



Building Stronger Connections Together

**28TH
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, 2024 – March 31, 2025.

COVER ART by Cassandra Johnny

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SELKIRK FIRST NATION PREAMBLE

Nákhwän, Huchá Hudän yets'ech'í

(Us, Selkirk People we are)

Dän k'í yots'ení tsin dän k'í zhī dats'e'jn nänka, uyí yots'édłjn.

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

Náyachó' kyakts'edó', ezhät ghwá hats'edän

(we follow our elders) (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'ení 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."

-Northern Tutchone Preamble

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SELKIRK
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GREETINGS FROM
COUNCIL



SFN Administration Building

Elders, Youth, and Citizens, **Inye dó Húch'i** *(how are you?)*

Council extends heartfelt greetings to all Citizens of the Selkirk First Nation. We are honored to present our final Annual Report for the 2024–2025 fiscal year. As we approach the upcoming April election, where you will once again choose your Council for the next three-year term, we thank you for your continued support and trust throughout our term.

The General Assembly provides a vital space for dialogue about the future of our Nation. We encourage all Citizens to share their insights and offer meaningful recommendations to guide the Administration, but most of all we encourage you to enjoy our time together as Selkirk First Nation Citizens.

Throughout of term, Council's mandate has continued to represent the interests of the Selkirk First Nation and its People, and to manage our Nation's property, affairs, and interests in accordance with our Constitution and the priorities set by the Assembly. We look forward to an engaging Assembly.



Council Activities and Achievements

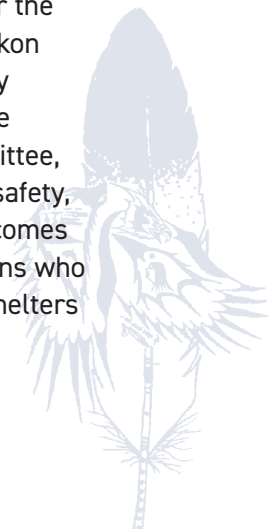
Over the past term, Council has:

- *Appointed committees*
- *Created new employment opportunities*
- *Initiated a community land use planning process*
- *Approved two of the largest budgets in our history, prioritizing wellness, housing, safety, and land sovereignty*
- *Increased the number of community meetings to strengthen communication.*
- *Engaged consultants and advisors to support effective governance*
- *Participated in strategic sessions with Northern Tutchone First Nations*
- *Fulfilled shareholder responsibilities for the Selkirk Development Corporation and appointed its Board of Directors*
- *Represented Selkirk First Nation in discussions with other governments and organizations*

Departmental reports will provide further details on initiatives supported by Council. Below are additional highlights from the past year.

Coroner's Inquest and Follow-Up

SFN remains committed to reducing the risk of harm to our Citizens who rely on the Whitehorse Emergency Shelter at 405 for their safety. Following the April 2024 Coroner's Inquest into the deaths at the shelter of Josephine Elizabeth Hager, Cassandra Warville, Myranda Aleisha Dawn Tizya-Charlie, the Government of Yukon scheduled a series of meetings with Yukon First Nation leadership to discuss shelter operations. Through these discussions, SFN has emphasized the need to improve information sharing about operations, oversight and accountability, and to learn from shelter users. The Government of Yukon discussed all options available for operations of the Shelter going forward. SFN made a point to inform the Minister that Josephine's family and SFN strongly disagree with the Canadian non-profit Connective continuing to hold the contract. There were no other organizations willing or available to take over the contract and due to the risk of having to close the shelter, the YG has now extended the current contract with Connective for a one-year term, with the possibility of extending further and has committed to Yukon First Nations to continued discussions and to establish an oversight committee for the shelter. The Leadership Summit (Yukon First Nations Leaders, Minister Tracy McPhee) endorsed the support of the establishment of an Advisory Committee, which aims to improve the cultural safety, operations and service delivery outcomes for ALL Citizens of Yukon First Nations who seek support from the emergency shelters in Yukon.



SFN continues to strengthen sovereignty and our voice at the decision-making tables through the CYFN Chiefs Committee on Health and Health Transformation Advisory and the further establishment of the Shāw Kwä'a / Health and Wellness, Yukon's First Health Authority.

Northern Tutchone Inter-Council Collaboration

The three Northern Tutchone First Nations (NTFNs) have been working together for decades and are known together as the Northern Tutchone Council (NTC). The NTFNs want to continue working in collaboration on shared priorities, despite no longer having a separate stand-alone organization called Northern Tutchone Council.

NTFN leaders have been coming together to discuss shared priorities, and identified five strategic areas for collaboration, in addition to regular political coordination. Target goals in each of these areas, along with specific objectives, are being finalized. The target areas are wellness and addictions; language, protection of land, water and air; restoration of salmon; justice and community safety.

Implementation of these priorities will be supported by a dedicated staff person - the NTC Strategic Initiatives Liaison.

Community Health and Wellbeing Grant

Council endorsed a proposal from the Finance Committee to launch the

Community Health & Wellbeing Grant, funded through the Strategic Fund. Though still in its rollout phase, the grant has already positively impacted Citizens, helping them access resources for exercise equipment, hunting gear, camp supplies, and cultural activities. The Finance Committee, with the support of the Governance Department, was requested to administer the grant.



*Council's fall photo contest
Submission by Mika Bernier]*

Minto Mine

SFN continued to advocate for the protection of our lands and resources by pursuing the acquisition of the Minto Mine. In Spring of 2023, Minto Metals abandoned the Minto Mine site and ceased operations. We worked towards the prevention of the permanent closure and abandonment of the Minto Mine on our settlement lands and will ensure we are in the driver seat of how development occurs on our lands and in our territory, along with supporting economic self-determination. The Fall of 2024, SFN acquired the tangible and physical assets (infrastructure, mill, equipment, buildings) of the mine, through a Court-approval

process. This was followed by the court approved sale of the mineral rights, and all relating licenses and permits, on June 13, 2025, transferring ownership of all grandfathered claims to SFN. This 2-phase acquisition was a strategic move, and we thank the Family Heads for their approval and for entrusting us with this monumental endeavor. In early 2025, we were in negotiations for a partnership with the Fiore Group, to form Selkirk Copper Mines Ltd, and the planning stages to begin to raise capital for the company. An exploration program is underway, after which a business plan will be developed to assess the feasibility of restarting production.

Challenges

This term was also met with some challenges such as the abrupt departure of the Executive Director. Filling in this key leadership role has been challenging due to the specialized nature of the position and competitive job market. However, we remain fully committed to finding the right candidate who aligns with our community's goals, values and traditions and long-term goals.

We would like to acknowledge the dedication and hard work of our staff. Like many other communities in the Yukon and across Canada, we have been faced with many challenges such as the pandemic, the opioid crisis, lack of resources, and loss of so many of our knowledge keepers. Throughout this, our staff have shown commitment and perseverance to ensure continued progress and meaningful results. It has been a privilege to work alongside each of you.

Mussi Cho to all Citizens for your support over the past year. We look forward to working with you and growing together, until the end of our term, in the months ahead.

In Unity,

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



Pelly from the Monument



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OUR DEPARTMENTS, PROGRAMS AND SERVICES

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Community Safety

Promoting community safety through trust, confidentiality, and collaboration with justice partners.

The Community Safety Officer (CSO) Program plays a key role in promoting citizen safety and supporting coordinated responses to safety concerns in Pelly Crossing. While CSOs do not hold enforcement authority, they remain a trusted link between Citizens, Council, and justice partners — including YG Conservation Officers, RCMP and SCAN (Safer Communities and Neighborhoods), YG Probations, and the SFN Wellness Department to name a few. Ongoing citizen engagement is essential to this work, and residents are encouraged to connect directly with the CSO team to discuss safety concerns or learn more about ongoing community safety initiatives.



CSO's Support Yukon Healing Walk

Monthly Community Safety Officer Statistic Report

A Monthly Community Safety Officer Statistic Report is submitted to Council monthly, which details the number of patrols and number of Citizens interacted with. The reports

reflect both the quantity and seriousness of the issues, and the community's shared commitment to creating a safer environment for all. Monthly CSO Statistic Reports are also shared with SFN's Justice Program and are available to Citizens.

Addressing Substance-Use Related Concerns

The most frequently raised concern among Citizens continues to be wellbeing and safety issues related to harmful and risky substance use activity. Citizens have been clear in expressing their desire for strong action against the presence and distribution of illicit substances in the community. Reporting of

“Trust is essential to the CSOs' work against substance use activity, every report is handled with confidentiality and discretion”



CSO hands out candy during a seasonal check stop



CSO David Bennett hands out Halloween candy

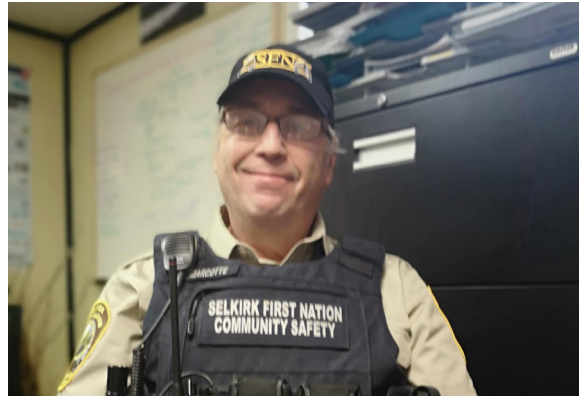
incidences made to CSO's are documented and shared confidentially with the RCMP and SCAN (Safer Communities and Neighborhoods) for appropriate follow-up.

Public intoxication remains a concern, particularly as the winter months approach. Citizens are encouraged to look out for one another and contact the CSO Office or RCMP when they see someone in distress or in unsafe conditions.

Community Engagement and Patrols

Community Safety Officers conduct daily patrols throughout Pelly Crossing and periodic highway patrol's north and south of the community. This visible presence helps promote safety by potentially deterring illicit activity and building trust with Citizens. Patrols also provide opportunities to check in with residents, identify emerging concerns, and share information appropriately through established justice partnerships.

