HGMC might take immediate action? But also what are the key long-term priorities to be addressed in a strategy?
- Process – What should the process for developing a comprehensive strategy be?

- People – Who are the people who should lead this initiative with the HGMC?

We will address these in break-out group discussions and by bringing the results of those back to the whole group for comment. By tomorrow afternoon, I hope we have some clear and specific proposals for the Management Council in all three of these areas.

Our first break out this afternoon will focus on the Priorities and three key questions.

- What are the most important factors that limit the delivery of economic benefits from the forest to the island communities?
- What are the best ways to improve the situation?
- What are the top three priorities or opportunities for immediate action?

To start that discussion off, we have a number of people to present their different perspectives on the three questions.

From a personal perspective, I am excited to be a part of this. I look forward to a very intense couple of days with some clear outcomes. I urge you to be respectful, to focus on issues, and to refrain from negative comments about individuals, organizations or companies.

Before we move on to the next session, I want to acknowledge all the hard work of our convenor, Paula Varnell, who pulled this all together and talked with many of you. My assistant, Alan Moore, met with many of the groups here and assisted in taking notes. We will also be assisted through the Forum by three students who have been here with the Haida Gwaii Semester Program – Colleen Fuhrman, Claire Heggie and Acacia Meyer.

Please also respect Kay Bistro, we are not renting their space so please use the tables that we have provided.

Haawa'a – Thank You. [Speaking notes provided by Keith Moore.]

### **Perspective on Challenges, Opportunities, and Short Term Priorities – Short Presentations:**

#### **Doug Daugert, MIEDS**

(Click link for slide presentation: [“Community Perspective April 2015”](#))

This presentation is on behalf of Island communities – it is a compendium of ideas from various community meetings. I have lived on Haida Gwaii for 40 years, have enjoyed the forest and its benefits, and have lots of respect for it and the people who use the forest. I'm a veteran of more than one strategic planning initiative on Haida Gwaii and hope this one will be good. Let's give it our enthusiasm... hope this one will be successful in achieving our goals.

I am here representing Haida Gwaii communities, as a result of community meetings held. It's not easy getting together with CAOs, MIEDs, and others right now as it is a busy meeting season. Area D was not able to meet but we otherwise got everyone and it has taken several meetings to get consensus about what is holding us back. The consensus is a lack of local control, with management decisions being made off-island that affect our future here. We have no ability to direct local fibre for local manufacturing. This is the biggest single complaint of communities. The decisions regarding contractors and methods are getting better but there is still a long way to go. Over harvesting of immature cedar; we would like to see some of those areas changed so that we have cedar in 50-60 years from now.

Currently, Provincial forestry practices don't take into account the value of local employment, contribution to the Haida Gwaii economy, access for loggers, forestry workers, infrastructure, hydro, or the internet. The lack of active roads as they are being deactivated affects access to mushrooms, salal, hunting, recreation, tourism, hiking etc. We don't need to leave every road open but something to allow for access to develop multiple economic and social objectives.

The lack of local manufacturing and lack of a skilled, local work force. These are obvious challenges that need to be overcome. Things have gone downhill. Engineers have moved off-island due to the lack of steady work. There are common ways that we could help with this and to make the best end use of every tree. When it comes down, what is the best way to process it for the most profit and job contribution to the islands and people.

One potential solution is a virtual log yard, with harvested timber being available over the internet before it is shipped off-island. This would create access to a stable supply into the community instead of it being dedicated to a specific mill down south. Most logs are targeted to go elsewhere.

Better management of cutblocks to lay them out so that local knowledge re blow down etc. is considered. This isn't impossible, it has been done (M&B). There's a need to relearn these lessons, and to make blow down and salvage wood available.

**Bob Brash, Interim CEO, HaiCo (Tenure Holder)**

It's good to see familiar faces and nice to have the opportunity to attend and speak to the forum. I was told to be specific regarding opportunities, challenges, and what we are doing. As a qualifier, we (HaiCo) are in the midst of updating our 5 year strategic plan, with lots of meetings having already taken place but much more work to be done before approval by the CHN and HaiCo Board. However, I have general support for what I say today.

HaiCo is involved in lots but I will stick to forestry.

Logging on Haida Gwaii; the domestic market for cedar is great as well as the domestic market for higher grade whitewoods species such as spruce and hemlock. The market for yellow cedar is abysmal, with second growth and commodity whitewoods, again Spruce and Hemlock, way down and being on the threshold of financial viability. Last year this wasn't the case as export markets were very strong.

It's a tough business with the normal rate of return being 10-15% or higher; we're typically at 5-10%. This year will be single digits at best. Our job is to work on the direction on how to pursue a business that is financially viable, one that will stand the test of time, and create jobs, with sufficient buffers to absorb new businesses and opportunities. Like anyone else in business, we depend upon traditional financing for our operations and bankers have lots of questions regarding viability, supply, and margins. They especially want to know, if you go under, how are they going to secure your debt?

Are there opportunities? Yes. For the higher value old-growth logs and cedar, it is high quality but the higher cost structures on Haida Gwaii, the price of logs, and manufacturing are challenging. Today second-growth will be highly problematic since the very basic of economics says it will not be viable. Concentrate where there are opportunities. Because of historical patterns and the high standards of management under the Land Use Order, cedar will be constrained. Sitka spruce old-growth is a small component of the harvest. Investigate through trials as there may be opportunities there. The yellow cedar market is lousy. It's a log that's worth half the value of a cedar log so maybe there's an opportunity to develop some products for market. Hemlock, high end, yes opportunities there, moulding, door trims, etc.

What are we looking at? A sawmill. Representatives from Old Massett are here and from Haida Gwaii Forest Products. We've had some good meetings and have agreed, with signatures, to move forward and how to do so. This may involve a capital infusion from HaiCo but I can't say any more. We have been looking at this for a while, have been doing custom cutting, etc. and have done our homework, research, re value, e.g., price per board foot to support a business plan for a sawmill. We have a green light from the Board of Directors on a tonewood plant and would like to progress onto the retail side of things, e.g., sell the lumber we produce through distributors throughout North America. We have basic manufacturing and sell the wood, when requested by the customer, with FSC certification. A premium for this will only be available if you can give them accurate and quick turn-around. We are not in this position now. Probably have to hold \$3M worth of inventory and have a remanufacturing plant in order to do so.

Are there other opportunities? Is there enough work, e.g., home panels, pre-builts, small cabins, CNC routers, big photocopiers for wood, signs, art. We have looked at these and they seem promising. Barging, \$6M spent annually on this. It may be a business but requires capital investment. Waste, how to deal with this in a different way as it determines profitability. Bioenergy?

Our logging contractor model. Edwards was a major contractor. We've bought out their long term Bill 13 contract in order to implement a different system with multiple contractors and multiple phases on TFL to provide more opportunities and diversity locally. There's no dispute about protecting the existing worker, they're all working. There is a difference of opinion with the union (United Steel Workers): they want one contractor only whereas HaiCo wants multiple.

Some barriers to success on Haida Gwaii are a common vision, capital funding, and risk tolerance (guarantees that businesses will succeed). This has to be accepted by all. Infrastructure; won't have the expertise needed to design bullet proof facilities and can't accept any down time. People and skills will always be a challenge. We have a cost disadvantage due to transport. Land use has a cost also. We pay too much in export fees to the province.

All of these barriers can be overcome to varying extents. The trick is to find products and profile with the necessary margin to overcome financial barriers.

**Cameron Bell, Executive Director, Misty Isles Economic Development Society (MIEDS)**

(Click link for slide presentation: ["Economic Development Agencies"](#))

Good morning. I'm new to Haida Gwaii so I'm still meeting people. I'm representing the economic development agencies on Haida Gwaii. As much of what I have to say is duplication, it will be for emphasis. Slide 3 provides a quick overview of the agencies I'm representing: Misty Isles Economic Development Society; Haida Gwaii Community Futures; Gwaii Trust; Ministry of Jobs, Tourism, and Skills Training; Old Massett Economic Development; Gwaalagaa Naay Corporation; Hecate Strait Employment Development Society; and Northwest Community College.

Some suggestions, not necessarily the most important but a few ideas. Understand the resources we have and products we could sell. This type of knowledge is needed to connect with local business. Conduct opportunities analysis, feasibility, research, effective business opportunities. Good to see that Taan is working towards this. Non-timber forest products and other resources, e.g., tourism, food. Need an inventory, the quality and quantity of timber and other opportunities with a strong business case.

Regulatory; need to review our forest management system. Factors limiting growth on Haida Gwaii or other difficulties, access etc. Tenure allocations, salvage, roads, and other challenges can be identified through work with the province. Identify barriers and address through appropriate agencies.

Lifestyle and culture, respecting traditions of residents, nature based lifestyle, food harvesting etc. Can be difficult to hire and retain employees, need ways to address realities, appropriate employment to match presence. Conversation with employers to match structures, flexible human resource policies, opportunities for small business.

Supporting small business and value added manufacturing, access to fibre, reliable supply and long term contracts. Lots of short term work but difficult for businesses to hire permanent employees. Work force development and skills training. The Community Forest could provide access to this.

Slide re Community Forest on HG: 1998 BC passed Community Forest Agreement legislation. There were 7 projects, with one being offered to ICSI but this was not successful. In the mid-2000's the Village of Masset had the opportunity to start a community forest but declined in favour of working toward an island-wide community forest. Started discussion in 2010 re 80,000m<sup>3</sup> offered to Masset, Port Clements, Queen Charlotte and Areas D and E. Interim sales through BCTS have provided revenue that can be used for Community Forest start up. Tsilqhot'in ruling has affected our work, tenures and land use management are still developing on Haida Gwaii. Province is working on legislation that would allow BCTS to manage community forest timber sales. Essential components of a Community Forest tenure (from CF Assn of BC): financially viable AAC, how much to harvest and when, manage all resources including non-timber forest products, recreation etc. Need land base adjacent to community for access. MIEDS is keeping these in mind. Working towards creating this but will hand over to a new entity when management structure is finalized and local capacity is established for this type of tenure. Economic development in forestry includes knowledge, resources, regulations, local business support, understanding and appreciating lifestyle, establishing community forest, and continuing the dialogue.

**Ruth Wheadon, Community Education and Industry Liaison, Haida Gwaii, Northwest Community College (NWCC)**

(Click link for presentation: [“Skills, Training, Capacity Building and Employment Readiness”](#))

I appreciate the invitation to speak here today. Our role is skills training, capacity building, and employment readiness. Nine agencies came together to develop this presentation. I will move through each of the nine, identify them, and then answer the three questions.

