



Building Stronger Connections Together

**27TH
ANNUAL**

Selkirk First Nation

**GENERAL
ASSEMBLY**





Note to this General Assembly Report:

The reporting period for this General Assembly is for the fiscal year
April 1, 2023 – March 31, 2024.

COVER ART BY CASSANDRA JOHNNY



HUCHA HUDAN

NÁKHWÄN (US), HUCHÁ HUDÄN (SELKIRK PEOPLE) YETS'ECH'Ī (WE ARE)

Our language and culture is who we are.

Dän k'í yots'enī tsin dän k'í zhī dats'e'jn nänka, uyī yots'édln.

(Our language we speak and the things we do on the land, we are born with it.)

Náyachó' kyakts'edó' (we follow our elders) ezhät ghwá hats'edän (that's how we learn)

Dän k'í sóthän nánän k'aants'etié (we look after our land good in our way)

Dän k'í yots'enī tsin dän k'í zhī dats'e'jn sóthän k'aants'etié (we look after our language and culture)

Dunyána nakyákadàw' (Next generations following)

Dän k'í, nánänka zhī dats'e'jn nats'jn sóthän (our way, makes us feel good, everything we do on the land, it's good for you)

"We, the Selkirk People, exercise our inherent right of Self Government, and having aboriginal rights, title and interest since the beginning of time in a vast area of land, provide for ourselves a basis for our first Nation, for our law and for our government in order to assure for ourselves today and for countless generations in the future, protection of our language and culture, and a life that fulfills our uniqueness as human beings and sustains our well-being."

-Selkirk First Nation Preamble

TABLE OF CONTENTS



Table of Contents	4
Chief and Council.....	5-15
OUR DEPARTMENTS.....	16
Community Safety Program	17-20
Human Resource	21-22
Governance	23-30
Finance	31
Citizen Development	32-36
Wellness.....	38-40
Mineral Resources.....	41-46
Capital Works	47-48
Lands, Heritage, and Resources	50-53
SDC 30th Anniversary Photos	57-58



SELKIRK
FIRST
NATION



MESSAGE FROM THE COUNCIL

Chief: **Sharon Nelson**
Deputy Chief: **Ashley Edzerza**
Crow Councillor: **Jessica Alfred**
Wolf Councillors: **Cody Sims, Patrick McGinty**
Elder Councillor: **Amy Johnny**
Youth Councillor: **Keyshawn Sawyer**

Inye dó Húch'i (how are you?)

We are pleased to present you with this Annual Report on activities from the Administration in 2023-24.

On behalf of Council, we wish to thank you for your support in the April 2023 General Election. It is an honour and privilege to receive your vote of confidence to serve as your Council. We spent the first few months learning our roles and responsibilities, meeting with Departments for updates, and identifying areas to focus on.

2023-24 proved to be another busy year for Council. The following report reflects highlights and challenges.



By-Election



Crow Councillor Jessica Alfred

A by-election was held and we welcomed Crow Councillor Jessica Alfred to Council. Jessica brings to the team several years of experience working in various roles within the First Nation. Congratulations Jessica!

SFN General Assembly Resolution #7 Opioid Emergency Response

In response to a surge in substance use and opioid related deaths, in January 2020, Yukon declared a Substance Use Health Emergency. In March 2023, the SFN General Assembly passed resolution #7 Opioid Emergency Response relating to the opioid crisis in our community. It is going to take the whole community, working together to address this crisis. Council sent letters to the community to seek their assistance, and to put Citizens living in Selkirk homes on notice. Illegal activity by Citizens or guests in SFN homes will not be tolerated and will lead to eviction.

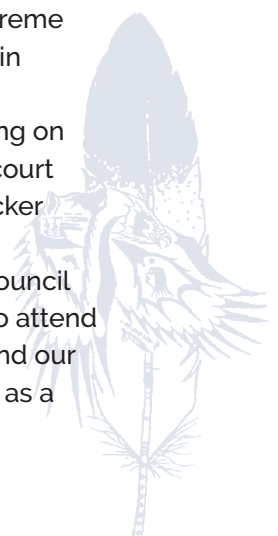
Community Wellness

In March 2024, Council established a Community Health and Well-being grant to help Selkirk First Nation Citizens to meet their long-term health and wellbeing goals. All SFN enrolled citizens were encouraged to apply for the \$1500 grant, and apply it towards healthy activities such as recreation, getting out on the land, participating in cultural activities, educational pursuits and developing positive relationships with Elders and Youth. This grant was a pilot project which was extended to a future date and is set for a review.

In the 2023/24 budget, Council set aside dollars to hire counsellors for Citizens to access services where they are at. SFN Citizens who may want to use these services being provided in the community can reach out to Corry Rusnack or Lanny Kipling.

Threats to Public Order and Public Safety within our Settlement Land

Council filed a petition with the Supreme Court of Yukon to prohibit Brent Colin Niebecker, who was suspected of conducting illegal activity, from being on Settlement Land. The result was a court order that states Brent Colin Niebecker shall not attend Selkirk First Nation Settlement Land until April 2025. Council has a duty, under our Constitution to attend to the interests of our First Nation and our Citizens and to exercise our powers as a



Self-Governing First Nation to control or prohibit activities which may constitute threats to public order and public safety within our Settlement Land. This has set a precedent for the type of action Selkirk First Nation will take to protect its Citizens and community.

Water System Expansion and Water Treatment Plant Upgrades

Pelly Crossing's existing water system has two water wells as drinking water sources. Water demands are expected to increase in the future due to population growth so upgrades to the water treatment plant and expansion of the distribution of piped water to Jon Ra and Willow Creek subdivisions were identified as priorities and groundwork was started in 2023 with substantial completion in 2024. Safe water supply continues to be a high priority for Council. Access to clean drinking water is a basic human right and water treatment is important to ensure the water we use is safe, clean and free from disease-carrying organisms.



Faro Mine Site Tour

In May 2023 Minto Metals announced the closure of the Minto mine. Without delay Council, the Mineral Resources Director, Kevin McGinty and SFN Legal Counsel James Harper, assembled to ensure that the environmental integrity of the site was being maintained. This required many meetings with Yukon Government. Minto Metals then went into receivership and Price Waterhouse Coopers was appointed by the Court as the receiver.

A creditor who Minto Metals owed money to, filed a petition in the BC Court asking for access to the concentrate as payment for what they were owed. Council immediately retained legal counsel, that being Austring, Fairman & Fekete, and gave direction to file a petition to the BC Court objecting to the removal of concentrate before Selkirk was paid the royalties owed on that concentrate. The result being the BC Court ruled that Selkirk is owed the royalties and payment was received.

Throughout the whole process, Selkirk has been closely monitoring and engaging where necessary to ensure the receiver is granted permission to access settlement land and that Yukon Government is granted access to settlement land for the purpose of care and maintenance, and that environmental monitoring is continuing.

The receivership process remained a focus for the remainder of the fiscal year. Council held a series of special- focus community meetings to update Citizens on the mine closure and the decision-making that lie ahead. Council discussed with the Family Heads, a strategy to purchase the assets at the mine site, preventing definite closure of the mine site with the possibility to revisit exploration activity and the potential

for the mine to reopen in the future. The Family Heads issued a Record of Decision which granted Council the permission to proceed with a capped budget allowance. A bid was filed with the receiver, to which the Court eventually awarded to Selkirk. The remaining purchase of the claims, licenses and leases were postponed for a future court date.

Casino Mine

Casino Mine requested a meeting with the Council to provide an update on their project. The Casino project is currently under review by the Yukon Panel. Council retained a technical advisor to assist us through the Yukon Panel review process. Due to the magnitude of the project, this is the first project that has been referred to the Yukon Panel for review.

Faro Mine Site Tour



Faro Mine Site Tour

As an affected Nation to the project, members of Council, Mining Department Staff and members of SFN's mining technical team participated in a tour of the Faro Mine site to better understand the

layout of the site and receive an update. We continue to monitor the project with a focus on the environmental remediation processes currently in place. There is a Faro Oversight Committee comprised of Selkirk First Nation, Ross River Dena Council and Government of Canada. Chief Nelson attends these meetings along with the Mineral Resources Director, Kevin McGinty, and technical advisors. Topics discussed include plans for environmental monitoring, a new Water Treatment Plant at the site, contracts awarded, etc.

Yukon First Nations Graduation Ceremony/ Yukon University Graduation



EVBS Grade 12 Grad



YFN Graduation Ceremony

It was a pleasure for Council members to join the Yukon First Nation High School and Yukon University graduation celebrations. Parents, family and friends looked very delighted as the students walked across the stage with a sense of great accomplishment to receive their diplomas and degrees. Graduation marks the start of a new journey, when young people go into the world of work or to pursue higher education and to explore new interests.

Congratulation to all the graduates!

