



CHAMPAGNE AND AISHIHIK FIRST NATIONS

2023-24

annual report







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2023-2024 ANNUAL REPORT

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dän nätthe äda däkwäl

message from the Chief

Dànách'é, Shadhäla Äshèyi yè Kwädän.

Welcome to the 2024 Champagne and Aishihik First Nations (CAFN) Nlāshējel (Annual General Assembly). It is a great opportunity for CAFN Dän (People) to come together to reconnect and discuss the direction of our nation. This year, we wanted to have our Annual General Assembly at Kusawa Lake on our traditional territory. This is our second General Assembly as Chief and Council and the first for newly elected Councillor Donnie Williams.

We are pleased to share the updated CAFN Strategic Plan with the Annual General Assembly. The strategic plan is an important tool that helps focus our work as a Council and align our efforts with staff and Citizens through shared vision, values and priorities. Our 2024-2027 Strategic Plan builds on the foundation of work completed and underway at CAFN, with a focus on healing, connecting and learning Dän K'e (our ways) on Dakéyi (our land). It is like a collective trail map we can all follow together.

This year, we introduced a new CAFN 101 staff training workshop. It was a huge success, and more training workshops are planned for this year. We have also hosted events and celebrations to bring our CAFN community together. Chief and Council held meetings with the communities to provide updates to Citizens on the work being done and to listen to suggestions, ideas, and concerns. We had great turnouts at most community meetings. Shāw nithän (thank you) to everyone who attended. We are pleased to spend this time with you.



The Annual General Assembly at Kusawa is an important event for us. It requires a lot more planning and resources but it is well worth the effort. During the Annual General Assembly, it will be Dave Joe's 75th birthday. Dave Joe, a CAFN Citizen from Klukshu, is a distinguished lawyer and one of the principal architects of the Umbrella Final Agreement. Wish him a happy birthday.

Thank you for participating in our Annual General Assembly and for taking the time to learn more about all the work underway at CAFN.

Kwänischis (Thank you)

Dän nätthe äda K'úkhjá

Chief Barb Joe

2023-2027 Council Strategic Plan

Our Values

RESPECT: Self-respect and respect for the land, wildlife, community and family. We show respect for each other through our actions.

CARING: We care about and look out for each other and Dakéyi. We share what we can and give back to our Nation.

CONNECTION: We have pride and strength in our identity as Shadhāla Äshèyi yè Kwädän (CAFN people). We give each other a sense of belonging. We build up our Youth to be our next leaders and Elders. We connect with the land, each other, and our culture.

IDENTITY: Who we are. We value every person's strengths, wisdom and gifts, and meet people where they are at in their journey to foster self-esteem, motivation and confidence in life. Together, we advance our rights as decision-makers. We strive for equity and fairness in all that we do.

Our Dän nätthe dätth'i (Council) vision for our term:

We want to do this in a good way.

*Dáshāw k'e shāwthän k'äts'edünji ni
dän yè dánän, shāwthän ghànūzhì dāw.
Äläyè dánän kay k'anīda I k'è, chu ghānīdā k'è, älegħa
ts'edätth'i ch'e, nāts'usāt shj*

It is our responsibility to continue Dän K'e, our traditional ways, to heal and empower our people and community. We strengthen our wellness by connecting with our land, water and each other.

We are DÄN SHÄWTHAN, responsible for:



2023-2027 Council Strategic Plan

Vision Statement

Dákwän Shadhäla
yè Äshèyi Kwädän
dá government yè,
Dän shäw ghùle du
n-däsäduye shj, Dän
dèts'än shäw nàkutth'et
du n-läts'än nàkune ni,
Kwäday dän k'è, dákeyi
shj dákeyi ye dákwänje
shj ghàts'ukhj nū.

We, the Champagne and
Aishihik First Nations
people and government,
shall promote a healthy,
unified and self-reliant
people, while conserving
and enhancing our
environment and
culture.

This vision is as relevant
today as it was in 1994.
We are guided by our
Dän (peoples') vision.

Läch'i Tán Ga Ts'ūjal (In one direction/frame of mind) Long-Term Strategic Priorities

- 1. We heal together as strong, self-reliant and self-determining Dän (people).***
- 2. We learn, live and share our Traditional Language, Knowledge and Culture - Dän k'e (Our Way).***
- 3. We care for and connect with Dakéyi (Our Land).***
- 4. We build the next generation of leaders through education, training, and connecting our Elders and Youth.*
- 5. We benefit from a vibrant and sustainable economy in our Traditional Territory.*
- 6. We have an effective, accountable, unified Government and programs grounded in Dän K'e.*
- 7. We have safe, sustainable, healthy communities.*

Our Plan in Action

Priority 1: We heal together as strong, self-reliant and self-determining Dän (people).

	Initiative	Rationale	Status Update June 2024
1.(a)	Mental Wellness	Our community has experienced crisis and trauma. Everyone is on their own healing journey; we need to meet people where they are at. Opioids, addiction and COVID recovery are issues impacting our wellness.	<ul style="list-style-type: none"> Community Wellness Standing Committee has been formed Lateral Kindness training for CW department has been completed Focus is on staffing CW positions Review of the programs and services offered in CW to be completed in summer 2024
1.(b)	Respecting our Elders	We honour our Elders and want to ensure that they are safe, cared for, and able to maintain a connection to Dakeyi and our community. We will continue to seek guidance from Elders.	<ul style="list-style-type: none"> Departments have resumed attending Ashaw Senate meetings to hear Elders' concerns Increase for Elders Fuel Subsidy was approved and implemented Trial run of Elder's support workers is underway
1.(c)	Employment opportunities for all Citizens	We want to connect citizens with training, job opportunities, and services to grow their experience and employment success.	<ul style="list-style-type: none"> Management Committee has received briefing on Dan T'sananan project The Immersion Program moved to Language and Culture Department to be able to provide more capacity in Education to focus on employment and training. Review of Sha Je project and past employment development programs is underway. Planning team forming to develop long-term CAFN employment program. Sha Je program to continue in 2024.

Priority 2: We learn, live and share our Traditional Language, Knowledge and Culture – Dän K'e (Our Way).

	Initiative	Rationale	Status Update June 2024
2.(a)	Dän K'e Kwänjē Ghäkenīdän (We are learning our language)	Language resources are needed to support language revitalization.	<ul style="list-style-type: none"> Language Standing Committee has been formed Language Standing Committee has reviewed draft Language Strategy Approved strategy anticipated before Fall 2024
2.(b)	Language and culture programming across all CAFN communities	Language and culture is an important part of our identity.	<ul style="list-style-type: none"> Management Committee plans to review the Cultural Living Strategy in 2024. A new space has been rented to provide programming in Whitehorse New part-time language courses are now being offered

Our Plan in Action

Priority 3: We care for and connect with Dakéyi (Our Land).

	Initiative	Rationale	Status Update June 2024
3.(a)	Dakeyi & Community Land Use Plans	CAFN needs to plan for how it wants Dakeyi to be used now and into the future.	<ul style="list-style-type: none"> A new Lands Manager has been hired HLR and PS have developed a working group to collaborate on land use matters Recruitment for land use planning contractor/expertise is underway Staff have reviewed draft Community Land Use Plans Other LUP initiatives: CAFN is engaged with YG and other partners on Kluane Regional Land Use Planning, Alaska Highway West Local Area Plan, and Kusawa Park management planning
3.(b)	Re-establishing Tān (Walking the trails of our ancestors)	We want to re-establish traditional trails to maintain our connections to our land and each other.	<ul style="list-style-type: none"> This work is to begin in 2025.
3.(c)	Aishihik Generating Station Agreements	Ensure CAFN's ongoing role in the stewardship of Asheyi and management of the Aishihik Generating Station.	<ul style="list-style-type: none"> Asheyi Standing Committee has been formed Community meeting held in November Community Advisory Committee members have been appointed Committee held its first community engagement in May Internal Asheyi Working Group is meeting regularly to ensure work is progressing A gathering at Āshèyi /community event will be planned for summer 2025
3.(d)	Citizen Culture Camps	Camps create opportunities for Citizens to connect with each other, the land and Dan K'e.	<ul style="list-style-type: none"> Training for staff that run camps was held in February/ March 2024 Departments have begun planning for 2024 summer/fall on the land camps
3.(e)	Management and Use of Settlement Land	It is important to manage impacts and guide appropriate use of Settlement Land.	<ul style="list-style-type: none"> Lands Manager position has been staffed Work on the land registry project has resumed Additional signage has been ordered and will be put up at trail heads and high traffic locations across the traditional territory HLR has met with Yukon Government Conservation Officer Services to discuss options for dealing with bison hunters on settlement land

Our Plan in Action

Priority 4: We build the next generation of leaders through education, training, and connecting our Elders and Youth.

	Initiative	Rationale	Status Update June 2024
4.(a)	Youth	We want to enhance opportunities for youth to be involved within CAFN.	<ul style="list-style-type: none"> Youth Council have been elected Youth Council has been meeting regularly and are currently planning a gathering Education department is exploring opportunities to create a program for CAFN to hire students throughout the school year in part-time jobs
4.(b)	Work with the schools on Dan K'e learning	A strong relationship with the schools creates opportunities for CAFN students to learn their language and culture, and fosters a supportive learning environment.	<ul style="list-style-type: none"> FNSB Community Committee has been formed CAFN is working with the SECS & FNSB team to collaborate and plan ahead for land-based learning. This priority is included in the new SECS school growth plan.

Priority 5: We benefit from a vibrant and sustainable economy in our Traditional Territory.

	Initiative	Rationale	Status Update June 2024
5.	Economic Development Strategy	CAFN promotes Citizen's self-reliance by supporting CAFN businesses and investing in our economic growth.	<ul style="list-style-type: none"> This project will begin after April 1, 2024 An internal working group will be established by fall 2024 Ec. Dev to issue a RFP to hire a consultant to develop an Economic Development Strategy for CAFN by Fall 2024

Our Plan in Action

Priority 6: We have an effective, accountable, unified Government and programs grounded in Dän K'e.

	Initiative	Rationale	Status Update June 2024
6.(a)	CAFN Government Structure	Review of department structures is needed to ensure effective delivery of CAFN programs and services for Citizens.	<ul style="list-style-type: none"> Structure of ECO has been reviewed and hiring of a new position (Associate ED) is underway Discussion of structure of CW has been added as a priority to the CW Standing Committee mandate Review of Property Services to be held next
6.(b)	General Assembly Resolutions and Community Concerns	Listening to and communicating with Citizens is important for the future of CAFN.	<ul style="list-style-type: none"> General Assembly resolutions have been added to departmental work plans for ongoing tracking A full review of the GA procedures is taking place. We are hoping to have the new procedures reviewed and approved at the 2024 Annual General Assembly As part of the review there will be recommendations for a better way to manage resolutions.
6.(c)	Language and Culture opportunities for Staff	All staff need to feel welcomed, and understand and uphold Dan K'e.	<ul style="list-style-type: none"> A new part-time language program has started Language Standing Committee is working to finalize the Language Strategy
6.(d)	Electoral process review and update	A fair and accessible election process is important.	<ul style="list-style-type: none"> Most of the changes resulting from the review have been made. Amendments were made to the Election Regulation to allow for electronic voting for a by-election that was held May 15/24. A full review of the Election regulation will occur once we receive the report from the election board and review with Council. This will happen in fall 2024.

Our Plan in Action

Priority 7: We have safe, sustainable, healthy communities.