To assist Community Safety Officers (CSOs) in their daily duties, new safety gear was



CSO Manager Darcie Marcotte

purchased to improve accountability and workplace safety. Dash cameras were installed in CSO vehicles, and body cameras were introduced for regular on-duty use

Potential for Future Partnerships with Neighboring Communities

In April 2024, CSO Manager Darcy Marcotte took a leave of absence to establish a CSO program for our sister Nation, Na-Cho Nyäk Dun. This partnership reflects a growing vision among the Northern Tutchone Nations to develop a network of CSO teams that collaborate across communities to strengthen safety, share training, and reduce harmful substance-use activity through collective presence and cooperation. The hope is that by working cohesively and combining efforts,



CSO Graham Swainson in a course at Yukon University



CSO David Bennett



CSO Delany Alfred

the three Nations can create a united network — building a corridor of safety and support between our Northern Tutchone communities and collectively strengthen the response to illicit activity.

CSO Training and Professional Development

Training continues to strengthen the team's ability to support the community and respond to situations with care, professionalism, and cultural awareness. In 2024-2025, members of the CSO program began participating in a six-part Community Safety Officer (CSO-CSG) training program through Yukon University, which includes hands-on and culturally oriented instruction. Training began in September 2024 and will continue through February 2025, with graduation to take place in Mayo.

Emergency Preparedness

Pelly Crossing CSOs have also taken part in specialized training sessions on Emergency Preparedness, hosted by YG Emergency Measures Operations and Holistic Emergency Preparedness.

Additional courses at Yukon University included:

- Note Taking and Report Writing
- Interviewing Techniques
- Scene Security and Preserving Physical Evidence
- Interagency Collaboration
- Preparing for Court Testimony

These skills help CSOs carry out their duties with confidence, accountability, and respect while serving the community.





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



Monthly training.



Old water-pump truck.

Fire Safety in our Community: Scene Safety Response Unit (SSRU)

An emergency response team that secures scenes and lays the groundwork for a future volunteer firefighting team in Pelly.

The Scene Safety Response Unit (SSRU) is organized and funded by the Yukon Government and managed locally by an SSRU Lead who is a Pelly Crossing Citizen. It was launched as an interim solution to address the need for a local emergency response to fire threats and emergency situations strictly within the boundaries of Pelly Crossing.

The SSRU is not equipped or trained to fight fires; its training focuses on safety and scene awareness. The crew assists in emergencies by assessing hazards, securing a safe perimeter around the scene, and ensuring clear access so emergency responders such as EMS or RCMP can access the scene quickly and safely.

In the event of a fire, the SSRU engages firefighting teams from Mayo or Carmacks for support. While waiting for their arrival, the team may use its rig to spray down nearby brush or structures as a precautionary measure to prevent flames from spreading.

Though limited in training and resources, the SSRU provides a valued and essential layer of emergency response for our remote community. The next step toward a fully trained firefighting team is maintaining a steady group of dedicated volunteers:

“ Eight volunteers.
Six monthly meetings. ”

The next step toward a fully trained firefighting team is maintaining a steady group of dedicated volunteers. To achieve this in Pelly, we need at least eight volunteers meeting once a month for six months. This ongoing commitment will demonstrate to the Fire Marshal's Office that our community is ready for the advanced training and equipment necessary to establish a Volunteer Firefighting team.

Community Dog Care, Safety, and Response

Supporting responsible pet ownership and public safety through education and community engagement.

Dog-related concerns in Pelly Crossing have been a complex and ongoing issue for years. Work is underway to build a fair, safe, and legal response while focusing on education and responsible pet ownership. To support this effort, the CSO Manager laid the

groundwork to establish a community animal care program, including the creation of the Animal Care Coordinator position, now held by Marion Cateau, to lead local animal care initiatives and address community concerns.



Animal Care Coordinator - Marion Cateau



Summer Student Employee Ocean Baker-Harper

How the Animal CARE Coordinator (ACC) Supports Our Community

Animal Shelter Coordinator

The Animal Shelter Coordinator plays a key role in promoting responsible pet ownership and improving community safety through education, outreach, and direct support to citizens. Her role includes:

Responding to complaints about roaming and aggressive dogs while working directly with pet owners to find solutions.

Offering guidance and education on responsible pet ownership and animal care.

Hosting community events and information

sessions throughout the year to raise awareness about pet safety and well-being.

Continuing to collaborate with CAAT (Canadian Animal Assistance Team) in establishing pet education and pet clinics.

Liaising with the Chief Veterinarian's Office to advocate for bylaw support to protect both citizens and animals.

What the Program Cannot Do

While the Animal Care Coordinator (ACC) provides valuable services to support community safety and pet care, their primary

focus is on education and assistance for pet owners. The program cannot:

Enforce - the ASC has no enforcement authority

“

The Animal Shelter and staff cannot take financial responsibility for pet needs such as transportation, medicine, or veterinary care — owners are financially responsible for their own pets.

”

Seize animals without owner's consent – rehoming is done with the permission and support of the pet owner.

The program or ACS is not responsible for veterinary costs, pet transportation, or medical expenses.

Who Can Enforce Animal Bylaws?

Neither the CSOs, the Animal Shelter Coordinator, nor anyone within the SFN administration has authority to enforce animal bylaws or animal control measures. The RCMP will only intervene in cases where a dog has caused harm or poses an immediate danger - and only when the incident is witnessed directly.

Enforcement of animal protection and welfare laws remains the responsibility of the Yukon Government's Animal Protection Services, which holds the legal mandate to respond to serious incidents. Yukon's Animal Protection and Control Manager, Jimmy Kennedy, is the sole authority on enforcement of animal bylaw in Pelly Crossing.

The MOU – An Important Piece in Bylaw Enforcement

A draft Memorandum of Agreement (MOU) between Selkirk First Nation and the Yukon Government is under review. This agreement sets out clear procedures for how SFN and Yukon's Animal Protection and Control Program (YG) will respond to dog-related incidents, including who is responsible for transport, care, and follow-up when animals are taken into custody for safety reasons.

This MOU has been in development over a year, as it requires legal considerations, careful coordination between YG and SFN. The MOU will not give SFN enforcement authority and enforcement will remain a responsibility of the Yukon Government.

Once the MOU is defined and finalized, clear

Pet Owner Responsibilities

Under Yukon's Animal Protection and Control Act, every owner must:

- ✓ Provide their pet with enough food and clean water every day.
- ✓ Provide safe shelter and protection from the weather.
- ✓ Provide opportunity for exercise and socialization — pets should not be tied up or confined for long periods without relief.
- ✓ Prevent their pet from roaming at large or causing harm to people, property, or other animals.
- ✓ These are the minimum standards of care required by law in Yukon — and the foundation of responsible pet ownership.

roles and responsibilities will be established, and this will allow SFN to hold the appropriate Yukon officials accountable for their responsibilities including enforcement. This clarity will help ensure quicker coordination, humane care for animals, and a consistent, legal process that protects both Citizens and their pets.

Recent Activity and Statistics

The Animal Shelter now maintains an official record of 144 dogs residing in Pelly Crossing, including owner names, contact information, breed, age, behaviour, and incident reports. Here is a highlight of recent activities:

14 incidents have been addressed this year.

- 9 puppies were rehomed outside the community with owner consent through YG or personal networks.
- 4 older dogs were euthanized with owner consent due to health and welfare concerns, in partnership with YG Animal Protection.
- 4 dogs were reported deceased after vehicle collisions, and 1 dog was injured — owners are reminded to keep pets safely secured to prevent roaming.
- 2 dogs were reported missing.
- 7 citizens reached out to the Shelter in August alone for help with minor pet injuries.
- 48 dogs have been photographed and catalogued by subdivision to assist with tracking and identification.
- Supplies received from CAAT and Humane Society Dawson included dewormer, disinfectant, food, leashes,



Exterior Nyana Kú



Inside Nyana Kú

collars, and bedding.

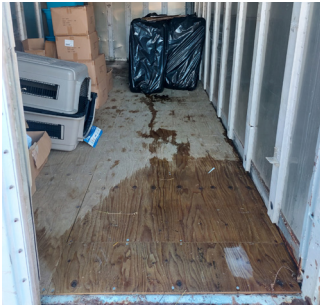
- Significant work went into the animal shelter renovations for safe use

Pelly Crossing's Animal Shelter: Nyana Kú (Animal House)

The Pelly Animal Shelter underwent partial renovations to restore its functionality and improve conditions for animal care. Upgrades completed to date include new



Runs outside Nyana Kú where dogs get fresh air



Water leaks highlight necessary renovations

heating installation, replacement of stripped materials, and the addition of new dog gates. The facility now includes six single kennels and two double kennels designed for mothers and litters, along with a sea-can storage unit for supplies and secured wood delivery access.

While the shelter is now operational, some minor repairs remain outstanding. The outdoor runs are not yet in use, the outhouse installation is pending, and a leak in the sea-can roof has been identified and is awaiting repair. Renovation work will continue into the 2025–2026 fiscal year to ensure the facility remains safe, efficient, and ready to support community needs.

Continued Partnership with CAAT – Canadian Animal Assistance Team

The Canadian Animal Assistance Team (CAAT) continues to play a vital role in supporting Pelly Crossing's animal care program through a five-year partnership agreement with Selkirk First Nation. This collaboration focuses on building SFN's long-term capacity to independently manage animal care, education, and community outreach initiatives.

CAAT works closely with the CSO program and the Animal Shelter Coordinator to



CAAT team

provide mentorship, host pet first-aid courses, and deliver educational sessions at Eliza Van Bibber School to promote animal awareness among youth.

CAAT has also removed long-standing barriers to pet health by bringing veterinary services directly to Pelly Crossing. The third CAAT veterinary clinic was held in June 2025, offering examinations, vaccinations, and spay/neuter services on-site.

Veterinary Clinic Stats

2023: 97 exams, 58 spay/neuter procedures
 2024: 88 exams, 32 spay/neuter procedures
 2025: 93 exams, 38 spay/neuter procedures
 TOTAL over 3 years – 278 exams, 128 spay/neuter procedures

Please follow our facebook page **PACK – Pelly Animal Community Knowledge** to stay updated on all activities related to dog concerns and pet care in our community: <https://www.facebook.com/groups/pellypets/>



CAAT sets up an animal surgery in the Link Building

Occupational Health and Safety (OHAS)

You have the right to a safe workplace — the OHAS program provides support and training that empowers SFN employees work safely every day.

