



TSAIN-KO
GROUP OF COMPANIES



Nation Builder

A tsain-ko Group Publication - March 2024



A Letter From Ihe hiwus.

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Welcome back to The Nation Builder, our economic development company newsletter.

In this month's edition, we are focusing on the work that both the tsain-ko management team and the Board of Directors have been focused on over the past several months: developing a multi-year strategic plan for each of the operating companies within the tsain-ko Group. Those companies include the tsain-ko Properties, tsain-ko/Swanson's Concrete, spatlem (our trucking company at the Mine), Sechelt Fishing Company, tsain-ko Forestry, tsain-ko Land Development and others.

We welcome you to view the Events section of this newsletter and note the dates for our upcoming public engagement activities, where we welcome your attendance and participation. There are several opportunities over the next few months to

come out and engage with our staff and your Nation Council members as we continue to harness the educational, career, financial and social benefits of our economic development opportunities.

Thank you, and I look forward to seeing you at one of our many upcoming events.

Sincerely,

yaxwemult, Ihe hiwus Lenora Joe
Chair of the Board of Directors



April 18, 2024:

tsain-ko Strategic Planning Event – Come One, Come All!
5:30 to 7:30pm at the Nation Hall.

Please Join Us at the Nation Hall for an interactive, engaging economic development discussion from 5:30pm until 7:30pm. Our purpose is to ensure all Nation members are kept fully informed on our progress, have ample opportunity to weigh in on our priorities, and offer suggestions for potential economic opportunities.

On April 18, 2024 tsain-ko Group of Companies will host a community engagement and input session as we share the results of our 2-day offsite strategic planning process, held with tsain-ko management, Ihe hiwus and the Board of Directors back in the November – December period.

It should be noted that our Strategic Planning session is a completely separate event from our Annual General Meeting, which will be held on October 17, 2024, and for which you will receive an invitation in an upcoming issue of The Nation Builder.

Please Prepare Your Questions in advance!

Send your questions via email at: info@tsain-ko.com

Let's make the most of our strategic planning session together!



Strategic Planning: The Key to Economic Development Success.

Our teams have spent many hours reviewing the finances, resources, accomplishments and returns on investment that each of the tsain-ko managed companies have generated over the past several years. With this historical information as a guide, we next studied the market dynamics and opportunities facing each of our organizations, with the goal of charting the most cost-effective and beneficial course for each company, moving forward. As you can imagine, each of the companies under management are unique, as each serves a different market, is impacted by different conditions, and all are at a very specific, individual moment in their evolution and maturity. The needs and priorities of a start up business, such as spatlem, are very different from those of a mature company, such as tsain-ko Swansons. Additionally, and adding a significant layer of complexity to the mix, companies typically operate in cyclical patterns, with each company on its own unique cycle. For example, a cycle will include investment (especially at start up), followed closely by relatively low margin growth, which slowly improves as techniques are honed, employee and customer relationships grow, costs are contained and expertise is gained; a rapid growth cycle can then occur, followed by the need for new investments to expand capacity, introduce new products and services, and expand the human resources required to deliver them.

With each of our companies, we have worked to isolate where exactly they fit on their growth and maturity cycle, what key investments they may need (financial, human resources, technology, innovation) and what returns on those investments we feel most confident in achieving.

Please come out and share your thoughts with us!





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Our House of Clans Update.

We have been providing updates on our BC Housing affiliated Our House of Clans project for several months now, and we are so proud to announce that the building itself is now fully functional, about half of our tenants have now moved in, and we are well on our way to announcing our opening day celebration, tentatively scheduled for May 17, 2024. The event will feature some short remarks from Ihe hiwus, yaxwemult, as well as some representatives from our provincial government and BC Housing.

Please come and join us for this important milestone celebration for our Nation.

Upcoming Event Calendar & Special Dates

MARCH 22 **World Water Day**
Annual United Nations Observance focusing on the importance of fresh water.

MARCH 31 **National Indigenous Languages day**
Celebrate and honour Indigenous languages in Canada.

APRIL 18 **tsain-ko Strategic Planning Session**
5:30 to 7:30pm
Location: The Nation Hall

APRIL 25 **Haul Trucking Q&A w/ Leadership Team**
2:30 to 3:30pm: STAFF ONLY. **DATE CHANGE!**
Location: Our House of Clans

MAY 12 **Mother's Day**

MAY 17 **Our House of Clans Opening Ceremony**
12 Noon to 3:00pm (Tentative)
Location: OHOC Rear Parking Lot

JUNE 21 **National Indigenous Peoples Day**

JUNE 21 **siyaya days**
Various events in and around our swiya.

JUNE 21 **Carving Tears into Dreams Totem Raising Ceremony**
Time/Location: TBD

OCT 17 **Annual General Meeting 2024**
Time/Location: TBD



Projects & Highlights at tsain-ko Group

Our Community may have heard that preparations are underway for the final build-out of tsain-ko Centre. Pad 5 (the last remaining undeveloped section, located just past the Tim Horton's) is set for construction to begin and continue through this summer, as we welcome a new additional group of top tier retail organizations to our Centre. Announcements on the identity of the new tenants will be forthcoming in a future edition of The Nation Builder.

Our offices and staff have all been moved to the 2nd floor of Our House of Clans while our new office development takes shape on the ground level of the building. We thank all of our staff for making this temporary inconvenience work, with very limited fuss.

Finally, our team continues to support the development of new housing for Nation Members, working on partnership with the Shishalh Nation staff, Chief and Council. Look for more information in this publication in the months to come.



Please Prepare Your Questions in advance for our Strategic Planning Session.

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Let's make the most of our planning session together!



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