	Initiative	Rationale	Status Update June 2024
7.(a)	Identifying Housing Development Priorities	We need a housing strategy that addresses all of CAFN's housing needs.	<ul style="list-style-type: none"> Housing Standing Committee has been formed Review of previous work on housing is under review by Property Services department
7.(b)	Build Gathering Spaces	Our Citizens will benefit from safe, inclusive and comfortable places to come together.	<ul style="list-style-type: none"> Community Wellness Hub project has completed initial round of community consultation Community Advisory Committee has been formed Preliminary commitment on funding for the CW hub has been secured from Canada
7.(c)	Community Safety Program	CAFN Citizens need to be and feel safe in their homes and communities.	<ul style="list-style-type: none"> Funding and facilitation support has been confirmed from Canada Community Safety planning for Takhini River Subdivision will begin in August 2024

Our current Chief and Council serving from 2023 to 2027 are:

Dän nätthe äda K'úkhjá (Chief Barb Joe)
Shädäsgè (Oct 2023-2024 Deputy Chief Sharmane Jones)

Äshäw Dän nätthe äda Onkee (Elder Councillor Carol Buzzell)

Shäna Dän nätthe äda Ughats'etsäna Mą
(Youth Councillor Shyenne Sparvier-Kinney)

Dän nätthe dätth'i (Councillors):

Tásūnhá (Donnie Williams)
Dé tthó (Margaret Chiblow)
Kätänayeátá (Lawrence Joe)

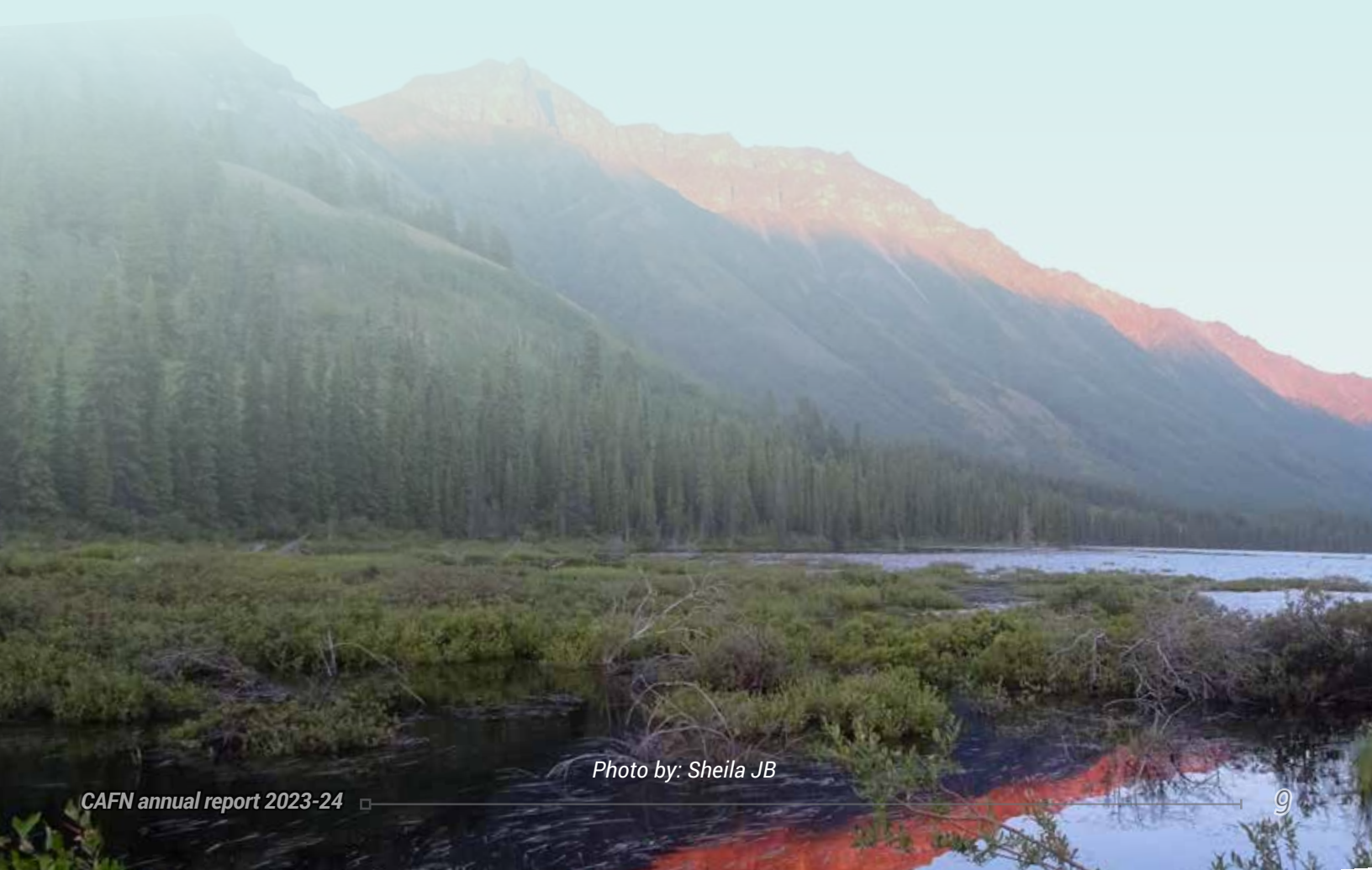


Photo by: Sheila JB

Executive Council Office Annual Report for 2023

The Executive Council Office (ECO) team:

Angie Wabisca

Executive Assistant to Chief

Doreen Williams

Executive Assistant to Council

Holly Underschultz

Executive Assistant to ECO

Gayle Corry

Chief Financial Officer

Jennifer Lee

Executive Director

Linaya Workman

Associate Executive Director

2023 Highlights

Closing the COVID file

After a number of years of following Kwatsi Dan, CAFN's COVID plan, we made the decision to close down all of our COVID operations. CAFN was able to respond effectively and efficiently to the pandemic, but was happy to return to normal operations

in 2023, which included the ability to gather together again.

Council thanked COVID Coordinator, Kari Johnston for her tireless effort to ensure CAFN was doing whatever needed to keep CAFN Citizens and staff safe during the pandemic. In recognition of her work, Kari was gifted a beautiful vest made by Vivian Smith. (see photo) CAFN learned a lot from working through a pandemic, and this experience will help us to be prepared for future emergencies.

Re-established Standing Committees

In 2023, Council re-established a number of Standing Committees, which ECO supports. Each committee is focused on specific CAFN priorities, as described below.

Negotiation Standing Committee

Focused on negotiations regarding Specific Claims and land claims in BC.

Community Wellness Standing Committee

Developing a Community Wellness Hub and building up the health and social programs and services offered to Citizens.

Language Standing Committee

Working on a language strategy and completing the review of the Immersion Program.

Finance Standing Committee

Ensuring that CAFN has robust financial processes and that funds are being used in the best way possible to benefit CAFN Citizens.

Housing Standing Committee

Developing a strong housing program.

Asheyi Standing Committee

Implementation of Aishihik Generating Station agreements.



A community engagement meeting on the Community Wellness Hub building November 2023.

Implementing Council Priorities

Council's Strategic Plan outlines 7 priority areas. The Action Plan to implement these priorities has a total of 19 initiatives. ECO leads the government to ensure work is progressing on all of these priorities. *Please see pages 4-8 for updates.*

Supporting Management Committee

ECO has changed the structure of the department. We no longer have Senior Directors, but instead an Associate Executive Director will be added to the team in 2024. There were also a number of changes in the senior management team – CAFN's departmental directors - in 2023.

ECO wishes to thank our senior management team who we work with so closely. It is the dedication, passion and hard work of the Directors that turn our priorities in action. The Management Committee is the group who work hard every day to implement the vision of Council and provide excellent programs and services for CAFN Citizens. Sincere gratitude goes to:

Melina Hougen, Director of Heritage, Lands and Resources who always carries a very diverse and large workload, and does so with great professionalism.

Denise Beattie, Director of Governance who continues to be able to come up with terrific new ideas for General Assembly swag, even after 10 years of organizing CAFN GA's.

Dainius Zaldokas, Director of Property Services has demonstrated exceptional skills in overseeing large capital projects and tackling the challenges that come with this work.

Brenda Jackson, Director of Human Resources leads a small but mighty



Councillor Sharmane Jones and Education Director Amy McKinnon thank COVID Coordinator, Kari Johnston for her time working with CAFN. Kari was gifted a vest made by elder Vivian Smith.

team that keeps our staff happy.

Trish George, Director of Finance keeps the bills paid and CAFN finances in order, despite all the hurdles that the department faces.

Amy McKinnon, Director of Education who took the leap this year into a more senior position, and has already made some great things happen in her department.

Krista Reid, Director of Language and Culture who has returned after a year away, is again leading innovative ways to provide language programming.

Annette Eikland, Director of Community Wellness has taken on the challenge of rebuilding the department, and bringing great ideas for the future of community wellness services.

Shāw níthän to our hard-working Management Committee from the ECO team.

CAFN's lil Storms join the ice parade during the 2024 NHT.



Dän nätthe dätth'i met at Council Chambers in Dakwäkäda to officiate the swearing in of Councillor tásūnhá (Donnie Williams) on May 16, 2024.

The Dakwäkäda Dancers kept our traditional songs and dances alive at the Festival of Native Arts in Fairbanks, Alaska the last weekend of February, 2024.





CHAMPAGNE AND AISHIHIK FIRST NATIONS

Shadhäla Äshèyi Dän

Champagne and Aishihik People



CHAMPAGNE AND AISHIHIK FIRST NATIONS

Shadhäla Äshèyi Dän – Champagne and Aishihik People

Total Citizens as of June 2023 **1,288**

Age Groupings	Total	Male	Female
Elders (60 yrs +)	306	132	174
Adults (24-59 yrs)	665	326	339
Youth (13-23 yrs)	172	90	82
Children (0-12 yrs)	145	77	68
Total	1,288	625	663

Yukon Residency	Total	Male	Female
On Settlement Land	309	164	145
Off Settlement Land	979	461	518
Total	1,288	625	663

Indian Status Registry with CAFN/Enrolled with another Yukon First Nation	20
CAFN Enrollment/Indian Status Registry with another Yukon First Nation	18
CAFN Enrollment/Indian Status Registry with another First Nation (in Canada, outside of Yukon)	12



CHAMPAGNE AND AISHIHIK FIRST NATIONS

Nation Services

*Strengthen CAFN natural, cultural and government resources
and provides support to those who want to access them.*

- > **Heritage, Lands and Resources**
- > **Governance**

Nän Kay Ghàkwīnjì K'è

OUR WAY OF LIFE ON THIS LAND

HERITAGE, LANDS AND RESOURCES

Äshèyi

CAFN continues the important work to ensure a better future for Äshèyi. We continue to meet regularly with Yukon Energy (YEC) and Yukon Government (YG) on the implementation of the 5-year Water Use License and associated Monitoring and Adaptive Management Plan. Our joint technical team has shifted our approach to ensure that Dan K'e and the values and priorities of CAFN government and citizens are incorporated in technical processes and decision making. Soon, our focus will be shifting to the longer-term license application. This work will include developing monitoring and adaptive management plans that reflect and consider both CAFN values and regulatory requirements.

In the past year, we have hosted four community meetings to connect with citizens on community priorities, the Äshèyi Agreements, community projects, and visions for reconciliation. We would like to thank the previous Champagne and Aishihik Community Advisory Committee for laying the groundwork for the agreements and establishing community priorities. Shāw níthän!

We are happy to have a venue for community input and guidance through the establishment of the Äshèyi Community Advisory Committee (ACAC). The ACAC was formed February 2024 to provide an advisory role to CAFN on the implementation of the Äshèyi Agreements and the future operations of the Aishihik Generating Station (AGS). The committee will assist with identifying values and objectives for Community- and

Äshèyi-based monitoring, future regulatory planning, and ensuring local and traditional knowledge are considered in decision making.