Gwaalagaa Naay Corporation (GNC) guides development of Skidegate towards achieving and maintaining economic self-sufficiency with a focus on generating revenue for community development and employment for the people of Skidegate. GNC manages Haida owned businesses such as the Haida Heritage Centre, Taaw Naay, commercial rentals, Skidegate Industrial Site, and Haida Fishing Charters. (Lin Armstrong, Executive Director)

Hecate Strait Employment Development Society partners with other organizations, employers, and individuals to build community capacity and to organize and implement employment-based proposals. (Laurie Chisholm, Assistant Manager)

Literacy Haida Gwaii works with learners to obtain essentials skills, workplace literacy skills and assists learners in achieving their education readiness and career goals. (Beng Favreau, Executive Director)

Industry Training Authority works with employers, employees, industry, labour, training providers and government to issue credentials, manage apprenticeships, set program standards, and increase opportunities in the trades. Crystal Bouchard is the Apprenticeship Advisor and is here today (introduced).

Ministry of Jobs, Tourism, and Skills supports community economic development initiatives through links to provincial programs and resources. The MJTST provides provincial direction as outlined in the BC Jobs Plan and BC Skills for Jobs Blueprint. Danielle Myles is their North Coast Regional Manager, Regional Economic Operations, and is here today (introduced).

The Northwest Community College (NWCC) vision is to build successful futures through educational leadership in economic, social, cultural, and community development. NWCC delivers short certificate training and transferrable first and second year post secondary courses including trades training. I am the Haida Gwaii Community Education and Industry Liaison for NWCC. (Ruth Wheadon, Community Education and Industry Liaison)

Old Massett Village Council Education Department delivers programming at the local band-operated school, collaborates with School District No. 50 to meet the needs of students, obtains funding from outside agencies for short term training to enhance employability, and assists its membership to acquire post-secondary education. Florence Lockyer, is the Education Administrator. (Florence Lockyer, Education Administrator)

School District No. 50 provides K-12 public education on Haida Gwaii, which can shape attitudes to forestry and forest management and provide mentorship opportunities for students. (Kevin May, Director of Instruction)

The Skidegate Band Education Department develops education programs that demonstrate the Haida value of working together and respect for all while maximizing resources in the community. (Marcia Piercey, Education Co-ordinator)

There are three other educational organizations who did not participate in the development of this presentation but need to be recognized. This includes licensees and contractors and the roles they have with apprentices. There is also the HaiCo training co-ordinator and the Haida Gwaii Higher Education Society which delivers 3rd year natural resource science and natural resource social science semesters on Haida Gwaii.

Q1 – What are the most important factors that limit the delivery of economic benefits from the forest to the island communities?

1. Smaller local workforce
2. Lack of coordination amongst industry, employees, service providers
3. Training
  - Local vs off-island opportunities
    - local offerings = restricted by numbers
    - Off-island offerings = limited supports to success
  - Transitioning from apprenticing to employment
  - Aligning available training with industry needs.

Q2 – What are the best ways to improve the situation? Appreciatively assess and resolve the aforementioned factors. Stop looking at what we are doing wrong in each of these situations and through collaboration:

- Develop a versatile local workforce
- Improve agency and industry coordination
- Deliver training and services that meets industry needs.

Q3 – What are the top three priorities or opportunities for immediate action?

1. Develop a database of local labour skills, employment opportunities, and available services and training.
2. Develop a Memorandum of Understanding with all island employers in the forest industry, governments, and skills development agencies that commits us all to a local training, mentoring, and hiring strategy.
3. Develop a training, mentoring, and hiring strategy that builds local community capacity and advances business success.



**John Disney, Economic Development Officer, Old Massett Village Council (OMVC)**

My name is John Disney and I'm here representing the economy of the OMVC.

Haida Gwaii needs a comprehensive forestry strategy! This strategy should speak to ensuring every single economic opportunity that is possible and should be levered from the newly gained access to the most readily accessible resource on Haida Gwaii. In parallel, the strategy should address the fundamental question; 'are we leaving a healthier more vibrant forest resource for our grandchildren than the one we have today?'

Haida Gwaii's forestry history has been a continual repetition of the same issues for decades and the benefits to the islands have been minimal. The large license holders have dominated the forestry industry on island and islanders and communities have gained little more than pay cheques. Consider that approximately 100 million cubic meters of logs have left these islands since logging got serious here and Port Clements - arguably the center of the HG logging industry - has no sidewalks; let alone a recreational facility; or other fundamentals that are installed when consideration for retaining good employees plays a role.

The reason for this is obvious, no local control. Haida Gwaii logs are needed to drive the province's southern economic machine and we're just people who happen to live here.

When the Haida Nation skillfully negotiated a better way with the Province, and HaiCo and Taan were established, Old Massett for one was jubilant. The CHN had managed to accomplish what ICSI and many other hard working, well-meaning local people and groups had struggled with for decades; they gained control of our own resource. However, I feel the present circumstance is a little too much like the Weyerhaeuser model with one profit-driven bottom line and not enough regard for the people and communities of Haida Gwaii. We need the Haida Gwaii model that would align with all the foundational documents that support the Taan operation. Everything from the Reconciliation Protocol to HaiCo's mission statement and the Cooperative Management Agreement are peppered with the words we've been seeking:

- Sustainable forest practices to maximize local employment
- Business partnerships so communities and local citizens can have long-term employment opportunities
- Strengthen the wood supply for value-added manufacturing,

and so on. These are the foundation blocks of the Haida Gwaii model that we must all initiate. And Taan is our hope for the future!

With this element of local control we sit on the brink of solving all our economic problems and gaining full employment for Haida Gwaiians. We need to add in the third bottom line - the

people. We have profits and adherence to respect for the environment - now we need to add in benefits to the people on island. The key factors to deliver economic benefits to Haida Gwaii and its people are 'keep it local' and 'value adding'. Limiting these factors leads to the impediment of the delivery of economic benefits from the forests to the island communities.

Supporting local means everything should go to islanders first. This includes the engineering, the area layouts, the road building, the logging, the Silviculture, the marketing, small business support, trucking, HE operators, road building, waste collection etc. In addition all financing, payroll, accounting, bookkeeping, business and succession planning, marketing etc. should be done here, not in Vancouver. Why sell a stack of logs in Vancouver when you could invite the buyers here to come look and make an offer. That alone would boost the hotel and restaurant business on island by over a million dollars a year. In addition if the means to value add is on island this must be supported and welcomed. Cutting logs into lumber in Richmond & China does nothing for Haida Gwaii. Just like Weyerhaeuser and Western Forest Products, it supports a southern or foreign economy. The south has had their kick at this can, now it's Haida Gwaii's turn. Also by shipping out those raw logs we're also shipping out the waste that can be used here to create more employment and economy.

I'm worried watching Taan grab all the easily accessible wood from the bush within easy reach of our communities. Wouldn't that be the best wood to use locally? If you are going to cut down trees and ship them to Vancouver and/or China then why not take the hard to reach inaccessible wood? You can cut down those trees and load them onto the barge in the remote locations leaving the 'easy' or 'cheap to access' wood for the communities to maximize their benefits. Isn't that what all this is supposed to be about, making it easier for the communities to gain value and generate employment from the forests that surround us?

The economy and unemployment situation in Old Massett today is the worst it's been in the last 50 years. In my position, I am the first to feel the pain and frustration from the community as they try to survive this negative reality. I have people in the community without enough to eat and our community kitchen is cooking 50,000 meals this year to nourish the children in our 3 schools. If Taan closed tomorrow, no one in Old Massett would notice. This forestry strategy must reflect these harsh realities and develop sensible economic solutions to solve them. With the formation of Taan and access to this resource at our doorstep, there should be no unemployment on island, there should be no people without food and there definitely shouldn't be any hungry children. Taan showing a profit in their bank account in the Lower Mainland or Toronto doesn't carry any weight at all with a child who doesn't have enough to eat!

In a nutshell, Haida Gwaii's economy demands a forest strategy to ensure the benefits of our land base accrue to Islanders, especially the Haida. This strategy should be built on the following 3 foundation blocks:

1. The forestry resource of these islands should be maximized for the benefit of islanders and their communities, through value adding and manufacturing.
2. There should be local control of access to the resource.
3. Every possible employment opportunity that can be generated from the forests of Haida Gwaii should be aimed at people who make their home on island or who are prepared to make their home here.
  - a. Every aspect of resource extraction and value adding should be aimed at local businesses, individuals and entrepreneurs. We should support our banks and accountants, we should support our small business people, we should support our professionals and we should support training programs that lead to immediate local forestry-related jobs. This should include collaborating with the education systems on islands to offer forestry related programming within our schools.
  - b. People who make their home on Haida Gwaii or are prepared to move here should conduct the management of, and oversight of, the entire Haida Gwaii forestry industry. Key positions at the provincial and corporate level should be filled by people who live here. People who are posted here or are landing the high paying business positions but live elsewhere are looking through the wrong lens to make decisions that will most benefit Haida Gwaii. [Speaking notes provided by John Disney.]

### **Jason Alsop – Haida Gwaii Tourism Development**

(Click link for presentation – slides 1-4: [“Haida Gwaii Tourism”](#))

I am a CHN Representative and Chair of the CHN Tourism Committee. I'd like to introduce my associate, Kelly Whitney-Squire, PhD, who will also be presenting.

Tourism is often under-appreciated and valued. It is hard to aggregate its impact, which has lots of segmented sections. Over the past few years CHN has become actively involved with resorts and the Haida House in Tlaal. These create spin-off opportunities for entrepreneurs in communities, and we see some of our members taking advantage of these opportunities, to operate as guides, etc.

Story: From working at the Kay Centre here over the past 8-9 years, I have had thousands of visitor interactions and met people from all over world. In speaking with them, I have heard what it means to them and how it changes the way they see the world and how they behave in their own world.

Forestry provides an inspiration to get on with some of these things. The same issues arise from different angles and provide a powerful experience for people. When we do totem pole tours, it provides visitors with access to our relationship with forestry. We talk about the poles and our history, their function and also the physical size of poles compared with historical. There is a striking difference between today and then. Older poles are twice as large as today.

This tells a big part of the story and our relationship to the forest here and about Haida as great stewards who maximize value. They are not just products and resources but are also used to tell a story, about the economic structure and getting access to territory, about the moving, carving, raising, and potlatching. We want to get back to the way things were, with Haida values; adding values to resources. Raw timber was not traded with the Tsimshian. We kept the skills and knowledge here and traded finished products. We see the full circle coming back today, to get as much value, and bring wealth back for us today.