Council is proud of all the students and their achievements and wish them all the best in their future endeavors.



Yukon University Grads



Yukon University Grad Annette Alfred

Investment Quarterly Meetings

Along with the SFN Finance Committee and Selkirk's Investment Advisors, Council attends quarterly meetings with the Investment Managers who report on how our investments have been doing. The meetings are a way to maintain oversight of our investments. The fiscal year 23/24 experienced an excellent return and ended with the managers taking a cautious approach due to the current market condition.

SDC Quarterly Meeting

Council sits as Shareholders of the Selkirk Development Corporation and companies. Quarterly meetings are held to receive progress reports on the development and progress of SDC's various business ventures, as well as presenting any future ventures. Discussions focused on new business opportunities that could generate revenue for SDC, now that Minto Mine has closed and its revenue concluded. SDC will be presenting a separate report to the Assembly.

SDC 30th Anniversary Celebration

This year marked Selkirk Development Corporation's 30th Anniversary. Council was happy to attend their celebration in Pelly Crossing with a presentation, dinner, and entertainment. ***Congratulations SDC!***



Yukon Government

Selkirk First Nation Council met with Yukon Premier Pillai and we discussed matters regarding highways, the Nursing Station, the school, the economy, Casino Mine, Minto Mine, and Faro Mine. Council also met with Minister Nils Clarke and we discussed the First Nation Procurement Policy, YG's Five-Year Capital Plan, disaster preparedness, climate adaptation, and energy efficiencies. We asked for an update on the Pelly Crossing Aerodrome improvements, specifically whether there will be runway lights installed to allow year-round medivacs and landings. We also discussed the McCabe Bridge upgrades as YG is considering a change to the corner at McCabe creek which would intrude onto settlement lands. Topics Council raised as an all-government priority included community recreation trails, fire break or fire smarting projects, and green power initiatives. Minister Clarke discussed YG's desire to have more conversations with Yukon First Nations around feasibility studies with the goal of increasing salmon numbers.

Yukon Forum

Council, along with Governance staff, attended Yukon Forum — a quarterly government-to-government meeting where Yukon First Nations, the Government of Yukon, and the Council of Yukon First Nations come together to collaborate on shared priorities. Important discussion points were addressed such as the Yukon Residential Schools Missing Children Project, the substance use health emergency and opioid crisis,

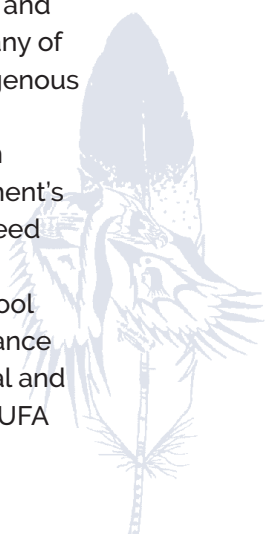
emergency preparedness, and many other subjects that affect our Yukon First Nation Communities which Council will continue to engage with. Council also participated in Intergovernmental Forum and Yukon Days, which are separate forums to engage with the Government of Canada.

Community Meeting – Department Updates

Council held community meetings to allow all departments to provide updates to Citizens on programs and services they offer, identify challenges, and take questions from Citizens. Council understands the importance of community engagement and will continue to fulfill our commitment to share information and collaborate with Citizens on the design and delivery of services. These meetings have expanded to allow for virtual participation.

CYFN Leadership and General Assembly

Members of Council attended the CYFN Leadership meetings and the CYFN Annual General Assembly. A wide range of important topics were presented and discussed at these gatherings— many of which remain central to Yukon Indigenous communities and continue to affect us all. These included updates from Chiefs Committees, Yukon Government's new Health Authority Act and the need to ensure health equity and quality services, the Yukon Residential School Missing Children Project, the Substance Use Emergency, new Critical Mineral and Lands legislation, fisheries, energy, UFA



implementation, and a proposed YESSA amendment to exempt renewals and amendments from full assessments. Other discussions covered Regional Income Assistance — including the need to identify a new delivery organization in Whitehorse, CHON FM's 40th anniversary, and the launch of CYFN's new Family Preservation Wellness Centre (Women's Shelter).



CAFN hosted in Kluksu

Yukon School Board Meeting

The Yukon First Nation School Board (FNSB) met with Council & Citizens to discuss the option of the Eliza VanBibber School (EVBS) being administered by the Yukon First Nation School Board rather than by the School Council, as per the Yukon Government's Education Act. The community meeting showed favorable support in joining the First Nation School Board, triggering a referendum vote in which the community voted in favor of EVBS being administered by the First Nation School Board. The FNSB has engaged in discussions with Council about setting up a Community Committee, which will replace a School Council and is intended to have more authority over operations of the Eliza VanBibber School.

Before making a decision, Council took time to review SFN's Education MOU with Yukon Government and Section 17 of our Self-Government Agreement. These agreements explain how responsibility for K-12 education in Pelly Crossing is shared, and Council wanted to consider how the proposed change might affect these agreements. Discussions with Yukon Government and the Yukon First Nation School Board continue to present day.

Hospital Tour New Mental Wellness Unit

Council was invited by Whitehorse General Hospital to attend a tour and briefing on the new Mental Wellness Unit (currently under construction). The expansion will take the unit from a 5-bed facility to 12 beds. This will help address the shortage of beds that the hospital currently is facing in the Mental Wellness Unit.

RCMP

Council meets with the RCMP at least bi-monthly. Council brought forward growing concerns about youth violence and bullying within the community; we identified a need to do an education campaign on the effects of bullying, drug and alcohol use, and the need for a community-based solution to these ongoing situations. The result was an agreement to start having interagency meetings with the nurse, the RCMP, SFN's Child & Family Support Manager, Community Safety Officer, the school and citizen development department to begin brainstorming on an action plan.

National Gathering of Survivors



Councillors and Wellness Staff at National Gathering of Survivors



Youth Councillor Keyshawn Sawyer & Gabor Maté

Councillor Ashley Edzerza and Youth Councillor Keyshawn Sawyer attended the National Gathering of Survivors — a national event focused on healing, cultural resurgence, and supporting Residential School Survivors. Sessions included topics such as reclaiming identity, traditional healing practices, navigating trauma, and breaking colonial mindsets. Highlights included a keynote from Dr. Gabor Maté, Inuit perspectives on resilience, and workshops on Indigenous wellness and kinship.

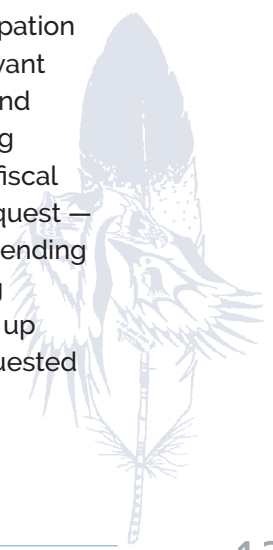
Coroner's Inquest

On October 26, 2023, Selkirk First Nation received notice from the Yukon Coroner's Office that a Coroner's Inquest had been scheduled for April 2024 regarding the deaths of four women at the Whitehorse Emergency Shelter — one of whom was a Selkirk First Nation Citizen.

A Coroner's Inquest is a public inquiry that serves three primary purposes:

1. To determine the facts related to a death, including the identity of the deceased, and how, when, where, and by what means they came to their death, as well as the classification of death;
2. To make recommendations, where appropriate and supported by evidence, aimed at preventing future deaths in similar circumstances;
3. To ensure public confidence that the circumstances surrounding a death are not overlooked, concealed, or ignored.

Council made the decision to file for participation status and retained the firm Astring, Fairman & Fekete to represent Selkirk First Nation. Filing for participation status allowed us to access all relevant information related to the Inquest and to have formal representation during proceedings. The remainder of the fiscal year was spent preparing for the Inquest — including reviewing the process, attending CYFN leadership briefings, ensuring families were informed, and setting up support systems for those who requested assistance.



The Inquest proceeded as scheduled in April 2024. A full report on the findings and recommendations will be provided in the next annual report.

Community Planning

Council continues to look to the future and have initiated a few community planning exercises. A call for proposals was put out for a planner to work with the community for a Community Land Use Plan (including where to put future infrastructure builds), the design of a new Youth Centre, and the design of a new Administration Building. David Nairne and Associates was contracted and community consultations are underway.

Yukon Prize Gala



Kaylyn Baker at Yukon Prize Gala

Councilors Patrick McGinty and Keyshawn Sawyer attended the Yukon Arts Gala where our citizen Kaylyn Baker won the Yukon Arts Gala prize with her stunning collection of wearable First Nation art and design. ***Congratulations Kaylyn!***

Mayo Evacuees

The Village of Mayo was evacuated on August 6, 2023, due to a nearby wildfire. A number of evacuees were Selkirk First Nation Citizens, and they were welcomed to stay in Pelly Crossing until the Order from Yukon Protective Services was lifted. Deputy Chief Ashley Edzerza took the lead and oversaw the distribution of three meals a day for Mayo evacuees while they were residing here. The evacuation Order was downgraded to an alert the following Sunday as the weather improved and the evacuees were able to head home. Selkirk First Nation was happy to be of assistance during this emergency and grateful to know that there was no harm to any of our neighbors' homes.