The Occupational Health and Safety (OHAS) department provides the framework for safe work across Selkirk First Nation — promoting awareness, safety standards, training, and support to help prevent injury, illness, and burnout. It's about giving every worker the tools to stay healthy, focused, and return home well at the end of the day.

Selkirk First Nation upholds this commitment through the daily implementation of its newly developed Occupational Health and Safety (OHAS) Management System. To lead this important work, SFN established a permanent Manager of Occupational Health and Safety position to ensure federal safety standards are met and that all employees are equipped with the knowledge and tools to work safely. Dani Marcotte stepped into this role in September 2024 and has since received extensive training and mentorship to strengthen SFN's workplace safety system.



Wearing safety gear while on the job

The OHAS Management System takes shape through practical, day-to-day actions such as:

- **Identifying hazards** before they cause accidents such as areas that can lead to slips & falls, equipment issues & unsafe conditions.
- **Training staff** on how to work safely (from office ergonomics to PPE to emergency response).
- **Creating clear safety procedures** so everyone knows what to do if something goes wrong.
- **Investigating incidents** (like injuries or near-misses) to prevent them from happening again.
- **Ensuring compliance** with federal and territorial safety laws – SFN is legally obliged to align with the Canada Labour Code Part etc.
- **Protecting employee rights**, including the right to refuse unsafe work.
- **Supporting wellness and prevention**, mental health, fatigue, harassment-free workplaces, etc.

Maintaining these standards depends on responsible supervision and shared accountability. Anyone who oversees the work of others has a responsibility to consult and

“ Directors, managers, and anyone that supervises the work of others will be trained and held accountable for supporting safe work environments - in accordance with the OHAS Management System. ”

cooperate with the Manager of Occupational Health and Safety to create a healthy and safe work environment.

This responsibility for maintaining a safe workplace extends to every employee. Each person

is required to support SFN's health and safety initiatives. Workers are expected to report

hazards, incidents, or unsafe conditions as soon as possible and to take an active role in identifying improvements. SFN recognizes the worker's duty play an active role in identifying hazards and to offer suggestions or ideas to strengthen the health and safety program. When management and employees work together, we create a safer, healthier workplace for everyone at SFN.

Governance

Empowering Selkirk First Nation's right to self-determination through programs, committees, and governing bodies aligned with our Final and Self-Government Agreements.



Community baseball is a collaboration between Justice, Recreation, OHAS and Capital.



Justice

The Governance Department oversees current SFN Justice program initiatives. However, as this programing continues to grow under Governance, SFN hopes to see the Justice program evolve into a stand-alone Justice Department.

Mental Health Counsellors based in the community have been hired to work with Citizens. This approach has been supported by Citizens. The counselling services are available to any Citizen that requests them. The Counsellors also help facilitate wellness opportunities at other locations such at the school, Tat'amän wellness camps, and Whitehorse Correctional Center (WCC). The Counsellors names are Corry Rusnak and Lanny Kipling, now familiar faces in the community.

Men's Group participation ranges from 4 to 12 people. The group does a variety of activities depending on what the group would like to do, as it relates to wellness. The group meets every other Tuesday, and a hot meal is provided.

Court Worker Services are part of the role of the Justice Coordinator. The Yukon Territorial Court takes place at the Link Building in Pelly Crossing every second month.

The Justice Coordinator assists Citizens to navigate the court system by working with Legal Aid and the Crown Prosecutor's Office.

Clients who received Indigenous Court Worker services in 2024-2025

Date	ADULT		YOUTH		TOTAL
	Male	Female	Male	Female	
Apr-June 2024	11	3	4	1	20
July-Sept 2024	12	3	2	1	18
Oct-Dec 2024	12	5	1	1	19
Jan-Mar 2025	5	2	1		8

Restorative Justice - the Justice Coordinator and the Counsellors also work as a team on restorative justice opportunities for youth.

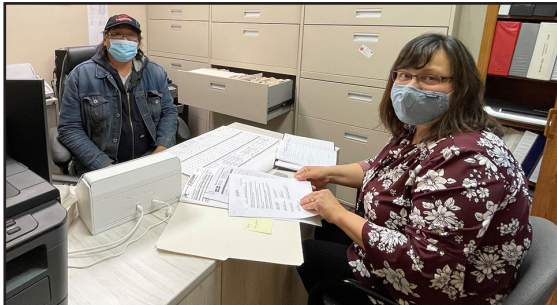
CYFN Justice Caucus was attend by the Justice Coordinator regularly and CYFN presented a Gladue Report Information Session at the Link Building in January 2025 which was well attended by Citizens.

The Justice Committee, who's mandate is to re-establish the Justice Council and develop programs and services met only sporadically in this fiscal. As Governance builds capacity, this committee will meet more often.

Now based in the house across from Yukon University, the Governance Department continues to coordinate communication and operational support for the Assembly, Elders Council, Family Heads, Council, Committees, and Elections. The new space also houses Enrollment Services, Justice programming, and now serves as the home base for our Mental Health Counsellors.



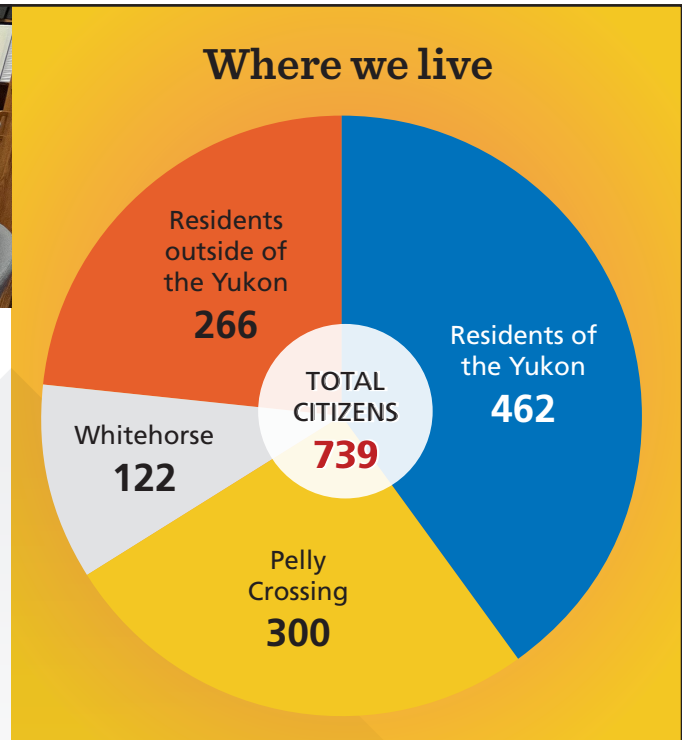
Citizens and Council Members attend the Land Claims Agreement Coalition Conference



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 ctt]

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.



Total Citizens as at December 31, 2024: **739**

Residents in Yukon:	462	Total Citizens outside of the Yukon: 266	
Carcross	2	Alberta	56
Carmacks	6	British Columbia	160
Dawson City	3	Manitoba	1
Faro	1	New Brunswick	3
Mayo	12	Newfoundland & Labrador	2
Pelly Crossing	300	Northwest Territories	1
Ross River	1	Nova Scotia	1
Teslin	6	Ontario	16
Whitehorse	122	Saskatchewan	6
No community assigned	9	Yukon Territory	462
		New York	1
		Virginia	1
		No Known Address	18

Status Cards for Canada's Status Indian Registry are available in the community. Governance staff received Indian Register Administrator training from Canada to support the delivery of status cards. SFN's Citizen Enrollment Officer, has been on leave and SFN's Implementation Manager, has been providing this service in his absence.

Advanced Information System (AIS)- AIS centralizes data collections assisting governance in maintaining accurate, secure, privacy protected data that supports program delivery. Training on the AIS modules is on-going for the People Registry. Selkirk First Nation uses several different data bases to collect, organize and store data sets.

The Citizenship Committee recommends applications for Citizenship made under section 4.8 of the Selkirk First Nation Constitution. Once it is determined whether the applicant has sufficient affiliation to qualify to be a Citizen of Selkirk, the recommendation goes to Council for final consideration. The Citizenship Committee is also tasked with developing an Enrollment Act.

Governing Bodies - Elders Council & Family Heads

The duties, powers and responsibilities of the Elders Council and Family Heads are outlined in the SFN Constitution.

Elders Council Meetings - The Governance staff worked directly with the Principal Elder, Jean Van Bibber to establish agendas, minutes and follow-up items for the Elders Council meetings. The meetings took place in the Big Room so that Elders from outside the community could zoom in.



Elder Peter Johnny

Family Heads Meetings - The Family Heads reviewed the 2024-2025 Operating Budget with the Finance Director on July 4, 2024. Under the Constitution the Family Heads are to review and make recommendations to the Council with respect to the annual budget.

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

Implementation of SFN's Final and Self-Government Agreements

The lead negotiator for Selkirk First Nation is Jim Harper. Negotiations are on-going.

FTA - In January 2025, Council signed a Term Amendment to the Financial Transfer Agreement, with a term now ending on March 31, 2030.

SGA Section 13 Amendments – the SFN Self-Government Agreement recognizes that Selkirk has jurisdiction in the Yukon in relation to the provision of social and welfare services, education, health care, language, and training programs and services, as well as operation of local services and facilities. Amendments for this period included \$177,760 for skills and

employment training, \$1,352,530 in respect to housing programs and services, \$236,459 for water/wastewater, \$276,123 for language programs, \$122,597 for health programs, \$51,781 for education programs, \$159,385 for family violence prevention and \$1,323,930 for local government services and facilities.

SGA Section 9 Amendments – the following amounts shall be added to the Annual Formula Grant as a supplement, \$184,936 for Urban, Rural and Northern Indigenous Housing Amendment, \$24,378 for Structural Mitigation, and \$70,130 for Youth Mental Health.

Communications

The Communications Department supports all branches of SFN with their communication needs through outreach and information sharing. Day-to-day activities include the management of multiple digital platforms, public notices and postings, as well as refining core messages and coordinating graphic design projects.

Communications also takes responsibility for larger projects such as policy rollouts, oversight of the website, newsletters and bulletins, and coordinating publications such as the General Assembly Report.