For culture and tourism, this is a great opportunity to spread the message. It is almost a political opportunity to share the message about Haida Gwaii and our expectations. We have to deliver on the international recognition of Haida Gwaii, and the perception of what people think about Haida Gwaii gives us the opportunity to live up to this.

The first of the three questions, what are the limiting factors to economic benefits? Narrow vision and lack of knowledge about two industries; tourism and forestry don't know about each other. Forestry has the potential to deliver tourism benefits, so need to expand on this and better understand each other, not just see the forest as a renewable resource but having other values. Wildlife and habitat viewing. These are less tangible but still important. The challenges are working together as communities and economic sectors. There can be great intentions and plans but these get overwhelmed with individual responsibilities. Our challenge is to keep working together and moving forward.

There is a need for comprehensive tourism planning. There have been ebbs and flows in this. When new opportunities arise, people come together, we have a big event but then it all's off, e.g., Kay Centre and tourism strategy have involved lots of time and work but once the particular goal is achieved, the ball gets dropped. We had a good run up to the 2010 Winter Olympics, Skidegate and Old Massett worked together and it was a great opportunity to promote Haida Gwaii but then it eroded once the rallying point was gone.

Second question: What are the best ways to improve the situation? Build awareness of forest related tourism opportunities. Wildlife viewing, adventure tourism, ziplines, canopy climbing. Family oriented and educational tourism. We have strong roots with this with the Haida Gwaii Higher Education Society bringing people here and we see how working with the forest is a big part of the attraction; they become ambassadors. Educational opportunities are a tourism

opportunity; bring your families and stay for an extended time. Other field school and immersive opportunities can be derived from an intact forest.

We also need to target key initiatives. With lots of different activities, we get overwhelmed, who is doing what, and things get let go. Instead, let's come together and focus. Capacity is a huge part of this. We often have the same people for the same events and activities. Extra support will help to create more focus.

Third question: What are the opportunities for immediate action? By working together, through CHN sessions, public meetings, etc. By improving visual quality impacts. People see videos of the beauty and pristineness of Haida Gwaii but when they get here, they experience other things, e.g., the Moresby Camp route. They don't want to see clear cutting. Or the roads to Masset, or Rennell Sound. Also, the visual quality on the ocean. Many opportunities come from the marine environment but these aren't considered in the logging process. There is some visual quality from certain viewpoints but ocean viewpoints aren't considered, they aren't part of the existing process, this voice is not strong enough.

Tourism on Haida Gwaii is growing so needs to be factored in. We need improved road access and quality. We want our own people and our visitors to be able to access the beauty of Haida Gwaii. This can be improved in how things are managed.

Infrastructure is third; maintenance, development of trails and campsites, docks, access to parks. Designate an access organization with a full time person to manage access. How land and resources are being used.

Marketing is also a huge component; attracting visitors. We need to make sure once they are here that we can control impacts, that we can make sure sacred areas are preserved, and also provide exclusive access for locals, etc. This needs to be considered in opening up roads.

### **Kelly Whitney-Squire, Haida Gwaii Tourism Development (Cont'd)**

(Click link for presentation – slides 5-6: [“Haida Gwaii Tourism”](#))

This portion of our presentation deals with the numbers. Many people don't understand the value of tourism, it is often overlooked. How much is tourism worth in BC?

People love coming here. In 2012, 13.6 million domestic tourists visited BC; they spent 5.1 billion dollars, with 3.1 billion of that in BC. Also in 2012, 4.3 million international tourists visited BC; they spent 3.2 billion dollars, with 1.5 billion of that in BC. Total expenditures in BC in 2012 were 4.6 billion.

Haida Gwaii is a smaller component of these numbers but Aboriginal tourism is expanding. The potential to develop cultural and recreational tourism here is significant. It is a destination of choice for many travelers. People want to connect with nature and culture. They want natural interpretation, and they want it to be interactive and experiential. Natural interpretation includes bear viewing, gathering traditional foods, or visiting petroglyphs, beaches, and hot springs.

Increased tourism funding will be available through Phase 2 of Aboriginal Tourism BC's 5 year strategy. This shows estimated annual revenue of \$68M per year, with 1 in 4 visitors being interested in Aboriginal Tourism. It is important to the economy of BC and can be an important part of the Haida Gwaii economy. As a growing component, working with forestry needs to be considered.

A report in 2009 by Horne on Economic Dependencies stated that 11% of islander's income came from tourism, and MIEDS (2009) estimated there were 50K visitors to the islands annually but this has likely decreased. There is no reason why we can't double the number of visitors to the islands in the next five to ten years with good planning and community support.

## **Public Comments**

(Note: Day 1 morning session comments are itemized below; each bullet represents a single commenter. As some comments may not have been clearly heard for transcription purposes, we apologize if any have been missed.)

- ❖ Travis Glasman: I've lived here for 30 years as a forester on Haida Gwaii, and have been an elected Sandspit official, an economic development officer, and have worked for the CHN. I would like to thank the CHN and HGMC for this opportunity. In terms of context, I'm happy to hear what Peter said about working together. As a father of three, I'm representing the youth of the land as it's their future that is affected by our management decisions. There is a Gowgaia Institute movie (see [link](#)) that shows logging progression on-island from 1901 to 2004. The "Old Growth Forest Supply Trend" graph (see [link](#)) highlights a tiny wedge which is all that we're talking about today. Shipping to China at a quick rate is the economy now. We have hurdles but with hard work, we also have opportunities. Making the logs serve us over a longer period of time is what will be useful to us and our children. Seventy year old trees don't cut it. One of the products we use as a manufacturer is tonewood. There are lots of structural challenges, don't blame Taan. We need to work together. How to make the wood available. We have logs and lots of ideas about what to do with them. Once we have lots of 2x4s there will be lots of ideas about how to use those, so that our kids can be

using table saws instead of chain saws. Thanks to the contract with Taan, it's starting to work.

- ❖ Gary Wunsch: I came in 1981 and worked for M&B, although this was not my intent. I worked on a grade crew expanding into old growth, saw the old growth trees removed and decided that I didn't want to do anymore so I developed the freedom to use my own skills. I'm a hands-on guy and don't participate in politics. I can show anyone how to walk into the woods, cut them up, fly them out and finish them into a viable product. If anyone wants to know if this is true, I'm available but am winding down my career. I've offered this information to CHN, Skidegate, and the high schools and am not sure why no one is interested in moving forward on value-added. Inertia. A lot of people are paid to do this process and doesn't think that they care whether the process ever ends. Not a popular thing to say but we need to get our feet on the ground, get our fingernails black. We don't need off-island trades' people coming here to show us how to do it. We have lots of good people, good learners, and can do it ourselves, or you're welcome to call me and I'll be happy to show you how to make things out of what we have.

**Keith Moore, Forest Strategy Co-ordinator**

That's the end of our formal program. We'll be back in plenary after our group break-out sessions this afternoon. When you arrived, you were assigned a number (1 to 4) for the four break-out groups. All groups will be discussing the same thing, which is to focus on the three questions (what are the limiting factors, best ways to improve the situation, and priorities for immediate action). There are four facilitators: Ian Gould, Lori Wiedeman, Danielle Myles, and Barry Widjeven. It is an open discussion that should focus on the three questions.

**DAY 1 – April 17, 2015 – Afternoon Session – 3:15pm**

**Group Session Reports:**

**Group 1 – Barry Widjeven, Facilitator**

- ▷ Concerns that wood harvested is designated for mills down south. Local wood for local communities is needed.
- ▷ There are too many tenures, consolidate into one.
- ▷ We are good at looking at values but economics are the main driver and humans get lost in that equation.
- ▷ Keep jobs on island, even if losing some profits.
- ▷ Need more specs for the land.
- ▷ No logs to China.
- ▷ Learning by doing, just get going.

- ▷ Aging union workforce so there are jobs but they can't get filled. Start at school level, teaching trades. We need long term employees. Short term employees won't commit to staying here.
- ▷ Three broad, high level points:
  - trust; the HGMC is a new concept. Create trust among people and communities;
  - more certainty, longer contracts, need a different way to manage forest timber, increase local ownership.
  - need forecast strategy, focus on access, value added everything and focus on local employment.

#### **Group 4 – Danielle Myles, Facilitator**

- ▷ Haida have been making strides in moving forward on forests, and in controlling and maintaining them. The civic communities need to work on the same thing, access and control, and work with the Haida on that.
- ▷ Triple bottom line – profits but also jobs and the environment. How sustainable is it for communities?
- ▷ Forest inventory – mapping, laser mapping, LIDAR, what species do we have, where are they are, where is the quality timber, lower quality.
- ▷ Work on skills and training related to the inventory, e.g., geomapping technicians, knowledge of potential uses of that timber, mapped out and understood, so that they can pick out the species and apply, a simplified process. Inventory can be used to make decisions; what we can do and how we can use things differently?
- ▷ Over-arching mandate – what do we want to achieve? Is it a percentage cut or something else?
- ▷ Need a solution to the road liability issues in terms of wanting to maintain access and having the ability to use them.
- ▷ In terms of access, roads are first and foremost.
- ▷ Virtual log sort that people can access online and see what they want. Could impose a time limit on access timber at that location.
- ▷ Funding for smaller scale entrepreneurs, so that small business owners have an opportunity to get into the game.
- ▷ Co-operative processing facility, where you can pay a share and have access to tools, e.g., CNC routers.
- ▷ Innovation – instead of supplying market with what it asks for, fill with innovation.
- ▷ Tourism and Education.
- ▷ Keeping a skilled group of people on-island.
- ▷ Overall, keeping the sale of community forest on-island, with a Haida Gwaii brand. How do we market it and make it happen?



