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| <p><b>BOARD MEETING<br/>MINUTES</b></p> | <p><b>Mon. Nov 27, 2023</b><br/> <b>9:00am-11:30am</b><br/> <b>Sul-hween Lelum/Elders Building</b><br/> <b>5764 Allenby Road, Duncan</b></p> |  |
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**Meeting Chair:** Chief Lydia Hwitsum. **Participants:** CVRD Chair Aaron Stone , Stuart Pagaduan, Alison Nicholson, David Slade (phone), Tim Kulchyski, Kristine Sandhu and Oliver Brandes (Advisor). **Regrets:** Michelle Staples, Darin George, Linda Higgins, Shannon Waters, David Anderson, David Froese. **Staff/Project Leaders:** Danielle Paydli, Jill Thompson, Tom Rutherford. **Minutes:** Jill

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| 1 | Welcome.   | Quorum met at 9:15. Chief opened the meeting and expressed gratitude for being in the Elders hall, and in Samuna.   |  |
| 2 | Agenda Review / Revisions -  | Kristine moved to adopt the agenda; seconded by Stuart. No changes.   | Agenda adopted   |
| 3 | Review October 2023 Minutes  | Aaron moved to adopt the minutes; seconded by Tim. No changes.  | Minutes adopted.   |
| 4 | Announcements & Correspondence   | Jill reviewed announcements. Chief added that the Xwulqw'selu Planning Process Newsletter is available.   |  |
| 5 | Public Input   | N/A   |  |
| 6 | Hul'qumi'num Watershed Lesson  | Stuart reflected on what he learns on Council, and what he learned from Elders traveling throughout the territory, out to Carmanah. Access to those experiences is very restricted now. He also spoke about the importance of the language and being a lifelong learner; trying to get the sounds true to hul'qumi'num with urging from Elders to keep the language alive.  |  |
| 7 | <p>Updates &amp; Discussion on CWB Initiatives:</p> <p>A. Review Staff Report. Staff available for Q&amp;A.</p> <p>B. Items arising from Staff Report:</p> | <p>B i) Tom acknowledged David Anderson who had a discussion with Min. Murray Rankin (MIRR). Hopeful that Min. Rankin believes there are tools in the new BC DRIPA (Declaration On the Rights of Indigenous Peoples Act) that could justify the Province taking liability for a FN led project like the weir.</p> <p>Tom flagged that there is \$10M Disaster Mitigation Fed funding earmarked for flooding and restoration in the mid to lower river. Larry George is leading work, with a small</p> | <p>Action:</p> <p>Data Mgmt - staff to ask Shannon about VIHA; ask Michelle about Social Planning Cowichan. Is there anything that already</p> |

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|   | <p>i) Update “Fish Kill Workshop Series” – Monitoring, Response &amp; Communications</p> <p>ii) Draft Impact (Business) Plan 2024-2026 (see below)</p> <p>iii) Data sharing discussion</p> | <p>working group of Tim K, Wayno, JR, Tom, and Rosie Simms, to identify projects for the funder; need to create a ‘crosswalk’ from what was proposed in 2018 to what is now proposed. [Side Note:Tom promises to dance on the table if it happens!]</p> <p>Tom stated that the July 2023 “Fish-Kill” was tragic, unprecedented, and could happen again.</p> <ul style="list-style-type: none"> <li>• Tim added that it is now estimated that 84,000 steelhead died, along with other species.</li> </ul> <p>Tom added that would be most of the steelhead production from this year. The workshop series we are planning will focus on developing monitoring systems and a collaborative approach to management whenever flow rates fall below specified minimums. The work will be fully funded by Pacific Salmon Foundation and will be instructive for other salmon rivers.</p> <p>iii) Danni reviewed the WIKD recommendations.</p> <ul style="list-style-type: none"> <li>• Chief agreed that this is important work to support decision making.</li> </ul> <p>See recommended actions.</p> | <p>exists that is regional and could assist?</p> |
| 9   | <p>Slideshow: Reflections on 2023.</p>   | <p>Danni provided a 2023 Year in Review Slideshow. A roundtable of reflections followed. See below.</p>  |  |
| <p>Stuart and Aaron had to leave; quorum lost. Short break.</p> |  |  |  |
| 10  | <p><b>Other Discussion (no quorum)</b></p>   | <p><b>2024 Impact Plan Feedback</b></p> <p>Chief:</p> <ul style="list-style-type: none"> <li>• Targets – each one could be a whole year’s work. Supports new format with “Priorities” focussed on funded projects.</li> <li>• “Fish Kill” – doesn’t think we should soften that title. Its what happened. Don’t change it.</li> <li>• Hopes to get youth more involved in WQ testing. Link up youth program. Keep the work alive in community.</li> <li>• Reflected that Cowichan Tribes wouldn’t be able to do the Xwulqw’selu without CWB support; appreciates that.</li> <li>• Weir – Everyone is pitching in. She hasn’t seen Minister of Finance yet but everyone else.</li> </ul>  | <p>No quorum</p>                                 |