The Äshèyi Standing Committee was established in September 2023 and provides political oversight and guidance to the AGS file. Committee membership includes Chief Barb Joe (Chair), Youth Councillor Shyenne Sparvier-Kinney, Jennifer Lee, Ian Robinson, Melina Hougén and Zabrina Leslie. The Standing Committee has recently engaged Pape Salter Teillet LLP to assist with developing and implementing a strategy for negotiations with Canada.

LANDS

Land Use Planning has been identified as a priority by Chief and Council, staff, and citizens. We



Levi Graham showing a CAFN youth how to skin a gopher at Kloo Lake.



Jai Reid, along with Harmony Bourassa, and Juliette Joe help CAFN Heritage discover artifacts in the Ice Patches.

have engaged external support to continue and complete the work on Community Land Use Plans for all CAFN communities. These plans will ensure that we are actively managing dákeyi in a way that is respectful of past, present, and future priorities of CAFN and our citizens.

Outside of our communities we are embarking on settlement land planning. This work has been underway for many years and CAFN would like to thank Elders, community members and past staff for all of their input to date. Again, the goal of this plan is to ensure that dákeyi is being protected and respected for the enjoyment of present and future generations.

Work has resumed on developing a CAFN Lands Registry, which will enable citizens to obtain mortgages on settlement land. Our Self-Government Agreement has been amended to allow for this to happen and our next steps are to amend the Lands Act, Lands Policy, and develop and implement a Registry system that is compatible with Yukon Government's Lands Registry.

CAFN staff have engaged with Yukon Government Conservation Officer Services to discuss options

for access management and enforcement issues. This work stemmed from concerns about the impacts of bison hunting activity on settlement land, as well as general concerns from citizens about the increased volume of non-citizens accessing and utilizing trails and sites on CAFN lands.

Salmon

Work has progressed on CAFN's Salmon Relationship Plan, with community meetings held in both Dakwākāda and Kwanlin this past winter. We have received a lot of guidance from community members about short- and long-term goals and priorities for salmon and look forward to continuing this work with the community.

We are anticipating a gyü (chinook) run of about 1,500 fish in the Alsek and Klukshu River systems this year, which is slightly above the average from the last 10 years at 1,100. The sambay (sockeye) run is anticipated to reach over 31,000 fish with the average from the last 10 years at 14,000 fish.

The Yukon River gyü run is anticipated to be low again in 2024. The estimate of gyü returning to

Canadian waters is expected to be between 19,000 and 28,000. CAFN staff anticipate spending a lot of time at our salmon bearing waterways this fall to talk with citizens and record harvest effort, harvest success, and any observations from those spending time on the land.

Emergency Preparedness Planning

CAFN has engaged Holistic Emergency Preparedness & Response to assist us in developing emergency management plans for our communities. The planning process will include training for those who will be activated in case of emergency, information on what resources are available in the event of an emergency (i.e. forest fire, flood, other threats to community, etc.), determination of points of egress and evacuation planning needs, interagency contacts to assist in an emergency, and any other information needed to inform an emergency management plan.

Ice Patches

CAFN Heritage continues to lead the Ice Patch fieldwork in dákeyi to recover ancient hunting tools melting out of the ice. We recovered 13 separate artifacts in 2023, all from

the Gladstone ice patch – which has now produced artifacts for over 23 years in a row. Our most notable find was the distal tip of a throwing dart that included a chert point tip with sinew attached. We had several young citizens join us for ice patch searches, including Jai Reid, Harmony Bourassa, and Juliette Joe.



Neskatahin Smolt Camp 2023.

Taylor Roades, a BC-based photographer, also joined us in the field and documented the days' work. Taylor is our lead photographer for the Ice Patch Photography Book project, which is expected to be published in the spring of 2026. This project will create more opportunity

ground into the present, and have a book that can be shared with future generations.



Muskrats from Muskrat Camp at Kloo Lake 2024.

for citizens to see Ice Patches in person, feel a sense of connection to places of the past that we can re-

Photo by Mackenzie Taylor



Dän Nätthe Dätth'i

THEY ARE SITTING BEFORE THE PEOPLE GOVERNANCE

GOVERNANCE AND COMMUNITY INITIATIVES

In 2023-24, the Governance Department expanded to include Economic Development and Communications staff members.

Governance has been working on reviewing the General Assembly (GA) process and the GA Procedures. This work started with a citizen survey that ran from July-October 2023. An internal working group was established to review the survey results and other feedback received regarding the GA, and develop initial recommendations for proposed revisions to the GA Procedures based on this feedback. The GA Working Group held community consultation meetings, where citizens were able to hear and review the Procedures and recommended revisions, and provide feedback. The consultations

were held from May to June 2024, in Whitehorse, Takhini, Haines Junction and Champagne (zoom was offered for some meetings). The GA Procedures and recommended revisions will be presented at CAFN's 2024 General Assembly for further discussion and approval.

Governance continues to work on policy and legislation needs, and supports other departments with updating and developing policies. In the last year, the First Nations Council approved the new Donation Policy and Honoraria Policy, amendments to the Boards and Committees Policy (rates are now in the Honoraria Policy), and the new Council Code of Conduct. An amendment to the Election Rules and Regulations was passed to allow electronic voting in the 2024 by-election. The Äshäw (Elders) Senate and the Youth Council both updated

their Rules of Procedure.

Council approved an amendment to Section 17 of CAFN's Self-Government Agreement that will allow for additional clauses relating to Education matters. CAFN's Financial Transfer Agreement's term was extended and a number of FTA amendments were approved. CAFN is an active participant on the Land Claims Agreements Coalition (LCAC) working groups. LCAC advocates for the effective implementation of our modern treaties.

Chief Joe attended the Prime Minister's Forum, along with a Governance staff member who provided technical support and Youth Councillor Sheyenne Sparvier-Kinney. The Gordon Foundation and the LCAC hosted the Sixth National Treaty Simulation in Ottawa in February 2024. CAFN sent two

youth to this event, where they learned about negotiations and implementation of modern treaties. CAFN staff also participates on the Implementation Working Group, which includes Self-Governing Yukon First Nations, the Council of Yukon First Nations, the Yukon Government and the Government of Canada.

Communications staff prepared the quarterly Citizen newsletters. Communications worked with a marketing company, SMRT Pop ups, to develop a Social Media Strategy. Staff assisted in the development of several power point summaries for Chief and Council community meetings. The Yukoners' Attitudes Towards Vaccines (ATV) project interviews were successfully completed. The ATV Project is a collaborative project between the Council of Yukon First Nations, One Yukon Coalition, and Yukon University, in partnership with Champagne & Aishihik First Nations and Selkirk First Nation. The project aims to better understand how people make decisions about vaccines: who Yukoners trust; where they get their information; why they choose to get vaccinated or not. The project will delve into issues of communication, trust, history, and other factors that may influence the decisions people make about COVID-19 and flu vaccines.

The Governance Department undertakes is the filling of vacancies on a number of boards and committees. CAFN citizens are encouraged to put their names forward. Current vacancies and applications are located on the CAFN Website. You will need to fill in the application form and attach your resume. You can send email inquiries to: CAFNBoards@cafn.ca.

Over the past year, Governance staff have been working with the Äshäw (Elders) Senate Executive. There were 3 Äshäw Senate meetings held. The new Rules of Procedure were finalized and signed off on January 18, 2024. A new Äshäw Senate Executive was elected on May 30, 2024. It was a true pleasure working with the previous executive and we thank them for all their hard work. The Nätthè Youth Council also passed their new Rules of Procedure and selected a new executive.

Governance also processes new enrollments on an ongoing basis. All enrolled citizen files have been scanned into an electronic filing system and we will begin scanning all archived files into this system.

ÄSHÄW (ELDERS) SENATE

A new Äshäw Senate Executive was elected on May 30, 2024 and the members are:

Executive Members:

- Frances Oles, Chair
- Joanne MacDonald - Co-chair
- Harold Johnson - Director
- Larry Joe - Director
- Barb Hume - Director
- Percy Allen - Alternate

There were 3 Äshäw Senate meetings held. The new Rules of Procedure were finalized and signed off on January 18, 2024

NÄTTHÈ (YOUTH) COUNCIL

The Youth Executive helps carry out the work of the Youth Council.

They passed their new Rules of Procedure and selected a new executive:

Executive Members:

- Echo Kirk- Chair
- Erin Jim - Co-Chair
- Marcus Sparvier
- Justin Johnson
- Drake Workman-Etzel

Economic Development

This last year, CAFN Economic Development has supported over 25 citizens with the creation of business plans, feasibility studies, business coaching, and entrepreneur mentorship. There were 5 citizens who received the SPARK Tourism mini micro-grant administered by CAFN; also, there were 16 citizens who accessed the Entrepreneur Equity Fund for business startups and expansions.

The Business Employment Enhancement Program assisted with 2 citizens receiving on-the-job training in a trade skill - carpentry. In addition, there were 5 citizens who participated in the 3 month 'Train the Trainers' segment of the Parka

Entrepreneurship Program. There has been a big push to update the CAFN Business Listing portion of the website and recent call outs for businesses we might be missing.

CAFN Economic Development is working on best ways to promote opportunities for CAFN businesses and citizen entrepreneurs through various procurement opportunities with Yukon Government, BC Parks, and Kluane National Park.

Currently we are working on a best way to stream opportunities to the citizens and business entities.





CHAMPAGNE AND AISHIHIK FIRST NATIONS

Citizen Services

Citizen Services provide holistic Citizen services designed to improve the health and wellbeing of CAFN individuals, families and communities.

- > **Community Wellness**
- > **Education**
- > **Language and Culture**



Dän Ts'än Nännji

PEOPLE HELPING PEOPLE

COMMUNITY WELLNESS

The Community Wellness Department provides services to CAFN members in the areas of Income Assistance, individual case management, counselling, substance use supports, Elders fuel subsidy, community care, Elders activities, Youth programs, outreach support, family support, emergency financial support, and health promotion. Community Wellness has been working hard to provide programs and services, striving to enhance the wellness CAFN Citizens. With a shortage of staff and capacity, we have continued to offer programs and services throughout the year.

AnDa Ta Youth Programs – Dakwäkäda

The AnDa Ta Youth Centre offers programming for Youth ages 6 and up which includes traditional, contemporary and recreational activities 5 days a week. Operating from 3pm to 5pm & 7pm to 10pm Tuesday to Thursday, Fridays 3:00 to 11:00 P.M. Saturdays 1:00 to 5:00pm and 7:00 P.M to midnight. AnDa Ta

Youth Programs provide cultural, social and recreational opportunities for children and youth in a safe, nurturing environment assisting Youth in their physical, emotional, mental and spiritual growth by offering a wide range of services and programs.

During the summer months, the Youth Centre operates from Monday to Friday, 8:30am to 5:00PM offering a 7-week summer camp. Youth drop in and programming is also offered within the evening hours- Saturdays 1pm to 5pm and 7 to midnight for teens.

The Youth centre offers low barrier programming to Youth which varies during the season.

Programs Offered:

- Shaje Kwa'a Sunshine Camp (summer camp runs for 7 weeks)
- Children and youth play a very active role with in the Green house Project from fertilizing to planting, growing, harvesting and distributing to elders and families

- Cultural Programs (sewing, harvesting, handgames, on the land activities)
- Dinner & Movie Nights
- Cooking Classes
- Sewing Classes
- Crafts
- Recreational Opportunities (Mt. Sima, Kick sledding, Skating, Skiing, Swimming, Hiking & more)
- Pine Lake Beach Days
- Field Trips to Whitehorse & Rural Communities
- Workshops
- Employment and Training Opportunities

Youth Programs - Takhini River

Takhini Youth Programs work closely with the AnDa Ta Youth Centre offering afterschool and summer programming for Youth ages 6 and up in Takhini River Subdivision. Afterschool programming activities include a variety of activities within Takhini, focusing on Recreation, foundational skills, STEM Skills & life Skills.