**Group 2 – Lori Wiedeman, Facilitator**

- ▷ Limiting factors – energy, shipping, work force, lost capacity, forest down turns 10-15 years, lost good workers, shortage of skilled people running machinery.
- ▷ Provincial policies limiting salvage, lots of wood left behind, yellow cedar and lower grades, potential for other uses.
- ▷ Blowdown occurs similarly, difficult to get in and use wood while it still has value. Improve mechanisms for this.
- ▷ Match fibre to processing.
- ▷ Short-term perspective today. Big thinking distracts from smaller actions, advocate starting small. There are areas where we can make strides and create more benefits for local people.
- ▷ Pilot projects – it's hard to change current regulations easily but can get things going with pilot projects, e.g., wood waste.
- ▷ Lack of communication – need a broader base between all parties, island leadership, and industry. If we speak with one voice, we can make more progress and gain more support from HGMC.
- ▷ Consolidate tenures – currently there are smaller scale individual tenures and the AAC has been reduced over the past couple of decades but the number of tenure holders hasn't similarly reduced. Everybody is working with a smaller base and having a harder time making capital investments.
- ▷ The industry is in good shape but the infrastructure is deteriorating, e.g., Rennell Sound wouldn't involve much funding to maintain.
- ▷ Difficulty in transitioning from old-growth to second-growth.
- ▷ Waste surveys, need to get this done and increase access to salvage, better opportunities for blowdown.
- ▷ Match block to market but this might not be easy to do here.
- ▷ Co-ordinate workforce, same point as volume. Area of operations has declined with three different licensees operating. None of them have enough work to sustain work force for their operations. If consolidated and used one work force could have more stable community based on steady employment, with people knowing they have a job.
- ▷ Training, Education and Skills – start in the public school level to train our local youth and encourage them to pursue careers on Haida Gwaii rather than off-island, including entrepreneurship. Adults need training programs for on-island industries. Also, more co-ordination between training bodies, employers, and governments to identify careers, and where funding is available.
- ▷ Improving access to salvage, management capacity, speeding up approvals, access to fibre while still has value and giving locals opportunity.

- ▷ Miscellaneous – container shipping, funding, licenses, contractors, Gwaii Trust, Coast Sustainability Trust.

### **Group 3 – Ian Gould, Facilitator**

- ▷ Need for local funders to tailor programs to support forest opportunities, as businesses may not be viable in short-term but possibly in the long-term. Support them.
- ▷ Lack of incentives for value added operations.
- ▷ Hiring, training and mentorship – high cost of off-island labour and the lack of opportunities for employers to hire local. Employers just don't get the resources for this, e.g., marketing funding for hiring programs (\$).
- ▷ Training, hiring, pairing youth, and families and parents with jobs, 60% of youth in schools don't see a future on HG. Focus on reality, jobs that are available now and will be needed in the future to meet the needs of employers.
- ▷ Retraining for local residents and employer engagement. Employers spending money on leaves of absence for training. Through proper engagement, that funding can be redirected to local communities.
- ▷ Infrastructure – why don't we have clean power on Haida Gwaii? If we want manufacturing, we need energy.
- ▷ Innovative ways to fund road maintenance. Roads not graded or maintained by forest companies; potholes. Need ways to ensure this grading and maintenance takes place.
- ▷ Policy – long term, let's just get started. One action is to immediately develop a transition plan to eliminate raw log exports; set a target.
- ▷ Skills database for skilled workers – work with employers to find out what jobs they have and provide a matching service.
- ▷ Engagement with employers, commit to Haida Gwaii training and mentorship initiative, with agencies pooling resources to support this.

### **Derek Thompson, Chair, HGMC**

We now have the opportunity for anyone to add anything. We will finish at 4:15 so that people who have come from Sandspit can catch the return ferry, and there will also be some closing comments.

### **Public Comments**

(Note: Day 1 afternoon session public comments are itemized below; each ❖ bullet represents a single commenter. As some comments may not have been clearly heard for transcription purposes, we apologize if any have been missed.)

- ❖ Something that our group discussed but was not captured is the bigger picture about changing the tenure system, taking control, purchasing the big tenures, co-op community forest, log sorts, and that kind of stuff.
- ❖ Tenure discussion – we’ve heard comments to consolidate and also diversify, so these are two ends of the spectrum with agreement on locally controlled.
- ❖ I work as a forestry technician for a local contractor. The word “Local” has been thrown around a lot today, and to me it seems to be a key focus. When we use the word local we often are talking about where a person was born, how long they have lived there, or whether or not they pay taxes or a mortgage. But I think we also speak of something else. Of loyalty and commitment to a place. I have only lived here for 2.5 years but it follows for me to say that I aspire to be considered “Local”, as do many other young people I associate with. I would like to offer what I believe to be important in the first steps of moving forward. Because of the lack of local qualified workers for many of the employment opportunities in the industry, it is apparent that short term contracts, often with off island contractors have become the status quo. But the lack of security that this type of contracting presents to local contractors who are committed to continue operating here makes them feel less secure, and it does not give them an incentive to live and work here permanently. Space needs to be made so that qualified locals (current and prospective) do not feel they have to compete with off island companies who have established business relationships. It is my opinion that “Local” people are much better equipped to understand our unique ecosystem and complex land use plan and therefore more efficiently manage our forests in both an ecological and economical sense. We have spoken of economic viability, and I have witnessed first-hand, work done by off-island contractors that did not stand up to the high standards of the new land use order and had to be redone by on-island workers. Not to mention the cost associated with transporting and housing of non-local employees. Why not use that money instead to train locals to fill positions that require higher qualification? What I am asking for is that those who are in power seek to create security as well as additional incentives for local contractors to sustain and expand business operations on Haida Gwaii and modify the employment structure to encourage permanence. [Speaking notes provided by commenter, Evan Amies-Golanski.]
- ❖ We need more people on-island and employers also find that they need more local people with the right skills. If someone with the right skills does want to move here, consider them local. It’s just as important to attract people with skills who want to stay and we need to attract them with a good school system and other services.

**Derek Thompson, Chair, HGMC**

Before we close, I would encourage you all to reflect on what you have heard today and begin thinking about what we can discuss tomorrow beginning with the challenges. I salute and acknowledge those of you who have facilitated and kept notes for your group, those who participated, and those who presented this morning, beginning with the Haida Nation President and all the way through. We heard messages of commitment to community and the facts and challenges of a community forest but overall there is a positive community spirit for how these can be solved. It has been a very successful first day. There is a long list of ideas and I'll look at the charts overnight and reflect on these. Please don't walk out of here thinking, it was a lovely good meeting, lots of chats, but once again without hard actions and commitments for what we're going to do.

There have been some questions about the HGMC and some inbuilt expectation that a government agency will identify the solutions and take action. I'm not from the provincial ministry and am not here to solve all the problems. Neither can the HGMC solve them all. It has legal responsibilities and takes them seriously but the forest strategy is about community. It's about on-island governance. It's about you people taking control. Yes, the provincial group are here and I come from Victoria. Having dealt with them for 45 years, I can say that it's not easy but you people have an opportunity to define a strategy now.

Please don't come back saying this is what HGMC can do. HGMC can help, but you have to take on the mantle. Be practical, be clear, but don't think you can walk out and say good, now it's their job, because it's an on-island job. It won't be easy, we wouldn't be here if it was. There is more than one tenure holder on-island. What does it mean having more than one managing on the islands? I hope you'll think more about the ideas and commitments for tomorrow. I will turn to the HGMC members tomorrow and ask, what have you heard, what will you take away? Council will be meeting in two weeks and will be discussing this but they will want to hear some really concrete ideas. Go Canucks, Go Canadiens.

**DAY 2 - April 18, 2015 – Morning Session**

**Keith Moore, Forest Strategy Co-ordinator**

I would like to introduce a SHIP member, Jiixa (Gladys Vandal) for the opening prayer.

**Jiixa** – Haida Prayer.

**Keith Moore, Forest Strategy Co-ordinator**

Chiefs, friends, guests, I will now be turning over the forum to HGMC Chair, Derek Thompson, who will be taking the floor for the rest of the day. Also, I want to let you know that Peter

Lantin called and expressed his regrets that he won't be able to attend today due to work that he must attend to elsewhere, and wishes us well. Those here yesterday will have found his speech interesting and of great value. I also want to remind everyone that no food or drink is allowed in the Performing House, although water is ok, and please respect the Kay Bistro space and don't use it to eat the food that we are providing here.

**Derek Thompson, Chair, HGMC**

Good Morning. If you were here yesterday, you'll remember that I closed with a cheer for the Canucks and Canadiens. This seemed to have worked so maybe we'll be just as successful today.

Thank you for being here, and thank you Keith and team for bringing us this far; we have a lot more to do today. I'll first reflect on yesterday and then will look at where we want to get to today. Some of you were not here yesterday, so it is useful to have some reflection, and then we'll give anyone a chance to say more before moving back into break-outs. The plan will be to move to break-outs and then come for reporting.

Yesterday, we focussed on priorities and a forward looking action plan to inform the Haida Gwaii community and the HGMC. The challenge is enormous. We've come through significant change with more to come for the industry and for government. We're dealing with a globally valuable natural resource.

There's a strong commitment here so we can move forward. There's a need for advice and we're starting to get that so will drill deeper. HGMC is not another layer of bureaucracy and it is not a new agency that can solve all your problems but it can act as a catalyst, a facilitator. The forest strategy is something that this community, these islands, must take forward as your own strategy, not as just the HGMC's strategy. This forum is for community engagement with the HGMC being here as a catalyst.

Yesterday morning, there were substantial presentations and messages. We had a very clear leadership message from Peter Lantin, saying that the phase of the fight is over and that now it's a conversation about change. The Haida Nation is making a commitment to work together as communities, values, principles. He said "Our challenge is your challenge for the whole of Haida Gwaii". Some questions that have arisen are what is the capacity, how do we change our business models, how do we keep people here gainfully employed, how do we balance local needs with economic imperatives.

There's a time to move forward on things and a time to check and adjust, this is not about absolutes, it's about reality, for industry, for forestry, and the need to move away from "them and us", from being negatively critical, to positively critical in discussing solutions.

The communities presented together as a community of communities. There were interesting thoughts about looking at what do we need to do first; consolidating control and access, value added, and enabling diversity. From one of the major tenure holders we heard what it means to be a major tenure holder, an employer with a strong community conscience, and about the practical imperative in the world of business. How do you move from a position having that perspective and be pragmatic in recognizing both constraints and opportunities? The company has a clear commitment to engage and has a lot of projects and initiatives underway. There was also general displeasure among forum participants that other major tenure holders were not here yesterday, as this is important for the discussion.

From the economic development groups, I am surprised to learn how many are already engaged. There was a lot of thoughtful analysis in that presentation, with four main themes:

- the need for good information and analysis to understand what we have and what we can do, let's get a good assessment before starting along different paths;
- the regulatory context;
- lifestyle and culture;
- support for small business.

Next we heard from skills and training and, again, themes of diversity, complexity and being engaged were important and the need to bring these into focus. There are also lots of initiatives that are already under way with advice to stop looking at what's wrong, not to be afraid to take action, to keep driving forward and to establish an agreement, a Memorandum of Understanding (MOU), between employers and governments to commit to a local training strategy.

Old Massett Village Council (OMVC) provided some sobering perspectives and heart felt reservations about where things are right now, which I found difficult to hear and which did seem to have resonance with some people. This was an important message for us all to hear.