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|    |                 | <p>Alison:</p> <ul style="list-style-type: none"> <li>• Capacity –We must build our staff capacity; when we seek funding, try to include resources for mentoring and building our staff capacity.</li> <li>• Disappointed that CVRD didn't step up with more funding. Need something longer term. <ul style="list-style-type: none"> <li>• Danni responded that she has been approached by a new funder who might support more core capacity.</li> <li>• Kristine – appreciates the core funding increase from CVRD.</li> <li>• Chief – recently spent a full day with water funders to emphasize the value of supporting the CWB.</li> </ul> </li> </ul> <p><b>Leadership Team</b></p> <ul style="list-style-type: none"> <li>- Staff flagged that while the Leadership Team has been very helpful, keeping it going is a strain on time, and it was intended to fill a gap until we have an ED. But the only member of the Leadership Team who is not also on the Society is Alison.</li> <li>- Recommended solution is that Alison join the Society meetings as a non-voting (due to CVRD direction) member. Alison agreed.</li> </ul> <p><b>Technical Advisory Committee (TAC).</b></p> <p>The TAC has not met in over 5 years. Other working committees and efforts with the Working Groups mean that we are getting our technical advice in other ways.</p> <p>Staff asked for input on the idea of replacing the TAC with a monthly, casual coffee meeting instead. Pros and cons were discussed, concluding that this idea not be pursued.</p> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Tom remarked on how lucky we are to have Danni as ED.</li> <li>• Chief appreciates how we are meeting in each others' spaces, and supported continuing to "cross the street" and build relationships.</li> </ul> |                 |
| 11 | <b>Adjourn.</b> | Chief adjourned the meeting at 11:20<br>Next CWB meeting - January 29th (Siem Lelum)   | Adjourned 11:20 |

## Roundtable discussion

Aaron: Expressed appreciation and value of the journey to get to know each other and particularly getting to work with Chief Hwitsum. It was very disappointing to have not received Provincial funding for the weir in March. Our watersheds are a sad poster child for the acuteness of impacts of climate change. Have to be optimistic -every day a little step closer. There were highs and lows this year but feeling good about where we're at. Hope in 2024 - we will be working on weir construction schedules and tenders and mid-river restoration.

Stuart: Reflected on humbleness: we don't possess knowledge, we share it over our life. We all have our strengths and we combine those strengths. Sobering fact: things are changing in our lifetimes now, not in our grandchildren's time. Sometimes at this Board, we need a sterner voice, a stronger push back, when we have the ears of people who can make a difference. *"Whenever I come away from here there is a very good feeling. 'Take care of our earth' - not only because it's your job, it's who you are. You have that humility."* Stuart finished with words of thankfulness for the people who have been doing this work for a decade.

Tim: Echoed frustration and the hardship of this situation, but that he appreciates how people try to help each other. We are trying to fill huge gaps. We are not perfect – there is no weir yet, immediate solutions are not there, we are not always hearing what we want to hear – but we aren't going anywhere. Sometimes we have to wait for the shift we need. We're on track. *"We're still here and we're not going anywhere."* The stability of the CWB table is valuable. Tim also reflected on humility; what we learn from getting stuck in the mud. I see and feel frustration from everyone, but we are getting better at acknowledging our successes (e.g. We have \$24 mil, and \$14 Mil is directly for the weir.) Through thick and thin, we are progressing. Tim also reflected on how people thought it couldn't work for the CWB to have 2 CoChairs, or operate by consensus, but here we are! People come to the table for the work, and put 110% on the table.

David S: Thanked staff for elevating our ability to accomplish things. Rodger, Tom, Jill, Danni. David also acknowledged Board members who are the busiest people in the Valley and still make CWB a priority and make it work.

Alison: Thanked the staff and expressed that she would like to know how we can build our Board capacity to contribute more. The Governance review confirmed that we have a solid foundation. The Board needs to spend time developing capacity. She is thrilled about the work happening to support the Koksilah – we will benefit from what we learn and how we move forward in that process. She enjoys cultural learning and language lessons. She hopes we can stay on top of the Targets, spending more resources and capacity to focus there. Eg. The fish kill might not have been a surprise if we had more active Working Groups.

Kristine: Spoke of always coming away from these meetings having learned something. She was always passionate about nature but didn't understand what the CWB did. She greatly appreciates the language lessons: *"My heart is filled, that will stay with us always."* The amount of tubing and impact on the river is upsetting. The Lake Cowichan sewage outfall project is urgent to get started now and hopefully will be better soon for the river.

Lydia: Reflected that the governance discussions were important but the relationship building is critical; to come together and know each other as human beings; to know each other's strengths and weaknesses, and to trust each other to lean into your strengths. Clarifying where our authorities are was important and we need to review and reaffirm that regularly. Chief spoke of being "uplifted" to hear people look at CWB and appreciate how we're managing to work together. We are mutually reliant on this natural world that is attempting to sustain us. The commitment of our staff to the natural world stands out. It lifts me up to be this connected to this community... coming home and being able to see our principles in *hul'qumi'num* on those banners, translated into english; bringing in *Nutsamat kws yaay'us tu qa'* – it's beautiful to see that lifted up. Chief also reflected on being "done with stereotypes"; allowing ourselves to be human with each other. She also reflected on her own personal hardship this year with her granddaughters' illness, and appreciation for how people cared when she needed that extra support.

[lost quorum]

## Impact Plan Feedback

Lydia.

- Targets – each one could be a whole year's work. Priorities are now focussed on projects.
- Fish Kill – don't think we should soften that. Its what happened. Don't change it.
- Get youth more involved in WQ testing. Link up youth program. Keep the work alive in community.
- Cowichan wouldn't be able to do the Xwulqw'selu without CWB support.
- Weir – hasn't seen Min Finance. Everyone pitchin.

Alison

- Capacity – mentorship with the staff program. When we get funding to hire staff – extra resources for mentoring. We have to build capacity. More focus on resourcing.
- Disappointed that CVRD didn't step up more. Need something longer term way financial front.

Danni

- Approached by a funder who might support more core funding

Kristine – clarified the core funding increase from CVRD;

Lydia – spent a full day with Water Funders.

Leadership Team - Alison to join

TAC – not meeting, recommendaing monthly meeting instead.

Tom – how lucky we are to have Danni as ED.

Meeting in each others space. Continue to cross the street and build relationships.

11:20 -