Youth Programs recently secured a permanent vehicle for their Youth through Jordan's Principle funding outings.

During the summer months, Cub Camp participated in a variety of activities in Takhini and surrounding areas throughout the summer. Outings were planned to join the AnDa Ta Youth Center for activities and fun days. The Youth enjoyed themselves and enjoyed connecting with our other CAFN Youth as it was the first summer of reduced COVID restrictions with the ability to gather together.

Youth and Staff harvested berries and later had the opportunity to bake using their harvests. Jordan's Principal Cook, Josh, facilitated and offered "cooking with the kids" activity during our day camps. Youth learned how to make simple lunches like sushi, pizza and other baked goods.

This spring, Youth have started work in the Takhini garden, putting a lot of effort in and transforming the garden while learning about growing vegetables, fruits and flowers. The Youth been harvesting crops and hope to soon share with families and Elders in the community. Youth recently had the opportunity to learn

about chickens and their life cycles and participated in hatching a set of chicks at the hall in an incubator.

This summer, Takhini Youth programs are offering on the land learning with a variety of activities from language and cultural learning to harvesting. The 2024 Cub Camp operates Monday to Friday from 8:30am-4:30pm from June 24th – August 16, 2024. Youth Programs recently secured a permanent vehicle for their Youth through Jordan's Principle funding for Youth outings.

Treatment Services and Support

CAFN has been fortunate to have had access to funding managed by CYFN for the purposes of specialized treatment outside of the territory. Staff at CW have acted as a contact point for Citizens choosing the treatment centre most appropriate for their needs, assisting with travel and helping them navigate through the application process. CAFN manages a small amount of funding for additional supports related to treatment that do not fall within the CYFN guidelines. This past fiscal year, approximately 38 CAFN Citizens

have accessed this fund.

Although CAFN continues to provide some support for treatment, CYFN no longer has funding available and new options are being researched. Local Mental Wellness supports in the form of counselling is available through Northern Focus Counselling.



Wellness Supports

Utsän nàñji - Case Management

Community Wellness Case Managers support all CAFN communities in the areas of child welfare matters, treatment referrals, mental health supports, family advocacy, and individual wellness planning. This includes work with a variety of Citizens ranging from Youth to Elders. Case Managers act as a liaison and support between individuals/families and other agencies and services. Daily crisis response is offered to Citizens for child welfare, poverty, food security, substance use, suicide, domestic violence, grief, loss and trauma. Some services CAFN families have accessed include: medical travel, respite, Jordan's Principal navigation, nutrition supplements, rent and utility assistance, supports for cultural and family connection and sport/recreational opportunities. Our Case Managers offer navigation of treatment programs and services and support with funding of treatment and aftercare programs.

Community Wellness has worked over the past year in collaboration with the Haines Junction Food Association to sort and deliver monthly food hampers to Citizens living on settlement lands. CW staff also support with emergency food hampers when Citizens are in need. Our staff are currently working on community food pantry's in Haines Junction and Takhini River which will allow for low barrier access for those who need it.

Cultural and Family Support Workers

The Cultural and Family Support Workers (CFSW) focus on prevention through cultural programming and also offer in home support for families. These positions remained

vacant for most of the year but have recently been staffed with two CFSW's in Haines Junction and one CFSW Coordinator in Whitehorse. We currently have two vacant positions for Whitehorse/Takhini Cultural and Family Support Workers. These positions are funded through Jordan's Principal and offer support to CAFN families with Children ages 0-19.

Justice

CAFN citizens with court matters received assistance through the Community Justice and Indigenous Court worker programs in the form of personal support, advocacy, transportation, treatment and counselling referrals, life skills support and a listening ear. These supports are also extended to citizens beyond the court system who may feel at risk of reoffending or who want better strategies for life. Services of this kind were provided to 19 citizens, including visits to persons at WCC. Some of this was done in collaboration with Mental Health and Substance Use staff (YG). Notably, court dockets show a considerable decrease in the number of CAFN persons facing criminal charges. As part of the Community Wellness team, justice staff collaborated with CW staff to provide circle of care support for citizens towards resolving difficulties in their lives, self-determination and self-sufficiency, all in the spirit of emotional, mental, physical and spiritual wellbeing.

Healthy Living - Muskrat Camp

Community Wellness hosted the 2nd Annual CAFN Muskrat Camp from March 25th to April 5th, 2024. The camp was a wonderful experience for all, and approximately 250 individuals attended throughout the two-week period.

During the camp, participants were able to learn about harvesting and trapping muskrats, set-line fishing, and other cultural activities such as sewing with fur. Every grade of the St. Elias Community School was able to make a trip out to the camp, allowing students in Haines Junction to further experience and understand CAFN traditional harvesting practices.



Many Elders attended throughout the two weeks and shared knowledge of harvesting, sewing, and the local area, which greatly enriched the experience of camp.

The camp was a very large undertaking with so many participants involved, and the camp would not have been possible without support from the following:

- CAFN Councillor Sharmane Jones – Provided use of Family Cabin at Kloo Lake
- Nevada Joe - Camp Attendant
- Elders Bertha Moose and Rita Burns - Knowledge Keepers and Sewing Instruction
- Elders Lorraine Stick, Lorraine Allen, Ron Chambers and Audrey Brown - Knowledge Keepers
- CAFN Language Immersion Program
- Mats'āsāna Mq Primozic - Scavenger Hunt Leader
- Kàłx'òkw Leger - School Coordination and Daily Camp Support
- St. Elias Community School Staff

- Marcel Dulac and Elodie Dulac - Head Trappers
- Shane Oakley - Head Trapper and Concession Holder
- Levi Graham - HLR Guardian Leader and Concession Holder
- HLR Guardians
- All Elders and Knowledge Keepers
- CAFN Departments: Property Services, HLR, Language and Culture, Finance, Education, HR, CW, Communications
- YFNED
- First Nations School Board
- Cooks - Jeannine St. Marie, Marianne Joe, and SECS school cooking team
- St. Elias Lions Club
- Bus Drivers - Daily Transportation Support
- CAFN Chief and Council
- All Community Members including staff from the HJ RCMP, HJ Conservation Services, and the HJ Health Centre.

Traditional Medicines

Our Health Promotions team has been working with citizens to offer several opportunities to learn about traditional medicines and plant fauna through nature walks. This program continues to assist Citizens and other departments to access harvested medicines when needed for various ailments. This program continues to work at harvesting throughout the summer and fall months to ensure adequate supply throughout the year, and to offer workshops such as salve making.

Wellness Activities

Our Wellness team is working hard to ensure that programs and services can be offered in many different communities as often as possible. Throughout the past year, we have coordinated a Women's camp at 29 mile in Aishihik, several ice fishing trips both in Kusawa and Haines Junction area, and summer fishing trips in Kusawa and Haines Junction



area. We have also offered many successful community dinners and events such as Halloween fireworks and BBQ in Takhini and a Halloween celebration fun night in Haines Junction. Lift your spirits was offered in HJ, and in Whitehorse with transportation from Champagne and Takhini. This was a very successful event, where many Citizens were able to take part in self-care activities and enjoy a catered meal.

Community Care

Our Community Care team has offered Elder's lunches in Whitehorse, Takhini, Champagne and Haines Junction on a rotational basis throughout the year. To compliment Elder's lunches, our team has recently begun rolling out a "meals on wheels" program for Elders and vulnerable persons who may not have enough access to high nutrition meals. More information is to come on how Citizens may access this program. Community Care also continues to work with Elders in all communities to assist with medical transport where possible, along with light cleaning duties and liaison services with long term care and home support. Recently, we have been able to welcome another team member who will be assisting with Whitehorse and Takhini Community Care.

Bus Service

Community Wellness continues to offer daily bus service from Haines Junction to Whitehorse, with pick up available for Canyon, Champagne and Takhini. This service supports a large number of Citizens to attend medical appointments, go grocery shopping and do other activities in the Whitehorse city centre. Recently, we have been able to secure an on-call driver to compliment this service. We have offered transportation to many potlatches and special events to support Citizens to take part in these important cultural activities.

If you would like support from our Wellness team or have questions about our services, please call Dän Ts'an Nännji (Community Wellness) Phone: (867) 634-4200 or (867) 456-6888 or Email: contactus@cafn.ca



Dän Kets'edän Yu

THEY ARE LEARNING

EDUCATION

Congratulations

GRADUATE!

Our CAFN Education Department offers learning programs for CAFN learners ages 18 months to adults. In the past year, our department grew and changed, including moving the Dän K'e Kwänje Ghàkenīdän adult language program back to the Language and Culture Department and adding the Sha Je beautification crew for 2024-25. Education in the Yukon is evolving with new systems, organizations and programs to improve Yukon First Nation student outcomes. We work closely with many education partners, including the First Nation School Board (FNSB), Yukon First Nation Education Directorate (YFNED), and the Yukon Department of Education.

Shawkwunlee Daycare Early Learning

Our CAFN Shawkwunlee Centre offers early learning education to

our youngest learners, starting at 18 months of age. Our Shawkwunlee teachers provide high-quality care and learning, including a growing number of daily activities in Däkwänjē (Southern Tutchone). In 2023-24, we offered a pilot K4/K5 after school program for the community in partnership with CAFN Youth Programs. This past year we struggled to maintain an entire staff and had to close the toddler room for a few months. We actively recruited new staff for several months and reopened it this May. In summer 2024/25, we look forward to offering a new K4/5 camp, which will bring us to our highest attendance in six years, 29 children. Continuing

priorities and activities at Shawkwunlee include:

- Community outings
- Family based activities
- Language and culture curriculum following the seasons/moons
- High quality learning experiences
- Mental wellbeing of teachers and children
- Ongoing professional development for all staff
- Recruiting youth trainees to work at Shawkwunlee and to the field of early learning and child care.



CAFN's St. Elias School nutrition team. Pictured are Gloria MacElheron, Leslie Kramer, and Holly Hong.



K-12 Education (Elementary and Secondary)

CAFN offers a range of support to elementary and secondary students, including funding for school supplies, special circumstances, tutoring, and direct student and family support through our Education Support Workers (ESWs). CAFN had three ESWs in 2023-24, and we are staffing a new half-time position for Whitehorse Elementary schools in 2024-25. ESWs deliver a range of wrap-around student and family supports, including daily student support in schools, serving as liaisons and advocates with other agencies, and referrals and support for Jordan's Principal applications. Our ESWs nurture our elementary and high school learners in partnership with school staff, FNSB staff, and YFNED specialists and advocates.

CAFN had a total of 194 students in K4 through 12 in 2023/24:

- In Dakwākāda-Haines Junction, we have 41 students enrolled in the St. Elias Community School,
- In Whitehorse Elementary schools, we have 75 students,
- In Whitehorse Secondary schools, we have 37 students,
- In other rural Yukon communities, we have 7 students,
- In the Individual Learning Centre and Aurora Virtual School, we

Our Takhini River Subdivision head cook recently won 1st place in a YFNED nutrition photo contest. Congratulations, Josh!



- have 13 students,
 - Outside the Yukon, we have 21 students.
- Our students attended five schools operated by the First Nation School Board in 2023-24:
- 1 at Chief Zzeh Giltlit - Old Crow
 - 2 at Ghùch Tlâ Community School - Carcross,
 - 3 Grey Mountain Primary School - Whitehorse,
 - 4 St. Elias Community School - Haines Junction.