Then we heard from tourism and the enormous value that tourism can have here in the long term, with implications for forest management and small business diversification. Also, the need to develop a dependable, diverse employment base came through repeatedly.

We also heard from an individual operator who talked about his own journey and his desire to express and share his knowledge and ability.

And we heard from Keith, on his analysis, and from the provincial government with a commitment to work on this during what is also a difficult time for staff.

This is what I heard from the guest speakers and I'll also highlight what I heard from the groups in the afternoon. I hope this helps those who weren't here yesterday and there may be time for more comments before we break out.

Yesterday afternoon we heard from the four break-out group facilitators. There were some common themes and also some differences. These were derived from and moved on from some of the messages from the morning session.

Our challenge is to bring employment, diversification, and densification; how to encourage people to live on these islands to have long-term employment that's diverse, satisfies people in the forest and in offices. There were a range of ideas of a "Hire Haida Gwaii." Training is a big theme to be dealt with as well as access to wood for local employment, quick access to salvage, infrastructure in forests, roads and closures. And in communities, improved access to the internet, infrastructure, and services, that make for a modern community to attract long-term employees.

There were ideas about island level governance approaches. How to coalesce and how to bring the different governments together to form an alliance; seeking partnerships and change.

Tenure change is a long-term desire and coalescing some of the existing changes, with concerns about current operators having an off-island focus, and there is a pragmatic desire to resolve the community forest proposal. There is also a lot of concern regarding provincial policy and process issues, how to move ahead on those. Maybe there are others, if any of the facilitators want to add.

To summarize, I thought there were a lot of really good ideas and insights, with progress made to developing an understanding of the situation and the need for inventory, resources, opportunities, demand, and not to run before we understand what's out there. Suggestions of MOUs, a virtual log market, right-sizing of contracts and various other ideas, finding the means to co-operate, those are themes with a lot of overlap. Longer term suggestions were schools, tenure consolidation, second-growth, tourism policy and procedure amendments and change. Based on my experiences at the provincial Cabinet table, I know it can be difficult to get things changed. I invite any of you to give us feedback, are we completely wrong on the direction, before we turn now to talking about group work and what we want to come out of rest of day.

### **Public Comments**

(Note: Day 2 morning session public comments are itemized below; each ❖ bullet represents a single commenter. As some comments may not have been clearly heard for transcription purposes, we apologize if any have been missed.)

❖ Thank you for your summary of what you heard and my experience sitting here. Story: I'm one of those people who are of the Haida Nation and I think we're missing a point here. Something was told to this room and I don't think we're considering it. In 1862, there were about 350-500 Haida people. Before that, we had complete control and now we're talking about, I think the Haida Nation is saying, that there is a relationship between Haida Gwaii and Canada and as the province is a child of Canada, they represent some of that and say that they control. Well, they don't really control us. We were in a weakened state and they took over our territory. I disagree, we the Haida Nation are absolute sovereign controllers of Haida Gwaii and we can work with people who live here and we can work out that relationship with Canada. Right now it is one-sided, Canada does not own our land, BC does not own our land. We want to work with you, enrich our lives, go forward with you but let's be clear about who owns, absolutely, unequivocally, 100%. This is not being said. Someone has to get up and say it. I think it was said but I don't think it was said. Having stood on the line on Lyell Island, I think it's necessary to tell the story from my perspective. Thank you for what is being done here. The Kunstaa' guu Kunst' aayah Reconciliation Protocol (KKRP) is just the beginning, and the environment is just as important as industry, more important, and we have a long way to go and a lot more work to do. I appreciate what HGMC is working towards, and I look forward to Canada and the Haida Nation working out their relationship. This will happen somewhere but not in this room.

**Derek, Chair, HGMC** – Thank you for your very clear statement. If I gave any impression to the contrary, I apologize. In particular, what we want to do now is to move forward, take responsibility and engage as a group.

❖ It is a matter of trust and communication. Lots of people are involved in this and have been around for many processes. A lot don't trust the province. We've seen local decisions overturned by BC. We have representatives of the Haida Nation, and mills on Fraser River and others, but they are not representing the local community. We need a two-way communication strategy so HGMC is informing the community and soliciting feedback from the community.

**Derek, Chair, HGMC** – That message will be particularly important as we take this forward from this afternoon. Trust is obviously important and we need to be aware of this moving forward from here. Also what we leave with as expectations; these have to be practical.

❖ I came here in '76, have buried a dad and a wife and have raised 3 kids here. The trust issue is huge. First we had a Round Table by the Socreds with three people from Sandspit. We heard the same stuff then and we already know what's out there. I've been 40 years in the industry, ran a business for 25 years, trained fallers, this wasn't hard to do, have to spend money. Youth. Taan should take a percentage of their profits and direct to youth, as a



straight write off, 2% of gross for youth. Tourism corridors, excellent points. Just logged the last old growth, nuking Moresby Camp. All these things have been previously said, preserve for tourists, but the attitude is, “gotta keep moving the forest,” so no one listened. I don't have a lot of hope, this has all been hammered out before, not enough timber for several companies. One company, one head office, one set of engineers. Taan Forest are saying they want lots of companies so they can low bid. If you want the best, buy some equipment, hire employees, and invest in communities. This is about the 8th time since the 80's. Repeat, repeat, repeat. Let the Haida Nation run it. Get the province out of the way. If we're going to talk about it, let's talk about hard facts. We can't do anything as long as we're constrained. This is not new stuff, it's rehashing a lot of old stuff. I hope this time we'll actually get something.

**Derek, Chair, HGMC** – I completely understand. It is important to have trust. The President described a lot of progress, and no one wants to keep redoing. I have little time left, personally and generally, we want to get things done. I hope the group discussion will help.

- ❖ Good Morning. My Haida name is Yaahldaajii. I want to thank my nephew for making those statements this morning. It was the poor logging practices of 20-30 years ago. Government said they were going to solve the problem of native land claims, so they double shifted to log as much as they could, then took the money and ran. I think 80% of old growth on Haida Gwaii is gone. What is left is protected. People say 50% is protected. I don't believe this, 40% of that 50% is probably already logged. I go back to Haida ownership of Haida Gwaii. We have a very rich history on Haida Gwaii. According to documents, we've been living here 14,600 years with 20,000 people and no detriment on the land and resources until 20-30 years ago. This is with management by Canada and BC. All tenure on HG should be rescinded, TFL 1 turned over to the Haida Nation. I don't see how we could do worse than what you've done. My dad used to say we're having a terrible time with these governments, I hope you don't but I'm turning 72 and we're still having the same problem. We can't sweep it under the rug. We need a paradigm shift in authority. We need to switch so the Haidas are on top not the other way. We've managed for 15,000 years with no detrimental effect. We cannot begin to serve a world market which is inexhaustible with a natural resource that is exhaustible.
- ❖ I've only been here for 30 years but have seen a lot of the process in that time. Up to the land use planning process, I had a lot of hope that we could have an effect. It wasn't the land use that set out objectives but KKR. I brought my 17 year old nephew today. His choice now is to attend university or get a job. He can work at two places for \$14/hour. I'm past the point of being able to tell him what he should do. How can he raise a family on this pay. He did come yesterday and listened, and made a few comments. I asked him, Michael,

what did you hear? I was disappointed by his response but it's true. He didn't hear anything he hadn't heard before. The same problems x 30 years and the case of the Haida forever. We're still here. I told him this and I believe it's true. I believe the Reconciliation Agreement (KKRP) will make a difference, with the joint arrangement and HGMC having the authority to make changes at the strategic high level. I believe that we as communities living on Haida Gwaii, have the opportunity to benefit from living here as we have decision-makers living here now. I think this is a big, big difference. Hats off to the HGMC and everyone who is helping. I'm hoping we can come up with stuff.

**Derek, Chair, HGMC** – The proof of this will be what we produce. One last comment then we'll move on.

❖ I'd like to take this to a different viewpoint, a spiritual part of the forest. We always talk about money from the forest but the better part is the spiritual. I don't see discussion about educational trails through forests. One place I developed a budget for, was building a trail, identifying a trail. It's all crafted since 1981, since I surveyed and protected it from logging. There's about 5 different canoe sites inside that site that are partly finished and close to 200 sites behind there, by Juskatla. It's for the benefit of Haida people but also for the schools, tourism, and we can use to learn Haida culture in field. Build a trail similar to Spirit Lake. When I first started, I had support but then it died. Juskatla was going to donate material but it stalled out at CHN. The CHN was in beginning so I guess that's why it didn't get off the ground. I tried a few years later. I'm thinking toward the spiritual side of forest that everyone can benefit from. There are at least 5 protected areas, behind Juskatla, behind Skidegate, Maude Island, where you can drive to. Start in Raven's Nest as I call that location, that will be the first part of making use of forest in protected areas.

**Derek Thompson, Chair, HGMC**

That is a very appropriate spot to move to the next point. How do we take a values approach and think about practical steps that can move us forward in the short and long term. This is a dialogue that has been going on for a long time. It won't stop here but this is a new starting point. HGMC needs, you need, really practical advice and commitment on the short and long term priorities that give guidance to the future process, and specific ideas around those. The rest of the morning and this afternoon, focus on those points, and then in the rest of the afternoon, focus on resources, and the people needed to work together in cooperation.

**Keith Moore, Forest Strategy Co-ordinator**

Regarding the approach for the rest of the discussion, let us know if there are other views. I'd like to thank all the people who took the mike, for their feedback and guidance. I know we're talking about process but I heard a lot of people say let's just do it. Our proposal this morning is

based on feedback from yesterday. We'll stay with the same four groups and ask that you focus on short term priorities. As there may not be enough time, we'll move into our groups now and take lunch at 12:30 and continue to work while eating lunch. Facilitators, continue with lunch in your working groups until 1:45pm. We'll get to where Derek is saying, specific advice, what HGMC can do as a catalyst to get things moving, pull some levers, make things work, may be even some seed money. What do we want to collectively work on? The three "P's" – Priorities, Process, People but focus on Priorities first. The groups will report back to plenary at 1:45pm, followed by discussion at 2:30pm to formulate specific guidance to HGMC in terms of the Process and People components, and closing remarks before adjourning at 4:15pm for the Sandspit ferry folks. Any comments on this approach?

### **Group Session Reports – 2:00pm**

(Note: Day 2 afternoon session public comments are referenced with a ❖ bullet. They are interspersed throughout the group reports and also in the general discussion at the end. Each ❖ bullet represents a single commenter.)