A major highlight this year was the successful launch of the Selkirk First Nation website, which is now live and fully operational. The site provides easier access to information, prioritizing Citizen resources and employment opportunities. The website is undergoing continuous improvements with future considerations on layout improvements, visual upgrades, and new inclusions to ensure the site is user-friendly with information relevant to the Citizens.

Communications works closely with the HR Department to ensure employment postings on the website are current. This requires regular coordination and content updates. In the next phase of website development, the employment section will be redesigned to present job listings in a clearer, more user-friendly format that better highlights opportunities within SFN.

The department also liaises frequently with press and media outlets, providing information that is fact-checked and culturally accurate. This is an ongoing effort aimed at reducing misrepresentation and further supports coverage that reflects SFN's voice, values, and perspective.

The main challenge in Communications remains capacity. The workload has grown to a level that cannot be sustained by a single role. Once additional communications support is hired, the department will be able to return to regular newsletter publication and expand ongoing outreach efforts while improving project planning and workflow efficiency.



***Thank you to April Baker
from the Language
Department for her steady
support and responsiveness
in collaborating with
Communications to
include more Northern
Tutchone language in
materials produced by the
Communications.***

Election and By-Election

The Election Committee has been tasked with compiling a report of recommendations regarding SFN Elections for the Constitution Committee to consider. This work is still on-going.

Selkirk First Nation Committees 2024-2025

SFN Committees are either appointed by the Assembly or by Council except for the Citizenship Committee which is appointed jointly by the Elders Council and Council. Governance staff provide administrative support to committees.

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	Vacant	Vacant	Vacant
	Vacant	Vacant	

The Constitution Committee has not been called to duty due to lack of space and staff.

The Finance Committee has met regularly to approve the Health and Wellbeing Grant Applications and to develop the Elders Fuel and Council Remuneration Policies. The Finance Committee also met with Council regarding annual budgets and quarterly investment meetings.

There are currently vacancies on several committees.



General Assembly

SFN General or Special Assembly is supported by the Governance Department. An Assembly Coordinator is hired to oversee the meeting logistics and other activities. The Assembly is attended in person and via zoom. Under the SFN Constitution an Assembly shall take place not less often than once every 12 calendar months.

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

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 SFN Leads 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 SFN Lead 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 SFN Lead 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 SFN Lead Governance SDC Lead 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.

Human Resources

Striving for a fair and equitable workplace in alignment with federal labour standards and Selkirk First Nation values.

The Human Resources Department provides the foundation for a safe, fair, and professional workplace. HR policies set clear standards for employment, hiring, employee conduct, and workplace safety, guided by respect and accountability. Employees are expected to maintain professionalism and confidentiality in relation to their SFN roles. There is zero tolerance for violence, substance use at work, and harassment including online cyber bullying. Discipline follows a progressive approach; however, serious misconduct such as theft, harassment, or safety violations may result in immediate termination.



SFN Employees Hosting Community Events

Cyber Harrassment

Cyber harassment is a form of lateral violence and a breach of employee conduct. Employees are always accountable for harmful online actions, including outside work hrs, as defamatory posts can impact others and the workplace. This level of accountability is standard practice today's workplaces.

Respect doesn't end in the workplace, and accountability for an employee's online actions extends beyond work hours. This reflects Selkirk First Nation's respectful workplace standards and is considered normal practice in today's professional environments.

HR supports the organization through nine key service areas:

1. Recruitment and onboarding
2. Compensation and benefits administration
3. Employee relations
4. Performance management
5. Training and development
6. Occupational health and safety compliance
7. Policy and governance alignment
8. Discipline and termination procedures, and
9. Employee engagement and culture.

Together, these functions ensure Selkirk First Nation meets its obligations under the Canada Labour Code while supporting fair compensation, safe workplaces, and opportunities for staff growth.

Over the past year, HR completed several major milestones including an employment survey which reached 57% participation. This survey provided valuable insight into workforce engagement. Directors and managers participated in employment-law and leadership training presented by legal counsel, and a new Policy Analyst was hired to align HR policies with updated federal standards. HR also supported job reclassification and pay-rate adjustments, reflecting 3.5% COLA for 2025 and 2% for 2024. Recruitment efforts expanded through local and digital outreach,

resulting in over 150 hires this year.

Professional development continued through collaborations with the Yukon University, offering Microsoft Office training to staff, and by supporting attendance at legal symposiums and HR conferences. HR also met with Na-Cho Nyäk Dun and Little Salmon/Carmacks First Nations to share best practices and strengthen inter-Nation communication. The department completed the annual performance review with a 71% participation rate and advanced its digital transformation plan, preparing to

Community Wellness

Supporting Citizen and family wellness through wholistic programs that meet individual needs and healing at large to strengthen our community.

The Wellness Department delivered a range of programs this year that supported Citizens' physical, emotional, and social well-being. Services spanned diverse needs—from family supports and elder care to treatment coordination and on-the-land healing—each aimed at uplifting families and strengthening community connections.



Lizzy attends an event facilitated by Child and Family Services

Child and Family Support

This branch supports families and children through a wholistic approach that ensures the basic needs of Selkirk First Nation children are met. The program focuses on family wellness, child safety, and community connection through direct support, advocacy, and family-based programming. Support is provided to families so that our future generations can access programs that nurture their

development and help them grow into strong, confident, and empowered Citizens.

The Child and Family Support branch is managed by one full-time employee who assumed her role in 2025 and has shown great passion and dedication in building the program to meet the needs of SFN Citizen. She has worked largely independently,

taking initiative to organize family-focused activities and provide support to households in need. The branch works closely with Children's Services in Mayo and Whitehorse to coordinate care and respond to family needs in the community.

“ Wellness is not just about the individual — it's about strengthening the whole community and taking a wholistic approach to healing. ”

While strong progress has been made, the program requires additional support staff to maintain consistent service delivery, develop structured programming, and establish a regular operating routine. Recruiting qualified team members remains a key priority to strengthen this important area of family support.

Home Community Care Program

The Home and Community Care program provides essential in-home and necessity-based support for Elders and Citizens with chronic health needs. Services include assistance with personal care, at home



wellness checks, and light housekeeping in the home.

One permanent staff member currently oversees the program, supported by a community driver. However, there is a need to expand service capacity and recruitment is underway to hire an additional Home and Community Care worker, particularly for housekeeping and daily living assistance.

The program works in collaboration with Yukon Government's regional Home and Community Care representative, Lisa Robertson, to coordinate services and ensure Elders receive consistent support.

Meals on Wheels

Meals on Wheels is a valued community program that Selkirk First Nation is working to revive. The program provides daily meals to Elders to support their health, independence, and connection to the community.

Recruitment is underway for two qualified cooks to help re-establish this service. Successful applicants are required to hold a valid driver's licence and food safety certification. Once staffing is in place, the program will resume offering one nutritious meal per day to Elders.

Social Assistance (SA)

The Social Assistance program provides temporary income support to Citizens and operates under the Social Assistance Policy. Eligibility prioritizes those with medical limitations, physical disabilities, and single parents, with all applicants required to provide documentation from a health professional.

A key seasonal initiative provides heating support through the Elder and Single Parent Wood Program, offering managed wood or oil deliveries beginning in October. All applicants must meet the policy criteria with a focus on those with limited income. All deliveries are tracked and weighed to demonstrate transparency and fairness.

The SA program pauses during the summer months to encourage participation in seasonal work programs. Staff emphasize that consideration must be given to those who cannot obtain work during the summer due to medical, physical, or personal circumstances such as childcare limitations.

Staff must follow the Social Assistance Policy as written and cannot make exceptions or personal judgment calls outside of its direction. This can be challenging, as staff often navigate complex situations while being facing frustration from clients when working under strict guidelines. The program is managed by one full-time and one part-time employee who continue to carry out their duties with professionalism and care, despite the pressures that come with a strict policy-driven service. The Social Assistance Policy is currently under review to strengthen clarity and improve support for both staff and clients.

Residential School Survivors

The Wellness team manages Indian Residential School (IRS) files with healing programs federally funded by the government of Canada. Programming promotes healing through integrated Northern Tutchone values and practices such as regalia making, sewing, harvesting, and language. This cultural programming is intended to strengthen the



Citizens acknowledge Survivors at the plaque



EVBS Principal S. Rodriguez participates in Orange Shirt Day walk with students



Memorial plaque honouring SFN Citizens who are Residential School Survivors

connection to Northern Tutchone roots and overall wellbeing.

Wellness faces a challenge in running these important programs due to lack of staff. These programs require detailed financial reporting, and Wellness is actively recruiting staff who can learn the current reporting format and oversee this sensitive file. The applicant must display cultural sensitivity, be able to do detailed reporting and creatively plan cultural programs. A new position for the IRS



Orange Shirt Day walk on the National Day for Truth and Reconciliation

programing will be posted after the budget review, and after a successful candidate is selected, SFN can continue to facilitate the healing programs needed to meet the intergenerational needs of Residential School Survivors and their descendants.

Orange Shirt Day

SFN also recognizes Orange Shirt Day on September 30's National Day for Truth and Reconciliation. Wellness hosts an annual memorial event in recognition of the Residential School Survivors. Orange Shirt activities in Pelly were pioneered by the late Lena Joe and Wellness will continue this tradition with an annual walk with drumming, to the memorial plaque to recognize all who endured residential school

and its intergenerational effects. Wellness staff recognizes that an estimated 80% of our Citizens are affected by the impacts of residential school highlighting the importance of Orange Shirt Day and the Indian Residential School programing

Housing and Basic Needs Support

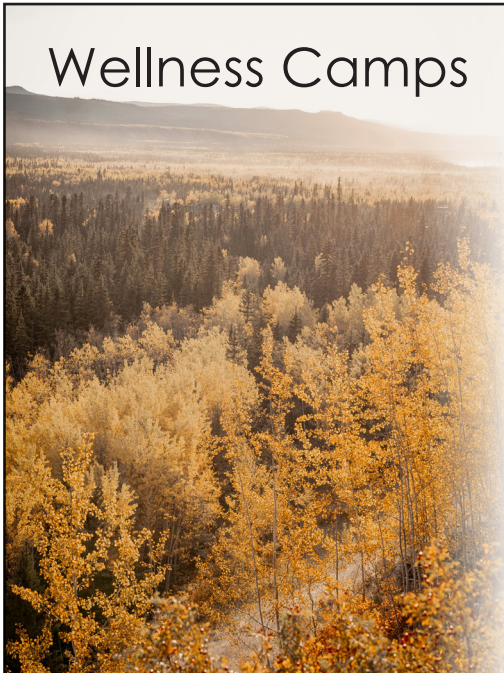
The Wellness Department continues to support Citizens experiencing housing insecurity or financial hardship in today's high-cost environment. Limited housing availability in the community remains a major challenge, and efforts are ongoing to assist those most in need.