Last summer at the 2023 General Assembly, CAFN signed a Community Committee Agreement with the First Nation School Board. Since then, the Community Committee was appointed by Council and is actively involved in St. Elias Community School.

This spring, all SECS students had the opportunity to participate in Muskrat Camp at Kloo Lake. Immersed in Däkwänjē and teachings from Elders, the camp fostered cultural connection and educational growth for all participants. Shā w nithān, Dän kets'edän yū. We look forward to new on-the-land programs at SECS for grades 8, 9, 11 and 12.

Our education support workers organized sewing nights for graduation regalia in Kwanlin

(Whitehorse) and Takhini. This initiative assisted families and graduates in preparing for graduation ceremonies. Our Whitehorse ESWs will continue sewing and other activities throughout the summer.

More elementary and secondary student data collected by the Yukon Department of Education for the 2022-23 school year is available at <https://yukon.ca/en/how-are-we-doing-yukon-first-nations-report-2022-23>

Nutrition Program

Thanks to Jordan's Principal funding and local support from YFNED, our nutrition program significantly helped parents and guardians by providing meals to students in Dakwākāda, Kwanlin, and Takhini River Subdivision. This vital initiative ensures that students in each community are supplied with nutritious and wholesome food, benefiting students from preschool to grade 12. Our cooks for St. Elias Community School serve about 100 students daily. They prepare wholesome breakfasts, lunches, and snacks, ensuring each student has access to two meals daily during school. The school cooks also provide meals for the summer Shaje Kwā'a-Sunshine Camp at SECS and the Youth Centre.

Post Secondary Program

From April 1, 2023, to March 31, 2024, CAFN's Post-Secondary program supported 41 full-time and three part-time students. Breakdown of students per accreditation per term:

Spring/Summer Term (12 full-time students, 2 part-time)

- 1 upgrading
- 2 Certificates
- 3 Diplomas
- 4 Bachelor's Degrees
- 3 Master's Degrees
- 1 PhD

Fall Term (29 full-time, 2 part-time)

- 4 Upgrading
- 3 Certificates
- 5 Diplomas
- 14 Bachelor's Degrees
- 4 Master's Degrees
- 1 PhD

Winter Term (29 full-time, 1 part-time)

- 3 Upgrading
- 1 Certificates
- 7 Diplomas
- 13 Master's Degrees
- 4 Master's Degrees
- 2 PhD

The Education Department celebrated the achievements of EIGHT Post-Secondary Graduates in May 2024 (1 Masters, 3 degrees, 1 diploma, 3 Certificates).

This winter, we mailed out 'care packages' and scholarships to students instead of a holiday luncheon. We hope to host a post-secondary student gathering this coming December.

2024 University Tour

In March 2024, we hosted a university tour in B.C. with nine CAFN youth in grade 11. We started in Victoria, then made a quick stop in Nanaimo before finishing the tour week in Vancouver. This experience is a wonderful opportunity for young



2024 University tour trip with nine CAFN youth in grade 11.

citizens to learn about different institutions and tour the facilities where the programs are offered. In Victoria, the students visited Camosun College and the University of Victoria. In Nanaimo, the students got to tour the Vancouver Island University before we jumped on the ferry to the mainland. In Vancouver the students spend the first day at Capilano University for Inspiration Nation. The last two weekdays were spent touring UBC, Emily Carr University, Simon Fraser University, and Native Education College. Yes, eight tours in five days!

Summer Students

We had 27 high school and post-secondary summer student employees in 2023 in various jobs across CAFN departments. It was a busy summer, with three different staff in the summer student coordinator role between May and August. In 2023, funding for summer student positions was through CAFN and the First Nation and Indigenous Youth Employment Strategy. In the summer of 2023, the summer student highlights included:

- Orientation at Kathleen Lake.
- Food-safe training and certification.
- Fish camp at Klukshu with Elders in early August.

Though it was too early to harvest salmon, CAFN guardians brought about 50 trout, which the group smoked and dried. The youth also learned together how to harvest gophers for the first time, including how to trap and skin the gophers and stretch the skins. The students and Elders harvested berries, made jam, and learned how to harvest traditional medicines and soap.

Employment and Training

This year, under our ISETS program, CAFN supported students pursuing heavy equipment, carpentry, electrician, small water operator, chainsaw training, and IT in-depth hardware training. Congratulations to our ten trades program graduates this year! We supported youth work placements and wage subsidy agreements so that students could gain experience and apprenticeship hours with CAFN and local businesses.

CAFN also offered several well-attended workshops and courses, including Yukon Learn's Intro to Computers and Tech roadshow classes, class 7 drivers training,

and Food Safe. In 2024/25, we are working to host remote and standard first aid, FAC training, and other workshops and courses based on student and CAFN needs.

We sincerely thank Tracy Kane, our Employment and Training Officer at CAFN, for many years, and wish her every success in her new role with the First Nation School Board.

CAFN graduates gather together at the YFN ceremony and reception at Kwanlin Dün Cultural Centre on May 31, 2024.





dän k'e

THE WAY OF THE PEOPLE LANGUAGE AND CULTURE



Cultural Programs at Dá kų

Dá kų Cultural Centre offered a variety of programming to our citizens throughout the year. A variety of activities and workshops were hosted in CAFN communities, such as moose hair tufting and our spring moose hide camp guided by Tlingit artist and teacher Sarah Johnston-Smith. Ongoing drop in programs through out the winter and spring months support a community sewing circle as well as regalia creation and guidance for our graduates, in both Dakwākāda at Dá kų and Kwanlin in our new programming space at the Yukon Plaza.

Graduate and dance regalia support workshops and programs are open to all CAFN citizens programs, providing materials and instruction as well assisting with designs, patterns and sewing, and one to one family support. LC plans and supports activities and workshops at CAFN gatherings and our Annual General Assembly.

Dá kų's Water Wednesday program held at both Tsì Män (Pine Lake) and Kwät'ätäna Män (Kathleen Lake) included presentations and hands on experience of going for a paddle, led by CAFN citizen Jai Reid who was part of the creation and carving of the Dän Kįnghar Nàaküdlē dugout canoe. LC programs supported

opportunities for community to participate in a series of paddle carving workshops also facilitated by Jai Reid that were ongoing through out the 2023-24 year leading up to CAFN joining our North Tide Canoe Kwaan in Haines Alaska and to Paddle to 2024 Juneau Celebration, where they were greeted in ceremony and granted permission to land their canoes in Auk Kwan territories.

Dá kų continues to promote our seasonal summer interpretive staff to create/develop and deliver cultural programming at Dá kų, as well as learning and sharing traditional and old stories, researching to contribute a story that they heard of, or maybe share one told from their family



adding personal family histories. Interpreters are available to host special guided tour requests, KNP campfire talks with John Finland and Parks Canada to support and share culturally significant contributions of CAFN people.

A series of Ts'āsā jädäkät kwändür/ Canvas Stories included painting classes with Teslin Tlingit artist Jean Taylor took place to teach our traditional stories through art classes.

The stories and completed paintings by Citizens with Jean are showcased in our current Dá kų Exhibit Kwändür/Stories. To bring back the old stories our people told such as, The boy who stayed with Fish, Giant Owl Story, and When Bear Threw a Rock in the Water and the Rock People. In the planning stages this summer is an engaging 'Storytelling Festival' this will be a one day event, TBA.

Dá kų's Curator and Indigenous Collections Specialist, Susan Knight retired in the fall of 2023 after 10 years in the position. LC staff appreciate all the years of service you have provided and will miss your creativity.

Language Programs

Dákwänje staff and the Dän k'è kwänje ajäsädla (Dákwänje Coordinator) have continued work with our Master Speakers creating digital resources through recording processes of interviews during the Dän kwänje nan'á'a project, which to date, there have been fourteen films completed and are available on the CAFN, and We Are Our Language Youtube pages: [We Are Our Language - YouTube](#), [Champagne and Aishihik First Nations - YouTube](#)

The Dän Kéyi Kwändür - Stories From Our Country originally published in Summer of 2010 has been re-digitized and uploaded to our CAFN Website:

<https://cafn.ca/language/kwandur/>

Continued work is being done to record fluent speakers. These sessions are valuable to the preservation and enhancement of Dän k'è kwänje.

Language learning opportunities have been offered in ways that meet a variety of learning levels such as on-line Zoom Dákwänje Classes with Äyetth'äna /Natane Primozic, you can join in her drop in classes every Monday starting at 6:30 pm please enquire with the Language Coordinator to sign up for the link.

CAFN and the Tutchone Hertiage Society collaborated to offer a fifteen week, Kwanje level 1 using the Paul Creek methodology with 10 participants in both Dakwäkäda and Kwanlin. These were facilitated by graduates of CAFN's Dän Nàkwäkhèl Summer 2024 program where there will be a Land Based Language Revitalization Camp! Watch for the dates in August and location. This will be the first remote Land Based language learning camp since pre-covid, individual learners and families welcome.

The Community Language Strategy is in the final stages for approval from Chief and Council. The Language Strategy is intended to support the revitalization of Dákwänje in all of CAFN and provide strategic priorities.

Dän k'è kwänje ghàkenidän

As of April 1, 2024 the Dän k'è kwänje ghàkenidän Program was transferred to Language and Culture Department which will provide

a more inclusive environment to continue revitalization efforts. This spring our students and mentors had a successful harvest of Ooligan in Haines AK.

Njù Store

The Njù store is proud to be supporting local artists, operating year-round through our online store for economic development within the community. Having new artists in our space, provides more diverse options from across the Yukon, having artists that reside from Old Crow to Beaver Creek and even supporting our Citizens that are from Alaska. Having our store gives artists inspiration to get into or still practice our traditional ways of creating apparel, jewelry & foot wear, having their artwork showcased to the many visitors we receive at Dá kų Cultural Centre. We have relationships with all ages from young adults to Elders and we are investing in their economic development so they can either support themselves or to have a secure future in the art world. The Nju store has 90% of CAFN citizen artwork offered to the thousands of travellers that visit our amazing facility during our summer season.

This year we have finally upgraded our sound system in the Grand Hall Chu'ena – which has not been upgraded since the building has opened in 2012! We now have upgraded speakers in the hall with 4 wireless microphones with rechargeable batteries, Bluetooth hook up for any device and connection to our projector with and adapter to have the ability to connect anywhere in the hall! We will continue to make improvements to ensure our beautiful facility is running top notch for our Nation and visitors.





Dän K̓ingh̓ar Nàakùdlē dugout canoe out on the water.

North Tide Canoe Kwaan in Haines Alaska paddle to the 2024 Juneau Celebration, where they were greeted in ceremony and granted permission to land in Auk Kwan territories.



Citizens enjoy a group painting class.



Dá ky's newly installed display at the Cultural Centre.



This spring our students and mentors had a successful harvest of Ooligan in Haines AK.



The Nju store has 90% of CAFN Citizen artwork offered to the thousands of travellers that visit the Cultural Centre during the summer season.





CHAMPAGNE AND AISHIHIK FIRST NATIONS

Government Services

Provide operational and administrative support for the Nation to help us operate in an efficient and effective manner

- > **Property Services**
- > **Human Resources**
- > **Finance**



Champagne and Aishihik First Nations
PROPERTY SERVICES DEPARTMENT

ky k'a ákwänäta yū

WHERE THEY LOOK AFTER HOUSES



The Property Services Department includes branches of Housing Programs, Capital Projects, Property Management, Municipal Services and Office Administration staff. Our team is required to service buildings, roads, community infrastructure and community lands in all of our communities; Dakwākāda, The Yānlín Chēmī, Shadhāla, and Nākhı Chū, along with the 20 rental homes and our office building in Kwānlín. We are very busy and challenged with a lack of citizen capacity in all areas of our operations.