### **Derek Thompson, Chair, HGMC**

We appreciate everyone staying on a Saturday afternoon, appreciate the commitment. We'll have half an hour of feedback of what each of the groups has been doing, so we can capture the ideas that are coming forward. We'll then look at the last assignment; Process and People.

### **Group 4 – Danielle Myles, Facilitator**

Yesterday, we identified three areas of improvements: training, hiring, and retention; infrastructure, e.g., electricity, roads, transportation; policy. We focussed on the first two.

#### **1. Training, Hiring, and Retention:**

##### **▷ Goals:**

- commitments by employers, employees, and governments to focus on retention, encouraging people to stay here, hiring local, taking on mentorships;
- recruit local first, i.e., may look off-island if no one locally is available;
- encourage employers to accommodate time off for training - training should be a priority;
- it should be easy for employers to tap into local work force;
- how can we put these commitments into contracts;
- improve awareness of Haida Gwaii careers for students, parents, and families
- provide early work experience opportunities and mentorship, e.g., how do you know you want to work here and in forestry;
- get young people into work experience programs.

▷ Tasks:

- set up a task team for skills training and hiring to create an inventory of resources, e.g., training, funding opportunities, and job opportunities;
- research systemic barriers, e.g., why are employers hiring from off-island;
- collectively work to align resources, then match employees to employers;
- creating a Memorandum of Agreement (MOA) for commitments between employers, employees and governments to create programs and market available resources better.

▷ Who:

- Northwest Community College
- Skidegate and Old Massett Band Councils
- MIEDS (Misty Isles Economic Development Society)
- Gwaii Trust
- School District No. 50.

2. Infrastructure – Electricity, Roads, and Transportation:

▷ Goals:

- clean, reliable electricity on Haida Gwaii;
- environmentally friendly;
- ensuring licensees understand community needs for roads;
- more multi-use corridors;
- more forest trails;
- more tourism;
- more options for travelling to Haida Gwaii

▷ Tasks:

- research and identify opportunities for –
  - ✓ district level energy systems, e.g., sawmill with own energy generating capability;
  - ✓ larger scale energy systems, e.g., geothermal;
  - ✓ barging;
  - ✓ resource road access;
  - ✓ more forest trails for tourism;
  - ✓ alternatives to BC Ferries.
- communicate to licensees the importance of roads as multi-use corridors;
- encourage FLNRO to reinvigorate road user group.

▷ Who:

- MIEDS
- FLNRO
- licensees
- any other.

**Derek Thompson, Chair, HGMC** – There is a lot of energy and interest around the first and second issues. Any helpful comments from the floor on this?

- ❖ One idea has been CHN’s Haida Gwaii Youth Assembly (HGYA), which is in its third year. HGYA involves a number of students aged 13-24 who register to participate in the program. They learn about the CHN and about training needs and options. There have been successful students from this program who have been hired by the CHN.
- ❖ Trails. There is a trail strategy and a grant writer being hired so could look at this. For the trail idea, the Kitimat Haisla hired Haisla youth to work as carpenters, and worked them through their apprenticeship by building cabins along Douglas Channel. They are for rent and now the youth are responsible to maintain them and maintain the trail network. More fantasy island ideas: golf carts in Sandspit, Skidegate as these are seen as greener, instead of big V8 SUVs.

**Derek, Chair, HGMC** – who are the champions for this, who are the people and organizations who will make sure something is carried forward, as this will only work if led by people in the communities.

### **Group 3 – Ian Gould, Facilitator**

We identified short term actions and stayed the entire time (through lunch). The priorities we identified are steady employment, training, and improved access, e.g., for salvage.

- ▷ Employment is a difficult topic, one that is hard to address, as it is systemic. Guaranteeing a long-term work force is harder with contractors. Perhaps a 4-5 year contract? Communities need long-term employment.
- ▷ Database of employable individuals; MIEDS did a study on this too. A matching database and give to companies. Identify what the company needs are and what is missing, and what people in the community are interested in doing. This has to go beyond steady employment in traditional forestry but needs to create opportunities in the secondary sector.
- ▷ Act quickly to develop manufacturing capacity here. Levers need to be pulled, one of which is to identify a common vision between communities, to limit competition and infighting between communities.
- ▷ It’s important that companies are unhappy with export fees, as this will always be a component. The Athlii Gwaii Legacy Trust and Gwaii Trust should invest in companies through loans where interest is paid back rather than to banks. Support secondary processing. Export fees, how can we bring money back to the islands for local investment? A novel idea was to raise funds for capital infrastructure but also less will be exported with a resulting loss in revenue.

- ▷ Employment and skills development relates to every industry on the islands. Gwaii Trust has a strong commitment to youth. There are avenues and resources to do this. Try to utilize them more.
- ▷ Opportunities are not there as much for salvage. Incentivize long-term employment, possibly use BC Timber Sales for more local use. Salvage operations, number 1 is that the approval process is too slow. We need a mechanism to address salvage policy. Tens of thousands if you can get quickly for blow down. We don't know the mechanism or policy but need to move this forward.
- ▷ Lobbying for legislative policy change and working with applicable “Table”. Pilot projects are a good way to test alternate ways of doing things. Circumvent barriers to logging for pilot projects, for salvage operations in a different way while protecting integrity of environment and allowing operations to respond quickly to market conditions in a timely fashion. Different models, no consensus within group.
- ▷ Database for value added, understanding what we need and mechanism for getting fibre. Challenge is finding wood. Economic survey, see potential of blowdown. Long-term, salvage certification, meet standards in good standing, opportunities would then be easier.
- ▷ Forest management regime, reduce management costs. Different costs associated with managing forest operations under current regimes.
- ▷ Skills training, Kris Olsen suggested a graduated licensing system for youth. Air brakes, fishing, safety, lots of certifications required for lots of industries now. Move on to a graduated system, first aid, driver licenses, NWCC have a large role to play. Training is important, mentorship to match local youth in different industries. Establish opportunities for people wanting to get into industry.
- ▷ Also outside of forest sector, work on business skills to diversify economy. People don't have the entrepreneur mindset or training, work on this in schools and adult education. Put out a call for entrepreneurial ideas from different communities. Gather suggestions and find mechanisms to move things along. People may not have the skills but they have talents and potential, so give someone the tools and if they have the ability, they can move in that direction. Entrepreneurial opportunities with plan and structure behind it. Existing businesses could also have opportunities.

**Derek, Chair, HGMC - Comments?**

- ❖ **Ruth Wheadon, NWCC** – School District No. 50 funded NWCC to deliver a driver success course that was developed with consultation from ICBC and it prepares students to take their knowledge test so students can obtain their Learner License. The course has already been delivered at George M. Dawson and we are working on delivery at the south end. The course is designed to help students initiate their Graduated Licensing Program. There is also a dual credit program with Grade 12 students able to take business administration,

university credit, computer technology, and applied coastal ecology. By taking these courses, Grade 12 students can obtain credits toward high school completion and college credits towards an eventual certificate, or diploma, or associate degree transferable to 3rd and 4th year university courses. The Business Administration Program is delivered via live recorded lectures. We are also developing an entrepreneurial program for high school credit in the schools and have partnered with Haida Gwaii Community Futures on weekend workshops in human resource management, marketing, and reading financial statements.

- ❖ **Art Lew, Haida Gwaii Community Futures (HGCF)** – Over the past many years we have lent small businesses over \$3M. There are other organizations also trying to do this, to implement business plans and obtain financing other than through the banks. There are also some excellent First Nation programs with incentives. I'm not sure why there isn't more but the reality is, there is already a lot going on.
- ❖ **Laurie Chisolm - Hecate Strait Employment Development Society (HSEDS)** – There are a number of certificate courses already available, e.g., Food Safe, life skills, interview skills, self-employment. We need to make sure that we get the word out there. As with NWCC, the programs are already available but people just don't know about them.

### **Group 2 – Lori Wiedeman, Facilitator**

We took one big idea and fleshed it out as a concept; for all communities to buy out Husby and Teal Jones and then change the model. We looked at what problems this would solve, i.e., to keep decision-making local and be accountable on-island. As we had also identified a lot of things that other groups had talked about, we thought it would be easier to do those by pursuing this one concept. They would probably just happen if we did this first. The goals are to prioritize local benefits, match resources to best use, and make the AAC more rationale.

We conducted a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) as follows:

#### Strengths:

- ▷ Let the Haida lead. They have specific details that need to be worked out with Canada, all of the island communities understand this and we understand that this is where we are living and need to let them take it forward. They will also be more successful if the communities are behind them and the Haida have made it clear that they want to work with the communities. CHN has the authority and will, and doesn't have to be constrained by colonial law.

- ▷ There is a broad skill and knowledge base already present here that is not being fully tapped. There is also a strong common will among islanders for this to happen, for local control.
- ▷ World recognized brand; this is a huge strength.
- ▷ HGMC has control of the AAC.
- ▷ There are funding sources on-island, as well as precedents for BC funding and resources for training, e.g., the 9 different agencies, plus what's already in existence, and Community Futures for entrepreneurial education.

Weaknesses:

- ▷ The number one weakness is trying to get communities to work together, with CHN, and with Taan Forest. The issue is fear that non-Haida locals are not properly represented. Canada and BC do not properly represent the non-Haida population of Haida Gwaii, and the CHN only represents Haida population. There has to be a way that everyone can have a piece of the pie, with some control over it and something that they can buy into. This needs to be addressed for this to succeed. Currently, we don't have a cohesive approach to island-based control but this is what HGMC can do.
- ▷ Do the two companies even want to sell their licenses? Can we convince them and, if they do, how do we fund this?
- ▷ Once we make the purchase what will the management structure look like. How will CHN and the communities work together to manage TFLs in a cohesive way, so that roads can be left open, etc?
- ▷ Negotiations between CHN and Canada may give rise to issues that affect our ability to move forward.
- ▷ We need to mitigate these weaknesses.

Opportunities:

- ▷ Existing funding opportunities through Gwaii Trust and BC funding precedents.
- ▷ HGMC can play a major role in facilitating and developing community proposals to buy tenures and can use the KGRP to move this forward faster within the current framework.
- ▷ Use the recommendations from the forum for plans and actions.



▷ Action Plan:

We call for a Haida Gwaii Alliance. Identify and hire a professional to develop plans and manage the process. This can't be done off the side of someone's desk. HGMC can assist by hiring someone to develop a governance model and business plan in consultation with all communities. We need community buy in. Also, find the funding and negotiate the purchase. How do you move this forward?