Support is available through an application process for essential items such as furniture, appliances, winter clothing, and other basic needs. These resources have helped families and individuals who are starting over or facing difficult transitions. Funded through Health Canada, the program criteria are kept simple for reporting purposes, with larger requests scaled back to prioritize essential needs during the fall and winter seasons.

Recovery Support

The Wellness Department works with three treatment facilities to support Citizens seeking recovery and healing from substance use. The number of participants referred to treatment has been reduced due to budgetary constraints and the increasing volume of Citizens in need of treatment. Citizens are now sent only upon serious request and within available funding.

Substance use continues to affect a growing number of Citizens, including many young



Wellness Camps

The Wellness Department has developed three on-the-land camps—each with its own origin and purpose, yet all sharing one goal: healing through reconnection with the land. Together, these spaces offer Citizens the chance to restore balance through cultural immersion, strengthen community, and carry forward Northern Tutchone teachings in daily life.

Collectively, these camps are part of the ongoing work to heal from the intergenerational impacts of residential school and the challenges that continue to affect our Citizens. While each site relies in part on federal funding for certain development phases, SFN remains committed to maintaining and growing these spaces in pursuit of continuous healing and community well-being.

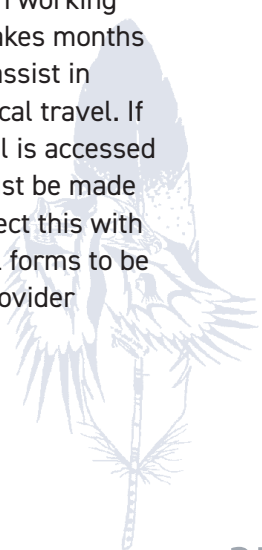
people, and efforts are being made to intervene early. The issue is, however, very few youth-specific programs are available to address the growing need of youth requiring treatment.

Some Citizens are attending the Cedar Program in Victoria, the New Westminster program in Vancouver, and the Red Road program in Salmon Arm. In addition, about 20 adults and several youth have taken part in the five-day Adult Transformation program in Prince George, with mixed outcomes. Moving forward, only serious applications will be considered to ensure funding and travel resources are used effectively.

Many Citizens continue to receive counselling and ongoing support from SFN's on-staff counsellors, Corry Rusnak and Lanny Kipling, and this resource remains as the first point of referral for Citizens.

NIHB Support

The NIHB program continues to provide transportation and coordination for Citizens attending medical, dental, emergency, and counselling appointments in town. All travel requests must include completed NIHB paperwork issued to Selkirk First Nation for pre-approved purchase orders and meal coverage. Travel support is possible without the assistance of SFN through when working directly through NIHB, but often takes months for reimbursement, and SFN can assist in offsetting the upfront cost of medical travel. If up-front support for medical travel is accessed through SFN, reimbursements must be made to SFN and travel forms must reflect this with the recipient listed as SFN, and all forms to be signed/stamped by the service provider



Tatl'amän Camp

The Wellness team developed a holistic wellness camp at Tatl'amän with a focus on mental wellbeing, cultural reconnection, and personal growth through traditional activities and hands-on participation. This work builds on the original vision of early leaders David Johnny and Franklin Roberts, who, as young men, hoped to bring their people back to the land. Located about six kilometres from Pelly Crossing, the site holds deep cultural and historical significance for Northern Tutchone people and continues to serve as a place of gathering, healing, and renewal.

The camp programming was structured to balance personal healing in the mornings with purposeful hands-on activity in the afternoons which included collective camp chores and responsibilities. Mornings were dedicated to group sessions and individual counselling focused on mental wellness. The camp team included holistic and energy counsellor Monika, and SFN resident counsellors Corry and Lenny, who facilitated wellness activities and provided individual support throughout the camp. Afternoons were spent on cultural or land-based activities. As an extension of afternoon activities, each participant contributed to the daily maintenance of the camp—from collecting water to cutting wood and helping with meals, encouraging accountability, teamwork, and purpose through meaningful activity.

Minor renovations funded through federal proposals included upgrades to the kitchen, cabin roofing, and roundhouse, with additional proposals submitted to complete further improvements to the cabins and cook's shack.

Two Tatl'amän wellness camps were held this year, each lasting ten days with an

overall positive response from Citizens who expressed the interest to stay longer and reconnecting to the land. As a healing camp, Tatl'amän maintains a strict no-substance policy, and any participants who return from town trips under the influence were be sent back home and invited to return once sober.

The main challenge for this camp is accessibility due to the condition of the access road. Even with regular grooming, the road remains rough and difficult to travel, which has prevented some of our older Elders from participating. Because of this, safety continues to be a top priority in planning and operating the camp.

Little Camp

Little Camp was envisioned by the late Lena Joe, who recognized that some Citizens remain in Pelly Crossing year-round and



Photo submission - Tamara Silas

may not have access to their own family. She believed it was important that everyone have an opportunity to spend time on the land and reconnect through cultural and land-based activities.

With the help of George McGinty and Arnold Joe, Lena selected a site about 6 km toward the Tatl'amän trail, near Mica Creek; a culturally meaningful location chosen for its accessibility to all Citizens. The intent of Little Camp is to strengthen community and family ties and to build confidence and healing through land-based therapy.

Phase I of the project was completed with \$200,000 in CYFN On-the-Land funding. This work included ground clearing, construction of a kitchen, installation of two yurts with flooring for accommodations, and development of a short trail to a hill bluff. Temporary tents were also set up for community use.

Phase II will focus on adding sleeping stick-frames, memorial benches, and a painted welcome sign. Federal funding will be sought to complete this work, with construction planned for next summer.

The camp is currently referred to as “Little Camp” however, with her family’s blessing, the camp will be officially named in Lena Joe’s honour to reflect her dedication to community healing.

Minto Wellness Week

In recognition of National Wellness Month in August, Selkirk First Nation hosts an annual wellness week. This year, the event to Minto to add an on-the-land healing for a week of gathering, workshops, activities with a focus on healing, connection, and community wellbeing.

Activities included massage therapy, a foot clinic, spiritual teachings, and sewing sessions. Elders were brought to the site to participate throughout the week, and participants were able to stay on the land for the duration of the event. Midway through the week, a young moose was harvested and shared among participants, strengthening the sense of community and gratitude.

Wellness Week also placed an emphasis on daily community meals, recognizing that many Citizens face barriers to regular wholesome meals due to high food costs and the expense of travelling to Whitehorse for groceries. Providing nourishing meals at any opportunity remains an important focus for the Wellness Department to support physical, mental, and emotional wellbeing across the community.

Across all areas of service, healing is the central thread that guides the work of the Wellness Department. Every program – from social support to cultural healing and recovery – is part of a shared commitment to restoring balance, strengthening families, and upholding the wellbeing of Selkirk First Nation Citizens.



Finance

Managing budgets. Modernizing systems. Supporting administration.



Raven at the ball diamond

The Finance Department continues to strengthen systems and improve efficiency across all operations through training and upgrades. Work with Total North has focused on increasing protection against cyber fraud and relocating the backup server to a separate building to ensure data security in case of a fire or other emergency. The department has also transitioned accounting software to the central server, improving processing speed and safeguarding against power interruptions.

A major initiative this year has been the implementation of new payroll software that will better serve SFN and provide employees with greater convenience. The

payroll software that links with Human Resources to oversee timekeeping, and payroll processing. The system replaces most paper-based processes with digital timeclocks that automatically generate timesheets from staff punches, significantly improving accuracy and record keeping. Once fully implemented, staff will have secure online access to their own work records such as leave balances and accruals through a private login, making it easier to track time, plan time off, and review their employment information without needing to request it through the office.

In addition to these upgrades, the Director has been working to shorten the fiscal year-end reporting process, which is a key step toward ensuring the General Assembly can be held earlier in the year once financial audits are complete. Altogether, these changes reflect a broader effort to modernize Finance operations and improve overall workflow efficiency across the organization.

Mineral Resources

Guiding responsible resource development and protecting the land through strong oversight, data-driven monitoring, and community collaboration.

The Mineral Resources Department continues to monitor, assess, and manage mining and exploration activities within Selkirk First Nation Traditional Territory. The department's work focuses on environmental protection, community engagement, and ensuring projects align with Selkirk's Final and Self-Government Agreements.

Inspections and Monitoring

This year, staff set up water monitoring stations at Britannia Creek and collected samples every three weeks. The team reported noncompliance issues at Canadian Creek, visited the water monitoring lab in Whitehorse, and conducted a helicopter flight near Tatl'amän to check on old quartz claims. Additional sampling was completed at Big Creek with Yukon Government, and the team assisted with a moose survey along the proposed Casino Mine Road.

Projects

Key projects included seed collection and a lichen transplant study at the Casino Mine, and a joint effort with Little Salmon/Carmacks First Nation to prepare a report for the Intergovernmental Management Group.

Pull quote: The report proposed securing parts of Big Creek as an Area of Special Consideration, which would restrict certain

mining activities to protect the area's environmental and cultural values.

Activities and Events

Mining staff participated in events collaborative activities such as a youth berry-picking trip to Britannia Creek and attended the May Gathering to gain insight into Citizens' observations of on-the-land wildlife activity. The department also hosted a series of community meetings with mining updates, to share and gather feedback.

Assessments

Environmental and socio-economic assessments were completed for placer mining and exploration projects in areas including Mariposa, Scroggie Creek, Mechanic Creek, Freegold Mountain, Seymour Creek, Boliden Creek, and Barker Creek. Comments were also submitted for Class 1 (a



Big Creek Water Sampling



Cdn Creek ISCO Water Sampling



Conference Burnaby



class for less intrusive mining activities) exploration activities on tributaries of Big Creek, Hayes Creek, and the Selwyn River.