Emergency Preparedness

The Mayo evacuation, in addition to an occupational health and safety incident during an on the land program, triggered the need for Selkirk to reengage in Emergency Preparedness discussions. An Occupational Health and Safety (OHS) specialist was retained to assist Selkirk to prepare for an Emergency by creating an Emergency Preparedness Booklet and Evacuation Preparedness plan in preparation for the summer of 2024. A SFN Citizen was hired as an OHS Manager to be trained by the OHS specialist and together they began updating the OHS Management System in preparation for implementation. Together, they identified

all the hazards for on the land programs and started training staff to ensure they are fully trained in safety when they are performing their duties.

Meeting with MLA Jeremy Harper

Council had meetings with our MLA, Jeremy Harper, during which we discussed various topics related to the community's ongoing priorities and how he can support us.

Challenges

- Lack of Council supports. With the increased complexity of many files, we see the need for more technical advice and review of structure of departments.
- Continued threat to community safety with increased illegal activity in the

community and lack of witness reports prohibiting legal action from being taken.

- Community engagement at meetings to share important information has seen low turnout of Citizens.
- Lateral violence directed at staff and Council.
- Lack of resources and funding prohibits us from being able to carry out new programs and services.
- Lack of time to keep up with other Government and organization announcements/initiatives due to the level of time Council has been focused on the Administration and community concerns.





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OUR DEPARTMENTS, PROGRAMS AND SERVICES

Community Safety Program	17-20
Human Resource	21-22
Governance	23-30
Finance.....	31
Citizen Development.....	32-36
Wellness.....	38-40
Mineral Resources.....	41-46
Capital Works	47-48
Lands, Heritage, and Resources	50-53

Community Safety

Community Safety Officer Program - Striving for Community Safety



CSO Team

The CSO team remained active in responding to safety concerns and monitoring reports of suspicious or illicit activity in the community. While CSO's do not have enforcement authority, they play a vital role in community engagement by gathering information and passing it on to the appropriate justice partners.

Throughout the year, CSOs worked closely with Selkirk First Nation Council to address the presence of a known drug dealer on Traditional Territory, taking coordinated steps, as per Council, that ultimately led to the individual's removal from the community.

The team also maintained strong partnerships with SCAN (Safer Communities and Neighbourhoods) and the RCMP, ensuring that all information was handled **confidentially** and through the proper channels. CSOs continue to serve as a trusted link between Citizens and enforcement agencies, helping to address concerns while building community trust and safety.

Addressing dog issues



CSO's Facilitate CAAT vet clinic

The CSO program prioritized animal care and citizen safety as a response to ongoing community concerns about roaming and neglected dogs. In partnership with the Canadian Animal Assistance Team (CAAT), the program helped bring veterinary services directly to our community — a major milestone, in which CAAT removed logistical barriers and ensured animals could receive treatment and procedures right in Pelly Crossing.

The first veterinary clinic was held May 31, 2023, bringing in 34 volunteer vets to see 119 animals over the course of three days. Hosting the clinic also created local job opportunities, including a contract for SFN Citizen Rena Simon to coordinate the event. A second clinic was hosted in June 2024, and CAAT continued visiting throughout the year to support community needs.

Progress was also made on long-term plans to manage dog-related issues. The Animal Shelter underwent partial renovations to make it functional again — including heating installation, replacing stripped materials, and installing new dog gates. Renovations will continue into the 2024/2025 fiscal year.

Due to the high volume of dog-related reports from Citizens, the CSO program identified the need to reopen the Animal Shelter and hire a dedicated coordinator to respond to community concerns. A short video was produced to document SFN's partnership with CAAT and highlight the community-led efforts to improve animal care.

Staff Training

Staff in training

During the week of March 11–15, 2024, all CSO staff participated in ongoing professional development through formal CSO training sessions. This comprehensive training focused on building both technical and interpersonal skills required for effective frontline work in the community.

Topics included:

- Communication strategies for working in diverse and high-stress environments
- Trauma-informed approaches and understanding the impacts of trauma
- De-escalation techniques
- Scenario-based learning and incident response

- Conducting patrols and engaging with the public
- Incident reporting and emergency protocols
- Proper and effective notetaking
- Training assessment and performance evaluation

In addition, some CSO's received supplementary training from the local nurse on how to administer NALOXONE in the event of a drug overdose. These skill-building sessions are critical to ensuring that the CSO team remains prepared, professional, and responsive to the evolving needs of the community.

SSRU (Scene Safety Response Unit)



SSRU volunteers in training

The SSRU was launched as an interim solution to address the need for a local emergency response unit while efforts to establish a volunteer firefighting team continue. Initially, 5 Citizens completed the first round of training, with more joining later in the year. As of 2025, there are 15 active members. However, to be recognized by the Fire Marshal's office, at least 8 volunteers must attend monthly training

sessions consistently. Efforts continue to recruit community volunteers and host monthly training meetings with a minimal attendance of at least 8 volunteers.



SSRU Volunteer Cody Sims

While the SSRU is not equipped to fight fires, they provide valuable support by safely securing scenes while engaging with nearby emergency services. This team helps improve community safety while building toward a more comprehensive emergency response plan.

CSO Funding

Funding was successfully secured for the CSO program from Yukon Government and the Government of Canada. This funding supports Selkirk First Nation's commitment to community safety, local training, and creating roles that help build long-term trust and resilience within the community.

Challenges

- Identified need for more staff. Posted positions.
- CSO team has grown from 2-4 CSO's. Currently there are 5 employees in the program including the Animal Shelter coordinator, situated in a 1-person office and need a place to function and that Citizens feel comfortable going to.
- SSRU (Scene Safety Response Unit)
- The SSRU was launched as an interim solution to address the need for a local emergency response unit while efforts to establish a volunteer firefighting team continue. Initially, 5 Citizens completed the first round of training, with more joining later in the year. As of 2025, there are 15 active members. However, to be recognized by the Fire Marshal's office, at least 8 volunteers must attend monthly training sessions consistently.
- While the SSRU is not equipped to fight fires, they provide valuable support by securing scenes and awaiting emergency services. This team helps improve community safety while building toward a more comprehensive emergency response plan.





Selkirk First Nation



Community Safety Officers

Darcy Marcotte - CSO - LEAD

(867) 689-0303

Dave Bennett - CSO

(867) 689-1163

Reasons to call CSOs:

- Suspicious activity
- Property damage
- Noise complaints
- Unusual traffic or people
- Unsafe activities
- Misuse of traditional territory
- Wildlife concerns
- Animal welfare

RCMP, Fire Dept., EMS
911

Conservation Tips Hotline

1-800-661-0525

Pelly Crossing Health Centre

1-867-537-4444

Yukon Distress and Support Line

1-844-533-3030

Yukon Women's Transition Home

1-867-668-5733

Kids Help Phone

1-800-668-6868

Pelly RCMP Detachment Inquiries

1-867-537-2677

Pelly RCMP Complaints Line

1-867-537-5555

SCAN (Safer Communities and Neighbourhoods)

1-866-530-7226

Email: comsafetyofficer@selkirkfn.com

Reasons to Call CSO's

- ✓ Suspicious Activity
- ✓ Property Damage
- ✓ Noise Complaints
- ✓ Unusual Traffic or People
- ✓ Misuse of Traditional Territory
- ✓ Wildlife Concerns
- ✓ Animal Welfare



1-867 537-TIPS 8477

Do you have information about a community concern?
Call 867-537-TIPS (8477) to leave anonymous information.

- Safer Community
- Crime Prevention
- Healthy Community
- Personal & Family Safety
- Crime Reduction

For all emergencies requiring ambulance, fire, or police, dial 9-1-1

Selkirk First Nation is committed to making a difference in the lives of citizens.

Northwestel
Bringing us together.

Human Resources

Human Resources supports Selkirk First Nation by managing human resources to achieve organizational goals and ensuring compliance with the HR policies and Federal Legislation.

Responsibilities:

- **Human resources management and planning:** Advising on organizational structures, administering employee benefits, maintaining confidential personnel records, and providing reports and recommendations to leadership.
- **Staff relations:** Assisting managers with performance and disciplinary matters, offering expertise and advice.
- **Staffing:** Managing recruitment, job postings, interviews, hiring, and summer employment programs.
- **Performance evaluations:** Assisting and training supervisors, reviewing completed evaluations, and sending reminders.
- **Job descriptions and classifications:** Writing, reviewing, and updating job

descriptions, assigning pay rates per policy.