RHI-2 Haines Junction Duplexes x 5

CAFN was successful to access funding from CMHC's Rapid Housing Initiative (RHI), again (first time was for the 20 rental homes in Whitehorse); this time for the construction of 10 new

rental homes – 5 duplexes - in the new Marshall Creek Subdivision in Dakwākāda. The duplex project encountered significant delays due to non-performance by the original contractor. Through extensive negotiations, we were not able to motivate the contractor to complete this project in a timely manner; as a result, CAFN took the extraordinary measure of terminating the contract. We are currently negotiating with a local established contractor and hope to resume work in earnest soon. Civil work is due to commence in the next couple of weeks and the site will take on a more finished appearance.

Marshall Creek Subdivision

CAFN recently decided that it would be in the citizens' best interest if Property Services executed the

site development and civil work in this new subdivision due to the sloping terrain. CAFN will be able to offer the residential lots as 'shovel ready' for home construction to the lot applicants. This added scope of work for CAFN will slow down lot allocation applications; however, it will ensure that the lots have a good solid foundation for home construction. This additional site-work will be at no cost to the applicants.

Takhini River Subdivision New Community Hall

The building is very close to completion but there are contractual issues and construction deficiencies that still remain unresolved with the contractor. Property Services is working diligently to resolve these issues. We have a full time project

capital projects

manager dedicated to this project to have the new community building completed and be safe for citizen gatherings and activities.

New Triplexes – 30 Isaac Street and 47 Joe Street

CAFN entered into a CMHC Agreement for the construction of 6 new homes in Haines Junction, which are under construction with a Yukon-based contractor. These two triplex projects are progressing very well and it is expected that they will be ready for occupancy before the end of this year. The construction of multi-residential homes makes the most efficient use of our lands.

Homeownership for Citizens

CAFN is moving forward with homeownership options on our Settlement Lands. A new Ku' dūket ni (Homeowner Grant Policy) was approved which provides \$60,000 grant towards construction or purchase of a new home. To complement that grant, we are updating our Agreements with the First Nations Market Housing Fund (FNMHF), which will allow citizens to access mortgage funding from Lenders (banks). The renewed Capacity Development Agreement allows a consultant from FNMHF to review and revise our CAFN Market Housing Program, the Purchase/Construction/Renovation Policies and flowcharts to ensure all are up to date, meet the needs of CAFN and the citizen, and provide clarity for the banks and the loan guarantee by Chief & Council.

Community Rental Home Retrofit Project

We are currently working on the

Community Retrofit Project (energy retrofits) to Rental Housing Units in Dakwākāda. The work involves an option for removal of fossil-fuel heating systems (primarily oil) and replacement with electric, air source heat pumps, and wood stoves.

We aim to improve indoor air quality; enhance the affordability of housing through decreased heating and maintenance costs; and reduce fossil fuel consumption and Greenhouse Gas (GHG) emissions.

We are adding exterior insulation (walls and attics), and replacing windows and doors with more energy efficient ones. These retrofits, which are partially funded by CMHC and by Canada's energy efficiency programs, will be spread out over three years under a proposed capital plan from 2024 to 2027.

The work is being done by citizen-owned contractors, Takina Valley Contracting (Caleb Smith), and DJK Welding (Devon Kinney). Because of the number of units being retrofitted, Property Services will be looking for other outside contractors.

This work will expand to CAFN's other communities in the following years. This project makes CAFN one of the leaders in reducing Greenhouse Gas emissions in the Yukon.

Property Management

The Property Management branch manages and provides maintenance and renovation services to CAFN rental and CMHC-funded housing units, with limited service delivery for subsidy houses, on CAFN Settlement Land. We also maintain community infrastructure and community buildings from Łu Ghā to Kwānlin. In addition, we are

involved with new residential construction projects and youth training programs through Agreements with the Yukon Anti-Poverty Coalition, Yukon University and CMHC.

PSD strives to provide safe, comfortable, healthy and energy-efficient housing and promotes the development of sustainable community infrastructure to meet CAFN citizens' needs while encouraging self-reliance.

To request or report a need for repair in a home or building, please send us your work order request.

Does your Rental Home need repairs? A reminder that any issues with your rental home, or you see a needed repair in one of our community buildings, you can notify us at our Dakwākāda office; Nān Sha Keda'a Kū (the main CAFN administration building), by email at: workorders@cafn.ca or through the Reception at 634-4200.

Housing Programs

The Property Services Department is currently undertaking a comprehensive review of existing Rental Housing Policy and Procedures to ensure they are up-to-date and effectively address the evolving needs of citizens in CAFN's rental homes. The Policy and Procedures were approved in 2018.

In recent months, Nākhų Chū and Dakwākāda have seen successful community clean-up events. Both events received positive feedback from residents and have encouraged plans for more regular community maintenance initiatives. The removal of derelict vehicles will be continuing this summer with a local CAFN-

owned business, Hubbard Services, hauling the cars from Nàkhų Chù and Shadhäla.

In response to growing concerns about pet management within the communities, particularly regarding loose/dangerous dogs, both Nàkhų Chù and Dakwäkäda held community meetings to address these issues. We discussed the current policy, issues we are facing, and possible solutions. These meetings are part of ongoing efforts to balance the responsibilities of pet owners with those of the broader community, ensuring safe and harmonious living conditions.

In a significant step to enhance support for tenants in all communities, an additional Rental Housing Coordinator has been recruited to serve both Nàkhų Chù and Kwänlin. This position is pivotal in managing rental housing operations and assisting residents with their housing needs in these regions; the long-term Rental Housing Coordinator focuses efforts on Shadhäla and Dakwäkäda while overseeing all rental housing procedures.

Municipal Services

Municipal Services (MS) provides maintenance and repairs to community roads and infrastructure, and water treatment (Takhini River Sub.) along with the regular delivery of safe drinking water to citizens in our main residential communities. MS is also involved in preparing building lots for new construction projects. The team is relied upon for the preparation of special and community events.

Champagne and Aishihik First Nations received \$1.6 million to repair 108 homes. Left to right: Mike Gemmill, Project and Asset Manager, Champagne and Aishihik First Nations (CAFN), Deputy Chief Sharmane Jones, CAFN, Chief Barb Joe, CAFN, Brendan Hanley, Member of Parliament for the Yukon, Elder Councillor Carol Buzzell, CAFN, and Matthew Ooms, CEO, Earthrise Building Services.



Dän Ndäsädeye K'àts'ąta

PEOPLE ARE WORKING, THEY LOOK AFTER THEM HUMAN RESOURCES

HR is responsible for providing core Human Resources management within CAFN departments, such as recruitments, staff issues and concerns, disputes, legal questions, Occupational Health & Safety and more. The department is committed to providing consistent, fair and transparent application of all policies and procedures.

Since becoming a new department in October 2012 HR has been and is responsible to provide core HR management with all CAFN departments. CAFN acknowledges one of its greatest asset remains to be its dedicated employees. Lands, language, culture, heritage, health & wellbeing, property, education, governance, implementation and administration are very important to CAFN and employees hold vital roles in contributing to an effective, accountable, unified Government in all its program and service deliveries.

At the end of May 2024 CAFN had 151 regular full-time, regular part-time, fixed term and auxiliary on-call employees not including causal, seasonal and summer student hires. The department consists of: One Director, Three Human Resource Officers, One Occupational Health & Safety Officer and One Administrative Assistant.

While tiny the department is mighty on its significant task to working with all departments with all aspects/ functions/responsibilities on Human Resource Management. HR staff assist the departments by and not limited to;

Human Resources (HR):

Review and maintain our legislative

compliance within the Canada Labor Code, Recruitments, Advising managers and employees on staffing policies and procedures, Job description development/revisions assistance/classification, Assist Directors/Managers/Supervisors in developing interview questions and assignments, Retirements/ resignations - succession planning, Issue resolution, Progressive disciplinary actions, Citizen assistance - office visits/resume help/interview help & tips, HR workshops/presentations, Staff performance evaluations, Training plans, New employee orientation/ onboarding, Develop and implement the HR policy, Maintain HR files, records, reports and statistics, Workplace wellness/social events for staff, Employee & family assistance program.

Occupational Health & Safety (OHS):

Review and maintain our legislative compliance within the Canada Labor Code to have a safe healthy workplace, Develop and implement the Occupational Health and Safety (OHS) Policy, Conduct OHS Hazard Assessments, Coordinates the OHS Committee and implements action items, Receive/respond to complaints/issues affecting health, safety and wellbeing of staff, Works

with supervisors for WCB incident reports/investigation/return to work, Works with staff and supervisors to apply and implement the OHS policy and procedures, Workplace harassment/violence training, lockouts, injury/Near misses' issues and reports, mitigation, first aid, contingency plans for events, part of the emergency preparedness/ management team, maintain OHS files, records, reports and statistics, training, orientation, workshops, presentations on OHS.

Summary

By working closely with the Executive Director and the Director's Working Group, the Human Resources Department remains committed to ensuring honest, fair, transparent and confidential processes occur at all times. We work hard to be a benefit to the government in providing quality service with a high degree of professionalism, courtesy and respect as we work with all departments. HR strives to help make CAFN a healthy, safe, injury free and productive place to work. We are dedicated to making Champagne and Aishihik First Nations the employer of choice.

CAFN Long Service and Staff Choice Awards December 2023

Congratulations to all the staff on their recognition and long service awards.

Long Service Awards:

1 year of service:

Tristan Allen, Brittany Au,
Gail Barnaby, Diane Benjamin,
Desiree Cook, Stuart Dolan,
Angelica Fairclough,
Mike Gemmill, Kathleen Jones,
Josée Lemieux-Tremblay,
Angie Nassiopoulos,
Alexia Nicholas,
Nicole Nicholas, Lena Ross,
Kathleen Van Bibber

5 years of service:

Barbara Allen, Lorraine Allen,
Danielle Evans,
Dietmar Hatzenbichler,
Wesley Kinney,
Florence Kushniruk,
Stephanie MacElheron, Nancy
Vanden-Eykel

10 years of service:

Denise Beattie

15 years of service:

Sherry Wabisca

20 years of service:

Darline Blair-Graham, Dorothy
John, Dorothy Moose, Jim
Workman

25 years of service:

Marion Primozic

30 years of service:

Fredrick Jackson,
Doreen Williams

Chief and Council Vision Award

Dän Kwä'k'e Ndal (Walking Our Way)

Tristan Allen, Josh Darbyshire,
Melina Hogan, Scott Hume,
Brittney Johnson,
Dwayne Mazur,
Mary Jane Smith,
John Williams

Staff Choice Awards: Outstanding Service Provider

Dietmar Hatzenbichler,
Lisa Rawlings-Bird

Cultural Role Model Sheila Greer

The Leadership Award Monique Martin

Safety Excellence Award: Robert Jackson

finance department

Finance and Administration: Responsible for managing and carrying out the financial and administrative activities of the First Nations, including managing and administration of the consolidated revenue fund and all revenues and expenditures of the First Nations.

The day-to-day work of our Finance team includes accounts payable, accounts receivable, payroll, benefits, contribution agreements, cash management and financial reporting. Governed by CAFN legislation, statutory duties include annual budgets, year-end finances, and the yearly audit.

Financial results for the year ending March 31, 2024

CAFN's financial situation remains strong. There is a surplus at March 31, 2024. The surplus being reported on the audited financial statements is \$21.5 million and this has allowed for increased capital spending and additional programming capacity. The main components of this surplus are:

- \$6.9 million earned in the Champagne Aishihik Trust due to strong investment performance in that year. These dollars are held within the trust and are not available to CAFN for annual operations.
- \$2.1 million in land claim negoti-

ation loan dollars repaid by Canada to CAFN. The funds have been set aside until a plan is developed for these dollars.