Casino Mine

The Casino Mine Project remains under assessment by the Yukon Environmental and Socio-economic Assessment Board (YESAB). YESAB is an independent group that reviews projects before they happen and makes recommendations about whether the project should proceed and what mitigations should be place if it does proceed. Casino's statement document will cover a wide range of topics including environmental impacts, water and tailings management, wildlife and habitat considerations, socio-economic effects, First Nation's engagement, and proposed mitigation measures.

This statement was delayed due to several factors, such as improving First Nation's engagement, updating engineering plans, and aligning with the new statement guidelines.

Minto Mine

Site Operation - From mid-summer 2023 to May 2024, Boreal Engineering Ltd. acted as the site operator, handling camp operations, site maintenance, and prime contractor duties. Following a tender process, Cobalt Construction Inc. took over as site operator in June 2024. An ice bridge was constructed during winter 2024 by Selkirk Development Corporation (SDC), with Cobalt as subcontractor. SDC was also awarded the site's fuel contract and provided barge access during the summer.

Water Management - From April 15th, 2024,

to August 30th, 2024, BQE Water operated the water treatment plant. Approximately 200,000 m³ of water from the pits was treated and discharged back to the environment. Another 200,000 m³ was pumped into the UG (underground). There is currently 1.5 million m³ of available water storage at the mine site.

Ensero Solutions has been retained as the environmental monitoring contractor. Through them we continue to do the sampling and reporting of surface and groundwater that is outlined in the Reclamation and Closure plan.

Faro Mine

The federal government's remediation plan for Faro Mine was under review this fiscal year. Due to the toxicity and scale of waste rock covering a large area at the site, the plan required a special environmental review by the Executive Committee. Even though full-scale remediation has not yet begun, contractors have been active in water treatment, road and drainage repairs, revegetation, and equipment upgrades. The project is awaiting the decision document to begin long-term remediation.

Coffee Mine

The Coffee Mine Project is a proposed open-pit heap leach gold mine in west-central Yukon, currently in the licensing phase of mine development. Once permitted, the Coffee Mine Project will begin construction, followed by 8-10 years of operational mine life and 10 years of closure. Coffee is expected to produce over 2 million ounces of gold over its operational lifetime. The Project also includes an all-weather access road, referred to as the Northern Access Route (NAR). The proposed

NAR is approximately 214 km long starting from the Klondike Highway and extending south to the proposed Coffee Mine Project.

The Coffee Gold Project had already passed through the YESAB process. During this fiscal year the Coffee Mine did not begin construction, instead it worked on required documentation, and lining the project up for sale. The required documentation included an Emergency Response Plan, Explosives Management Plan, Operations Plan, and Waste Rock Plan.

Milestones

The department played a key role in supporting SFN's purchase of the Minto Mine sites assets from 2024-2025. The acquisition was sold in 2 parts, the rolling assets including equipment, machinery, the mill and all other rolling stock, and the mineral rights and licenses which were grandfathered to the site. This purchase was supported by Mineral Resources intimate knowledge of the site and years of continuous data collection. Throughout this process, Mineral Resources remained in close communication with the Fiore Group to consider the site's

future potential and continued collecting and analyzing data related to the mine. This acquisition marks a major achievement for Selkirk First Nation and a significant step toward greater control over its lands and resources.

Training

Staff also completed several training courses and certifications:

- Drone mapping and certification
- Lake monitoring
- Plant ecology
- Field mapping
- Wilderness first aid
- Environmental impact assessment

Staff also participated in major industry conferences, including:

- Roundup (Vancouver)
- Geoscience Forum (Whitehorse)
- Technical and Research Committee on Reclamation (Burnaby)

Plant Ecology Course - Yukon Seed



Lichen Study Casino



Moose Survey Casino Road



Challenges

While the department successfully completed all planned activities, capacity remained a challenge. With multiple mine files and fieldwork commitments, staff worked under significant pressure. Community feedback gathered through meetings was valuable, but greater participation would help ensure a broader range of perspectives.

Vision for the Future

Looking ahead, the department aims to strengthen community relationships and ensure sufficient capacity to manage an expanding workload. Two new initiatives were recently funded:

- Land Guardian Program –for staff and community members
- Cumulative Effects Study on Moose – using cameras to study moose response to disturbances and inform future assessments and wildlife management.



Upcoming Mine Site Focus

As we move into the new fiscal year, Mineral Resources will continue to track the next milestones for each mine site. The department remains committed to open communication and providing informed feedback as a Nation deeply concerned with the health and integrity of the land. This includes:

- Casino Mine: preparing for the review of the Environmental and Socio-economic Statement.
- Faro Mine: preparing for review of the decision document for long-term remediation.
- Coffee Mine: following the project's sale from Newmont to Fuerte Metals Corporation, expected by the end of 2025.
- Minto Mine: supporting SFN's ownership transition and future exploration before any new development.

Land Guardian Program – Protecting Our Land and Waters

A number of Selkirk First Nation Citizens participated in the Land Guardian Program, including staff from the Mineral Resources and Lands, Heritage and Resources departments. Mineral Resources also sponsored two Citizens to complete the training, which was delivered by the Natural Resources Training Group (NRTG).

This five-week, 200-hour program combines classroom instruction with field-based learning. Participants gain technical skills in environmental monitoring, water and soil sampling, fish and wildlife surveys, GPS and

mapping, and land management. Graduates earn a certificate of completion and are prepared for positions such as Land Guardians, Environmental Monitors, and Environmental Technicians.

A number of Lands staff who completed the program are currently employed as Land Guardians – applying both technical training and traditional knowledge to help protect and monitor Selkirk's lands, waters, and wildlife.

“The Land Guardians are our eyes, ears, and heart on the land – keeping it healthy for future generations.”

Lands, Heritage, and Resources

Managing SFN lands and resources through conservation and stewardship guided by Selkirk's Final Agreement.

The Lands, Resources & Heritage Department is responsible for most chapters outlined in Selkirk First Nation's Final Agreement. These include the management, protection, and co-governance of land, water, wildlife, and heritage. The department's work ensures that SFN's environmental, cultural, and harvesting rights are upheld, and that development aligns with the Nation's values of conservation and stewardship.

Aquatic Assessments – Pelly River Tributaries

Lands continues to monitor the aquatic health of the Pelly River and its tributaries to assess long-term changes in water quality and habitat. From August 16–21, 2024, the department conducted the *Pelly River Tributaries Aquatic Health Monitoring Project* as a follow-up to studies completed between 2000 and 2006.

The assessment, led by Laberge Environmental, White Mountain Environmental, Access Consulting, and Can-

nic-a-nick Environmental Sciences, compared past and present results to identify shifts in aquatic conditions. The quality of water was measured by monitored factors such as benthic macroinvertebrates, sediment, water temperature, fluctuations in creek levels, and number of salmon returning to their spawning grounds.

Creeks studied included Graying, Willow, Mica, Needlerock, Tummel, Earn, Harvey, Tay, Little Kalzas, and Moose Rivers. Hydrometric stations were installed at Mica and Earn to collect year-round baseline data on creek flow and temperature.

Water samples from the Pelly River and selected creeks will be evaluated for pH, conductivity, alkalinity, TSS, anions, nutrients, hardness, and total and dissolved metals.

Given the decline in Chinook salmon populations, this data is essential for supporting habitat protection and rebuilding plans to safeguard salmon stocks for future generations.



Yukon River 17 Tributaries Assessments

From August 8–20, 2025, StreamPro, Can-nick-a-nick Environmental Sciences, and Water Science Technologies will conduct a *Yukon River Tributaries Assessment* of seventeen creeks previously studied by White Mountain Environmental Paul Sparling. The project will compare historical data and measure potential changes in aquatic conditions.

Creeks to be studied include McGregor, Merrice, William, Hoochekoo, McCabe, Big, Wolverine, Black, Cripple, Selwyn, Mascot, Isaac, Britannia, Pedlar, Excelsior, Ballarat, and Coffee Creeks.

Sampling will focus on benthic macroinvertebrates, water quality, sedimentation, and temperature fluctuations. Four youth participants will join the project to gain hands-on field experience and mentorship in environmental monitoring.

Land Registry System

The Lands Department is developing a Land Registry System to manage SFN

land interests such as parcel applications, access agreements, recreational use, and infrastructure development within Category A and B Settlement Lands.

This system will improve how land use activities are tracked and authorized, provide regulatory clarity, and ensure environmental protection. The accompanying Land Policy will define clear guidelines for access, permitting, and environmental safeguards — giving SFN the tools to make informed decisions and promote land certainty, sustainable use, and economic development opportunities.

Forestry Management and Partnerships

Lands is seeking funding to develop an SFN Forest Management Plan, including policy development to guide forestry activities. The plan will outline how to release forest-based benefits to Citizens while maintaining conservation and reforestation objectives, promoting sustainable silviculture operations, and guiding timber harvest practices. Developing a policy will guide the protection, the management, and the utilization of these



2024 Britannia Creek, berry picking with ladies and students



2024 Casino Mine, lands staff and summer students

resources within our traditional territory.

The proposed Forestry Management Plan is essential not only to meet the obligation set out in chapter 17 Forest Resources, under SFN's Final Agreement, but also protect this valuable resource while utilizing it as a beneficial resource.

Proposed Timber Harvest Plan

We are planning to develop a Timber Harvest on Settlement Land Plan to thin densely forested areas reduce wildfire risk around fish camps and community infrastructure. This work is being coordinated with Yukon Government's Forest Management Branch and the Selkirk Renewable Resources Council. This work is being coordinated with Yukon Government's Forest Management Branch and the Selkirk Renewable Resources Council.

Lumberfolk

Merrick McKinley, of Lumberfolk Forest Consulting, has assisted Lands with a preliminary forest inventory on our settlement lands. The data will be to inform the Timber Harvest Plan that will support the Capital

Department's biomass feasibility study with Blair Hogan (Gunta Business Consulting) to provide renewable heat to major infrastructure within the community.