- **Personnel policies and procedures:** Educating staff, monitoring compliance, and recommending policy updates.

The department ensures personnel functions are effective, up to date, and aligned with the needs of Selkirk First Nation.

Significant Achievements:

The Human Resources Department has made significant progress in modernizing systems, enhancing processes, and supporting organizational goals. Key accomplishments this fiscal year include:

- Implemented a new Human Resource Information System (HRIS), modernizing HR and financial systems to improve efficiency.
- Updating the Human Resource Policy Manual to align with the Canada Labour Code and Federal Legislation.
- Exploring new insurance providers for critical illness coverage, aiming to improve service quality and reduce costs.



- Establishing a new Recruitment Officer position to manage recruitment for all SFN positions, support succession planning, develop and implement recruitment policies, and promote leadership opportunities for SFN citizens.
- Enhancing recruitment and retention processes while providing training and informed advice to Managers, Supervisors, and Directors.

Collaboration with Other SFN Departments, Programs and Services:

Human Resources works closely with other SFN departments and managers to ensure alignment with organizational goals and objectives. Key collaborations include:

- Assisting Directors with planning and evaluating human resource requirements.
- Providing reports and recommendations to the Executive Director/Management Committee and Chief and Council on human resource-related issues.
- Assisting managers and supervisors with performance and disciplinary matters, offering expertise and guidance.
- Partnering with the Finance Department to purchase a new Human Resource Information System (HRIS) to modernize HR and financial systems.



Governance

Overview

The Governance Department has moved! It is now located in the house across from Yukon University. We will continue to provide communication and operational assistance to the Assembly, the Elders Council, Family Heads, Council, Committees and Elections, as well as Enrollment Services, Justice Mental Health Counsellors, and Court Worker Services from the new location. Highlights of the fiscal year 2023-2024 include:

Communications

Guided by Selkirk First Nation's Communications Policy and Plan, the Communications Office supports the delivery of public information and messaging on behalf of the government. This includes drafting press releases on major matters, preparing public statements based on Council discussions in response to media activity, and submitting materials for approval prior to distribution. Communications also assists departments with day-to-day needs such as document writing, refining

key messages, drafting public notices, and occasional event documentation.

Digital Monitors - Efforts were made to reactivate the digital information monitors; however, ongoing issues with firmware and service interruptions following Total North updates continue to cause disruptions. Solutions are being explored to improve stability.

Website - SFN engaged Vincent Design, a First Nation-owned company specializing in websites and digital products for Indigenous communities and organizations, to lead the development of a new SFN website. This involved months of consultation with departments, their respective programs, and the Language and Heritage team to create a site that reflects SFN's lands, history, and cultural identity. This was an ongoing project that extended into the 2024-2025 fiscal year. The initial launch of the website will reflect phase 1 of the foundational work, with additional improvements and phases planned as the site continues to evolve.

Social Media - Increased moderation was implemented on SFN's public Facebook page in response to spam posts as well as lateral violence in the comments section, including remarks directed at other Citizens and SFN



administration. While community opinions are always welcome, Communications adopted a moderation approach grounded in SFN's four guiding principles: Caring, Sharing, Respect, and Teaching. Comments that promote misinformation or violate these principles — particularly those that are disrespectful or harmful — are addressed in accordance with this approach. Lateral violence continues to be an issue within the community and the goal for our social media platform is to maintain a space where community dialogue can take place without causing harm or division.

The need for an additional Communications staff position was also identified, with a focus on supporting the high volume of incoming requests from other departments and other day-to-day tasks such as social media management, public notices, and event updates.

Election and By-Election

On April 12, 2023, the new Council was sworn in. Principal Elder Jean Van Bibber was the Master of Ceremonies and Kevin McGinty delivered the keynote address. The event marked the transition to a newly elected leadership of our government. The Council members sworn in were Chief Sharon Nelson, Crow Councillor Ashley Edzerza, Crow Councillor Samantha Dawson, Wolf Councillor Cody Sims, Wolf Councillor Patrick McGinty, Youth Councillor Keyshawn Sawyer, and Elder Councillor Amy Johnny.

On July 17, 2023, a letter was sent to the Principal Elder to notify the Elders Council of a vacancy on Council due to a resignation. As required by SFN's Election Act, the Election Committee called for a by-election to fill the vacancy. The by-election concluded and saw Jessica Alfred acclimated to Crow Councillor. On November 11th, Principal Elder Jean Van



Bibber was the master of ceremonies for the swearing in of Crow Councillor Jessica Alfred.

Justice

The Yukon Territorial Court takes place at the Link Building in Pelly Crossing every second month. Court Worker services were provided by the Justice Coordinator to SFN Citizens that required help to navigate the court system. The Justice Program assisted with setting up circle sentencing and restorative

justice initiatives to help our Citizens get their lives back on track. There was also ongoing work with the Justice Committee, who's mandate is to work towards the re-establishment of the Justice Council and develop programs and services that meet the needs of Citizens. In January 2024 the Justice program hired a Mental Health Counselor.

Clients who received Indigenous Court Worker services in 2023-2024.

Clients who received Indigenous Court Worker services in 2023-2024					
Date	ADULT		YOUTH		TOTAL
	Male	Female	Male	Female	
Apr-June 2023	10	2	5	2	19
July-Sept 2023	13	4	5	2	24
Oct-Dec 2023	13	2	1	1	17
Jan-Mar 2024	7	3		1	11



Implementation of SFN's Final And Self-Government Agreements

Section 17 of SFN's Self-Government Agreement allows the First Nation to negotiate Program and Service Transfer Agreements (PSTA's). Selkirk First Nation continues to assume greater responsibility for program and service delivery through negotiations with Canada. The lead negotiator is Jim Harper.

In 2019, Council signed a multi-year fiscal transfer agreement, the Selkirk First Nation Self-Government Financial Transfer Agreement, with a term ending on March 31, 2024. In March 2023, Council signed a Self-Government Financial Transfer Agreement Term Amendment which extended the term to March 31, 2025. Some of the other Transfer Amendments completed were Indigenous Languages, Post Secondary Program, Family Violence, Registration and Membership, and Child and Family Services.

Negotiations are on-going and include a number of Transfer Payment Agreements (TPA's) between SFN and Yukon, as well.

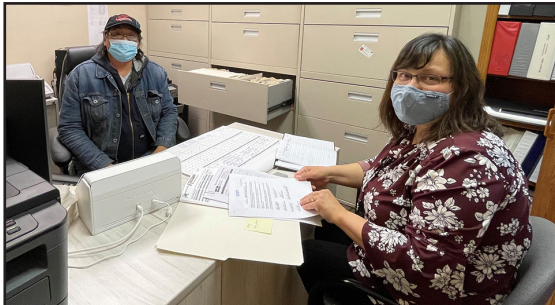
Data Governance

The Governance Department continued to work towards establishing a records management system intended to make it easier to access and manage our data to our advantage. Training on the Advanced Information System modules took place for People Registry, Post Secondary, Resolutions, Expenditure Management and Case Management. Selkirk First Nation uses a number of different data base software to collect, organize and store data sets.

Enrollment

The Selkirk First Nation Enrollment Office maintained an Enrollment List and facilitated Citizenship Committee meetings. The SFN Citizenship Committee reviews applications to determine if applicants are descendant of a person who is of "Indian ancestry and was Ordinarily Resident in the Yukon between January 1, 1800, and January 1, 1940. The Enrollment Office also provided status cards for Canada's Status Indian Registry. Governance staff received Indian Register Administrator training from Canada to support the delivery of status cards in the community.



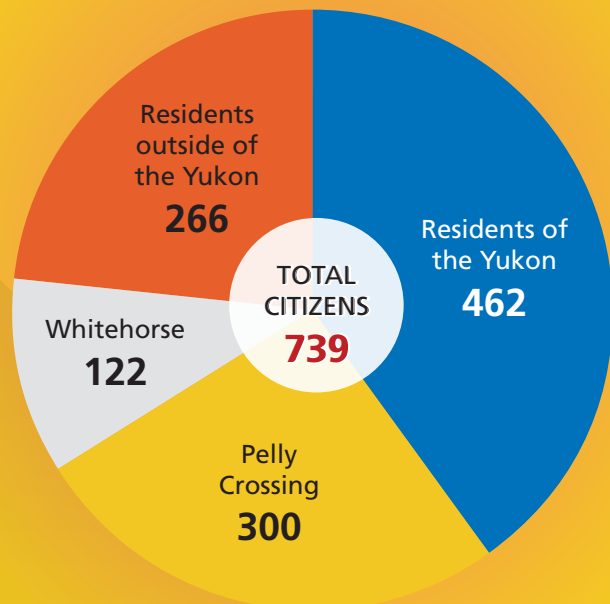


Jerry and Sharon in the Enrollment Office

Enrolled Citizens living in Pelly Crossing is 300 or 76.9% of the total population of Pelly Crossing, which was 390 as of September 30, 2024, according to the Yukon Bureau of Statistics.
[photo of citizenship cttl]

The Citizenship Committee reviews applications for Citizenship made under section 4.8 of the Selkirk First Nation Constitution to determine whether the applicant has sufficient affiliation to qualify to be a Citizen.