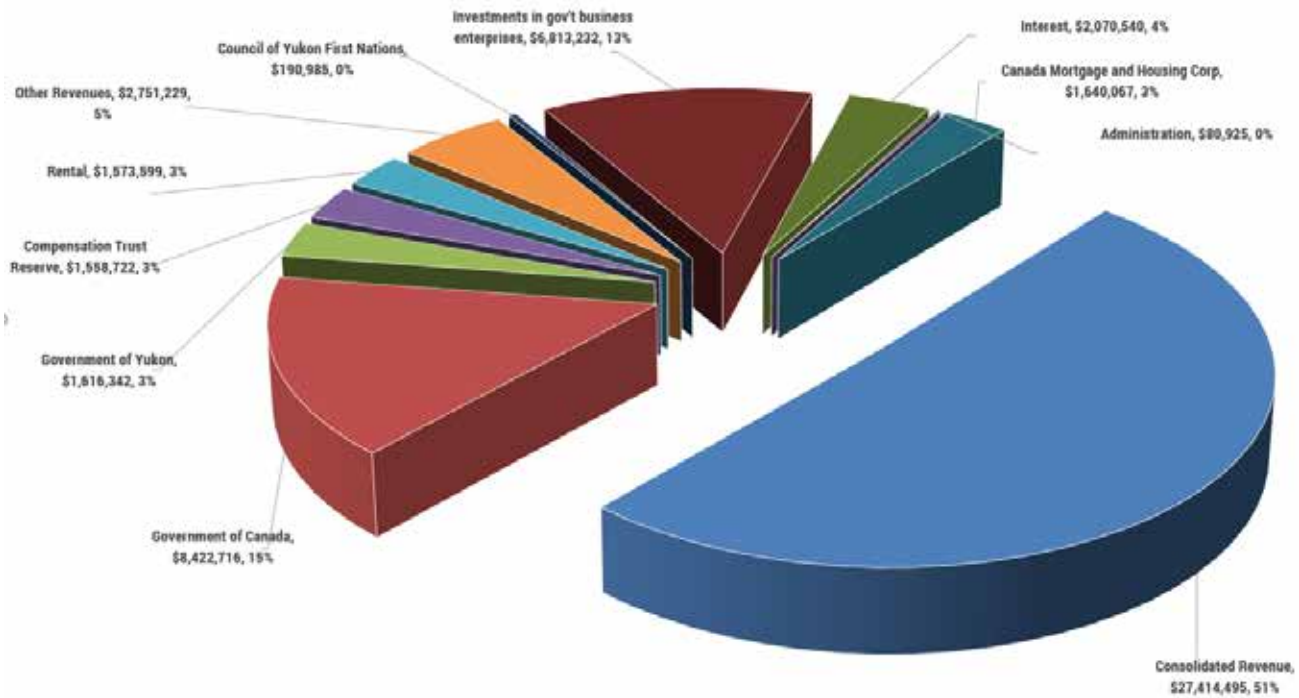
- \$2.6 million in funds from the Canadian Human Rights Tribunal as compensation to support child welfare and prevention services for children, youth and families. These funds have also been set aside until a plan is developed for the spending of these dollars.
- Due to the nature of capital expenditures and the associated revenue that is used to cover these expenditures, the revenue is recognized each year but the associated costs are transferred to capital assets and removed from operational expenditures. That adds

to our surplus significantly when we spend substantial amounts on capital assets such as housing, infrastructure and community buildings.

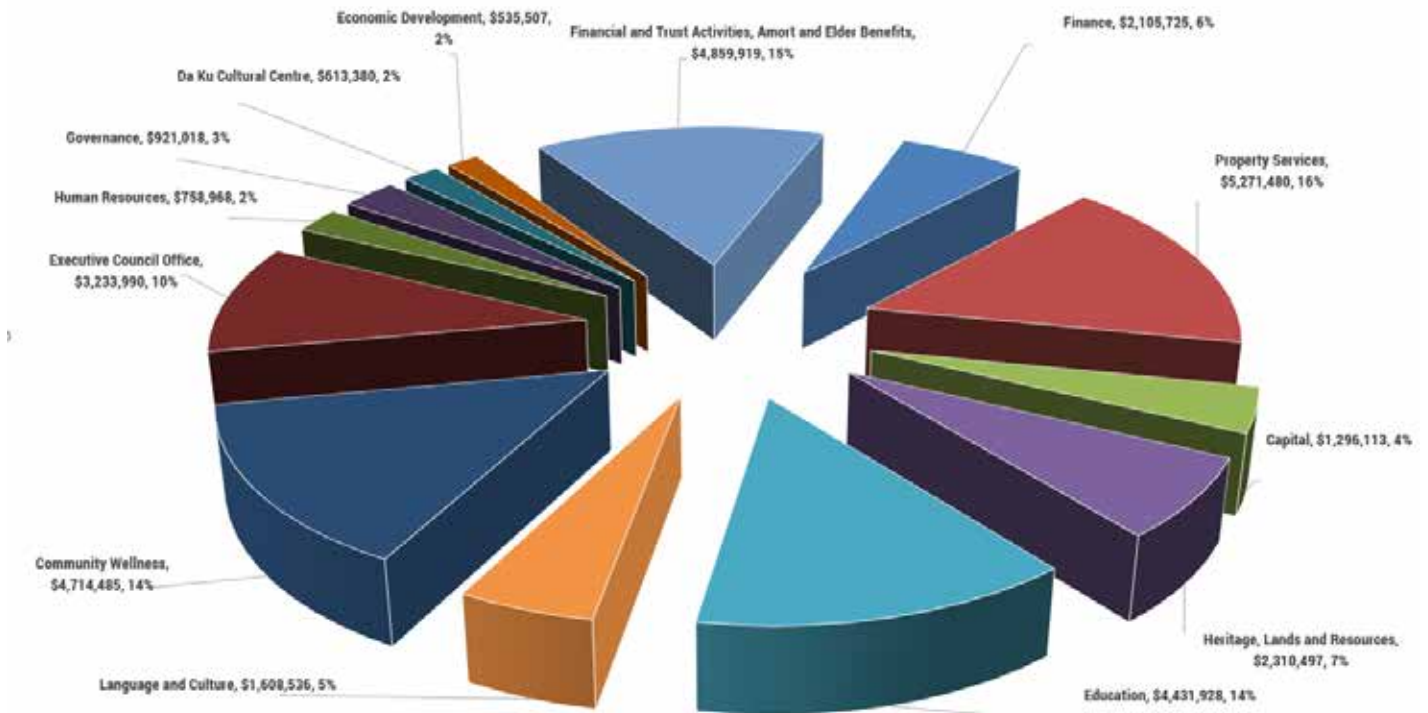
- \$6 million of the accumulated surplus was spent on capital projects such as housing, the Marshall Creek subdivision, the new Takhini Hall, the emergency generator at Da Ku and other equipment and community infrastructure.
- An amount of \$1.6 million received under the financial transfer agreement was added to an infrastructure reserve.
- \$1 million are funds from various contribution agreements that are to be carried forward to the following fiscal year ending March 31, 2025