Other benefits of this contract include building community capacity and increasing both knowledge and opportunities for fuelwood cutting and the harvest of raw materials for milling — such as building logs, cants, and other timber products — for community and Selkirk First Nation use. The initiative also contributes to forest fire protection planning by supporting proactive fuel management and fire-risk reduction strategies.

Yukon Government Collaboration - Forest Management

Lands continues to work with YG Forester Dan Potvin on the Crooked Creek Timber Harvest Plan and co-proposed Pelly Fuelwood Plan, encouraging sustainable local harvesting and community access to affordable wood resources.

Youth Forestry Education

In February 2025, Yukon Government



Aunties Retreat, hide tanning at Lhutsaw Lake



Land Guardians delivering meat from McMillan Outfitters

May Gathering 2024



Moose hide tanning



Yukon Trapping Assn. Trapping Course



Uncles Retreat 2024



Forester Dan Potvin visited Eliza Van Bibber School to teach students about local forest ecosystems and management within Selkirk First Nation Traditional Territory. Through hands-on learning, students explored ecoregions, forest resource use, and tree species identification.

They learned to identify:

Softwoods: white spruce, black spruce, lodgepole pine, tamarack, subalpine fir

Hardwoods: trembling aspen, white birch, balsam poplar, willow

Dan also introduced basic forestry concepts, including:

- Wood measurement (cords and cubic metres)
- Fuelwood drying and storage
- Milling basics for cabin logs
- The role of biomass energy in renewable heat systems

In March 2025, Merrick McKinley of Lumberfolk Forest Consulting, with support from Dan Potvin, led a Forestry Workshop for high school students at the community campground. The session offered hands-on experience in forest data collection, field measurements, and management practices. Elders and community guests joined the event, sharing traditional knowledge alongside modern techniques — connecting youth to the forest through practical and cultural learning.

Yukon Northern Tutchone Regional Biologist Workplan

The department continues to collaborate regionally to monitor wildlife populations and habitat conditions.

Northern Access Road (NAR) Camera

Project: Three-year program using 76 cameras along the NAR corridor to monitor how mining and road projects influence moose trends, other wildlife movements, and habitat use. The cameras are planned for retrieval in September 2025 with data analysis to follow.

Klaza Caribou Camera Project: Five-year cumulative effects study with 181 cameras between Coffee Gold and Dawson Range to understand disturbance impacts on caribou. Cameras will be maintained through 2027 followed by analysis of data will in 2028.

Caribou Surveys: Ongoing rut counts and censuses for the Ethel Lake, Tatchun, Tay River, and Klaza herds.

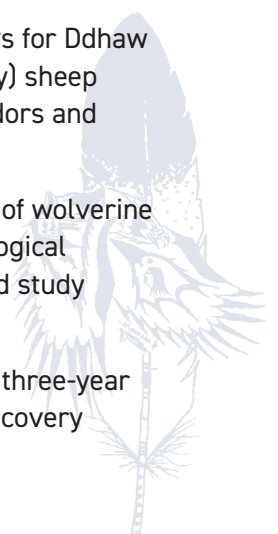
Tay River Caribou Range Assessment: A range assessment for the Tay herd will update knowledge of seasonal habitats, risk factors and management needs to support decision-making on development impacts.

Moose Surveys: A proposed moose census for the Tatchun Moose Management Unit is unlikely to take place in 2025. Priority for advancement in 2026.

Sheep Monitoring: Annual surveys for Ddhaw Ghro (September) and Minto (July) sheep populations along key river corridors and mountain slopes.

Furbearer Monitoring: Collection of wolverine and lynx carcasses to gather biological samples, track harvest levels, and study population health.

Vegetation & Ecosystem Work: A three-year lichen mapping and ecosystem recovery



project following wildfires is ongoing - FIRESCAR with Wilfrid Laurier University

Wetland & Habitat Planning: Łútsäw Wetlands, Ta'Tla Mun, and Ddhaw Ghro plans are all due or under review to ensure important habitats are properly protected and managed.

Łútsäw Wetlands is in final draft stage. Ddhaw Ghro is pending FNNND capacity to get started. Tatl'amän to begin once Łútsäw completed.

Climate Changes & Adaptation

Lands have retained Core Geoscience Services who applied for funding, on behalf of SFN, through CIRNAC-Climate Change Adaptation in the North. Our goal is to better understand how climate change is impacting people, wildlife, and the environment. The team will be installing a weather station and hydrometric stations in Earn and Mica Creek to collect data on meteorological events, water flow, and creek temperatures. Recent events, such as the landslide in the Tummel River due to permafrost thawing have showed the importance of this climate project. The leeching of metals from the landslide materials going into Tummel River, which flows into Pelly River, has impact on water quality and affecting salmon spawning ground.

Trapping

Lands is developing a trapping program to support local trappers & continues to emphasize the importance of trapping as a long-standing cultural practice that has sustained our people for thousands of years. Maintaining this traditional lifestyle keeps

Citizens connected to the land and wildlife, supporting both cultural continuity and individual wellbeing.

Under Chapter 16.11.01 and Schedule C (Category 1 Traplines) of the Selkirk First Nation Final Agreement, the management of wild fur remains a recognized right and responsibility. Lands is working with the Selkirk Renewable Resources Council on trapline allocations in several concession areas.

Financial support is being offered to trappers interested in passing on their knowledge to younger generations.

“ Lands is interested in hearing from Citizens who would like to learn more about trapping in an ongoing interest to support the ongoing practice of this cultural activity. ”

The department plans to meet with trappers to gather input and ensure the program is developed in a way that reflects community priorities and supports those who continue this important way of life.

Land Guardian

The Land Guardian Program is made up of four individuals supervised by the Fish and Wildlife Manager. The program's central purpose is to monitor, conserve, and protect Selkirk First Nation's water, fish, wildlife, and lands.

The Guardians' duties include beaver dam removal, assisting with water collection,

participating in fish assessments, supporting big game surveys, and contributing to forestry work such as Timber Harvest Plans. They also work closely with the Northern Tutchone Regional Biologist to assist with moose, caribou, and sheep surveys by helicopter.

In addition to fieldwork, the Guardians provide support during the May Gathering and other cultural events. During salmon season, they rotate shifts to help staff the Pelly River sonar station, which counts salmon passing through the river.

Yukon New Land Legislation

The Yukon Government is developing new land legislation (NLL) to guide the management of public lands. The process is being led by an NLL Steering Committee made up of the Yukon Government and Indigenous governments, including Selkirk First Nation. The new legislation will replace the Yukon Lands Act and the Territorial Lands (Yukon) Act.

This work fulfills a requirement of the Devolution Transfer Agreement (DTA) between

Yukon, Canada, and Indigenous governments. The new legislation is intended to uphold and respect Aboriginal and treaty rights, ensure public participation, clearly define processes for authorizing land use in the Yukon, and help prevent environmental impacts.

Developing this legislation is a lengthy process with eight phases: initialization, developing policy issues and options, consultation and engagement, developing operational details, drafting instructions, reviewing the draft legislation, obtaining approvals, and transition and implementation.

The NLL Steering Committee is addressing six key policy areas:

- Management of activities on the land
- Permits and tenure
- Compliance, monitoring, and enforcement
- Land planning
- Decision-making processes
- Roads and access

The new legislation will cover a wide range



New Cabin at Lhutsaw Lake



Selkirk trappers meeting

of topics including recreational camping on public land, land use permits and licences, licences of occupation, land sales, trail clearing, land grants, reclamation, and the regulation of private and public land use.

Yukon Wildlife Review

Yukon First Nations are in discussions with the Yukon Government regarding proposed amendments to the Yukon Wildlife Act. Selkirk First Nation has reviewed the inconsistencies and gaps between the Act and the Selkirk First Nation Final Agreement. To support this work, Pape & Salter provided a legal analysis.

Lands will also be working with the Northern Tutchone First Nations (Selkirk First Nation, Na-Cho Nyäk Dun, and Little Salmon Carmacks) to develop a shared position that can be presented collectively to the Yukon Government.

Partnership with LGL Limited

LGL-Fisheries biologist Chris Burns is assisting the Lands Department in developing a Salmon Management Strategy. This work also includes providing technical support for several fisheries-related projects and visiting other Indigenous communities that have implemented salmon stock rebuilding programs.

LGL-Wildlife biologist Todd Mahon is supporting the Wolf Monitoring Program by setting up bioacoustic recorders to identify the number of wolves within each pack. The study area includes Earn Lake and the Tay River region.

Landslides: Pelly & MacMillan

Building on a 2006 study conducted by the Yukon Geological Survey and Thompson Rivers University on landslides in the upper Pelly and MacMillan River regions caused by permafrost thaw, Lands is undertaking a re-assessment of these documented sites to complete a comparative study. The goal is to determine the extent to which climate change is impacting the environment.

Recent photos taken on July 19, 2024, show a significant landslide along the Tummel River, providing a current example of the ongoing effects of permafrost degradation.

Lands has retained the services of Carleton University to map permafrost across the Pelly River watersheds. This project will help the department assess the impacts of these landslides on fish habitat, water quality, and broader climate-related changes. A community presentation will be held to share the study results once available.



Landslides

Capital Department

Building the foundation for Selkirk's future

The Capital Department continues to lead the planning, construction, and maintenance of Selkirk First Nation's community infrastructure. The department oversees major building projects, water and sewer systems, community facilities, and housing operations, ensuring safe and sustainable services for Citizens.

Major Projects and Achievements

The 2024–25 fiscal year marked significant progress across several key capital projects:

- **Housing Development:** Completion of 12 new homes and new roofs installed on 8 existing houses. Renovations and septic replacements were ongoing to improve living conditions and extend the lifespan of SFN housing.
- **Water Infrastructure:** Completion of the Tarra Water Plant upgrade and successful commissioning of the Jon Ra water distribution line, connecting 70 homes and 11 Mallard Close lots to the new system. Water Plant operations, truck delivery, and maintenance continued throughout the year.
- **Community Facilities:** Construction of the Early Childhood Development Centre advanced through redesign and tendering, with completion expected in late 2025. The Mallard Close electrification and driveway project was completed, and the Arctic



Northern Tutchone Street Signs

Shelter Tent was constructed to support community events.