Where we live



Total Citizens as at December 31, 2024: 739

Residents in Yukon:	462
Carcross	2
Carmacks	6
Dawson City	3
Faro	1
Mayo	12
Pelly Crossing	300
Ross River	1
Teslin	6
Whitehorse	122
No community assigned	9

Total Citizens outside of the Yukon: 266

Alberta	56
British Columbia	160
Manitoba	1
New Brunswick	3
Newfoundland & Labrador	2
Northwest Territories	1
Nova Scotia	1
Ontario	16
Saskatchewan	6
Yukon Territory	462
New York	1
Virginia	1
No Known Address	18

Governing Bodies - Elders Council & Family Heads

The Governance Department worked directly with the Principal Elder to establish agendas and minutes for the Family Heads and Elders Council meetings. The Family Heads reviewed the 2023-2024 Operating Budget with Council. Under the Constitution the Family Heads are to review the budget and monitor the implementation of Assembly Resolutions.

The Elders Council and Family Heads worked on Rules and Procedures for their meetings and the appointment process for the Principal Elder. The Elders Council adopted an appointment process for appointing the Principal Elder. The Elders Coordinator position remained vacant due to lack of office space.

Thank you to all the drivers who supported our Elders to travel to attend funerals in other communities.

Selkirk First Nation Committees 2023-2024

As the Governance Department continued to support Selkirk First Nation Committees, we still faced challenges with capacity and spaces to work. Our department would like to thank all committee members for their important contributions to the work of the government. We would also like to thank all the cooks and kitchen staff who did all the catering for our various meetings and the drivers who bring the Elders to the venue and back home.

Assembly Appointed			
Committee	Appointees		
Resolution Committee	David Silas	Dorothy Johnson	Rena Simon
Election Committee	Freda Alfred	Dorothy Johnson	*Principal Elder
	Shaheen Baker		*Principal Elder for 2023-2024 was Jean Van Bibber
Elder Council and Elder Appointed	3 chosen by the Elder Council		2 chosen by the Council
Citizenship Committee	Amy Johnny	Lizzie Hall	Jane Fairclough
	Freda Alfred		Marie Harper
Council Appointed			
Finance Committee	Dani Marcott	Lois Joe	Betty Baptiste
	Dean Gill	Lori Sims	
Justice Committee	David Silas	Lucy McGinty	Mia Fulton
	Samantha Dawson	Michelle Kolla	
Constitution Committee	Mary McGinty	Candice Silas	Karen Van Bibber
	Vacant	Vacant	
Education Committee	Lauren McGinty	Charlene Baker-Holland	Marie Natrall
	Vacant	Vacant	

General Assembly

The Governance Department led the work required to execute the 26th General Assembly Gathering. The streaming team, minute taker, chair and coordinator were hired and all related logistics were completed. The Assembly was attended in person and via zoom and Chester Knight and the Wind played the same song all night long on Saturday night.

Resolutions Report Card

The General Assembly Resolution Procedure was adopted by the Assembly in 2021 to have a better way to share with Citizens how decisions are being implemented. Also, to have sufficient time for SFN Government Departments to determine any costs, policy, legal and organizational implications of resolutions.

Resolutions Report Card 2024			
RESOLUTION NAME AND NUMBER	ACTION	TIMELINE	UPDATE
RESOLUTION #1 RATIFICATION OF THE CHAIR OF THE ASSEMBLY	ASSEMBLY TO RATIFY FAMILY HEADS SELECTION OF CHAIR OF THE ASSEMBLY	✓ COMPLETE <u>SFN Leads</u> Governance, Family Heads	Resolution was passed on March 1, 2024 - Rose Kushniruk
RESOLUTION #2 2022-2023 AUDITED FINANCIAL STATEMENTS	ASSEMBLY TO AFFIRM RECIEPT OF SELKIRK FIRST NATION 2022-2023 AUDITED FINANCIAL STATEMENTS	✓ COMPLETE <u>SFN Lead</u> Finance, Governance	Resolution was passed on March 1, 2024
RESOLUTION #3 SELECTION OF AUDITOR	ASSEMBLY TO RATIFY THE SELECTION OF AUDITOR FOR THE 2023-2024 FISCAL YEAR	✓ COMPLETE <u>SFN Lead</u> Governance, Family Heads	Resolution was passed on March 1, 2024
RESOLUTION #4 2022-2023 SELKIRK DEVELOPMENT CORPORATION AND COMPANIES AUDITED FINANCIAL STATEMENTS	ASSEMBLY TO AFFIRM RECIEPT OF SELKIRK DEVELOPMENT CORPORATION AND COMPANIES AUDITED STATEMENTS FOR THE 2022-2023 FISCAL YEAR	✓ COMPLETE <u>SFN Lead</u> Governance <u>SDC Lead</u> Zach Fulton – CEO Selkirk Development Corporation	Resolution was passed on March 2, 2024

Resolutions Report Card 2024

RESOLUTION NAME AND NUMBER	ACTION	TIMELINE	UPDATE
RESOLUTION # 5 APPOINTMENT OF RESOLUTION COMMITTEE	ASSEMBLY TO APPOINT RESOLUTION COMMITTEE	✓ COMPLETE <u>SFN Lead</u> Governance	Resolution was passed on March 3, 2024 A Resolution Committee was appointed during the Assembly: - Rena Simon - Dorothy Johnson - David Silas - Julia Joe - Jimmy Hager
RESOLUTION # 6 ELIZA VAN BIBBER SCHOOL CRISIS	ASSEMBLY DECLARES A STATE OF EMERGENCY WITH THE EDUCATION OF OUR CHILDREN AT THE ELIZA VAN BIBBER SCHOOL AND DIRECTS COUNCIL AND THE CITIZENSHIP DEVELOPMENT DEPARTMENT, AND OTHER ENTITIES DEEMS NECESSARY, ACCOUNTABLE AS SOON AS POSSIBLE TO ADDRESS THIS STATE OF EMERGENCY. ASSEMBLY DIRECTS COUNCIL TO CONVENE A SPECIAL MEETING WITH THE CITIZENS ON ITS FINDINGS WITH THE FIRST NATION SCHOOL BOARD AND THE DEPARTMENT OF EDUCATION, TO IMMEDIATELY ADDRESS THE EDUCATION CRISIS IN THE COMMUNITY.	✓ ON-GOING <u>SFN Lead</u> Council, Citizenship Development Department	Resolution passed on March 3, 2024 Achievement since resolution was approved: *April 2024 Internal caucus to review education structure in Yukon. *May 2024 Met with the Executive Director of the First Nation School Board. The discussion focused on lack of teachers and recruitment plans. May 2024 Community meeting to provide update on School Board. Aug 2024 Mtg with School Board, staffing update. Oct 2024 Council mtg with School Board update on recruitment and school calendar. Apr 2025 Internal caucus, JEAP Implementation, establishment of Community Committee, SFN MOU, Jordon's Principle. Discussion on whether SFN should seek a direct arrangement with Canada.

Finance

Overview

The Finance Department continued to manage all aspects of SFN's financial operations, including budgeting, accounting, and financial reporting, to ensure strong support for programs, services, and overall governance.

In fiscal year 2023–2024, the Finance department developed a new system of expense codes designed to provide greater visibility into where funds are being spent; these improvements were scheduled to take effect in the 2024–2025 fiscal year.

In addition to financial system updates, the

department introduced new ergonomic workspaces to promote staff health, wellness, and productivity.

The department also increased email security for the entire organization and improved backup systems to better protect organizational information. These initiatives are part of an ongoing effort to streamline Finance operations, enhance transparency, strengthen accountability, and safeguard SFN's digital infrastructure.

Financial reports are provided separately and are independently audited each year by a third-party auditor to maintain full transparency and compliance with federal responsibilities.



Citizen Development

Overview

The Citizen Development Department delivers a broad range of programs that support Selkirk First Nation Citizens at every stage of learning, employment, and personal growth. Our services span early childhood education, K-12 support, post-secondary and trades sponsorship, workforce training, cultural learning, and recreation. Programs are designed to build community capacity, strengthen cultural knowledge, and create economic opportunities.