**Derek, Chair, HGMC** – Terrific, I mean that sincerely, a good job of modelling the approach. I hesitate to get into discussion on this as it could be a long one and there is lots of energy around this very issue. The team has put forward some interesting ideas and I congratulate you on handling a thorny issue. Comments?

- ❖ I really appreciate the innovative thinking that has happened. We have MOUs between the communities and the Haida Nation as an incredible tool to bring dialogue to ensure your values are brought into an MOA.
- ❖ Can HGMC answer the question that has just been asked?

**Derek, Chair, HGMC** – Today is not the place. Council needs to hear these ideas and have time to debate among themselves.

**Guujaaw, HGMC Member** – Can council do that? No, they can't but people here can do that. HGMC can develop a mechanism to facilitate doing that. On Money: Gwaii Trust, it's working for enriching other people with none of it working here but we own that too, collectively, and should be using it for lots of things, educating, and for whatever we make a priority, investing here, owning the TFLs. It would be foolish to think that lobbying will get anyone else to do things for us but we own that money and have a board so we need to change the policies to access it. The HGMC is supposed to implement the agreement, set the AAC, eliminate ambiguities, make amendments, and develop a Forest Strategy. This is way more complex than BC government staff would be prepared to deal with but I think we can put together the people we need on-island to do that.

**Group 1 – Barry Widjeven, Facilitator**

We had some vigorous debates, with lengthy discussion around the need for local Haida Gwaii control. A lot of it is outside of our purview, so we focussed on the smaller things right now.

Top 10 List (Not ranked except for the first one):

- ▷ Put the community forest in place over the next 11 months before the legislation changes.

- ▷ Identify and investigate the issues regarding deactivation of roads, e.g., liability. We need them for a lot of reasons.
- ▷ Create a virtual log sort where people can look up where the logs are that you want.
- ▷ Bark stripping for cultural use; establish a system shutdown during the two weeks of the year this is possible so that people can focus on doing their harvesting of their bark.
- ▷ Training; make sure we know what opportunities there are and that people know about them.
- ▷ Yew wood; 85% is protected and there is a desire by CHN to go to 100% but while this is happening it is still being harvested but not used. This is an opportunity for a small business to use the harvested Yew wood for profits, e.g., artisan, rather than have it go to waste.
- ▷ Take mills into the bush and only harvest what is useful.
- ▷ There is often poor air quality in Queen Charlotte due to burning wet fire wood. Create a fire wood warehouse, operated by youth and used to fund raise for their activities, and maintain a year's supply of fire wood.
- ▷ Commercial thinning has been done in the past. Forest companies say this isn't worth their while but they are now logging the stands that were previously thinned out.
- ▷ Establish small woodlots for the schools where students can learn about tree planting and how a forest works.

**Derek Thompson, Chair, HGMC – Comments?**

- ❖ As a Haida person, I was also in Group 1 and we talked about taking charge of tenures but it is missing from those listed. I understand the Haida Nation has some of the tenure. I was glad to hear some of the comments from different groups. I understand the problem of trust because I came here not really trusting the process too much. I was concerned with the HGMC and how much they might take control. My worries have been put to rest in hearing Colin talk about Haida Nation does have control. Getting back to trust, it's not only personal trust but I also heard about Gwaii Trust which came about as a result of the Haida people. There is also an Athlii Gwaii Trust. I'm not sure about that one but let's put trust on the agenda.
- ❖ I've heard a lot about the short-term focus but I came here for the long-term focus. I feel strongly about restoration. Get an inventory of all the values, what else is of value, and make the best use for current and future economic needs. When I see so much wood in the cut block, it breaks my heart as there are big, yellow cedar just lying there. Make good

value of the wood, this process should facilitate using that wood for best value and keep some for our kids.

**Derek Thompson, Chair, HGMC**

Thank you, facilitators. We thought we would have time for one more group session this afternoon but as we don't have enough, Keith will explain some ideas. My suggestion is that Keith will discuss ideas for the "Process" ahead and we will hold a large forum, rather than breaking back into the groups. Keith can show his idea, followed by a break and we'll then come back as one group to do several things, one of which he's about to put on the table.

**Keith Moore, Forest Strategy Co-ordinator**

I have one slide, the ideas are not well formulated but the concept is to put up an idea and get you all to think about it. Derek is clear that he is not the HGMC but, rather, the two Haida Nation and two BC members. As Guujaaw just pointed out, the HGMC can be a catalyst, it can pull levers but is not likely to be out there leading the pack. It will be looking to the people in this room to begin the process to make recommendations and changes. Is that fair Guujaaw?

**Guujaaw, HGMC Member** – No, the HGMC is responsible for setting the AAC, making LUOO amendments, managing plans for areas, and a few other things. One of them is the Forest Strategy. HGMC looked at this, and said no we can't create this, it has to be left to the people to do this and how to implement. Council has to do it but we can't do it without people putting it together.

**Keith, Co-ordinator** – We've heard a lot over the weekend and as much as we'd like to do, we're not there yet. There are other organizations and questions to consider and changes to policy and regulations. There are things that we can do and that are in the capacity of people here, collaboratively. An example of this is MOAs or MOUs between the various training institutions, companies, and contractors. We don't need HGMC or BC to start moving those types of things forward. An MOU around "Hire Haida Gwaii" bringing communities together to create attractive space, training institutions, to bring people together, MOU that state "This is what we can do, this is what we will do".

How do we create an islands steering committee or forest council, what would be the process to do this? If you were in favour of some kind of local council, what would be the numbers, who would be the organizations, what would be the action plans, timetables? Unless there is someone dedicated to this, it often falls off the table. What would be the funding for an Islands Forests Council? Finally, many of you have already been part of these processes; ICSI, the trails strategy, HR strategy, how can we integrate these past pieces?

The present reality is different from the past, as Bill Beldessi pointed out, as we do now have a co-management regime. We need a healthy and sustainable community future for our young people. We can do this better through a plenary session rather than in break outs.

**Derek, Chair, HGMC** – We'll break and restart at 3:15 on the dot. We will then discuss how do we, as a community of communities, take control and develop the forest strategy further. I will invite members of Council and a few others, to make comments, observations about what they've heard and what they see but we first want to hear from you on the ideas.

### **3:25 Plenary - Moving Forward, Action Plan:**

#### **Derek Thompson, Chair, HGMC**

Guujaaw reminded me that I misspoke when I mentioned the President of the CHN, as it is President of the Haida Nation.

Two things now: 1. We'll get comments and feedback from all of you about where and how we go from here, reaction to what Keith has said. 2. Then we'll get comments from the HGMC members, responding to what they've heard, as well as one or two comments from communities or major licensees. What we're trying to do here is to get to the real major action commitments in the context of what Guujaaw reminded us is the role of Council.

**Keith, Co-ordinator** – In my second bullet, I've referred to a local steering committee. I also mean to refer to the existing protocol table with communities.

#### **Open Plenary**

❖ I'm not sure whose job it is but at the end of the day, there's a lot of ideas and priorities and a little bit of process. The people are here but somebody has the job with a strategy to identify clear goals, how to meet those goals, and performance measures in meeting objectives. To address this, we need to bin the ideas into similar strategies and objectives, to connect the dots. With that in place, we will have a tangible document, something like the islands forest council, something to put into effect and implement. Who draws those dots and connects them?

**Derek, Chair, HGMC** – Yes, there will be some work to be done to try to pull things together. I think that's what will emerge, that we need to create some capacity to do that. We'll deal with the who and what and where.

**Cameron Bell, MIEDS** – When I first talked to Keith about a forest strategy a few months ago, I made it clear that it wouldn't be something that would sit on a shelf, and that I would be in the FLNRO office and making phone calls with one of the key pieces being a community forest. It's

important to recognize that the community forest is one of the important short-term priorities and actions with MIEDS as a proponent, working with BCTS and FLNRO.

**Derek, Chair, HGMC** – The intent here is that we don't get in the way, we are here to empower and enable. I know you're new to the island, Cameron but if I could push you on it a little bit, on what insights you might have for a broader strategy?

**Cameron Bell, MIEDS** – I think there is a need for direct communication rather than third party, e.g., FLRNO saying CHN position. We need to build trust and not work from second-hand information.

**Derek, Chair, HGMC** – Open lines of communication and this includes HGMC reporting back on what it has heard. What about Keith's idea of a council or group, a body of some kind to be accountable, a champion?

❖ Going back, the history of a forest council began 15-16 years ago. We went to all of the communities to get support for islands' initiatives. The list is not unlike what we have now. People wanted local control, employment, five things. What we came up with, was a terms of reference for an islands' forest council. This later changed to a resource council with local control. Since then, we now have joint/shared decision-making. Local control is more than just the forest industry. What we're really looking for is an islands' governance system. Whether we call it forest council or whatever, it should be more than just once a year looking at forest industry. It's a big job, will need paid staff and the support of everyone in this room and more. We have to sell it and support it. We have to take this concept and build it in to something. It's a huge undertaking with huge rewards.

**Derek, Chair, HGMC** – There is recognition of the technical work required and support for the concept but I'd like to highlight a practical caution around it being a big job and not getting in the way of good things going on, and good communication routes.

❖ I was born on-island and plan on staying. I like the forest, it is a big part of life here. Seeing what is being presented, the one that speaks to me the most, is the bigger umbrella of the forest tenure on-island. We really have the choice of making our own future. How do we get the right people involved in moving this forward. We need people to mentor us in this. Whoever we elect, if we get people like Mike Hennigan, mentoring and passing on info, and like Keith Moore, and Gary Russ Sr, who had great things to say about Haida managing for 14,000 years, I think the process would work well.

**Guujaaw, HGMC Member** – There's a lot of talk about an island council. A few years ago we gathered in meetings like this, we gotta cut harvest level in half. Those were much bigger issues than what we're talking about here. Each time, we sit down with the BC government. If

we get a TFL, we have all the baggage of unions and all that stuff, and our own people still complaining and not a lot of money flowing back from it. In fact we get more money from the carbon credits for what we leave. I don't know, just cut cheques for everybody. We do have Gwaii Trust but it does have strings attached, taking that and using that, it just sits there. So much opportunity, any of this is possible with that kind of money. We can't kill it and we can't use it. Gwaii Trust sits out there invested here and there and we get actuaries and everyone else making money off it. We found it invested in Enbridge, Brascan, those are exactly the kinds of things that it goes into. When the stock market crashed, we haven't touched it since, \$25M sitting there, doing nothing for us, turning wheels for some corporation somewhere. Sooner or later somebody needs wood. Electricity, if we invest in our own electricity, geothermal, whatever it is, invest in that. We're talking about timber now, it should be rosy but it's so complicated and easy to lose money. People talking about what they're not getting paid for, wheeling and dealing, taking an old cabin instead of the money but it's all easy compared to what we've already done. Have a good look and figure it out. We have the means, we don't have to go bumming to the province.