FINANCIALS

2023 / 24 Actual Revenues \$54.1 million

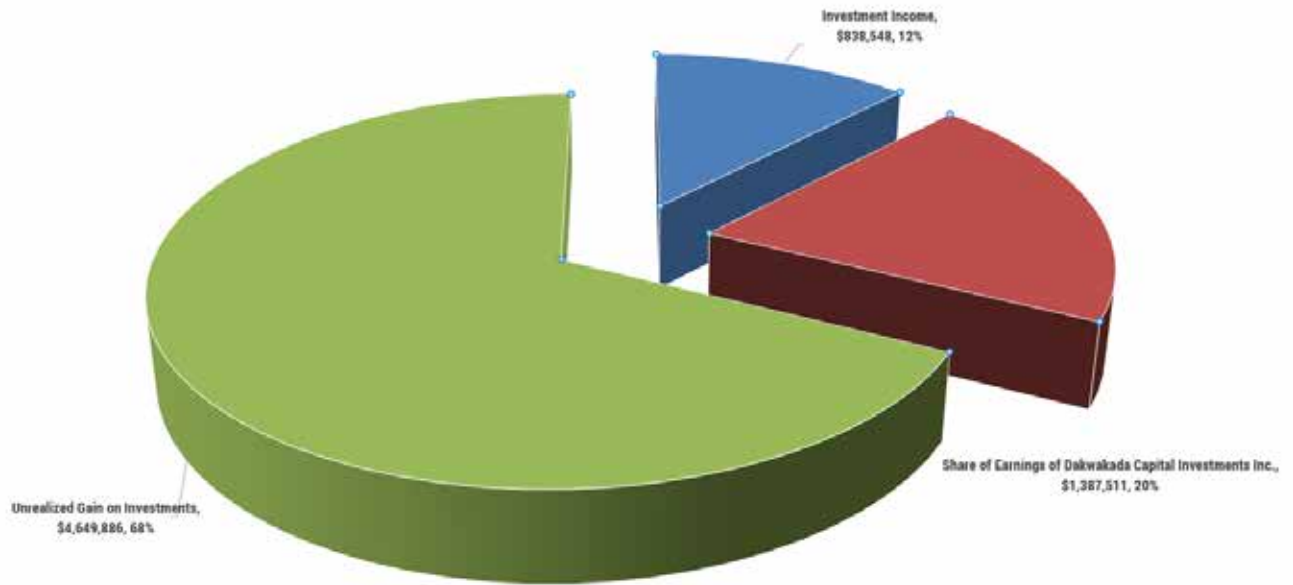


2023 / 24 Actual Expenses \$32.7 million

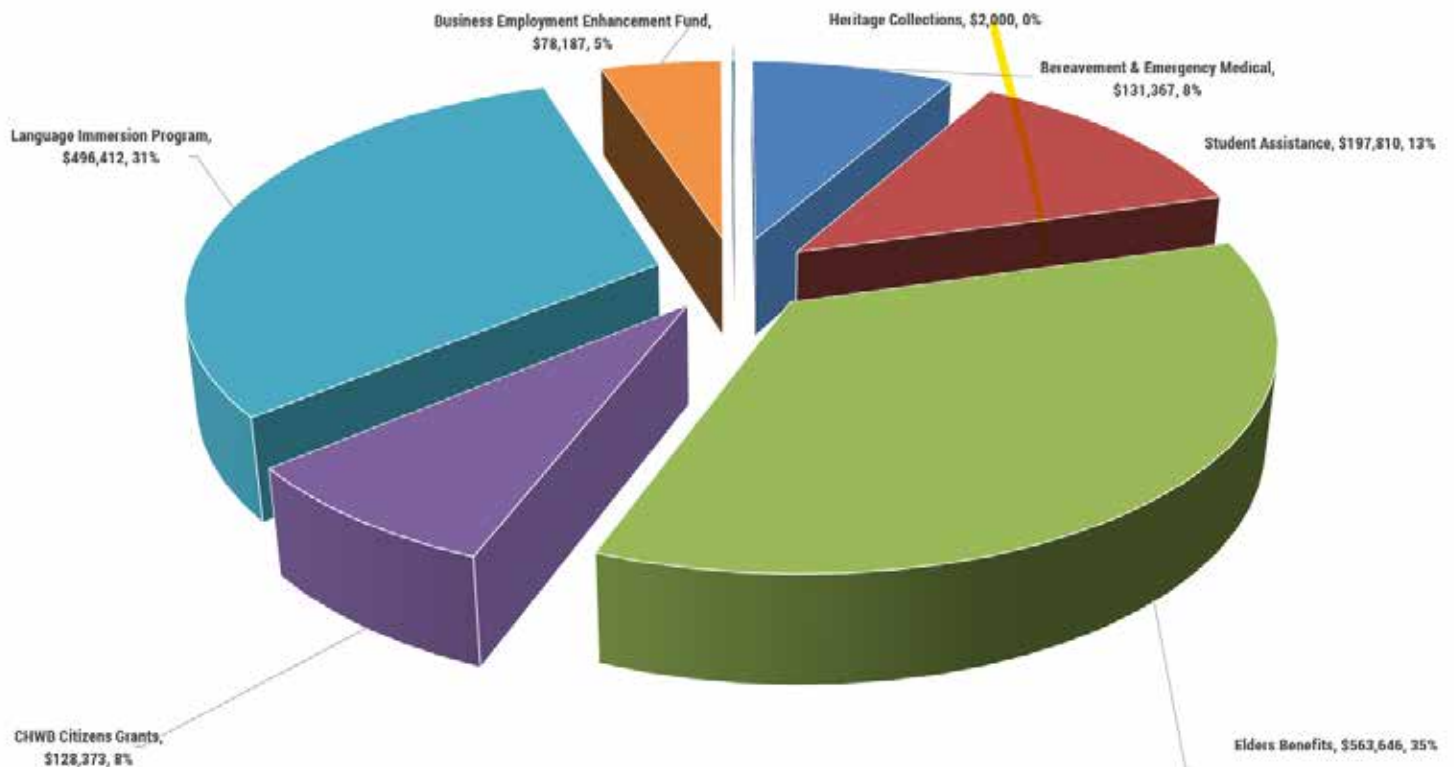


FINANCIALS

2023 / 24 Actual Compensation Revenues \$6,875,945

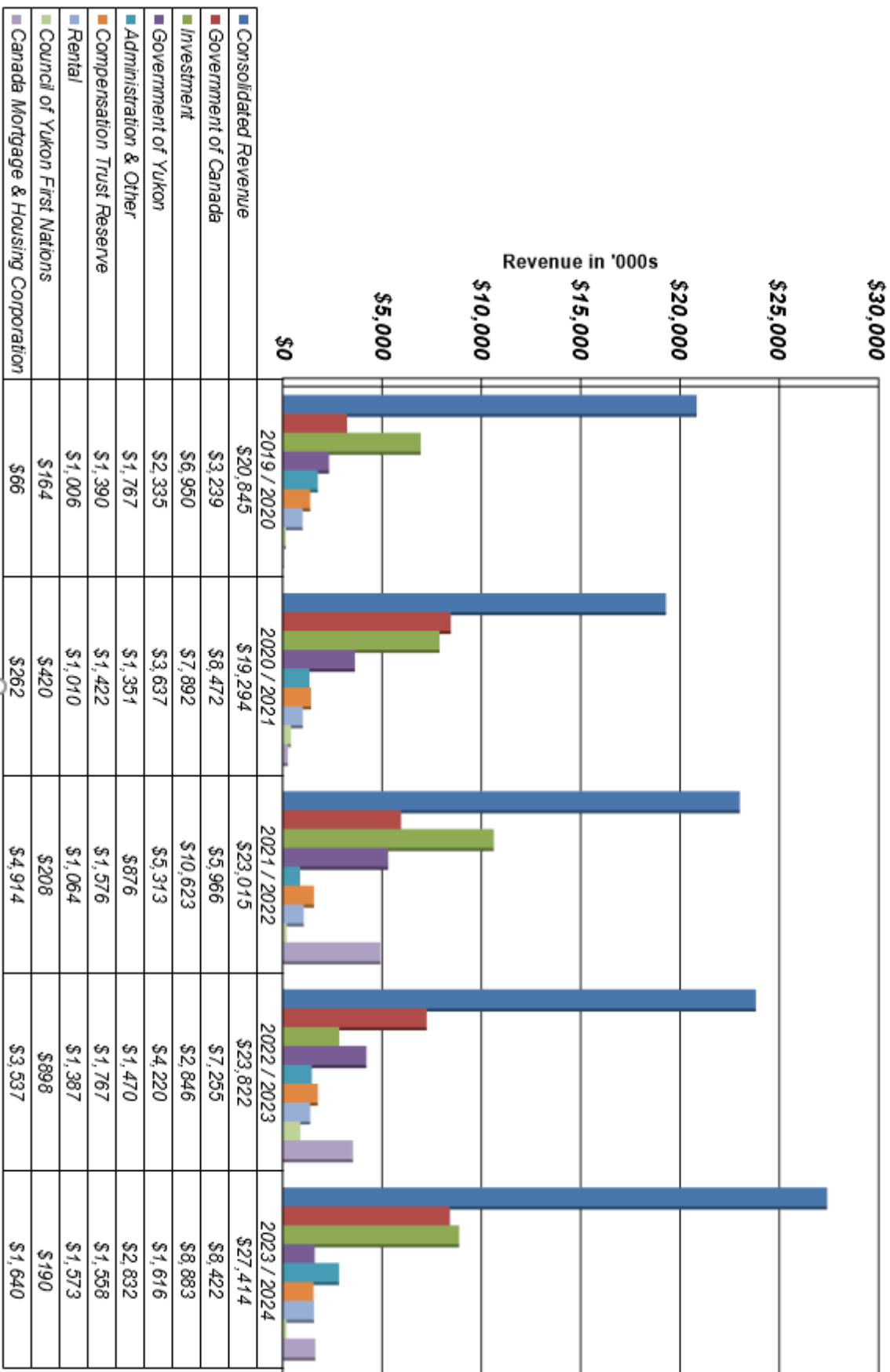


2023 / 24 Actual Compensation Expenses \$1,597,795



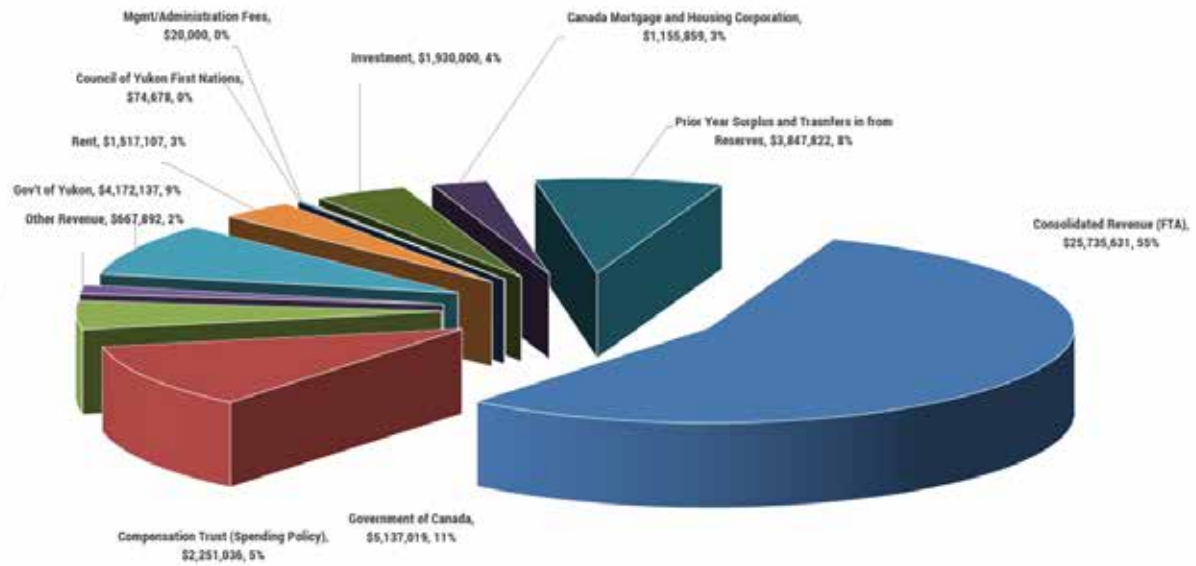
FINANCIALS

Five-Year Bar Chart Revenues by Type

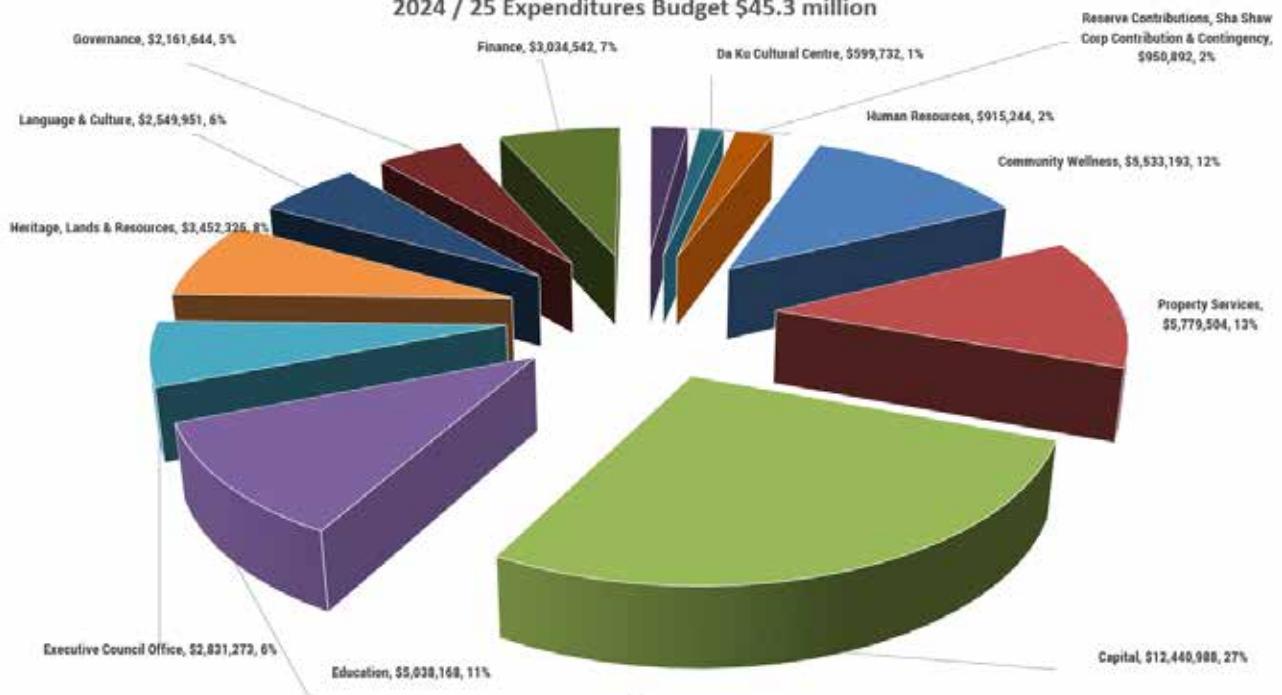


FINANCIALS

2024 / 25 Revenue Budget \$46.5 million



2024 / 25 Expenditures Budget \$45.3 million



What is Dän K'e

Our Way

Dän K'e (Our Way), is a knowledge system that emphasizes both the interconnectedness of and reciprocal relationships between all living things as well as our responsibility to take care of Dakeyi (our country), the land of our ancestors.

In Dän K'e we show respect to the land, water, and all living beings by considering them as part of a cultural landscape and holistic system. Dän K'e helps us understand our place in the world, and makes us aware of the unseen spirits of the land. Dän K'e requires those who have responsibilities and roles to care for our lands to practice humility and to recognize that we live in an ever-changing world.

Dän K'e means that we exercise careful and conscientious decision-making related to preservation, protection, restoration, mitigation and monitoring, ensuring we give space for uncertainty and the limitations of our knowing.

As expressed by community knowledge keepers, Dän K'e is our way of living, being and knowing.

As a living knowledge system, the definition of Dän K'e continues to evolve for Champagne and Aishihik First Nations.

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