This fiscal year, the Citizen Development Department advanced a variety of projects and programs to strengthen education, employment, culture, and well-being across Selkirk First Nation. Here are our highlights and initiatives for the fiscal year of 2023-2024:

Youth Engagement and Cultural Learning

Citizen Development maintains a strong commitment to promoting youth engagement through cultural-based learning, leadership development, and skills training. Selkirk First Nation hosted the second annual Northern Tutchone Youth Gathering, creating opportunities for young citizens to connect with Elders, share traditional knowledge, and celebrate cultural identity. After-school achievement programs were expanded to strengthen literacy and academic support for

K-12 students. Youth camps, including canoe training and soccer development, combined cultural learning with skill-building activities. Recreational programming also continued to play an important role in supporting youth development and community well-being.

Employment and Skills Training

Facilitated seasonal employment opportunities through greenhouse and gardening initiatives, FireSmart crews, and the development of a community recreation trail. Workforce programs offered leadership, self-government, trades training, and certifications such as First Aid and Chainsaw Safety, preparing citizens for jobs within and beyond the community.

Community Recreation and Wellness

Citizen Development continues to promote physical health, social engagement, and community connection through weekly recreational activities for youth and adults. This year, the grand opening of the new community swimming pool added a valuable year-round facility to support citizen wellness. In addition to regular programming, the Recreation Program also hosts annual and seasonal community events, such as the Halloween Celebration and the Selkirk Mini Carnival, and collaborates with other departments to support a variety of cultural and community gatherings throughout the year.

Early Childhood Development Center

Elders and Youth Conference



Mini Carnival



Mother's Day



(ECDC)

The Early Childhood Development Center provides a safe, nurturing, and culturally enriched environment for infants, toddlers, preschoolers, and after-school children. ECDC programs are designed to support the holistic development of young children while reinforcing Northern Tutchone language, traditions, and values. Key highlights this year include:

- **Staff Professional Development:**

Staff participated in ongoing professional training, including First Aid certification and Early Learning and Childcare (ELC) coursework, to maintain high standards of care and education.

- **Cultural Integration:**

Continued to integrate Northern Tutchone language and traditional knowledge into daily programming through storytelling, songs, and on-the-land activities, supporting cultural identity from an early age.

- **Play-Based Learning Approach:**

Emphasized a play-based learning philosophy to help children build foundational skills in literacy, numeracy, and social development, preparing them for a smooth transition into formal schooling.

- **Parent Engagement:**

Developed and distributed a Parent Handbook to strengthen communication with families and support greater involvement in their children's early learning journey.

Eliza Van Bibber School K4-12 Support

Selkirk First Nation continues to collaborate with Eliza Van Bibber School (EVBS) and educational partners to strengthen communication, support student success, and promote a holistic approach to learning for K-12 students.

- **Cultural Education Integration:**
Increased opportunities for students to engage with Northern Tutchone language, traditions, and Elder-led learning, ensuring culture remains central in daily education.
- **Strengthening Education Partnerships:**
Worked with Council, Yukon Government, the Superintendent of Education, the Selkirk First Nation Education Committee, and EVB School Council to align curriculum priorities with Selkirk First Nation traditional values.

Land-Based Learning:

Delivered land-based education camps to complement classroom learning and deepen cultural connections, supported in part through the Yukon Government Education Initiative Fund.

- **Advocacy for Program Funding:**
Engaged the Department of Education to advocate for extending the Education Initiative Fund beyond 2025 to sustain culturally relevant programming.
- **Policy Engagement and Consultation:**

Participated in consultations under the First Nation School Board Framework Agreement and related education initiatives to increase First Nations leadership in schools.

- **Student Nutrition Support:**

Delivered the Jordan's Principle Nutrition Program, providing breakfast and lunch for EVBS students to support better learning outcomes.

Post Secondary Sponsorship:

We continue to provide financial support and guidance to new and returning students pursuing their post-secondary education. SFN is proud to have provided post-secondary support to 27 students in fields including:

- **Health** (Nursing, Wholistic Nursing, Dental Assistant),
- **Business** (Indigenous Business Leadership, Business of Commerce),
- **Engineering and Environmental studies** (Engineering, Environmental Monitoring), **Social Sciences** (Social Work, Social Sciences),
- **Trades** (Aviation, Skin Laser Technician),
- **and Governance** (First Nation Governance).

Citizens who graduated from their post-secondary programs this term include:

- Edna Mitander
- Cameron LaRocque
- Julia Joe
- Annette Albert
- Janine Marion



Employment and Training Programs:

Citizen Development delivers Employment and Training programs designed to build job-ready skills, create workforce opportunities, and support long-term career development for Selkirk First Nation Citizens. Through implementation of the Indigenous Skills and Employment Training Strategy (ISETS) and partnerships with Yukon University, we provide a wide range of education and workforce development programs. Key initiatives this year include:

- **Trades and Skills Development:**

Delivered hands-on training in areas such as FireSmart, safety certification, carpentry, and culinary arts to build practical, job-ready skills.

- **Collaboration with Yukon University:**

Offered specialized programs including Culinary Arts, Safety Training (First Aid, Chainsaw Safety, etc.), Life Skills Training, Driver's Training, and additional workforce development opportunities.

- **Youth Employment and Mentorship:**

Provided youth with leadership training, career mentorship, and structured summer employment opportunities to support early workforce entry and professional growth.

- **Short-Term Employment Projects:**

Supported seasonal employment initiatives, such as the Christmas Employment Program and Campground Development projects, offering Citizens additional work experience and income opportunities.

- **Capacity Building and Leadership Development:**

Delivered Leadership and Self-Government Training for both youth and adult Citizens, helping to build professional skills, advance career readiness, and support greater citizen participation in governance and workforce leadership roles.

Future Plans – Employment & Training:

- Leadership and Trades Training: Launching Leadership Training (July 2024) and Carpentry Training (Summer 2024) to strengthen workforce skills.
- Strategy Development: Using Labour Market Information (LMI) Survey results to guide future workforce programming and priorities.

Collaboration and Partnerships:

Citizen Development works closely with SFN departments, Yukon First Nations, Yukon University, and community organizations to strengthen services for families and youth. Partnerships with programs like the SFN Language Program and Yukon childcare centres support early childhood development and family well-being. Routine governance tasks such as staff training, budget planning, and organizational improvements remain essential to advancing Council priorities and delivering effective programs.



Wellness

Overview

The Wellness Department supports the health, healing, and overall well-being of Selkirk First Nation Citizens through a range of services and initiatives. Programs address both immediate needs and long-term wellness goals for individuals, families, and the wider community. Supports include child and family advocacy, health and treatment navigation, emotional and cultural healing, home and community care, and income assistance.

Child and Family Support:

- **Cultural Revitalization and Family Engagement:**

Promoted cultural practices and community pride through family-centered events and workshops, including Cooking Nights to strengthen family bonds through shared learning and meals, and cultural programming such as Hunting Camps, Fur Hat Making, and Sewing Nights.

- **Referrals & Case Support:**

Advocacy, referrals, and case planning in partnership with CYFN Family Preservation Services and Yukon Government Family and Child Services.

- **Strengthening Family Connections:**

We are working on a Cultural Connections Plan for children currently in care, despite challenges in reaching parents. Additionally, we support family

reunification through cultural and community-building events.

- **Support for Emotional, Basic, and Immediate Needs**

We provide emergency funding for food, clothing, and relocation costs, as well as assistance with Jordan's Principle applications and support letters for external services and housing. Our staff is available to offer emotional support to parents and caregivers in need of guidance. Additionally, we offer grocery gift cards and food hampers to help offset the cost of healthy groceries.

- **Youth Engagement & Community Connection:**

Collaboration with Citizen Development to host the 2nd Annual Northern Tutchone Youth Gathering in Minto Landing.

Health and Wellness Services:

- **Treatment Support:** Assisting citizens in accessing treatment services both within and outside the community.
- **Holistic Practices:** Bringing holistic practitioners to the community to support overall well-being.
- **Health Appointments:** Coordinating and supporting citizens in attending medical appointments outside the community.
- **Health Assistance:** We provide funding for families to attend appointments not covered by NIHB.
- **Facilitated drug awareness** and NALOXONE training sessions for the community.



Elders and Youth Conference



Elders and Youth Conference



SDC 30th



SFN Youth

- **Substance Use and Addiction Support:** Held on-the-land camps focused on substance use recovery, blending cultural practices with healing strategies.
- **Aftercare and Healing Support:**
This year, the department also delivered the Tatlamun Lake Wellness Camp, a land-based aftercare initiative designed to support Citizens returning from treatment. The camp provides a safe, culturally rooted environment to help maintain progress in recovery, promote healing, and reconnect with traditional values. The camp was limited to 1 camp this fiscal year due to mental wellness counselor availability, more camps are set for the future.

Home and Community Care:

- **Housekeeping Support:** Providing light housekeeping services to help maintain a clean and safe home environment.
- **Transportation Assistance:** Offering transportation to medical appointments and essential services.
- **Meals on Wheels:** Delivering nutritious meals to community members in need.