**Derek, Chair, HGMC** – How to engage with the Gwaii Trust?

**Guujaaw, HGMC Member** – No, it is our Trust. We have to figure out what we want with it. When we're negotiating with the province we say, we're not going to trust you. You want everything in black and white, write it out, work out the terms, there's plenty of opportunity. Maybe have to cut it in half to do the things we've talked about. It's all possible.

**Ian Gould** – I am an alternate on Gwaii Trust. It is submissions based, so the programs are out front and people apply for them. It hasn't taken a stance of looking at what the islands need to change but I would like to see this happen more, identifying problems and moving forward. All of the representatives are appointed by their community councils and should be reporting back to their councils.

**Derek, Chair, HGMC** – There's a jewel out there that you need to use effectively. What can be done to access and influence it, proactively, for the communities, given that there is such a cohesive sense here.

❖ I support Keith's idea for an island forest council. I think people here need to feel that there is a body here that represents them and can take the message to the Haida government and the Canada and BC governments and ask questions directly. It could be political and strategic but should also have technical staff to address. Right now, there is very little transparency about what's happening in the forest, because of the code, so a public body to represent the public interest and work creatively with government and industry to develop interesting solutions, as they might also have constraints.

**Guujaaw, HGMC Member** – It's not about saying that it's Keith's idea or that it's mine, it then becomes useless. It's not just anyone's idea, it's evolving, people's ideas but the process is set up exactly to do that, it was the very intention in the first place.

**Keith, Co-ordinator** – Picking up on Nick's point about binning ideas, it takes synthesizing, organizing, presenting. I've been a consultant for a long time, we can do this but we can't make anything happen. The people with the powerful interests are who can make this happen. We need a champion, a body that can move this forward. At one point you said this was easy, Guujaaw. If it was easy we would have solved it a long time ago and we have come a long way. It is really complicated, people, capacity, we can do it but need a champion.

**Barry Widjeven** – I am the elected official for Graham Island Central for Gwaii Trust and Athlii Gwaii Trust. I joined two years ago as I felt Gwaii Trust was not doing enough for economic development. It had spent \$60M but this was mostly in the social arena. I'm a bit concerned about saying let's buy this, let's buy that. I say, and then what, how are we going to run it, how are we not going to lose money on it. Let's spend our money wisely, not buy things for more than what they are worth.

**Derek Thompson, Chair, HGMC**

Thank you Barry, I take that as a solid statement of concern and commitment. I do want to move now towards closure. I want to hear from a few people, the HGMC's perspective but also from a few folks who may be champions or represent champions. I'm looking for Percy, he must have left. So Doug, you gave a good presentation from the communities perspective.

**Doug Daugert, MIEDS** – I'm not too sure what to say, I've heard a lot of good ideas, some very good short-term solutions that we can act on now. We did make a commitment to get together in several weeks with the notes from this, not just MIEDS but the Skidegate Band Council and Old Massett Village Council as well. I realize that MIEDS does not represent the forest but there are the larger issues as well, social, spiritual aspects. We are getting together to see how we can bring a more inclusive group together. Maybe there will be more suggestions and we can start trying to roll with this.

**Derek, Chair, HGMC** – There are a large number of initiatives and bodies here, we don't need one more layer but something to simplify it. Are there comments from other council members?

❖ There's about 60 people here, so just a thought to make a difference. We are all part of the forest industry. If we all take one task and commit to one thing when we go home, prioritize one item, what we can do to change the situation, to prepare programs for youngsters, that we each take initiative in our own home to try to improve the situation. I wonder if we would see change instead of waiting for someone to come to us. It was said

earlier, I want you to think about “how are you going to make a difference?” If there’s any area that you feel strongly about, contact someone, have a conversation, offer help to a college student, offer to train someone, that sort of talk.

**Derek, Chair, HGMC** – To Bob, one of those mystical major licensees, what are your thoughts, what do you say? Note that Bob was referred to as CEO, this should have been interim CEO.

**Bob Brash, Interim CEO, HaiCo** – For two days we have been talking informally, sharing lots of ideas. From our perspectives, we need to distill them. We are under pressure, we've heard from owner and boards, there is impatience around jobs, the same agenda. The trick is how to get there. Logging jobs are difficult. The AAC is in half, there'll never be the same jobs, maybe small scale, salvaging etc. The best opportunities are to get us going, discussions with folks to see what we can come up with. There are lots of details and issues but we think there is an opportunity here if we can get our differences aside. My crystal ball says the margins we can get with the company are fairly slim, so we can mill, one year, five years, get some jobs but it's going to cost money. The banks of the world are not eager to lend money to new sawmills in BC, especially in Haida Gwaii. Do we think this is a solid opportunity, yes, we've done our homework, we know all this but the challenge will be getting the money. We don't need grants. We're under instruction to create a viable business opportunity. We can create a business plan but whether the banks agree with this. There may be a time where we commit and it makes sense and look at Gwaii Trust funding as it may not be available elsewhere. We're under pressure to do it, and hopefully it will come to fruition but we may need a local source of money. There all great ideas but this will be the one to be the catalyst to get the other things in motion.

**Sharon Hadway, HGMC Member** – Sitting here for the last couple of days has been enlightening as a member of the HGMC representing the province. We have the task of looking at a Forest Strategy and we took a run at prioritizing and identifying. To be on the right track we need to bring in the communities and stakeholders, and get the process right. From the HGMC’s perspective, we also want to see action, not a document on a shelf. We have lots of good ideas, lots of positive things that people are willing to talk about. We need some leadership and to think about how to action the pieces, some sort of group, committee, individuals, somebody to help us take these pieces and move them forward. We have talked about training, skills development, capacity for local employment. We've also heard some things that we can facilitate, e.g., the tenure policy issue and salvage, so HGMC can facilitate taking these to the right place to get answers. From my view, we have accomplished a lot of good work in the last two days. For me, it is about identifying priorities and actions that we can move forward. A lot of good work here and I appreciate the commitment. It is a big



commitment and I commend the folks of Haida Gwaii to be so passionate about the forest resource. Thank you.

**Allan Davidson, HGMC Member** – There has been a lot of good discussion during the last couple of days. Further to what Colin was saying this morning, as much as this forum was set up with the HGMC, this whole forum is because of the work of the Haida and the KGRP. As much as the HGMC are facilitating, the Haida are too and have a willingness to work with communities. When we initially started this conversation, we thought we would put a call out for expressions of interest to form a board but in hindsight it's fortuitous in how it has happened. Kudos for pulling this together and for getting all the people in the room together to manage our forest resources. I don't think it's that far-fetched to take over Husby and Teal. They're not in the room. Everyone here has a vested interest in the management of resources on this island, especially Haida, not just us but for our children and grandchildren, for generations. I've heard Taan come up a few times in the last couple of days and we inherited a lot of issues that have to be worked out. As much as we point fingers at Taan, let's take a look at these issues ourselves. If we take over Husby, we'll have the same issues. We need to be aware of that. There's a lot of issues and a lot of work. I believe we have the resources on Haida Gwaii, we don't need to go to gov't to ask to help us out. That way, there's no government control over, we control it ourselves. There are lots of great opportunities here. I'm only one member but there's a willingness by the HGMC to work with this. It's been a great two days of discussion. Keith has been working with the HGMC for the past 18 months to get where we are today. Some of you have been having these discussions a lot longer than I have. We don't have to rely on government anymore, let's all work together, we have lots of great people sharing great ideas. HGMC will be meeting in a couple of weeks and we will discuss how we're going to move forward. I can see Keith being part of my idea on this. I want to say Hawa'a to you all for expressing your ideas.

**Derek, Chair, HGMC** – We're just a few minutes away from closing. I understand if you need to leave for ferry.

**Guujaaw, HGMC Member** – Barry says about spending money here and there. Gwaii Trust shouldn't be doing that, it should be investing money, figure out how to do that. Right now, it's ridiculous seeing that money out in the corporate world. Set it up so if everything falls apart, there's still money. Remind people that there was no way we were going to be able to own that money but we did and we own it as a perpetual fund. The South Moresby Forest Replacement account money is a bit different. The Reconciliation Protocol has made all the difference in making this all come to be. If we come together with a clear idea and put the clarity to it, we can do it, easy.

**Derek, Chair, HGMC** – The challenge is to go forward from here. I'm thinking about individual commitment but also the broader commitment. We don't want this to be just another one of those meetings but nothing really came out of it. How do we move this to something practical? People are cautiously committing themselves or their organizations and communities, HaiCo, HGMC, the Gwaii Trust, CHN. Identify some hard specific things to work on and identify individual specific things that you can work on also. The HGMC meets in two weeks. We've listened and you can expect some communication back about this. All the presentations that have been made will be available on the website in a short while, which moves me to thank some people. Thank you to Teresa Adams, a very patient lady, for recording what we are saying here, to Alan Moore and Keith Moore, thanks to both of you, for bringing the group together, doing the front end work. It is all due to your commitment and effort, thank you. You are not released from a responsibility, this is one little bit as we move forward. And thank you to all of you for hanging in here.

**Keith, Co-ordinator** – I had a contract to do this and to generate a discussion. I want to thank the people who helped, Paula Varnell and Kris Olsen, and Denise and Frank Russ, who catered all of the meals, and Cody Leanne Wilson too. The sound worked well, thanks to Greg Williams, and to Shyla Russ at the front desk for making sure the place was clean, paper in washrooms, etc. Thank you to the facilitators, Barry Widjeven, Danielle Myles, Ian Gould, and Lori Wiedeman and to the students Colleen, Clare, and Acacia. My son Alan worked on the process throughout, good job, thank you. Thank you to the HGMC. I work across the province and internationally. This truly is a unique environment. We are in a realm of joint and shared government, it is unique. Thank you for letting me help you out with it. They wanted a budget, I said we need catering for 100 people, so thank you for showing up, we pretty much had 100 people here for the weekend.

**Derek, Chair, HGMC** – I'm a very poor fisherman. I got it hooked, got it to the boat, but it's not quite in the net. I need a couple of volunteers who will help HGMC to take some of these things on. I suggested Ian who said better to have someone young and crazy, so Cameron, will you work together to move some of this forward? Ian brings some of the history, and is an elected official. Is there anyone else who can volunteer. (Sabrina Frazier volunteered) Someone suggested Percy Crosby, and Colin has seconded that. Have a safe trip home everyone and see you again sometime.