- **Public Works:** Ongoing maintenance of water systems, roads, sewer and septic, and community buildings. The department also advanced the Aquifer Protection Plan, completed the tender for Well #3 (scheduled for the 2025 build season), and prepared for the Capital roof replacement project (moved to 2026).
- **Planning and Collaboration:** Supported other departments with equipment, advice, and technical coordination. The department also advanced the Community Planning Process, which will guide future development across housing, facilities, and infrastructure.

Challenges

The department continued to face challenges related to engineering capacity, regulatory requirements, and staffing:

- Increased demand for



View of Jon Ra from the Monument

professional engineering services across Yukon extended project timelines.

- Water license renewal and building permit processes required additional professional oversight.
- Renovations were delayed earlier in the year due to contractor shortages and limited local accommodations, though this has since improved.
- Water operations staff continue to undergo regular training to meet certification requirements as system capacity expands.

Building on this year's achievements, upcoming priorities include:

- Retaining an architectural firm to design the Youth Centre.
- Designing residential, industrial, and commercial subdivisions.
- Completing the Willow Creek Water System design and well decommissioning.
- Advancing the design of new housing types and energy-efficient building systems.
- Exploring a biomass district heating system for public buildings.

Vision and Future Initiatives

The ongoing Community Planning Process will shape Selkirk First Nation's long-term infrastructure vision for Pelly Crossing, including plans for a Youth Centre, Social Building, new Subdivision, Administrative Building, Heritage Centre, and Flood Protection measures.

The department will continue to address housing shortages, enhance staff training, and strengthen long-term planning to ensure reliable infrastructure and sustainable growth for the Selkirk First Nation community.

Citizen Development Department

From early years to employment — supporting learning, enrichment, and personal development.

The Citizen Development Department supports Selkirk Citizens at every stage of life through education, training, skills development and enrichment through recreation. Programs are designed to empower Citizens with culturally grounded opportunities in early learning to skills training in adulthood.

Early Childhood Development Centre (ECDC) - Dunya Ra Kats Inte Ku 'A place where children learn'

The Early Childhood Development Centre continues to provide safe, licensed childcare for infants and young children. The program

supports early learning, social and emotional growth, and cultural inclusion through Northern Tutchone language, storytelling, and outdoor activities guided by community knowledge holders.

The Centre is licensed for 18 children and operates three programs:

- **Toddlers (12 months – 2 years)**
- **Preschool (3 – 5 years)**
- **After-school (6 – 10 years)**

Children transition out of the program at age 10, though individual needs are considered in consultation with families.

Canada Day Celebrations

BBQ & Relay



Annual Spring Family Fishing Derby



Mini Carnival 2024



ECDC is currently at full capacity, with one child on the waitlist. When space is limited, priority is given to families with full-time employment or studies, and to children with individual program plans.

The center creates a developmentally appropriate environment that supports children's cognitive, social, emotional, and physical growth while weaving Northern Tutchone values into daily learning. Children learn through storytelling, drumming, language lessons, felt stories, dancing, on-the-land experiences, and cultural materials displayed throughout the Centre. Dooli Laws are made visible through colourful, child-friendly posters that help children learn and practice cultural teachings each day.

Staff Qualifications and Advanced Training

All staff meet the certification and screening requirements of the Yukon Child Care Act,

including RCMP background checks, medical and TB screening, Standard First Aid, and Food Safe Level 1. These credentials ensure the centre operates safely and maintains the standards required for licensed childcare programs.

Staff continue to develop their skills through formal education and professional development offered by Yukon University. Early Childhood certification includes three levels: Child Care Worker I, II, and III. Each level requires a combination of coursework and practicum hours that increase in depth and responsibility—from introductory early childhood development studies to two years of full-time academic training with practical experience.

ECDC maintains the staffing levels required under the Act, and supports employees in pursuing additional studies while maintaining employment, helping build long-term capacity in early learning and childcare within Selkirk First Nation.

SFN Hockey Camp



The New Centre Nears Completion!

Construction of the new Early Childhood Development Centre is nearing completion, with an anticipated opening in fall or early winter 2025. The move marks an exciting milestone for families, staff, and the community as the Centre transitions into a larger, purpose-built facility designed to enhance programming and learning spaces.

Because change can be challenging for young children, ECDC will help ease the transition through late-summer visits and trial days at the new facility. These visits will allow children and families to explore the new environment, meet educators, and establish a sense of familiarity before the official move.

A brief closure will be required during the relocation period. Families will receive advance notice to help them plan alternate childcare arrangements.

Acknowledgment

The Early Childhood Development Centre acknowledges the passing of longtime staff member Maryann, whose laughter, kindness,

and steady dedication enriched the program for 13 years. Her positive spirit, sense of humour, and genuine care shaped the Centre's environment and touched the lives of many children and families.

Maryann's presence is deeply missed by colleagues and the children she cared for. Her legacy of warmth, commitment, and compassion continues to be felt each day within the Centre.

K-12 Education Support

Selkirk First Nation continues to support students from Kindergarten through Grade 12 with academic, social, and cultural programming at Eliza Van Bibber School. The program provides direct assistance to learners and families through initiatives such as:

- K-12 school supply bursary
- After-school programming
- Youth summer employment, and
- Graduation recognition and support with regalia
- High School Graduation Recognition Bursary
- K-12 education liaison providing support to EVBS students

Education support includes culturally rooted programming that reflects Northern Tutchone identity and values. Students from Kindergarten to Grade 7 participate in Northern Tutchone language classes, art programs, and seasonal land-based learning camps that connect classroom learning to traditional knowledge and community.



Maryann

Post-Secondary Education (PSE)

The Post-Secondary Education program continues to support Selkirk First Nation Citizens enrolled in universities, colleges, trades, and training programs across Canada. The program assists with tuition, books, travel, and living expenses under the PSE Policy.

Student Success: Selkirk supported 27 students in a variety of fields, including healthcare, renewable resources, education,

and the trades. The year marked several major milestones, with four post-secondary graduates and three trades graduates—among them a licensed nurse, a renewable resources graduate, and a newly certified pilot.

The department also celebrated many continuing students working toward degrees or trade certification, including three trades students completing first-year tickets and preparing to advance into Red Seal programs. PSE staff continue to work closely with

EVBS Grad 2024



Employment and Training to support smooth transitions from high school into advanced education and the workforce.

Work also continued on reviewing and updating the PSE Policy to ensure it remains responsive to student needs. Dr. Marie Natrall has been assisting with this policy renewal process, which includes updating forms and streamlining procedures as new priorities emerge.

The PSE and Education teams participate in regular PACFNI meetings in Whitehorse, hosted at Yukon University, to discuss community updates, student supports, and collaborative approaches to help First Nation learners succeed.

Looking ahead to 2025–26, the program has 23 students enrolled for the fall semester. The focus remains on supporting new Grade 12 graduates as they enter university-level programs, and on continuing to strengthen pathways between secondary, trades, and post-secondary education.

Secondary Education

The Employment and Training program continued to provide work opportunities, skill development, and capacity-building for Citizens through funding partnerships under the Indigenous Skills and Employment Training Strategy (ISETS).

Each year, the ISETS administrator prepares proposals with Selkirk First Nation and Yukon Government to deliver local employment projects that strengthen community sustainability. These employment and skill building projects include:

Community Garden Project

Created local employment and hands-on training in sustainable food production while supporting community food security and land-based learning. The 2024 season employed one supervisor, six labourers, and four summer students.

Carpentry Program

Provided local employment and carpentry training through the construction of an Elder Gazebo and boardwalk extensions, in partnership with the Lands and Capital Departments. The project enhanced community gathering spaces and practical trade skills.

Landscaping and Park Development Project

Created employment and hands-on training in park and boardwalk construction, collaborating with the carpentry program. The crew included one supervisor, six labourers, and four summer students, contributing to community pride and beautification.

Future Food Security Project (CanNor)

A three-year agreement with CanNor supports land development, food-growth infrastructure, and equipment purchases at Willow Creek to strengthen long-term food sovereignty.

Courses and Training Programs

Employment and Training sponsored Citizens in a range of skill-building and certification opportunities, including:

- Aboriginal Fashion Week participation
- Heal Your Life Coach Training (Banff, Alberta)
- Life Skills and Leadership Workshop (26 participants)

- Water Sustainability Technician program
- Wilderness First Aid, Simulator Equipment, and Driver Academy training
- Land Guardian Program (4 participants)

Safety and Certification Support

Citizens also completed Standard First Aid/ CPR, Food Safe Level 1, and received PPE equipment support.

Labour Market Information Project

The Labour Market Information (LMI) survey reached 141 Citizens in Pelly Crossing and Whitehorse, ages 15 to 68. Results will guide future ISETS programming and priorities. Community meetings will be held to review the findings, with a strategy plan expected in 2025–26.

Selkirk First Nation thanks all participants who contributed to shaping the future of local employment and training opportunities.

Recreation

The Recreation Department continued to provide inclusive, community-based programming that supports physical health, social connection, and cultural engagement for Citizens of all ages. With full staffing and consistent operations throughout the year, recreation activities ran five days a week, creating meaningful employment, youth mentorship, and family participation opportunities.

Programs ranged from youth sports, after-school clubs, and arts and crafts to adult fitness classes, Elders' chair yoga, and sewing nights. Seasonal highlights included the community carnival, May Gathering games,

land-based outings, and special holiday events that brought together families and visitors alike.

Major events and camps this year included:

- Spring Carnival
- May Gathering Games
- STEM Camp (with Yukon University)
- First Assist Hockey Camp
- Soccer Camp
- Youth Adventure and Bible Camp
- Vancouver Student Trip

Several major community programs were delivered through funding partnerships with Yukon Government, Yukon Lotteries, and the Community Recreation Assistance Grant. These funds supported staff training, facility maintenance, and upgrades to recreation equipment, including new gym and pool supplies. Additional grants under the Youth Development Asset Program helped provide youth camps, sports training, and leadership opportunities such as summer STEM and hockey programs.

Recreation also maintained community access to the Link Building gym and recreation spaces, supported inter-departmental events, and strengthened collaboration with the school and youth programs. Staff completed regular safety training and continued to enhance professional development through RPAY and recreation leadership workshops.

Looking ahead to 2025–26, the department will focus on expanding summer programming, improving accessibility, and introducing new recreational opportunities through continued partnerships and community feedback.







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