Social Assistance:

- **Income Support:** Providing temporary income assistance to eligible community members.

- **Elder Support:** Offering wood and fuel assistance to Elders to help with heating and energy needs.

Staffing and Professional Development

- **New Staffing and Administration:**
Created additional positions within the department to better serve the community and enhance service delivery, including the dedicated Elder driver mentioned above.
- **Professional Development:**
Staff participated in the “**Our Children, Our Way**” Conference, gaining valuable training in child and family services and strengthening the department’s capacity to deliver culturally informed care.

Challenges

- Difficulties in reaching parents and getting them into the office to complete Cultural Connections Plans for children currently in care, often due to lack of information.
- Transportation Issues, efforts to provide rides to school for families with no transportation were underutilized, with only one child consistently using the service, leading to its discontinuation due to inconsistent use and lack of a steady driver.
- Ongoing Jordan's Principle Support, challenges in assisting with Jordan's Principle applications, support letters, and coordinating with CYFN to streamline access to services.

- Community Engagement - We are working to revive the Birth Celebration as a response to the concern that our community primarily gathers during times of death, aiming to create positive, community-building events that provide wraparound care for families.
- Youth Event Participation - Despite identifying a need, youth group events were facilitated and saw low turnout, prompting us to reassess strategies to better engage youth in future activities.
- Harassment - Staff in the Social Assistance role often face harassment at home and on personal phone lines.
- Additional support for those returning from treatment programs to the same environment, impacting their ability to sustain progress (plans for aftercare support during this fiscal year were in progress).

Collaboration and Partnerships

The Wellness Department partnered with Citizen Development to support the 2nd Annual Northern Tutchone Youth Gathering at Minto Landing and worked alongside Recreation to help organize community events. Collaborations with groups such as the Family Resource Unit, CYFN, and cultural programming teams also contributed to creating opportunities for families to connect, celebrate culture, and strengthen community wellness.

Mineral Resources

Overview

The Department of Mineral Resources plays a key role in protecting Selkirk First Nation's lands and interests by monitoring mining activity, participating in regulatory processes, and advancing environmental oversight. Environmental stewardship remains a core priority of the department, guiding all work related to land management and resource development.

In 2023–24, Mineral Resources remained actively involved in reviewing and responding to major mining projects, regulatory assessments, and policy matters impacting Selkirk First Nation's Traditional Territory. Mineral Resources is responsible for monitoring activity across four major mining operations that affect SFN: The Faro Mine, the Casino Mine, Coffee Creek, and the Minto Mine, which is located on Category A Settlement Land.

In addition to technical work, the department contributed to capacity-building efforts,

participated in training programs, and continued to engage with community members to promote transparency and inclusion in decision-making related to resource development. This report outlines the department's activities, challenges, and achievements over the past fiscal year, with a continued focus on upholding Selkirk First Nation's responsibilities as stewards of the land.

Minto

- **Financial and Compliance Concerns:** Throughout the winter, the department was concerned about Minto's ability to secure the necessary financial capital and comply with water management regulations.
- **Insolvency Process:** On May 13, 2023, Minto Metals announced the suspension of operations, leading to the relinquishment of care and control to Yukon Government. This initiated the insolvency process, which demanded significant attention from the department.

Minto Mine



Minto Mine



- **Community Engagement:** Mineral Resources held “mine update” sessions with Council in a Community Meeting in September 2023. Subsequent meetings were held in spring 2024 to keep the citizens informed about the Minto property developments.

Oceans Canada, YG-ECO Major Projects Yukon).

- **Awaiting Decision:** The department is awaiting the response from the Decision Bodies, which can accept, decline, or vary the recommendations. If accepted, the application will move to the Regulatory Bodies for licensing.

Faro

- **Screening Process:** The Faro Remediation Project completed the screening process performed by the Executive Committee of YESAB. The Screening Report and Recommendations were sent to the Decision Bodies (CIRNAC, Fisheries and

- **Oversight Committee Participation:** Selkirk First Nation participated in two bi-annual Oversight Committee meetings in 2023, consisting of representatives from the Government of Canada, Yukon Government, Ross River Dene Council, Liard First Nation, and Selkirk.

Faro Mine Tour



Coffee Creek



Casino

- **Panel Review:** The Casino Mine project proposal, submitted in 2014, was determined to require a Panel Review by YESAB in 2016 due to controversial technology and potential cumulative adverse effects on the Klaza Caribou Herd. This is the first Panel Review process conducted in Yukon.
- **Revised Guidelines:** The Executive Committee required Casino to provide a revised Environmental and Socio-Economic Effects Statement Guidelines, which is currently under review.

Coffee Creek

- **Screening Process:** Newmont (Coffee Creek) completed its screening process and awaits permits for constructing the Access Road from Dawson City.
- **Licensing:** The project still needs required licenses from Yukon (EMR) QML and Yukon Water Board for Class A and Class B licenses.
- **Asset Sale:** In February 2023, Newmont announced the intention to sell the Coffee Project as part of six non-core assets to replenish capital after acquiring the Newcrest Project in Australia for \$19 billion. Despite this, regulatory processes and engagement with Selkirk continue.

Assessments/Comments

- **YESAB Assessments:** Conducted assessments on Rude Road Construction Project, Mariposa and Scroggie Creeks, Seymour and Caribou Creeks, unnamed tributary to Mechanic Creek, and Pelly Crossing Waste Facility.
- **YG Site Comments:** Provided comments on Class 1 and 2 Project Proposals regarding Hayes Creek, Selwyn River, Mascot Creek, Big Creek, Cripple Creek, Seymour Creek, and Granite Creek Copper.
- **Land Use Permits:** Offered comments on land use permits for Casino Rd and Scroggie Creek Rd.
- **DFO Comments:** Submitted comments regarding Meloy/Casino/Britannia Creeks Project.
- **Waterboard Comments:** Provided input on the Shovel Creek Project within the Coffee Creek watershed and the Granite Creek Reclamation Plan.

Training/Workshops

- **Seed Collection Workshop:** Conducted a workshop for NT citizens in Pelly.
- **Conferences:** Attended the BC Mining Symposium (online), Roundup, and GeoScience conferences.
- **YESAB Workshops:** Participated in YESAB Cumulative Effects Workshop and YESAB Amendment Workshop.
- **Conferences:** Engaged in the Yukon First Nation and YESAB conference and the Yukon Energy and Resource Table.
- **Training:** Completed First Aid and drone training and licensing.

Meetings

- **Public Meetings:** Held a Faro Public Meeting in Pelly and an SFN Citizen meeting regarding the future of Minto Mine.
- **Oversight Meetings:** Participated in the Faro Oversight Meeting.
- **Gatherings:** Attended the May Gathering.

Airlink Drone Training



Tours

- **Mine Tours:** Conducted a Faro Mine Tour for leadership, consultants, and mineral resources staff.
- **Elders Tour:** Organized an Elders Tour of Coffee Creek to offer Elders a Boots-on-the-ground tour of the site for a better understanding of activity.
- **Helicopter Tour:** An aerial tour of Casino, Minto, and Coffee Creek was conducted for leadership and mineral resources staff. This aerial tour allowed for direct observation of site conditions, surrounding landscapes, and areas of potential environmental concern that are not easily visible from the ground. These tours offer a more thorough visual of the scale of industrial activity, allow us to monitor land disturbances, assess access routes, and identify possible impacts to waterways and habitat areas.

Stewardship

- **ISCO Installation:** Installed an ISCO at Britannia Creek for water sampling.
- **Equipment Purchase:** Bought two ATVs and a drone for inspections.
- **Violation Reporting:** Reported spills and dredging violations at Minto Mine.
- **Seed Collection:** Assisted with native seed collection at Casino. Native seed collection is critically important for mine site remediation because it ensures that when disturbed areas such as mine sites are restored, they are replanted with plants that naturally belong to that environment.
- **Road Inspection:** Conducted a road inspection in March.
- **Water Testing:** Selkirk First Nation has long a habituated practice of conducting third-party water testing at the Minto Mine site to monitor environmental integrity, a practice that became particularly important as water storage challenges at the site intensified.

Native Seed Collection



Native Seed Collection



Isco Installation at Britanica Creek



Other Activities

- Data Management:
Entered mining data into the Community Knowledge Keepers Database.

Capital Works

Overview

- The Capital Department is responsible for the planning, construction, maintenance, and upgrading of Selkirk First Nation's buildings and infrastructure. It was a busy year in 2023–24, with the kickoff of several major community projects focused on housing, early childhood development, water infrastructure, and the renewal of key public buildings. Ensuring safe, energy-efficient, and sustainable infrastructure remains a primary focus as the community continues to grow and existing assets age. Key highlights for the fiscal year of 2023-2024 include:

Housing Development

- Construction of twelve new homes is underway, consisting of two-bedroom ranchers featuring open-concept floor plans, wood stoves, oil furnaces, and Arctic boot room entries.
- These homes address critical needs by replacing unsafe units and providing additional housing for Citizen allocation.
- Each new home offers approximately 1,280 square feet of living space to support family comfort and long-term community growth.

Early Childhood Development Center (ECDC)

- The design of the new Early Childhood Development Center was completed this

year.

- The facility will be located across from the Administration Building and will be a 3,670-square-foot, single-story structure.
- Construction is budgeted between \$2.6 million and \$3.5 million, with future work scheduled to move forward once funding and contractor selection are finalized.

Jon Ra Waterline Project – House Hookups

- Preparations to connect 59 houses and 13 bare lots (including 10 on Mallard Way) to the new Jon Ra waterline are underway.
- Materials have arrived, and installation work will be carried out by SDC using a Selkirk First Nation contractor.
- Electrical work for the connections began in early June, with community cooperation requested to help complete this essential infrastructure upgrade.

Community Buildings Upgrades

Arena/Community Hall Roof

An engineering assessment revealed the need to strengthen the roof structure to withstand greater snow loads. Engineering work is underway with a fix scheduled for mid-July, and an anticipated upgrade cost of approximately \$4–\$6 million.

Administration Building

HVAC system upgrades are approximately 75% complete in the design phase. The new system will improve energy efficiency

and may incorporate biomass technology. Green funding sources are being explored to offset construction costs, with a target to tender the project for next building season. Estimated project cost: \$1–\$1.5 million.

- **Old Community Hall**

The roof replacement was completed last summer. Plans are in place to upgrade the kitchen, lighting, bathrooms, and interior finishes while maintaining flexibility for current community uses.

- **Curling Rink**

Mold remediation was completed in early

spring to improve building safety and usability.

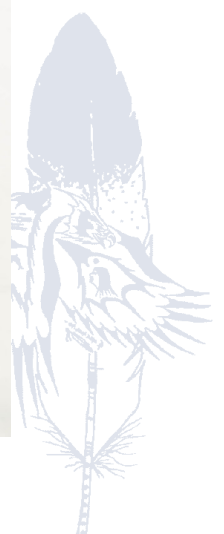
- **Old Warehouse**

Roof replacement was completed to extend the life of the structure.

- **Capital Building**

An engineering study is underway to address heat loss and redesign the roof system for improved building performance.





Lands, Heritage, and Resources

Overview

The Lands, Heritage, and Language Department is responsible for protecting and promoting Selkirk First Nation's lands, heritage resources, cultural traditions, and Northern Tutchone language. In 2023–24, major activities focused on heritage site management, language revitalization, cultural programming, and the preservation of traditional knowledge.

Note: A full update on Lands Department activities will be provided separately through a public presentation. The following section summarizes the work submitted by the Heritage Department for the 2023–24 fiscal year.

Heritage Activities

- Oversaw the 2023–24 Fort Selkirk Restoration Project, including the hiring of a project manager, labourers, cooks, an interpreter, an expeditor, and a site watchman for the summer season.
- Reopened the Big Jonathan Heritage Centre after three years of closure due to soil contamination; hosted an Open House and community BBQ to celebrate the reopening.
- Organized Parks Day on July 15, 2023, providing free boat rides from Pelly Farm to Fort Selkirk for community members.
- Assisted heritage staff as needed and supervised operations of the Big Jonathan

Heritage Centre and Fort Selkirk services.

- Collaborated with Yukon Government's Collections Manager to assess Fort Selkirk artifacts and develop a management plan for displays.
- Worked with YG's Cultural Coordinator to manage First Nation graves at Fort Selkirk, including the installation of grave markers with names, birth dates, and death dates.

Heritage & Language

- Employed a cohort of Language Learners on one-year terms to March 2024, with plans to recruit a new cohort in the fall.
- Participated in the Paul Creek Curriculum Workshop in Whitehorse and contributed to the Yukon First Nations Language Technical Team (YFLT), developing a personalized Northern Tutchone language curriculum for SFN.
- Continued work on the Northern Tutchone online dictionary project, which includes phases of audio editing and platform development following word collection activities at the March 2024 Language Gathering and additional speaker recording sessions.
- Worked closely with app developers who visited Pelly in February 2024 to take photos and record Northern Tutchone words and phrases with Lizzie Hall, Alyce Joe, and Mary Alfred. Editing for the app was completed locally.
- Continued active participation in a number of language gatherings, workshops, and D-Team meetings hosted by the Yukon Native Language

Centre (YNLC) and other First Nations, helping to shape territory-wide language revitalization initiatives.

Heritage & Culture

- Coordinated seasonal culture camps, berry picking trips, moose hide tanning sessions, and other on-the-land cultural activities.
- Supported the integration of traditional activities like sewing, hand games, and medicine gathering into community events.
- Organized the Christmas Sewing Project, May Gathering cultural events, and helped coordinate local hand games tournaments.
- Traditional Knowledge Activities
- Continued the work initiated by the late Roger Alfred, a longstanding Traditional Law Coordinator, by advancing several traditional knowledge projects.
- Completed the Code of Conduct booklet, a traditional knowledge document developed by Northern Tutchone Elders to guide respectful community behavior.
- Finalized and printed the Rites of Passage booklets for young Northern Tutchone men and women.
- Hosted the Aunties Retreat at Lutsaw Lake, offering traditional skills workshops for younger generations.
- Held the first Elders and Youth Gathering in February 2023 to strengthen intergenerational knowledge sharing.
- Initiated planning to embed traditional knowledge across all SFN departments, with workshops scheduled for winter 2024–25.



Traditional Knowledge

The Traditional Knowledge program continued to advance initiatives that were shaped by the lifelong work of the late **Roger Alfred**, who passed away on May 11, 2023. Roger dedicated over 25 years of service to Selkirk First Nation as the Traditional Law Coordinator, where he passionately worked to embed Dooli Laws into our self-government. His efforts, and the work of many Elders alongside him, produced important documents that continue to guide governance and cultural practices today.

Before his passing, Roger contributed significantly to the first Elders and Youth Gathering held in February 2023 — a historic event bringing together generations to share and strengthen traditional knowledge. The success of this gathering has set the foundation for future initiatives, including the development of an Elders and Youth

Council. Several projects Roger worked on will continue and they include:

- **The Code of Conduct document**, a traditional knowledge-based guide outlining respectful behaviors and values for Northern Tutchone Citizens.
- **The Rites of Passage** booklets for young Northern Tutchone men and women were also finalized and printed, offering guidance rooted in cultural traditions.
- **Traditional knowledge sharing initiatives including:** the Aunties and Uncles Retreat where youth and community members learned skills such as sewing, medicine gathering, traditional cooking, and soap making. These events will continue so look for postings and future announcements.

Planning was scheduled to integrate Traditional Knowledge more formally into SFN government operations through a series of departmental workshops scheduled for winter 2024–25. The Heritage team remains committed to honoring the legacy of Roger Alfred and all Elders who worked to revitalize and sustain Selkirk First Nation's traditional knowledge systems.



Roger Alfred speaks to new Council

Challenges

- **Capacity and Staffing:** Staffing and volunteer fatigue were felt across language and cultural programming.
- **Scheduling and Coordination:** Several planned events, including literacy sessions and language gatherings, faced repeated delays due to scheduling conflicts, health concerns, or competing community events.

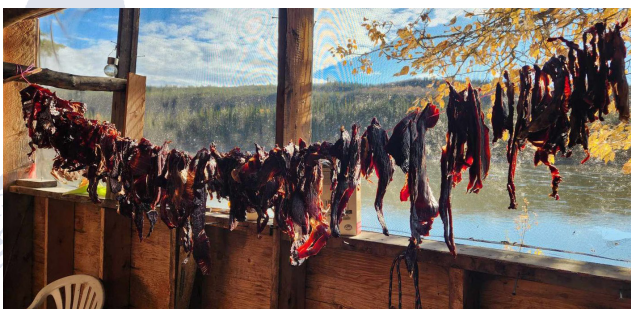
- **Resource Limitations:** The extensive work required to launch major projects such as the online dictionary and language app placed a heavy workload on a small team, impacting timelines.
- **Preservation of Knowledge:** The passing of key knowledge holders, such as Roger Alfred, underscored the urgent need to document and embed traditional knowledge within the Nation's governance and community programs.
- **Long-Term Sustainability:** Developing a sustainable, community-wide language

fluency program remains a complex, long-term challenge requiring continued resources, training, and community commitment.

Northern Tutchone Dictionary Development:

Ongoing work on the Northern Tutchone online dictionary faced significant delays due to COVID-19 outbreaks, scheduling conflicts, and other unforeseen disruptions. Despite these challenges, major progress was made.









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